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 (1750 hours), 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. APH is proud of its long history of training and supervising psychology interns. The APH Internship Program has been in existence 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
Web: 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 1200 full-time staff members serving approximately 460 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 Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Ocean, and Salem Counties.
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, ethnic backgrounds, and socioeconomic statuses. Diagnoses vary through the spectrum of psychopathology and include schizophrenia, bipolar and other mood disorders, cognitive and memory disorders, disorders based in trauma history, personality disorders, and neuropsychological and post-injury presentations. A racial/ethnic profile of patients indicated that 61% were Caucasian, 30% were African-American, and 8% were of Asian or Hispanic descent. Children or individuals under the age of 18 are not admitted for treatment.

**HOSPITAL ORGANIZATION OF PATIENT CARE**

The hospital currently consists of five patient occupied buildings (Main Building, Larch Hall, Birch Hall, Cedar Hall, and Holly Hall). There is a patient/employee cafeteria, a gymnasium, a chapel, a self-help center, a commissary, swimming pool, and greenhouse on grounds. Patients have daily individualized schedules which include programs offered by almost all clinical disciplines to maintain and enhance skills necessary for successful community living. Treatment teams work with patient to select groups and activities based on patient-identified goals. Most scheduled programs take place on treatment malls. Some of the psychology treatment groups include Psychological Symptoms Management, Emotional Regulation, Managing Depression, Managing Anxiety and Panic, Cognitive Enhancement Therapy, Metacognitive Training, and Forensic-specific group psychotherapy.

APH’s mental healthcare is organized according to four primary service divisions. These divisions include the Admissions/Acute Care Units, Extended Care Treatment Units, Geriatric Care Units, and Forensic Units. Each building has three or four 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 and/or level of care needs and anticipated length of hospital stay.
Admissions/Acute Care Services: There are three admission units located in the Main Building. Two units are co-ed, and one is an all-male unit. With the exception of forensic and geriatric patients, patients proceed through an Admissions Intake Department and then are transferred to one of the admission units. The combined bed capacity of the three admission units is approximately 66 patients. The average length of stay on an admission unit 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. Brief discipline-specific assessments are completed to assist in a determination of patient’s needs and to provide guidance for appropriate treatment placement options. Psychologists on the admissions units provide a full range of psychological services including individual and group psychotherapy and psychological testing and assessment. Patients who are expected to be discharged within a 6 month time period are transferred to Larch Hall, an extended, acute care unit. Larch Hall has approximately 90 beds across two all-male units and one female unit.

Extended Care Treatment Services: Cedar Hall and Birch Hall provide approximately 150 beds for male and female clients who have been civilly committed. These units provide treatment options for clients with a variety of treatment and rehabilitative needs. These include clients with developmental disabilities and severe chronic conditions, along with clients at all levels of the intellectual spectrum, experiencing a variety of psychological difficulties.

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 combined 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.

Forensic Services: The Secure Care Unit (Holly Hall) is a 160-bed unit that services clients who have had some involvement with the legal system. The client 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.
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 20 doctoral level psychologists, one masters’ level clinician, and four Behavior Support Technicians (BSTs). Although licensure is not required for employment at APH, 11 psychologists are licensed in the state of New Jersey and four are licensed in Pennsylvania. There is one psychologist assigned to each hospital unit and, one of these psychologists is designated as Psychology Service Coordinator for each service division. One psychologist serves as the Administrator of Psychological Services, and one psychologist is the Coordinator of Behavioral Services / Co-Director of Internship Training. BSTs are primarily assigned to the extended care units. These specialized technicians work under the supervision of a unit psychologist who is responsible for the coordination of their daily activities. BSTs assist the unit psychologist and are responsible for developing and implementing a variety of patient programs including behavioral support programs.

PSYCHOLOGY INTERNSHIP PROGRAM OVERVIEW

The Ancora Psychiatric Hospital Psychology Department offers an APA-accredited, one-year, full-time, 1750 hours pre-doctoral internship in clinical psychology. There are currently three full-time internship positions each with the official designation of Psychology Intern. The psychology department includes clinicians from varied backgrounds and theoretical orientations, and our interns have the opportunity for exposure to varying points of view and psychological methodologies. The full-time internship is consistent with the licensing requirements of the State of New Jersey. The program is typically 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.
TRAINING MODEL AND PHILOSOPHY

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. The overarching goal of the clinical internship at Ancora Psychiatric Hospital is to recruit, select, and train qualified psychology interns whose career goals include the provision of clinical services to a diverse adult population of psychiatric patients. The department also seeks to promote professional competence, foster high standards of ethical practice, develop individual and cultural sensitivity, and support an environment of collaboration and cooperation with other disciplines. We look to foster a strong professional identity for the entry-level psychologist, and we hope to encourage continuing professional growth.

