

**STATE OF NEW JERSEY  
DEPARTMENT OF MENTAL HEALTH AND ADDICTIONS SERVICES**

**ANCORA PSYCHIATRIC HOSPITAL  
CLINICAL PSYCHOLOGY  
INTERNSHIP TRAINING PROGRAM**

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# **ANCORA PSYCHIATRIC HOSPITAL CLINICAL PSYCHOLOGY INTERNSHIP TRAINING PROGRAM**

## **INTRODUCTION**

Ancora Psychiatric Hospital's (APH) Psychology Department offers a full-time, one-year, pre-doctoral internship program accredited by the American Psychological Association (APA). There are three positions available to eligible graduate students enrolled in accredited clinical or counseling psychology doctoral programs. The program is designed to provide a well-rounded, diverse training experience in the treatment and assessment of individuals with serious and persistent mental illnesses, equipping interns with the skills needed to function as entry-level psychologists in similar settings. The program guides interns in the development of competencies in psychotherapy, psychological assessment, consultation and interdisciplinary healthcare, the application of literature and supervision, professional conduct/ethics/legal matters, and individual and cultural diversity. Interns should expect a balance of clinical work, supervision, and didactic training within an environment that is both encouraging and challenging.

APH has been training pre-doctoral interns since 1970 and has been APA-accredited since 2000. Our most recent APA site visit was in 2014, and we were awarded accreditation for five more years. Our next site visit is in 2019. Questions related to the program's accredited status should be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation  
American Psychological Association  
750 First St. NE, Washington, DC 20002-4242  
Phone: (202) 336-5979 / Email: [apaaccred@apa.org](mailto:apaaccred@apa.org)  
Web: [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)

## **ABOUT ANCORA PSYCHIATRIC HOSPITAL**



Opened in 1955 on 650 acres of land in the Pinelands of South Jersey, APH is about 30 miles east of Philadelphia, PA, and 30 miles west of Atlantic City, NJ. With over 1250 full-time staff members serving approximately 400 patients, APH is the newest of three state psychiatric facilities operated under the auspices of the Division of Mental Health and Addiction Services within the New Jersey Department of Human Services. The hospital is fully accredited by the Joint Commission and certified by the Centers of Medicare and Medicaid Services (CMS).

Ancora Psychiatric Hospital's dedicated mission is to care and support each person's journey toward wellness and recovery within a culture of safety. The hospital vision is to be recognized as a trusted leader in the provision of quality inpatient care. Training and professional development are highly valued and viewed as integral to the overall mission of the hospital.

APH provides inpatient psychiatric, psychological, and support services for adults primarily from counties in Southern New Jersey. Services are also provided for selected forensic patients from across the state. Patients are referred for admission from community and county hospitals, community mental health screening centers, and from a variety of forensic settings. APH provides services to a diverse population including individuals with varying psychiatric diagnoses, legal statuses, ethnic backgrounds, and socioeconomic statuses. Diagnoses vary through the spectrum of psychopathology and include schizophrenia, bipolar and other mood disorders, personality disorders, trauma-based disorders, memory and other cognitive disorders, and neuropsychological and post-injury presentations. A racial profile of patients indicated that 61% were white, 36% were black, and 2% were of Asian or Hispanic descent. Only individuals over the age of 18 years are admitted for treatment.

### **HOSPITAL ORGANIZATION OF PATIENT CARE**

The hospital currently consists of four patient-occupied buildings (Main Building, Larch Hall, Cedar Hall, and Holly Hall). There is a cafeteria, gymnasium, chapel, commissary, swimming pool, greenhouse, and community-organized Fresh Start Wellness Center on grounds. Patients have daily individualized schedules which include programs offered by almost all clinical disciplines to learn and build upon skills necessary for successful community living. Treatment teams work with patients to select groups and activities based on patient-identified goals. Most scheduled programs, including psychology groups, take place at the treatment malls.



*Pathway to Maple Hall Treatment Mall*

APH's healthcare is organized according to four primary service divisions, Admissions/Acute Care Units, Extended Care Units, Geriatric Care Units, and Forensic Care Units. Each building has three to five treatment units for a total of 17 operational patient care units across the entire hospital. Services are provided to address a variety of client needs including the client's legal status, level of functioning, level of care needs, and anticipated length of hospital stay.

Admissions/Acute Care Services: There are three admission units located in the Main Building. With the exception of some forensic, geriatric, and intellectually and developmentally disabled patients, patients proceed through the Admissions Intake Department and then are transferred to

one of the three admissions units. The three admissions' units are able to accommodate approximately 60 patients. The average length of stay is about 45 days. In that time, patients are either discharged or transferred to another treatment building. While in admissions, efforts are made to stabilize the patient's mental status and to provide appropriate medical care. Basic self-care needs are addressed. Psychologists in Admissions complete assessments, particularly violence and/or suicide risk assessments, and they also provide both individual and group psychotherapy.

Patients who need longer term care are typically transferred to an acute care unit in Larch Hall. Larch Hall has approximately 115 beds. Psychologists on these units provide a full range of psychological services including individual and group psychotherapy and psychological testing and assessment.

Extended Care Treatment Services: Cedar Hall has approximately 110 beds on four units for male and female patients. These units provide treatment options for patients with a variety of treatment and rehabilitative needs. Patients present with a variety of psychological difficulties, legal statuses, developmental disabilities, levels of intelligence, and chronic mental illnesses.

Extended Care includes two specialized Positive Behavior Support units. These units are uniquely structured and provide individualized behavioral support for both male and female patients. Patients are referred to these units and consent to participate in the unit's token economy program and enriched, skill-building environment. The Psychology Department's Behavioral Services team works on these two units.

