

**STATE OF NEW JERSEY
DEPARTMENT OF HEALTH**

ANCORA PSYCHIATRIC HOSPITAL

POSTDOCTORAL PSYCHOLOGY RESIDENCY TRAINING PROGRAM

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Updated: December 2018

TABLE OF CONTENTS

<i>INTRODUCTION</i>	4
<i>HOSPITAL ORGANIZATION</i>	4
<i>ANCORA PSYCHIATRIC HOSPITAL PSYCHOLOGY DEPARTMENT</i>	6
<i>PSYCHOLOGY RESIDENCY PROGRAM</i>	6
<i>TRAINING MODEL AND PHILOSOPHY</i>	6
<i>ANCORA HOSPITAL RESIDENCY ADMINISTRATIVE STRUCTURE</i>	7
<i>PSYCHOLOGY RESIDENCY PROGRAM TRAINING STAFF</i>	7
<i>ANCORA HOSPITAL SITE STRUCTURE</i>	12
<i>TRAINING GOALS AND OBJECTIVES</i>	13
<i>TRAINING STRUCTURE</i>	14
<i>THE TRAINING PROCESS</i>	15
<i>TRAINING MATERIALS AND LIBRARY SERVICES</i>	15
<i>ADMINISTRATIVE/TECHNICAL SUPPORT AND ANCILLARY SERVICES</i>	16
<i>PHYSICAL FACILITIES</i>	16
<i>RESIDENT-STAFF RELATIONS AND CONFLICT RESOLUTION</i>	16
<i>REQUIREMENTS FOR THE SUCCESSFUL COMPLETION OF THE POSTDOCTORAL RESIDENCY IN CLINICAL PSYCHOLOGY</i>	17
<i>POSTDOCTORAL RESIDENCY ADMISSION REQUIREMENTS</i>	18
<i>RESIDENT ELIGIBILITY AND SELECTION</i>	18
<i>APPLICATION PROCEDURES</i>	19
<i>ADDENDUM – AFFILIATED PLACEMENT OPPORTUNITIES</i>	20

CLINICAL PSYCHOLOGY RESIDENCY PROGRAM ANCORA PSYCHIATRIC HOSPITAL

INTRODUCTION

Ancora Psychiatric Hospital (APH) is operated by the Department of Health, (DOH), is accredited by The Joint Commission, and certified by the Centers for Medicare and Medicaid Services (CMS). The hospital's dedicated mission is to the care and support of each person's journey toward wellness and recovery within a culture of safety. The APH Post-Doctoral Psychology Residency Program has been in existence since 2012. In addition to the psychology residency, APH has a pre-doctoral psychology internship that has been in existence since 1952. Thus, training and professional development are highly valued, and viewed as integral to the overall mission of the institution.

With over 1250 full-time staff serving approximately 400 patients, APH has an exciting array of resources. Opened in 1955 on 650 acres in the famous Pinelands of Southern New Jersey, APH is closely located to both Philadelphia and Atlantic City. The hospital provides a variety of psychological, psychiatric and supportive services for adult residents of New Jersey. Patients are referred for admission from community and county hospitals, from community mental health screening centers, and from a variety of forensic settings. APH provides services to a diverse population treating individuals with a variety of psychiatric diagnoses, ethnic backgrounds, and socioeconomic statuses. Diagnoses vary through the spectrum of psychopathology and include schizophrenia and other psychotic disorders, bipolar and other mood disorders, personality disorders, Neuro 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

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

Admissions/Acute Care: There are three admission units located in the Birch Building. With the exception of some forensic, geriatric, and intellectually and developmentally disabled patients, patients proceed through the Admissions Intake Unit and then are transferred to one of the three admissions units. The three admission 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 one of the four acute care units 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. Larch Hall is home to the hospital's Dialectical Behavior Therapy units.

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, dietitians, social workers, and recreational/rehabilitative staff.

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 in an enriched, skill-building environment. The Psychology Department's Behavioral Services team works on these two units.

Forensic Services: The Secure Care Building (Holly Hall) is a 120-bed building that service patient 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.

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 21 doctoral level psychologists, a board-certified behavior analyst, and 10 Behavior Support Technicians (BSTs). Although licensure is not required for employment at APH, 13 psychologists are licensed in the state of New Jersey and six 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 Psychologist who is the Coordinator of Behavioral Services. They are responsible for developing and implementing a variety of behavioral interventions in Extended Care, including a token economy system of positive reinforcement.