STRUCTURE OF THE TRAINING YEAR

Interns are considered regular Ancora Psychiatric Hospital employees and maintain a five-day, 35-hour work week schedule. Psychotherapy and diagnostic training are scheduled at the hospital three days per week. A fourth day per week is spent in supervised training at an affiliated site placement, and alternate Wednesdays are spent off grounds at the Department of Human Services Professional Staff and Psychology Intern Colloquium Series.

Primary Placement: Interns spend at least three days per week on the grounds of APH. To encourage the greatest breadth and depth of experience, APH training is divided into two six month rotations. During a six month rotational period, each intern typically has two supervisors. The intern will receive psychotherapy training two days per week. The psychotherapy supervisor is considered to be the intern’s primary supervisor. The third day is reserved for psychodiagnostic training. Ultimately, the internship aims to provide the intern with a diverse experience of four different training units and training supervisors.

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 supervising psychologist, a psychiatrist, social worker, nurse, and administrative program coordinator (team leader). Each treatment team provides multidisciplinary services to a single hospital unit of approximately 25-35 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 train at one affiliated site one day a week for a full training year. 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. In the past, affiliated site placements have been
with Ann Klein Forensic Center, Trinitas Regional Medical Center/Statewide Clinical Outreach Program for the Elderly, Rutgers University Counseling Center, and Rowan University Counseling Center. Our affiliated placements sites are subject to change from year to year. Please see Appendix A for a description of recent affiliated placement opportunities.

TRAINING GOALS AND OBJECTIVES

The Ancora Psychiatric Hospital 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 competencies, and the demonstration of personal characteristics that are consistent with the ethical practice of professional psychology.

1. 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.

2. 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. Groups function is understood, and group interventions are skillfully delivered. The intern is aware of 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.

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, is receptive to new ideas and can apply input from the supervisory sessions to clinical practice.
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.

**PRIMARY TRAINING EXPERIENCES**

**Psychotherapy Training:** The psychotherapy supervisor is considered the intern’s primary supervisor. Interns spend at least two days per week with this supervisor and receive at least one hour per week of individual supervision with this supervisor in the practice of individual and group psychotherapy. Supervision is provided to assure that there is at least one hour of supervision for each five direct patient contact hours. The psychotherapy supervisor assigns cases, and each intern is expected to carry a caseload of four to seven individual patients. Interns are also expected to co-lead with their supervisors one to two group therapy sessions per week. 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. At the affiliated placement sites, 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.

**Psychodiagnostic Training:** Interns spend one day per week with their diagnostic supervisor and, in this context, receive at least one hour per week of individual, diagnostic supervision. During their diagnostic rotations, 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 twelve fully integrated testing batteries completed by the end of the year. Interns will also learn how to complete 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. Psychological testing may also be part of the training experience at the affiliated site as well.
Licensed Supervision: As noted, all interns are provided with at least five hours of supervision weekly. Our mandate is to provide three hours per week of New Jersey licensed supervision to every intern. One hour of such supervision must be individual. The other two hours of supervision may be in either a group or individual format depending upon the number of interns involved. Interns receive a fourth hour of licensed supervision at their affiliated site, and a fifth hour of supervision is provided in regularly scheduled group sessions. Supervision requirements are determined for each intern prior to the start of a rotation. Not all APH supervisors are New Jersey licensed psychologists; therefore, it may be necessary to arrange additional hours of supervision for an intern. Psychology Service Coordinators and/or the Directors of Training provide this supervision on an as-needed basis.

Multicultural Lab and Training in Individual Differences and Cultural Diversity: The Department of Psychology at Ancora concurs with the central premise of the APA Guidelines on Multicultural Education, Training, Research, Practice and Organizational Change for Psychologists (APA, August 2002) 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 respect of race, ethnicity, sexual orientation, gender abilities, religion, native tongue and culture. APH’s training model embraces the integration of diversity by encouraging doctoral interns to develop a deeper understanding of multicultural issues. Throughout the year, a multicultural training supervision group is provided to doctoral interns by members of the psychology department. This 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. 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 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 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 bi-weekly didactic seminars covering a broad range of topics relevant to the profession of psychology. The presenters are typically accomplished clinicians in their particular areas of expertise. Presentations can include specialized lectures on such topics as risk assessment, WAIS-IV, projective drawings, Rorschach, MCMI, dissociative identity disorder, pervasive developmental disorders, child custody evaluations, military psychology, etc.