Forensic Services: The Secure Care Unit (Holly Hall) is a 120-bed unit that services patients who have had some involvement with the legal system. The patient population generally includes patients on detainer status, patients with outstanding charges referred for treatment and stabilization prior to their court hearings, patients found Incompetent to Stand Trial (IST), patients who fall under the provisions of Megan's law, and those who have been adjudicated Not Guilty By Reason of Insanity (NGRI). State statutory provisions shape the forensic mission of each unit. Three of the four units house predominately NGRI, IST, and detainer patients while Holly Hall B unit is dedicated to the specialized treatment of sex offenders.

Geriatric-Psychiatric Services: Geriatric care services are located in the Main Building and are provided on two co-ed geriatric-psychiatric units. The geriatric units have a bed capacity for 60 patients. The majority of the geriatric population is 65 years of age or older. Most of these patients present with histories of psychiatric hospitalizations reflecting chronic mental illness. Additionally, many patient admissions are related to the behavioral manifestations of neurocognitive disorders. The Geriatric Services rotation provides a specialized opportunity to work with an interdisciplinary team of geriatricians, geriatric psychiatrists, nurse practitioners, physical and occupational therapists, dieticians, social workers, and recreational/rehabilitative staff.

## **ANCORA PSYCHIATRIC HOSPITAL PSYCHOLOGY DEPARTMENT**



The Ancora Psychiatric Hospital Psychology Department is an independent department hierarchically organized under the supervision of the hospital's Chief Executive Officer and Medical Director. Currently, the Psychology Department consists of 19 doctoral level psychologists, a master's level clinician, and ten Behavior Support Technicians (BSTs). Although licensure is not required for employment at APH, 11 psychologists are licensed in the state of New Jersey and five are licensed in Pennsylvania. There is one clinician assigned to each hospital unit, with designated Psychology Service Coordinators for each service division. The Coordinator of Psychological Assessment Services is responsible for training in psychological assessment and completes testing referrals from throughout the hospital. BSTs work under the supervision of the Coordinator of Behavioral Services and are responsible for developing and implementing a variety of behavioral interventions in Extended Care, including a token economy system of positive reinforcement.

## **PSYCHOLOGY INTERNSHIP PROGRAM OVERVIEW**

### **TRAINING MODEL AND PHILOSOPHY**

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 of patients with severe and persistent mental illness. We look to foster a strong professional identity for the entry-level psychologist and to encourage lifelong engagement in the dynamic process of professional competency. APH interns may expect to develop knowledge and skills in the areas of psychotherapy, psychological assessment, consultation and interdisciplinary healthcare, the application of literature and supervision, professional conduct/ethics/legal matters, and individual and cultural diversity.

The Ancora Psychiatric Hospital Psychology Department maintains a philosophy 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. Our training model also aims to provide a well-rounded, diverse training experience. Interns benefit from the breadth and depth of experience from therapy training with two different psychologists on two different APH units, psychological assessment training on cases referred throughout the hospital, a full day each week of training at an affiliated site, and a didactic series offering a wide-range of topics. The psychology department includes clinicians from varied backgrounds and theoretical orientations, and our interns have the opportunity for exposure to different points of view and psychological methodologies.

## **STRUCTURE OF THE TRAINING YEAR**

The full-time internship offers 1750 hours of training, consistent with the licensing requirements of the State of New Jersey. The program is able to accommodate those individuals who would like to accrue additional internship hours during the year in order to meet the requirements of their graduate program or state licensing board. Arrangements for this must be made at the beginning of the internship year. Applicants are encouraged to contact the training directors with questions related to internship hours.

Interns maintain a five-day, 35-hour work week schedule. Interns work with their APH therapy supervisors at least two days per week and with their diagnostic supervisor one day per week. The fourth day per week is spent in supervised training at an affiliated site. A fifth day per week is typically spent in didactic training on campus or off-grounds with the Department of Human Services Professional Staff and Psychology Intern Colloquium Series. The Colloquium Series provides all-day training two Wednesdays per month.

## **PRIMARY TRAINING EXPERIENCES**

APH Psychotherapy Training: Interns spend two days per week with their psychotherapy supervisor, and after six months, they rotate to a different therapy supervisor. The psychotherapy supervisor is considered the intern's primary supervisor, and interns receive at least one hour per week of regularly scheduled individual supervision with this supervisor in the practice of individual and group psychotherapy. The psychotherapy supervisor assigns cases, and each intern is expected to carry a caseload of four to seven individual patients. No later than during the second rotation, interns are expected to develop and lead their own psychotherapy groups. Interns are expected to provide audio tapes of at least three consecutive psychotherapy sessions for supervision review. Interns are also expected to co-lead with their supervisors one to two group therapy sessions per week. Some of the psychotherapy groups include Psychological Symptoms Management, Emotional Regulation, Managing Depression, Managing Anxiety and Panic, Cognitive Enhancement Therapy, Metacognitive Training, and forensic-specific group psychotherapy.

Interns may have the opportunity to complete their therapy rotations in two different service divisions (Admissions/Acute Care, Extended Care, Forensic/Secure Care, and Geriatric-Psychiatric Care). Incoming interns are asked to rank order their service division preferences

prior to their entrance into the program. All efforts are made to match interns with their preferred rotations; however, depending on supervisor availability and cohort interests, we cannot guarantee assignment to a particular service division.