PSYCHOLOGY POSTDOCTORAL RESIDENCY TRAINING PROGRAM

The Ancora Hospital Psychology Department offers a one-year, full-time (1750 hours) postdoctoral residency in clinical psychology. The time frame and number of hours designated for the residency are consistent with the licensing requirements of the State of New Jersey. Exceptions can be made to fulfil additional hours if needed. There is currently one full-time postdoctoral residency position with the official designation of Postdoctoral Resident. As a department, we are supportive of clinicians from varied backgrounds and theoretical orientations, and our resident will be exposed to different points of view and methodologies.

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

TRAINING MODEL AND PHILOSOPHY

Our philosophy maintains that effective postdoctoral residency training requires a balance of clinical experience, supervision, and didactic training in an environment that provides hope, encouragement and a challenge. This philosophy is formalized in an Integrative-Developmental-Practitioner Model, a training model that combines experiential and didactic learning as well as learning through mentorship and supervision. It is an integrative model in that, although we do not require direct research as a component of the residency, we emphasize the integration of scientific findings into clinical practice. It is a developmental model in that each new skill and competence is built upon skills and competencies already mastered. The overarching goal of the clinical postdoctoral residency at APH is to train a qualified psychology resident in the provision

of clinical services to a diverse adult psychiatric population. We also seek to promote professional competence, foster high standards of ethical practice, develop individual and cultural sensitivity, and promote an environment of collaboration and cooperation with other disciplines.

ANCORA HOSPITAL POSTDOCTORAL RESIDENCY TRAINING 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 Postdoctoral Residency Program. Dr. Louis C. Becker currently serves as Director of Residency Training. Dr. Becker is a licensed New Jersey psychologist. The Director of Training has an important role in the resident selection process as well as in the maintenance of supervisory and training standards.

Ancora Psychiatric Hospital Postdoctoral Residency Committee: The Postdoctoral Residency Committee is composed of all postdoctoral residency supervisors and the Administrator of Psychology. It is headed by the Director of Training. Members of this committee participate in the routine administration of the Ancora Psychiatric Hospital Postdoctoral Residency Program and have input into resident selection and evaluation, supervisor selection, program development, affiliated site development, and quality improvement.

PSYCHOLOGY POSTDOCTORAL RESIDENCY TRAINING PROGRAM STAFF

Dr. Jeffrey Uhl currently serves as the Administrator of Psychological Services. He received his PsyD in Clinical Psychology from the Philadelphia College of Osteopathic Medicine in 2006. Prior to receiving his PsyD, he worked as a healthcare administrator in urban and community hospitals for fifteen years. He has an MBA from Temple University and engages in outside consulting that focusses on helping businesses to improve human and organizational performance. His clinical interests include mood and anxiety disorders, health psychology, eastern philosophies related to mindfulness meditation, Cognitive Behavior Therapy and marriage and family counseling. He is licensed in New Jersey.

Dr. Becky Andriole received her PsyD from Argosy University, Northern Virginia campus, after completing her pre-doctoral internship at Saint Elizabeth Hospital in Washington, DC. She began the postdoctoral residency at Saint Elizabeth and completed her licensure hours at Joseph J. Peters Institute in Philadelphia, PA, an agency that evaluates and treats trauma survivors and those convicted of sex offenses and interpersonal/domestic violence. Dr. Andriole is a certified provider of Prolonged Exposure (PE) Therapy and received her certification as a PE Therapy Consultant for trainees. She also received formalized training in Trauma-Focused Cognitive Behavior Therapy (TF-CBT) and Dialectical Behavior Therapy (DBT). Dr. Andriole is currently

the psychologist on Larch D and part of a clinical team implementing DBT skills training on the ward. She is licensed in Pennsylvania and working toward licensure in New Jersey.

Dr. Louis C. Becker is the Director of Postdoctoral Residency. He received his PsyD in Clinical Psychology from the Philadelphia College of Osteopathic Medicine in 2006. Previously, he earned an MSW from the University of Pennsylvania School of Social Policy and Practice in 1994. His primary orientation is cognitive-behavioral, and he has experience working in community mental health, outpatient therapy (families, groups and individual), applied behavioral analysis, and forensic psychology. Dr. Becker participated in training facilitated by the Aaron T. Beck Psychopathology Research Center and received Certification in Recovery Oriented Cognitive Behavioral Therapy in June, 2013. His interests include the treatment and assessment of sex offenders, and he is currently assigned to Holly Hall B, the male forensic ward with individuals who fall under Megan's law. Dr. Becker is licensed in New Jersey and has been an adjunct professor at several local colleges.