Clinical Project and Presentation: In addition, the interns are expected to complete a written clinical project during the internship year. 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 been able to fulfill their project
requirement by participating with various members of the psychology department to complete large, research-based hospital and/or departmental projects. Time to conduct the written clinical project is generally allocated during regular working hours but may also be completed 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.

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.

SUPERVISION PROCESS

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.

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 the skills and competencies previously mastered. 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.

**TRAINING MATERIALS AND LIBRARY SERVICES**

The APH Psychology Department provides sufficient training materials and equipment to ensure an outstanding 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’ kit includes a WAIS-IV, a WASI, Bender-Gestalt Test, Rorschach, and TAT. Other test materials are available to the interns through the office of each Psychology Service Coordinator.

APH’s psychology department 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 science areas.

**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 computers that are specifically designated for the Psychology Department. APH also maintains
its own Security Police and Fire Department, as well as infirmary staff that can provide emergency medical treatment as needed.

PHYSICAL FACILITIES

The interns are provided a private office suite in Sycamore Hall which is fully furnished and includes a telephone with voicemail, three computers, and a printer. 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 available for intern use throughout the hospital, including at Sycamore Hall. Individual therapy and psychological testing are conducted in areas designated by the psychology supervisor. Group therapy sessions may be held on the treatment malls, conference rooms, or unit dayrooms.

SALARY AND BENEFITS

Salary for the 2015-2016 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 paid State Holidays. No medical coverage is provided. Interns must maintain their own malpractice insurance and must provide proof of same prior to the beginning of the internship year.

INTERNSHIP ADMINISTRATIVE STRUCTURE

Director of Training: The Director of Training is responsible for the administration and coordination of the various components of the Ancora Psychiatric Hospital 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 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 Ancora Psychiatric Hospital 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.

**NOTE:** 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 N.J. Department of Human Services must be present.

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

Upon successful completion of the internship program, each intern will receive a certificate 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 and ongoing 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 Ancora Psychiatric Hospital 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 twelve 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 Ancora Psychiatric Hospital 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 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 in psychotherapy.

2. Objective and Projective testing with practicum experience. We require that interns document completion of one graduate assessment course dedicated to projective techniques (to include the Rorschach Technique) or at least one graduate course in assessment which includes the use of these projective techniques. We require a minimum level of experience with the Rorschach Technique which we define as the administration, scoring, and interpretation of at least three Rorschach protocols with the Exner scoring system. We also require experience with standardized intelligence testing which we define minimally as at least three administrations of the WAIS-IV.

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 clinical intervention hours and 50 assessment hours as part of their graduate practicum experience.

APPLICATION PROCEDURES

Ancora Psychiatric Hospital is a member participant of the Association of Psychology Postdoctoral and Internship Centers (APPIC) Internship Matching Program. Please follow the application procedures as they are listed and described at www.appic.org.

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

Application materials to be submitted to APPIC include:

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, written work sample. 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, title and signature. All identifying information of the patient 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.

Deadline for Application: Interested students may submit their application in accordance with APPIC guidelines. Application materials must be submitted by November 13, 2015. We will make every effort to evaluate materials in order to notify applicants of their interview status by December 15, 2015.

INTERN ELIGIBILITY AND SELECTION

Eligibility and Selection: The Ancora Psychiatric Hospital Internship Program encourages applications from all qualified applicants regardless of sex, gender, race, 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 Webcam/Skype interviews are available.

For the 2016-2017 intern class, interviews will be scheduled in the first full week of January 2016. Applicants assemble as a group and meet clinical supervisors and current interns. The Director 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 at least two supervisors in a process that takes about 45 minutes. Applicants waiting for their interviews or who have finished their interviews are offered a brief tour of the facility. The entire presentation and interview process should take no more than four hours. Because we believe that the cultural diversity of our staff and interns should reflect the same diversity found among our patients, minority status is given 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 contact the Directors of Training if you have any specific questions or concerns.

Troy Heckert, Psy.D.
Co-Director of Internship Training
Ancora Psychiatric Hospital
301 Spring Garden Road
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Telephone: (609) 561-1700 extension 7248
Email: troy.heckert@dhs.state.nj.us

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PLEASE NOTICE!