APH Psychodiagnostic Training: Interns spend one day per week with the Coordinator of Psychological Assessment Services/Supervisor of Psychodiagnostic Training and complete testing referrals from throughout the hospital. As part of the assessment training, interns will improve their clinical interviewing skills and gain and/or enhance their competence in the administration, scoring, and interpretation of traditional projective and objective assessment instruments. 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 intern’s skill in choosing appropriate diagnostic tools and in organizing and integrating interview and test data into a meaningful psychological report. Interns are expected to complete one psychological testing evaluation per month for a total of 12 fully integrated testing batteries completed by the end of the year. Interns will also learn how to complete the hospital required initial and annual psychology assessments. Interns may be asked to complete four to six assessments as needed in relation to their therapy case assignments; however, all full diagnostic testing batteries remain under the supervision of the diagnostic supervisor.

Interdisciplinary Healthcare: Clinical services at APH are organized around a multidisciplinary treatment approach to patient care. Consistent with this approach, each psychology intern has the opportunity to be a member of a treatment team also consisting of his or her primary supervisor, a psychiatrist, social worker, nurse, and administrative program coordinator. Each treatment team provides multidisciplinary services to a single hospital unit of approximately 19-35 clients. In this setting, the intern has the opportunity to observe and work in an inpatient setting and to interact in a professional capacity with staff from other disciplines.

Affiliated Site Placement: Interns spend one day per week at their affiliated site. Sites may offer interns an opportunity to work with clients who would not normally be admitted to APH, or alternatively, the affiliated site may offer an opportunity to gain specialized experience in a specific area of clinical practice. At the affiliated site, the intern’s work will reflect the needs of the facility as well as the needs of the clients. Interns may be asked to perform individual, group, couples, or family therapy. Psychological testing may also be part of the training experience.

Our affiliated placements sites are subject to change from year to year. Some sites require a pre-placement interview with the intern. We are not able to guarantee an affiliated site placement during the application process. Please see Appendix A for a description of recent affiliated placement opportunities. Here are some of our recent affiliated-site placements:

- Ann Klein Forensic Center (forensic assessment focus)
- Cooper University Hospital (neuropsychological testing focus)
- Rutgers University Counseling Center (college counseling focus)
- Thomas Jefferson University Outreach Program (substance abuse treatment focus)
- Statewide Clinical Outreach Program for the Elderly through Trinitas Regional Medical Center (not available during the 2018-2019 training year)

Licensed Supervision: The process of supervision is consistent with the program's Integrative-Developmental-Practitioner Model. Supervisors seek to help the interns integrate academic learning with their patient experiences and then 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 participate 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 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.

All interns are provided with at least five hours of supervision weekly. Interns receive three hours of individual supervision each week between their APH therapy supervisor, APH psychodiagnostic supervisor, and affiliated site supervisor. Interns receive another two hours of weekly supervision in a group format. At least three hours of supervision each week is provided by a psychologist who has been licensed in New Jersey for more than two years. In group supervision, interns are frequently assigned to present an in-depth therapy or testing case conceptualization to their peers and a supervising psychologist and to practice giving and receiving peer consultation and feedback. Group supervision may also facilitate intern's development in multicultural competence via the Multicultural Lab.

Multicultural Lab and Training in Individual Differences and Cultural Diversity: The Department of Psychology at APH concurs with the central premise of the APA *Guidelines on Multicultural Education, Training, Research, Practice and Organizational Change for Psychologists* (APA, 2002) and acknowledges that the population of the United States is racially and ethnically diverse. It follows that students, research participants, clients, and the workforce are increasingly likely to come from racially and ethnically diverse groups. APH's Psychology Department defines diversity as aspects of identity related to race, ethnicity, sexual orientation, gender, abilities, religion, native tongue, socioeconomic status, and culture.

APH's training model embraces the integration of multicultural training by encouraging doctoral interns to develop a deeper understanding of diversity. Throughout the year, a Multicultural Lab is provided to doctoral interns by two members of the Department of Psychology. In accordance to the APA Ethics Code 7.04 (APA, 2010, Student Disclosure of Personal Information), our internship would like prospective applicants to be aware that the Multicultural Lab may necessitate the disclosure of personal information as part of the process of this multicultural training group. This multicultural training supervision group incorporates both didactic and experiential learning opportunities. Interns are required to journal their group experience to process and gain insight into how diversity impacts clinical treatment. They also create a family and significant-other genogram. The supervision group is designed to provide support in developing knowledge, awareness, and skills in areas of multicultural competence and to

encourage ongoing discussion and recognition of how cultural diversity and individual differences impact clinical work.

Seminar Training: An important facet 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 a series of seminars sponsored by the APH Psychology Department. These in-house seminars are an adjunct to the regular clinical and professional training interns receive here at the hospital. The second set of seminars is offered through the New Jersey Department of Human Services and is referred to as the Professional Staff and Psychology Intern Colloquium Series. Here, interns participate in twice-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. Presentations can include specialized lectures on specific risk assessment measures, competency to stand trial assessments, providing court testimony, neuropsychology of severe mental illness, first episode psychosis, psychological services in the prison systems, developing a forensic private practice, harm-reduction approaches to substance abuse treatment, etc. Additionally, during the second half of the year, interns are required to present a comprehensive therapy or testing case at the Colloquium Series for a collegial round-table discussion.

Clinical Project and Presentation: In addition, interns are expected to complete a clinical project during the internship year. Projects are largely dependent upon the unique interests of the intern and how they would like to contribute to the hospital community. The intern project may be any activity that is outside of the normal training structure of the program. Interns may elect to complete a research project involving patients. In this case, they must prepare and present a research proposal to the Directors of Training and the Hospital Research Committee for pre-approval before proceeding towards the completion of their project. Interns have also worked alongside various members of the psychology department to complete larger hospital and/or departmental projects. Recent intern projects have included the development and presentation for APH nursing staff on basic behavioral principles/positive behavior supports, active membership and presentation on guardianship policy and law to the State's Older Adult Committee, and the collection and analysis of data related to employee support following on-the-job injuries based on surveys collected from over 500 APH staff. Time to conduct the clinical project is generally allocated during regular working hours but may also be completed after hours if a supervisor is onsite.