Dr. Alyssa Bell received her PsyD in Clinical Psychology from The Chicago School of Professional Psychology after completing her pre-doctoral internship at Ancora Psychiatric Hospital in 2018. Her primary theoretical orientation is humanistic and dynamic, and she has worked in inpatient psychiatric hospitals, substance abuse outpatient clinics, and correctional settings. Her professional interests include severe mental illness, treatment and assessment of forensic populations, and multicultural competency. She enjoys being involved in social justice organizations and activities in her local community. She is currently working on Birch Hall C, a coed admissions unit.

Dr. John Bishop joined the staff of APH in December 2008. He received his PhD in Clinical Psychology from Nova Southeastern University in 2003 and is licensed in New Jersey and Pennsylvania. He completed his residency at San Antonio State Hospital in Texas. He previously earned an MSW from the University Of Hawaii School Of Social Work in 1993. His primary orientation is psychodynamic, but he 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. Michael DeAngelo received his PsyD 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. He is currently implementing a DBT-based skills system for individuals with intellectual disabilities. 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 houses 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. DeAngelo is a New Jersey Licensed Psychologist as well as an adjunct professor at Rowan University.

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 PsyD 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 supervises a team of 11 Behavior Support Technicians and a Board Certified Behavior Analyst working on APH's Positive Behavior Support Units in Extended Care. This team is 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. Durant facilitates the internship's Multicultural Lab and Supervision Training Program with APH Behavioral Services.

Dr. Christopher Edwards received his PhD in Clinical Psychology with an emphasis in diversity and community mental health from Palo Alto University in Palo Alto, CA in 2018. His clinical experiences have focused on providing treatment to individuals with severe mental illness in various community mental health settings including inpatient, outpatient, residential, and mobile crisis. He utilizes an integrated theoretical orientation that is primarily person-centered. Dr. Edwards has been involved with research related to the development of empirically-based principles in integrated psychotherapy (i.e., Systematic Treatment Selection). He also has researched the effects of gender and sexual minority stress on therapeutic outcomes.

Dr. Donna Gilles received her PsyD 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, inpatient, residential, and school-based settings with a variety of client populations. She has experience working with eating disordered clients, children and adolescents, and medical populations. She has an interest in emotional and behavioral difficulties in children and adolescents. She is currently assigned to F-3 ward in the Main Building, a coed geriatric ward.

Dr. Troy Heckert received his PsyD 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 PsyD 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 and patients with substance use disorders and are also a Pennsylvania certified school psychologist. Dr. Kohaut has professional interests in the treatment of co-occurring disorders, motivational interviewing, evidence-based practice, biofeedback, and psychological assessment. Dr. Kohaut currently serves as a unit psychologist on Holly Hall A, all male forensic unit.

Dr. Brittany Lebreto received her PsyD in Clinical Psychology from Immaculata University after completing her pre-doctoral internship at Ancora Psychiatric Hospital in 2017. She previously earned an MS 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.

Dr. Robyn Liebman received her PsyD in Clinical Psychology, with a forensic concentration from Widener University in 2017. She completed her internships in Philadelphia at Clinical Neuropsychology Associates (CNA) and Community Treatment Teams (CTT). These two placements provided training in neuropsychological testing, forensic assessment and treatment options for severe mental illness. Dr. Liebman's professional interests include forensic psychology, severe mental illness, neuropsychological assessment and personality assessment. She currently works on Larch Hall B, a specialized DBT milieu treatment unit. Patients on this unit typically present with borderline personality disorder, schizoaffective disorder, and a variety of self-harm and/or suicidal behaviors.

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 NADAAC certification in the treatment of substance use 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 MS and PsyD in Clinical Psychology from Philadelphia College of Osteopathic Medicine and an MA 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 Dr. Malone is now serving as the Assistant Administrator of Psychology.

Dr. Jared Moore PsyD 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. Natasha Moore joined the Ancora Psychiatric Hospital Psychology Department in 2002, immediately after completing her pre-doctoral internship at Greystone Park Psychiatric Hospital. Dr. Moore is a New Jersey licensed psychologist and the Coordinating Psychologist for Geriatrics where she serves as a psychotherapy 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 and supervision. Dr. Moore and Dr. Heidi Camerlengo worked jointly in a hospital and statewide initiative to develop S.T.A.T. (Staff Trauma Aftercare Team) to support staff that has 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. Additionally, Dr. Moore is a member of the Older Adult Committee (OAC) for the Division of Mental Health and Addiction Services, where she has collaborated with Dr. Brittany Lebretoire and Department of Health legal advisors to develop an Administrative Bulletin on Guardianship.