APPLICATION INFORMATION IS SUBJECT TO CHANGE. PLEASE SEE THE MOST CURRENT INTERNSHIP BROUCHURE FOR UPDATES PRIOR TO SUBMITTING YOUR APPLICATION.

The brochure may be found at:
http://www.state.nj.us/humanservices/dmhas/resources/services/treatment/mental_health/APH/APH_Internship_Brochure.pdf
Appendix A

AFFILIATED PLACEMENT OPPORTUNITIES SINCE 2013
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
Phone: 609-633-0900
Fax: 609-633-0971

Director of Psychological Services: D. Michael Scott, Ph.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.

Rowan University
Counseling & Psychological Services Center
Savitz Hall
201 Mullica Hill Rd.
Glassboro, NJ 08028
Phone: (856) 256-4222
Fax: (856) 256-5628

Clinical Supervisor: David Rubenstein, Psy.D.
Site Description: The Counseling and Psychological Services Center provides services for the students and faculty of Rowan University, Glassboro, New Jersey. This outpatient facility provide a variety of services (e.g. individual, group, family, and couples counseling, psychodiagnostic testing, crisis intervention, and psychiatric evaluations) to help their clients develop the necessary skills to overcome their difficulties and grow in ways that allow them to make the most of the educational opportunities at Rowan University. For students and faculty of Rowan University, all services are free of charge (with the exception of psychotropic medication monitoring). The Counseling and Psychological Services Center is open Monday through Friday from 8:30-4:30 during the Fall and Spring semesters. During the summer, the counseling and psychological services center is closed on Fridays but has extended hours (e.g. 8:00-5:30) on other days. Emergency services are also available during closed hours and weekends (e.g. a rotating psychology staff member is on-call each week). In addition to the above services, individual and group therapy opportunities regarding drug and alcohol treatment are also available. Full time psychology and psychiatry staff includes:

- David Rubenstein, Psy.D. (Licensed Psychologist; Director)
- Julie Mallory Church, A.M. (Assistant Director/Coordinator of Training Experiences)
- Helen Polak, Psy.D. (Assistant Director/Coordinator of Clinical Services)
- Michael E. Silverstein, Ph.D. (Licensed Psychologist; Assistant Director/Coordinator of Stress Management and Response Team)
- Amy Hoch, Psy.D. (Licensed Psychologist; HELP Hotline Advisor/Outreach Coordinator)
- Sarah Whitman, M.D. (Staff Psychiatrist)

A website is available at [www.rowan.edu/studentaffairs/counseling/index.html](http://www.rowan.edu/studentaffairs/counseling/index.html) for further information.

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

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. Full time psychology staff includes Dr. Maria Serra, Dr. Daniel Gordon, and Dr. Patricia Rice. Psychiatric services provide by a consulting psychiatrist. For further information, a web site is available at: www.healthservices.camden.rutgers.edu/

Trinitas Regional Medical Center/S-COPE (Statewide Clinical Outreach Program for the Elderly)
750 Walnut Ave.
Suite 116-118
Cranford, NJ 07016

Clinical Supervisors: Lucille Esralew, Ph.D. & Leslie Unger, Psy.D.

Site Description: The Statewide Clinical Outreach Program for the Elderly (S-COPE) is a DMHAS funded crisis response and clinical follow along team dedicated to the population of adults 55+ who reside in nursing facilities. The grant is administered by Trinitas Regional Medical Center and operates in all 21 counties. Trinitas partners with the New Jersey Institute of Successful Aging (NJISA) at Rowan Medical School. The team consists of an Advanced Nurse Practitioner, two licensed psychologists, licensed social workers, professional counselors, and two geropsychiatrists who consult through NJISA. Psychology interns work with S-COPE clinicians to provide assessment, therapy, and consultation for residents and staff at nursing and assisted living facilities. Additional training focuses include Interpersonal Psychotherapy for treatment of depression in older adults; Cognitive Remediation protocols to enhance memory, attention, and executive functioning; and an Intern Project which includes regular journaling and the development of a curriculum for intervention and staff training. Interns will also have the opportunity to participate in weekly telephonic grand rounds. Interns are based at Rowan University School of Osteopathic Medicine in Stratford, NJ, and travel with their supervisor to various referring sites. S-COPE was acknowledged in 2015 by Harvard University's Ash Center as a Bright Idea program.
Appendix B

PSYCHOLOGY INTERNSHIP PROGRAM TRAINING STAFF

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. 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. Ivy Grace Durant is the Co-Director of Training for the Pre-doctoral Internship Program and the Coordinator of Behavioral Services. She received her Psy.D. in Clinical Psychology from Nova Southeastern University in 2014 after completing her pre-doctoral internship at APH. Her primary theoretical orientation is psychodynamic, and she also utilizes behavioral and dialectical-behavioral interventions to address the diverse range of presenting issues at APH. Her professional interests include schizophrenia, borderline personality disorder, projective personality assessment, trauma-informed care, and diversity issues in treatment and assessment. She has work and training experiences in inpatient hospitals, an outpatient clinic specializing in the treatment of SPMI with psychodynamic therapy, an outpatient substance abuse clinic, and counseling centers in secondary and higher education settings.