Finally, interns are also expected to present their dissertation research to the Ancora Psychology Department. This presentation is highly dependent on the intern's dissertation status and may range from a theoretical justification and literature review of their topic for the intern just beginning the dissertation process to a synopsis of the dissertation defense for those who have defended their dissertations.

## **TRAINING GOALS AND OBJECTIVES**

The APH Internship Program provides a guided clinical experience which affords the intern the opportunity to function in various roles associated with the practice of professional psychology.

The two major roles emphasized are those of the psychotherapist and the psycho-diagnostician. 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 profession-wide competencies, and the demonstration of personal characteristics that are consistent with the ethical practice of professional psychology. The training goals for the internship year are as follows:

1. Psychotherapeutic Intervention: The intern will be able to formulate a useful case conceptualization for a patient that integrates theoretical and research knowledge. Client interventions are appropriate and effective, and countertransference is understood and used productively. Group process is understood, and group interventions are skillfully delivered. The intern is aware and capable of managing safety issues related to the work in an inpatient psychiatric setting. In collaborations with a patient's treatment team, the intern is expected to accurately assess and document a patient's risk of violence and/or suicide.
2. Psychological Assessment: The intern is competent in psychological assessment, including effective clinical interviewing and diagnostic skills, as well as DSM-V classification. The intern is expected to select relevant tests and administer, score, and interpret these tests with proficiency. The intern is also expected to write a well-organized integrative report that addresses the referral question with specific recommendations. The intern will then provide the patient and treating team with relevant and useful feedback using language that is easily understood by the intended audience.
3. Consultation and Interdisciplinary Health Care: The intern is knowledgeable of the contributions of other disciplines to patient treatment and is able to appreciate alternate discipline's inherent value to patient care. The intern will interact with the appropriate level of guidance when consulting with various team members.
4. Application of Literature and Supervision to Clinical Work: The intern demonstrates knowledge of the depth and breadth of psychological literature pertinent to the social, behavioral, and organizational dynamics of patient care. As needed, the intern seeks out pertinent literature to enhance the clinical practice of psychology. The intern seeks and effectively utilizes supervisory guidance and input. The intern is receptive to new ideas and can apply input from the supervisory sessions to clinical practice. The intern will also demonstrate the ability to apply their knowledge in direct or simulated practice of supervision or mentorship with other psychology trainees or other health professionals.
5. Professional Conduct, Ethics, and Legal Matters: The intern has professional and appropriate interactions with a patient's treatment team, his or her peers and supervisors, and maintains a professional appearance. The intern demonstrates positive coping strategies when faced with personal and professional challenges. Time management is effective, and there is a demonstration of the appropriate knowledge of ethical principles and applicable law. 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. The intern demonstrates knowledge of

individual differences including an awareness of ethnic, racial, sexual, and cultural identities. The therapeutic approach is varied to consistently communicate respect and acceptance, and treatment is informed through the development of knowledge, awareness and skills important in working with a multicultural population.

## **TRAINING PLAN DEVELOPMENT AND INTERN COMPETENCY ASSESSMENT**

At the start of the internship year, each intern completes an Initial Self-Assessment of their prior experiences in order to establish a perceived skill level with specific theoretical and practice orientations, assessment measures, and treatment/assessment of specific problems or diagnoses. The information is used to help interns identify and clarify specific training and career goals. The intern then reviews the Initial Self-Assessment with each of their supervisors, and the supervisor and intern collaboratively develop an initial Training Plan of specific goals within the six overall training objectives (i.e., psychological assessment, psychotherapeutic intervention, consultation and interdisciplinary healthcare, application of literature and supervision to clinical work, and professional conduct, ethics, and legal matters). This Training Plan becomes the touchstone for all training and supervision activities. If any adjustments to the training plan agreement are necessary to help interns maximize their training experience, they can be made at any time. At the start of the second rotation, a final Training Plan is similarly developed. Feedback regarding the intern's progress toward his or her goals and level of competency is provided informally during the course of supervision and formally in written evaluations at three months after the start of each rotation and at the completion of each rotation. The intern, supervisor, and the Training Directors sign each evaluation. Copies of the evaluation forms are provided to the interns at the beginning of the training year and are available to any interested applicant upon request.

Clinical Competency Issues and Remediation Procedure: Good standing and satisfactory progress are required for retention in the Ancora Internship Program. It is consistent with APA's Committee on Accreditation requirements that interns demonstrate intermediate to advanced levels of professional skills in selected areas relevant to competent practice. Good standing in the program is determined through a series of satisfactory ratings of the intern's progress provided at three-month intervals throughout the internship period. The developmental nature of our training model assumes that each new skill or competency is built upon previously mastered skills and competencies. 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 is 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.

## **INTERNSHIP ADMINISTRATIVE STRUCTURE**

Directors of Training: The Directors of Training are responsible for the administration and coordination of the various components of the APH Psychology Internship Program. Dr. Troy Heckert and Dr. Ivy Grace Durant currently serve as Co-Directors of Internship Training. Dr. Heckert is a licensed New Jersey psychologist. The Directors of Training have an important role in the intern selection process and in the maintenance of supervisory and training standards. They coordinate with the APA, APPIC, other New Jersey State Directors of Internship Training, and all off-site supervisors.