Dr. Leland Mosby received his EdD 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. 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 PhD 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 PsyD 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 Serious Persistent Mental Illness, 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 one of the positive behavior support units in the hospital.

Dr. Kaitlin Weldon received her PsyD from Immaculata University in 2017, after earning an MS in Clinical/Counseling Psychology from Chestnut Hill College in 2012. She has worked in a variety of settings, including community mental health, outpatient (family, couples and individual therapy), college counseling, inpatient, partial hospitalization programs and residential substance abuse programs, utilizing an integrative approach to therapy with an emphasis on cognitive behavioral and psychodynamic principles. Her professional interests include: severe and persistent mental illness, trauma and relationships. She is currently the unit psychologist on Larch Hall A, an all-male unit.

Dr. Dena Young received her PsyD 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.

ANCORA PSYCHIATRIC HOSPITAL SITE STRUCTURE

The Resident maintains a five-day per week, 35-hour schedule. Training is scheduled three days per week at APH. The outpatient or day off is spent at the affiliated placement, and alternate Wednesdays are off grounds when Central Office seminars are offered. To insure that the

resident is available during the week for Ancora Psychiatric Hospital seminar presentations, most of the affiliated site training is scheduled on the same day.

Affiliated Site Placement (Optional): The Postdoctoral Resident participates at one affiliated site for the residency year. These sites offer the resident an opportunity to work with clients who would not normally be part of our hospital population. APH affiliated placements can change from year to year according to personnel changes and administrative needs. Please see the addendum for descriptions of most recent affiliated placement opportunities.

TRAINING GOALS AND OBJECTIVES

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

1. Psychological Assessment:

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

2. Psychotherapeutic Intervention:

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

3. Consultation and Interdisciplinary Health Care:

The resident is knowledgeable regarding contributions of other disciplines, appreciates their inherent value to patient care, and gives the appropriate level of consultation and those include interpretation of testing, behavior analysis and treatment recommendations when consulting with various team members.

4. Application of Literature and Supervision to Clinical Work:

The resident demonstrates depth and breadth of psychological literature pertinent to social, behavioral, and organizational dynamics, and seeks out knowledge as needed to enhance

practice which may lead to the development of a research project. The resident seeks and effectively utilizes supervisory guidance and input, is receptive to new ideas, and can apply supervision to clinical practice.

5. Professional Conduct, Ethics, and Legal Matters:

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

6. Individual and Cultural Diversity:

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

TRAINING STRUCTURE

Psychotherapy Training: The primary supervisor provides supervision on a flexible basis to insure that there is at least one hour of supervision for each five direct patient contact hours. The primary supervisor assigns therapy and assessment cases and the Resident is expected to carry a caseload of approximately four to seven individual patients. The Resident is also assigned to co-lead group therapy once or twice per week with their supervisor. Additionally, the resident is encouraged to develop and conduct their own psychotherapy group. At affiliated sites, the resident may perform individual, group, couple, or family therapy, depending upon the needs of the clients and the facility and the interests and skills of the resident.

Psycho-diagnostic Training: During her/his diagnostic training, the Resident will improve her/his clinical interviewing skills and gain or enhance competence in the administration, scoring, and interpretation of traditional projective and objective assessment instrument. It is the responsibility of the supervisor to provide testing referrals and to observe the administration of a “core battery” of psychological tests. As the resident progresses, increasing emphasis is placed on improving the resident’s skills at organizing and integrating the interview and test data into a meaningful psychological report.

Training in Individual Differences and Cultural Diversity: The Department of Psychology at Ancora concurs with the central premise of the *APA Guidelines on Multicultural Education, Training, Research, Practice, and Organizational Change for Psychologists* (APA, August 2002), that the population of the United States is racially/ethnically diverse, and that students, research participants, clients, and the workforce will be increasingly likely to come from racially/ethnically diverse cultures. Training for multicultural competency is integrated into resident training in a planned and systematic fashion. This training is integrated with practice by selecting diagnostic and therapy cases for the resident with consideration of the patient’s

individual and cultural differences, thus ensuring that the resident is exposed to a representative sample of the hospital's diverse population. These cases are also discussed in individual supervision in terms of race, ethnicity, culture, and individual differences. Work samples are also assessed to insure that all aspects of evaluation and treatment reflect an awareness of diversity and cultural issues.