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. 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 pre-doctoral internship at Ancora Psychiatric Hospital in 2000. While her primary theoretical orientation is psychodynamic, she utilizes an integrative approach to most effectively address the needs of a diverse patient population. Her interests include research into the effects of trauma on caregivers, the study of personality disorders, violence risk assessment, and clinical use of the Rorschach Inkblot Test with a forensic population. She also has an extensive background in the diagnosis and treatment of substance use disorders in addition to experience in program development and grant writing. She has worked in a variety of settings including an adolescent residential shelter and transitional living program, several inner-city public and parochial schools, street outreach and college counseling centers. Dr. Camerlengo currently serves as a diagnostic/therapy supervisor, and is assigned to Holly Hall A. This is an all-male forensic unit 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. 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 the psychologist on Cedar Hall D, which consists of women who suffer from chronic mental illnesses, developmental disorders, and/or intellectual disabilities. 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. 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. Karen Kohaut** received her Psy.D. in Clinical Psychology from the Institute for Graduate Clinical Psychology at Widener University in 2009. Dr. Kohaut’s primary orientation is cognitive-behavioral and she has worked in inpatient, residential and school settings with a variety of patient populations. Dr. Kohaut has expertise in working with dually-diagnosed, mentally ill, substance abusing patients and is also a Pennsylvania certified school psychologist. Dr. Kohaut has professional interests in the treatment of mentally ill substance abusers, the use of motivational interviewing, evidence-based practice, biofeedback, and psychological assessment. Dr. Kohaut currently serves as a unit psychologist on Larch Hall B, an all-female unit.

**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-diagnosics, 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. 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 abuse disorders in residential and outpatient settings. He practices both cognitive-behavioral and psychodynamic therapies, and uses personality assessment to help better inform treatment. Dr. Moore is licensed in the state of Pennsylvania. He has served on the Trauma Informed Care Committee at APH, and was the Intern Representative for the Pre-doctoral Intern class of 2013-2014. He is currently assigned to Birch Hall A, a female, extended care unit. Most commonly, the patients are diagnosed with chronic thought disorders or borderline personality disorder. Birch Hall A also houses several patients who have been found Not Guilty By Reason of Insanity (NGRI) and are maintained on Krol status.

**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 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 predoctoral 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. Dwayne Stephens** received his M.S. and Ph.D. in Clinical Psychology from Rutgers University and has worked as a psychologist with the State of New Jersey since 1983. Dr. Stephens is a didactic presenter for the psychology internship program. His primary orientation is cognitive-behavioral, and he has extensive experience working in community mental health, outpatient therapy (families, groups and individual), developmental disabilities, psychological assessments, behavioral health, and forensic psychology with a male and female population. Dr. Stephens also has extensive experience as a hospital administrator, serving as a Section Chief for approximately 11 years and as Coordinator of Behavioral Services.

**Dr. Dana Susino** received her Psy.D. in Clinical Psychology from LaSalle University in 2014. 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.

**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. Robert Waters** received his Ph.D. in Counseling Psychology from Seton Hall University. He began working for the state in 1985 at the New Lisbon Developmental Center, and joined the staff at Ancora Psychiatric Hospital in 1988. Dr. Waters serves as a psychotherapy and diagnostic supervisor on Larch Hall D, an acute male unit. 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. Carl E. Welte** received his Ph.D. in Educational Psychology from Temple University, and has been on staff at Ancora Psychiatric Hospital since 1984. His prior mental health experience includes work in military, substance abuse, outpatient, and physical rehabilitation settings. He holds a Certificate of Proficiency in the Treatment of Alcohol and other Psychoactive Substance
Use Disorders, and is licensed as a psychologist in New Jersey and Pennsylvania. His area of professional interest is Forensic Psychology. Dr. Welte is also a licensed Registered Nurse, and provides expertise and consultation on general health care issues related to psychological practice.

**Dr. 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 detainer 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.