Ancora Psychiatric Hospital Internship Committee: The Internship Committee is chaired by the Directors of Training and includes the Administrator of Psychology and all internship supervisors. Members of this committee participate in the administration of the APH Internship Program and have input into intern selection and evaluation, supervisor selection, program development, affiliated site development, and quality improvement. Members of the Internship Committee provide direct psychotherapy and diagnostic supervision for the interns and lead on-site training seminars.

Intern Representative: The Intern Representative is a member of the Internship Committee and has no direct intern supervisory responsibility. He or she is an individual who acts in a supportive role for the interns and is regularly available for confidential discussion of issues or problems related to the internship. The Intern Representative meets with interns as a group about twice a month for open discussion.

Psychology Internship Program Training Staff: Please refer to Appendix B for a full description of the APH Internship Training Staff.

## **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 foundational to the APH Internship. 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 affiliate site, their rotation placements within the hospital, and the content of their training plans. Ethical and appropriate behavior from supervisors is of the greatest importance and critical to the success of the internship program. Every supervisory appointment is jointly designated by the APH Internship Committee and reviewed by the Directors of Training. All prospective supervisors have been or will be required to complete a formal supervisory training program.

Employment Conflict Resolution and Grievance Procedures: First and foremost, psychology interns are employees of the State of New Jersey. They are protected by the same 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. Interns can be terminated from employment with the State for violations of New Jersey State law, policies, or procedures. Participation with the internship does not exempt an intern from the general rules

that all staff must follow. There is a formalized procedure for the resolution of employment disputes, conflicts, and/or concerns involving an intern in the Psychology Internship Program. A full description of the process is provided to interns at the start of their training year, and a copy of the Grievance Procedure and Due Process is available to any applicant upon request.

If at any point there is a discussion with an intern regarding discipline, early withdrawal from the program and/or the possibility of an unsuccessful completion of the internship, a representative from the Department of Mental Health and Addiction Services of the New Jersey Department of Human Services must be present.

### **TRAINING MATERIALS AND LIBRARY SERVICES**

The APH Psychology Department provides sufficient training materials and equipment to ensure an exceptional learning opportunity. Each intern is provided his/her own testing kit for the year which includes materials to help form a core testing battery. Current interns' kits include a WAIS-IV, WASI, Bender-Gestalt Test, Rorschach Inkblot Test, and TAT. Other test materials are available to the interns through the office of each Psychology Service Coordinator.

APH's psychology department also has access to a wealth of information through the New Jersey State Library, an affiliate of Thomas Edison State College. As State employees, interns can easily apply online for a library card which will grant them access to the library's electronic resources and databases (including PsycINFO) as well as ILLiad, an online system to request articles and books. This partnership allows access to thousands of journals and articles in almost every area of behavioral medicine, psychology, and related health sciences.

### **ADMINISTRATIVE/TECHNICAL SUPPORT AND ANCILLARY SERVICES**

Psychology interns have access to the Ancora Portal, a computerized database of a select portion of patients' medical records. Clerical and technical supports are available to the interns both within the Psychology Department and from other hospital-wide resources. Technical support for the interns and the internship program is also provided through programming expertise for the computers that are specifically designated for the Psychology Department. APH also maintains its own Security, Police, Fire Department, and infirmary staff that can respond to emergencies as needed.

### **PHYSICAL FACILITIES**

The interns are provided a private office suite in Sycamore Hall which is fully furnished and includes three computers, a printer, and a telephone with voicemail. One of these computers also provides access to electronic scoring programs for various psychological tests. Each treatment team room is equipped with a computer and a printer that are part of the Local Area Network (LAN) system. Interns are able to send and receive emails and have to access the Ancora Portal from any computer that is part of the LAN system in the hospital. There are also copy machines (some with scanners) available for intern use throughout the hospital, including at Sycamore

Hall. Individual therapy and psychological testing are conducted in areas designated by the intern's supervisor. Group therapy sessions may be held on the treatment malls, conference rooms, or unit dayrooms.

### **SALARY AND BENEFITS**

Salary for the 2018-2019 internship class is \$29,166.38. Interns receive approximately 67 hours of vacation time, 84 hours of sick leave, and 16.8 hours of paid administrative leave. Interns also enjoy 12 State Holidays. Depending on when the intern's volunteer day is and whether the volunteer day falls on a holiday or not, the final salary may increase or decrease accordingly. No medical/health insurance coverage is provided, but in the event of an injury, interns will receive Workman's Compensation. Interns may also be enrolled in the DCRP pension plan. If an intern does not become employed by the state after internship, the money withheld for the pension will be reimbursed upon request. Interns must maintain their own malpractice insurance and must provide proof of same prior to the beginning of the internship year.

### **REQUIREMENTS FOR THE SUCCESSFUL COMPLETION OF THE INTERNSHIP**

Upon successful completion of the internship program, each intern will receive a certificate from the New Jersey Department of Human Services and the Ancora Psychiatric Hospital Director of Training. Satisfactory completion requires the following:

1. Completion of 1750 clinical hours (full-time for 12 months) during the training year.
2. Successful clinical performance throughout the course of the internship year in their therapeutic and diagnostic work as evaluated by the intern supervisors' completion of an Intern Interim Evaluation and Intern Competency Assessment.
3. Satisfactory completion of all written requirements to include completion of all assessments, testing batteries, progress notes, seminar presentation, and the written project.
4. Attendance at all required APH seminar presentations. The Director of Training must excuse absences from required training.
5. Attendance at scheduled bimonthly colloquium series trainings as sponsored by the Department of Human Services. The Director of Training must approve absences from required training.
6. Successful completion of 12 psychodiagnostic batteries, ongoing individual therapy for at least four patients during each rotation, and the co-leading of at least two ongoing psychotherapy groups during the internship year. It is expected that the intern will develop, lead and maintain his or her own therapy group at least by the beginning of the second rotation.