Licensed Supervision: As noted, the resident is provided with at least four hours of New Jersey supervision weekly. The four hours of supervision is composed of two hours individual and two hours group.

Seminar Training: An important goal of this residency program is the integration of applied clinical experience with a sound base of theoretical knowledge. To accomplish this, the resident participates in two seminar tracks. The first is called the Seminar Series, and is sponsored by the Ancora Hospital Psychology Department. These are in-house seminars which are in addition to the clinical and professional issues discussed at the weekly psychology department meetings. The second set of seminars is offered through the State of New Jersey sponsored Seminar Series. Here the resident will 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.

THE TRAINING PROCESS

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

TRAINING MATERIALS AND LIBRARY SERVICES

The Ancora Psychiatric Hospital Psychology Department provides sufficient training materials and equipment to insure an outstanding learning opportunity. Each Resident is given access to extensive testing materials which are used to form a core testing battery. Other test materials are available to the resident through the office of the Treatment Mall Coordinator.

Ancora Psychiatric Hospital currently maintains a formal relationship with the Thomas Edison University and the NJ State Library. As part of the relationship with Thomas Edison University, Ancora Hospital is allowed access to the document retrieval system permitting staff and resident to order documents through the National Library of Medicine's PubMed search system. This allows access to thousands of journals and articles in almost every area of behavioral medicine, psychology, and related health science areas.

ADMINISTRATIVE/TECHNICAL SUPPORT AND ANCILLARY SERVICES

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

PHYSICAL FACILITIES

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

RESIDENT-STAFF RELATIONS AND CONFLICT RESOLUTION

Recognition of the Rights of Resident and Staff: The right of the Resident and staff to be treated with mutual courtesy and respect is built into the Ancora Psychiatric Hospital Postdoctoral Residency Training Program in several ways. While a hierarchical structure is inherent in the Residency training model, the Resident is provided many opportunities to make decisions about her/his training.

The Resident has a voice in determining her/his specialized site, and the content of her/his training plans. We consider ethical and appropriate behavior by supervisors to be of the greatest importance and critical to the success of our residency program. Every supervisory appointment must be approved by the Ancora Psychiatric Hospital Postdoctoral Residency Training Committee.

Conflict Resolution and Grievance Procedures: The Resident is a state employee and is protected by the general due process and grievance procedures that cover all state employees. Residents, like all employees, are informed of these rights, policies and procedures during New Employee Orientation. The Psychology Postdoctoral Residency Training Program has a separate set of written procedures for the resolution of conflicts, a process formalized as a five step procedural framework, with established procedures and timelines. This can be shared upon request.

Exclusion from the Residency Program: Good standing and satisfactory progress are required for retention in the Ancora Residency Program. Standing in the program is determined thru a series of satisfactory ratings of the Resident's progress provided at regular intervals throughout the Residency period. The developmental nature of our training model assumes each new skill or competency is built upon the skills and competencies previously mastered, and our goals and competencies are oriented towards independent and ethical practice. Therefore, failure to achieve skills and/or competencies or failure to value those processes which lead to independent and ethical practice are unacceptable. If a problem is apparent, the supervisor develops a remediation plan and documents progress in resolving the problem. If a supervisor believes that a Resident is not making acceptable progress despite their mutual efforts at remediation, the remediation effort is reviewed by increasingly higher administration levels until remediation is successful or until some other decision is made with regard to the Resident's ability to successfully complete the training program.

REQUIREMENTS FOR THE SUCCESSFUL COMPLETION OF THE POSTDOCTORAL RESIDENCY TRAINING PROGRAM IN CLINICAL PSYCHOLOGY

Upon successful completion of the Residency program, each Resident will receive a certificate of completion. Satisfactory completion requires the following:

1. 1750 hours (full time for 12 months) during the training year.
2. Successful ongoing clinical performance in therapeutic and diagnostic work as evaluated by supervisors.
3. Submission of all written requirements to include timely progress notes, psychological evaluations and psycho-diagnostic testing reports.
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 seminars at Central Office (The Director of Training must approve absences from required training)

The Ancora Psychiatric Hospital Postdoctoral Residency 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 Director of Training.

The Resident receives approximately 67.2 hours of vacation time, 75.6 hours of sick leave, and 33.6 hours of paid administrative leave. Residents have 12 State Holidays. Depending on when

the Resident's volunteer day off is and whether the volunteer day off is on a holiday or not may increase or decrease the final salary accordingly. No medical coverage is provided.