The Ancora Psychiatric Hospital 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 Directors of Training.

## INTERNSHIP ADMISSION REQUIREMENTS

Pre-doctoral 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 Training Director for the internship. Successful applicants should have completed graduate course training in each of the following areas:

1. Coursework in the following:
  - Personality development and psychopathology
  - Theories of learning
  - Objective and projective assessment
  - Psychotherapeutic intervention
  - Intellectual/cognitive assessment
  - Research design and statistical analysis
2. Minimum graduate practicum experience:
  - Psychotherapy experience
  - **500** doctoral intervention hours
  - **50** doctoral assessment hours
  - **Three** integrated psychological reports
  - **Three** clinical reports that included the administration, scoring, and interpretation of the WAIS-IV
  - **One** clinical report that included the administration, scoring, and interpretation of the Rorschach Inkblot Test using the Exner scoring system

## APPLICATION PROCEDURES

Application materials to be submitted for consideration:

1. Graduate transcripts of all graduate work
2. Three letters of recommendation (preferably from clinical supervisors)
3. A curriculum vita or resume
4. A recent, integrated psychological evaluation
  - This work sample should be a copy of an integrated psychological evaluation, completed within the past 24 months, with the applicant's name and the supervising psychologist's name and title. All patient identifying information should be removed. An integrated psychological evaluation, for this purpose, is defined as an evaluation that organizes and integrates historical information, clinical interview findings, and testing results into one cohesive report which addresses a referral question and concludes with diagnoses and treatment recommendations.

Interested students may submit their application in accordance with APPIC guidelines. Application materials must be submitted by **November 17, 2017**. We will make every effort to evaluate materials in order to notify applicants of their interview status by December 15, 2017.

As a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC), we recognize the benefits of a matching program as an effective and fair means of processing applications and implementing a standardized acceptance date. This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant. Please follow the application procedures as they are listed and described at [www.appic.org](http://www.appic.org). Do not mail applications to Ancora Psychiatric Hospital. All supporting materials (transcripts, recommendations and work sample) are to be included as part of the APPIC application package.

### **INTERN ELIGIBILITY AND SELECTION**

Eligibility and Selection: The APH Internship Program encourages applications from all qualified applicants regardless of race, sex, gender, sexual orientation, religion, or physical disability. A candidate who is considered eligible is invited for an on-site interview. At this time, no telephone or online videoconferencing interviews are available.

**For the 2018-2019 intern class, interviews will be scheduled for January 9, 10, and 11, 2018.** Applicants assemble as a group and meet clinical 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. Individual presentations will follow from several APH psychologists describing the range of available training opportunities. Applicants will then answer a series of questions presented to them in a group format. Each applicant is then interviewed individually by one or two supervisors in a process that takes about 45 minutes. Applicants waiting for their interviews or who have finished their interviews are offered a tour of the facility. The entire interview process should take no more than five hours. Our internship program is committed to providing access for all people with disabilities and will provide reasonable accommodations if notified within 10 days the interview. Because we believe that the cultural diversity of our staff and interns should reflect the same diversity found among our patients, minority status is given consideration during the ranking process.

Please contact the Directors of Training if you have any specific questions or concerns.

Troy Heckert, Psy.D.  
Telephone: (609) 561-1700 ext. 7248  
Email: [Troy.Heckert@dhs.state.nj.us](mailto:Troy.Heckert@dhs.state.nj.us)

Ivy Grace Durant, Psy.D.  
Telephone: (609) 561-1700 ext.7779  
Email: [Ivy.Durant@dhs.state.nj.us](mailto:Ivy.Durant@dhs.state.nj.us)

### **APPLICATION INFORMATION IS SUBJECT TO CHANGE.**

*Please see the most current internship brochure for updates prior to submitting your application.*

*The brochure may be found at:*

<http://www.state.nj.us/humanservices/dmhas/resources/services/treatment/aph.html>

## Appendix A

### RECENT AFFILIATED PLACEMENT OPPORTUNITIES

Please note that all affiliated placement sites are subject to change.

**Ann Klein Forensic Center**  
**Stuyvesant Avenue**  
**P.O. Box 7717**  
**West Trenton, NJ 08628**

Director of Psychological Services: D. Michael Scott, Ph.D.  
Coordinator of Internship Training: Jeffrey Palmer, Psy.D.

Site Description: The Ann Klein Forensic Center is a 200-bed psychiatric hospital serving a unique population that requires a secured environment. The facility provides care and treatment to individuals with mental illness, who may be involved with the legal system. The psychology intern typically has three separate rotations throughout the year, working with a different supervisor and on a different unit. One of the rotations involves going into the county jails with a supervisor to conduct IST30 competency to proceed evaluations. One of the other rotations involves intensive forensic psycholegal evaluations on Units 7 and 8, units that primarily address personality disorders and serious legal considerations. During another rotation, the intern will have more contact with the clinical teams and meet with patients. This offsite placement opportunity is primarily focused on forensic assessment, although some interns are also able to participate in Competency Restoration Groups according to the defined protocols.

The Department of Psychology in Ann Klein receives applications from Ancora Psychiatric Hospital, depending upon whether an intern requests an out-placement in Forensic Psychology. Intern supervisors at Ann Klein look for a demonstrated interest in Forensic Psychology in past course work and practicums, subsequently interviewing and selecting an intern. In all cases, Ann Klein attempts to obtain a 'good fit' between the intern's specific training expectations, and the ability to match them – along with good working relationships.

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**Cooper University Hospital**  
**3 Cooper Plaza, Ste. 102A**  
**Camden, NJ 08103**  
**1935 East Rt. 70**  
**Cherry Hill, NJ 08034**  
**Phone: 856-667-3330**

Clinical Supervisors: Andrea Casher, PsyD, ABPP; Mark Rader, PhD; Merin Campbell, PsyD

Site Description: Cooper University Hospital's Neuropsychology Lab provides inpatient and outpatient neuropsychological services. The position will involve intensive training in adult and geriatric neuropsychological assessments (inpatient and outpatient), conducting diagnostic

interviews, and writing comprehensive neuropsychological evaluations. Responsibilities include test administration, behavioral observations, case conceptualization, and report writing (as time permits). Intern will be exposed to a diverse adult patient population (e.g. head injury, dementia, movement disorders, brain tumors, multiple sclerosis, epilepsy, stroke and vascular disease, and psychiatric disturbances) and will learn basic neuropathology. Intern will work in both the Cherry Hill and Camden locations.

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**The Jefferson Outreach Program**  
**Thomas Jefferson University/Department of Psychiatry and Human Behavior**  
**833 Chestnut East**  
**2<sup>nd</sup> floor, Suite 210E**  
**Philadelphia, PA 19146**

Clinical Supervisor: Emily Loscalzo, Psy.D.

Site Description: The Jefferson Outreach Program (Outreach) is an outpatient substance abuse recovery program designed specifically for people who are struggling to find recovery from substances while also trying to deal with mental health issues. The program serves individuals who have either initiated or maintained some level of abstinence from substances or demonstrate a level of substance use that does not require more intensive treatment. Program staff focus on empowering people to make a recovery into a process in which they better themselves holistically: psychologically, physically, socially, and spiritually. Interns are responsible for providing individual psychotherapy with a caseload of approximately 5 patients.

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**Rutgers University Health Services/Student Health Center**  
**Rutgers-The State University of New Jersey**  
**326 Penn Street**  
**Camden, New Jersey 08102**

Associate Director of Psychological Services: 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 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 who have paid for BASIC student health insurance. Psychological counseling services are available to help students successfully handle stresses and challenges in their academic, professional, and personal lives. Students can receive individual and/or group psychotherapy. Psychiatric consultations for the use of supportive medications are available as are psychological evaluations and crisis intervention. Individual or group alcohol, drug and nicotine counseling is available for students who are concerned about their use of these substances. Psychiatric services provide by a consulting psychiatrist.

## Appendix B

### PSYCHOLOGY INTERNSHIP PROGRAM TRAINING STAFF



#### *\*Therapy/Primary Supervisors*

**\*Dr. Louis C. Becker** 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 extensive 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 unit with individuals who fall under Megan's law. Dr. Becker is a New Jersey Licensed Psychologist and has been an adjunct professor at several local colleges.

**\*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. Kristin Conlon** received her Psy.D. in clinical psychology from George Fox University in 2012. She completed her pre-doctoral internship at Trenton State Psychiatric Hospital. Dr. Conlon's primary theoretical orientation is psychodynamic, though she also has training in CBT after completing part of her postdoctoral residency at the Aaron T. Beck Psychopathology Research Center in Philadelphia. Her professional interests include trauma and dissociation, women's issues, and forensic psychology. Dr. Conlon is currently a psychologist in Holly Hall, on an all-male secure care unit. Patients present with varying legal histories and issues, as well as personality, mood, and thought disorders. She has experience working in a number of settings including inpatient psychiatric hospitals, juvenile corrections, medical centers, college counseling, and community mental health centers. Dr. Conlon is licensed in New Jersey and Pennsylvania.

**Dr. Michael DeAngelo** received his Psy.D. in clinical psychology from La Salle University in 2015. He completed his pre-doctoral internship at Drexel University's Counseling Center. Dr. DeAngelo's primary theoretical orientation is cognitive-behavioral and he employs various third wave cognitive therapies in his work (ACT, MBSR, DBT). His research interests include postpartum depression and the barriers to treatment. His professional interests include mood and anxiety concerns, behavioral medicine, and serious mental illness. Dr. DeAngelo is currently the psychologist on Cedar Hall D, which consists of women who suffer from chronic mental illnesses, developmental disorders, and/or intellectual disabilities. Cedar Hall D is the current setting for the Positive Behavioral Support Unit (PBSU) wherein behavioral principles are applied to the development/mastery of coping skills and patient recovery and resilience. He has experience working in a number of settings including forensic settings, veteran and civilian medical centers, college counseling, and community mental health centers.

**Dr. Ivy Grace Durant** is the Coordinator of Behavioral Services and the Co-Director of Training for the Pre-doctoral Internship Program. She received her Psy.D. in Clinical Psychology from Nova Southeastern University in 2014 after completing the pre-doctoral internship at APH. Her professional interests include schizophrenia, borderline personality disorder, personality assessment, and diversity issues in treatment and assessment. Her theoretical orientation draws from behavioral, dialectical-behavior, and objects relations theories. Dr. Durant currently works in Extended Care Services where she supervises a team of 10 Behavior Support Technicians who work on the hospital's female and male Positive Behavior Support Units. They are responsible for the development and implementation of behavioral interventions, including a token economy system of positive reinforcement and in-vivo community living skills coaching.

**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 Psychiatric Hospital since June 2008. Her primary theoretical orientation is cognitive-behavioral. She has worked in community mental health, outpatient, inpatient, residential, and school-based settings with a variety of client populations. She has experience working with eating disordered clients, children and adolescents, geriatric and medical populations. She is currently assigned to M-2 unit in the Main Building, a coed geriatric unit.