RESIDENCY ADMISSION REQUIREMENTS

Postdoctoral Applicants

Applicants must have graduated from an accredited college or university with a Bachelor's Degree, supplemented by a Doctoral Degree (or equivalent as certified by the applicant's university training director) from an accredited college or university. Successful applicants should have completed graduate course training in each of the following areas:

1. Psychotherapeutic techniques and counseling with practicum experience.
2. Objective and Projective testing with practicum experience. We require that resident 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 two Rorschach protocols with the Exner scoring system. We also require experience with standardized intelligence testing which we define minimally as at least three administrations of the most current version of the WAIS.
3. Personality development and psychopathology.
4. Theories of learning and motivation
5. Research design and statistical analysis

In addition, applicants should have completed at least 1750 hours of internship experience.

RESIDENT ELIGIBILITY AND SELECTION

Eligibility and Selection: The Ancora Psychiatric Hospital Postdoctoral Residency Training Program encourages applications from all qualified applicants, regardless of sex, race, religion or physical disability. A candidate who is considered eligible is invited for an interview. At this time, no telephone interviews are available. Interviews are generally no longer than an hour and a half and include the opportunity to meet supervisors and current and previous residents. Because we believe that the cultural diversity of our staff and Resident should reflect the same diversity found among the patients, minorities are highly encouraged to apply. We recognize the value of an effective and fair means of processing applications and implementing a standardized acceptance date. Please Email the Director of Training if you have any specific questions or concerns.

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

APPLICATION PROCEDURES

Submit Application requests and materials to:

Dr. Louis C. Becker
Director of Postdoctoral Residency Training
Ancora Psychiatric Hospital
301 Spring Garden Road
Ancora, New Jersey 08037-9699
Telephone: (609) 561-1700 extension 7302 (Secretary, Yanira Cintron)
Email: Louis.Becker@doh.NJ.gov or Jeffrey.Uhl@doh.state.nj.gov

Please go to the New Jersey State Department of Health website ([https://nj.gov/health/integrated health/dmhas/services-treatment/aph.shtml](https://nj.gov/health/integrated%20health/dmhas/services-treatment/aph.shtml)) for further information about the NJDOH Psychology Residency Program, and to download the Ancora Psychiatric Hospital Post Doc Residency.

Supporting Materials

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

***All supporting materials must have appropriate/official signatures or stamps.**

Deadline for Application

The DEADLINE for sending the application and all supporting materials is February 1, 2019. We will begin interviews immediately following the application deadline. Prospective candidates are encouraged to have all supporting materials sent to the hospital as early as possible.

PLEASE NOTE!

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

ADDENDUM

Affiliated Placement Opportunities since 2015 (Please note that all affiliate 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: Habib Nayerahmadi, PhD

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 are 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 competency evaluations. One of the other rotations involves intensive forensic psycho-legal evaluations on that primarily address personality disorders and serious legal considerations. During another rotation, the Resident will have regular 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 Resident requests an out-placement in Forensic Psychology. Clinical Resident supervisors at Ann Klein look for a demonstrated interest in Forensic Psychology in past course work and practice, subsequently interviewing and selecting a Resident. In all cases, Ann Klein attempts to obtain a ‘good fit’ between the Resident’s specific training expectations, and the ability to match them – along with good working relationships.

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

Clinical Supervisor: Emily Loscalzo, PsyD

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 staffs focus on empowering people to make a recovery into a process in which they better themselves holistically: psychologically, physically, socially, and spiritually. Resident is responsible for providing individual psychotherapy with a caseload of approximately 5 patients.

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, Ph.D.
Merin Campbell, PsyD

Site Description: Cooper University Hospital's Neuropsychology Lab provides inpatient and outpatient neuropsychological services. The placement 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. Resident 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.

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

Clinical Supervisor: Leslie Unger, PsyD

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 program 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 Resident work with S-COPE clinicians to provide assessment, therapy, and consultation for residents and staff at nursing and assisted living facilities. Training focuses include Interpersonal Psychotherapy for treatment of depression in older adults; Cognitive Remediation protocols to enhance memory, attention, and executive functioning; and an Resident Project which includes regular journaling and the development of a curriculum for intervention and staff training. Residents will also have the opportunity to participate in weekly telephonic grand rounds. Residents are based in the Wall, NJ, office 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.

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, PsyD
Clinical Supervisors: Daniel Gordon, Ph.D., Patricia Rice, PsyD

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/