**\*Dr. Troy Heckert** received his Psy.D. in Clinical Psychology from the Philadelphia College of Osteopathic Medicine in 2006. His primary orientation is cognitive-behavioral, and he has

experience working in a variety of settings including: correctional facilities, community mental health, partial hospital, residential treatment facilities, outpatient (family, couples, group, and individual therapy), family-based (in-home) services, and a university setting. His clinical interests include personality disorders, health psychology, forensic psychology, and CBT. He is the Co-Director of Training for the Pre-doctoral Internship Program and an Admissions Unit Psychologist. Dr. Heckert is licensed in New Jersey.

**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, motivational interviewing, evidence-based practice, biofeedback, and psychological assessment. Dr. Kohaut currently serves as a unit psychologist on Larch Hall B, an all-female unit.

**Dr. Brittany Lebreton** received her Psy.D. in Clinical Psychology from Immaculata University after completing her pre-doctoral internship at Ancora Psychiatric Hospital in 2017. She previously earned an M.S. in Clinical Psychology from Loyola University Maryland in 2012. Her primary theoretical orientation is cognitive-behavioral, and she has worked in community mental health, outpatient, inpatient, and partial hospital settings with a variety of patient populations. She is currently an active member of the Older Adult Committee (OAC), which focuses on treatment and services for the geriatric population across NJ state psychiatric hospitals. Her professional interests include geriatrics, severe mental illness, and psychological and neuropsychological assessment. She is currently serving as the Intern Representative for the 2017-2018 training year and is the covering psychologist on Cedar Hall C, an all-male unit in Extended Care.

**Jared Moore Psy.D.** attended The Chicago School of Professional Psychology and completed his pre-doctoral internship at Ancora Psychiatric Hospital in 2012. Most of his professional experience is focused on both inpatient mental health, and the treatment of substance-related and addictive disorders. Dr. Moore is licensed in the state of Pennsylvania, and he has an integrative approach to therapy with emphasis on psychodynamic and cognitive behavioral principles. He serves on the Trauma Informed Care Committee, the Special Status Patient Review Committee (SSPRC) and he was the Intern Representative for the Pre-doctoral Intern class of 2013-2014. Dr. Moore is currently the Coordinator of Psychological Assessment Services and Supervisor of Diagnostic Training. He is particularly interested in assessment of suicide and violence risk, intellectual functioning, and the use of objective personality measures for forensic assessment. Dr. Moore oversees the diagnostic training for the pre-doctoral internship, the "Under 22" evaluations, and the assessment of patients suspected of malingering. He completes the majority of his clinical work on the Admissions units.

**\*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. Her current work with people who have schizophrenia includes cognitive remediation and Metacognitive Training. She earned an M.S. and Psy.D. in Clinical Psychology from Philadelphia College of Osteopathic Medicine and an M.A. from United States International University in California. She is a Certified Rehabilitation Counselor and is licensed as a Psychologist in New Jersey and Pennsylvania. Her theoretical orientation is humanistic and she works with an active, male population, having the full spectrum of diagnoses, on Birch Hall D.

**\*Dr. Swati Marner** joined the Ancora Psychiatric 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. She is a New Jersey licensed psychologist. 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 M-1, a co-ed admissions unit. 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, Dialectical Behavior 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 pre-doctoral internship at Greystone Park Psychiatric Hospital in December of 2002. She received her Ed.D. in Counseling Psychology from Rutgers University. She is a New Jersey licensed psychologist who is currently the Coordinating Psychologist for Geriatrics where she serves as a psychotherapy supervisor, diagnostic supervisor, and Multicultural Lab supervisor. Dr. Moore's primary orientation is psychodynamic and she has specific interests and experience in geriatrics, women's trauma, program development and program evaluation, and multicultural competence training/supervision. Dr. Moore and Dr. Camerlengo have worked jointly in a hospital and statewide initiative to develop the S.T.A.T. (Staff Trauma Aftercare Team) to support staff that have been injured as a result of a patient related emergency. The pre-doctoral interns have contributed to developing the S.T.A.T. manual, collecting data from the hospital wide annual training fair and ongoing program development and evaluation.

**\*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. Dana Susino** received her Psy.D. in Clinical Psychology from LaSalle University and is licensed in New Jersey. She completed her pre-doctoral internship at Friends Hospital in Philadelphia, PA, and postdoctoral residency at Ancora Psychiatric Hospital. Her primary orientation is cognitive-behavioral, and she has experience working in psychiatric hospitals, community mental health, outpatient substance abuse programs, and college counseling. Her professional interests include SPMI, trauma, trauma-informed care, and psychological assessment. Dr. Susino is currently the psychologist on Cedar Hall B, an all-male unit for individuals with mental illness and developmental disabilities and/or intellectual disabilities, and is one of the positive behavior support units in the hospital.

**\*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 the Administrator of Psychology and is currently licensed in New Jersey and Pennsylvania.

**\*Dr. Dena Young** received her Psy.D. in Clinical Psychology from the Philadelphia College of Osteopathic Medicine in 2006. Prior to that, she served as a middle school counselor for 7 years in Burlington County, and she was a public school educator in Camden City for 6 years. She also has experience as a psychiatric crisis screener in Burlington County, as well as a mental health counselor in the Camden County Correctional Facility. She has taught as an adjunct professor in the psychology department at Rowan University and also at the Philadelphia College of Osteopathic Medicine. At APH, Dr. Young previously worked on an all-female extended care unit with women who have chronic mental illness. She has also worked with APH's NGRI, IST, and female detainee patients. Currently, she serves as the psychologist on an all-male admissions unit. Her theoretical orientation is cognitive behavioral, and her clinical interests include mood and anxiety disorders, 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 and has a private practice.