



APA-Accredited Doctoral Psychology Internship Program Pembroke Pines, Florida

2023-2024





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INTRODUCTION

Thank you for your interest in the doctoral psychology internship program at South Florida State Hospital. The psychology internship's aim is to produce ethical clinicians who can integrate science with practice, are culturally competent, and provide quality assessment and empirically based assessments and interventions to adults diagnosed with a serious mental illness in an inpatient setting. Through didactic training and supervised practice, interns will increase their knowledge and proficiency in applying general psychological principles and will be able to work with a culturally diverse population.

South Florida State Hospital internship offers two distinct tracks to interns. Two interns complete a Clinical Track, which includes two six-month rotations: Psychological Evaluation and Behavior Assessment & Consultation. There is a separate 12-month Clinical Forensic Track for applicants interested in focusing on forensic psychology issues. Independently of the track, all interns will have the opportunity to build skills in forensics, psychological assessment, and behavior assessment and consultation as they complete a core curriculum in clinical practice. Throughout the training, interns will be included as contributing members of the hospital's multidisciplinary team. Responsibility for professional decision-making grows as interns' clinical skills are demonstrated and refined. However, their primary role remains that of a trainee, and supervision and training are a top priority of this program.

Our program is accredited by the American Psychological Association (APA), and the accreditation status of this program can be obtained from the APA Office of Program Consultation & Accreditation, 750 First Street NE, Washington, DC, 20002-4242, (202) 336-5979, and at its website www.apa.org/ed/accreditation.

We are also a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). We abide by APA and APPIC policies as well as participate in the APPIC Internship Matching Program. Applications and the Applicant Agreement can be obtained from the APPIC Web site at www.appic.org. Our program code is 1211. We have three (3) funded Internship positions. This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept or use any ranking-related information from any intern applicant.

Please note that the sections that follow within this brochure provide information regarding our internship site. However, recognize that it is not feasible to answer all questions that may arise when reviewing this information. As such, we strongly encourage potential applicants to contact us directly with any questions they may have.

Wellpath Recovery Solutions is an EOE/Minorities/Females/Vet/Disability Employer. Consideration for employment is provided without any discrimination in compliance with the Americans with Disabilities Act (ADA). Wellpath Recovery Solutions provides reasonable accommodations to all those with a disability as defined under the ADA.

Any offer of employment, including a psychology internship, is contingent upon, but not limited to, the successful completion of the following: Level 2, Florida Department of Children and Families Background Investigation; Drug testing and pre-employment physical including Tuberculosis screening; Proof of measles, mumps, and rubella (MMR) vaccination if born after 1957; Mandatory 5 day facility Orientation which includes certification in "MANDT," our verbal de-escalation training process and Certified Pulmonary Resuscitation (CPR). The COVID-19 vaccine is not a requirement; however, vaccination verification will be requested, as there are restrictions to accessing high-risk populations (e.g., geriatric unit) if someone is not vaccinated.

THE HOSPITAL

South Florida State Hospital is a privately managed 359-bed state psychiatric hospital. The hospital provides services to adults of all ages from many cultural backgrounds. The persons served (patients) in this facility have been committed for treatment pursuant to Florida's civil commitment statute, known as the Baker Act, or have a forensic commitment. These persons served represent a broad spectrum of psychiatric disorders. The most frequent diagnoses are major thought and affective disorders, severe personality disorders (primarily borderline and antisocial), and substance use disorders. Psychology staff and interns are responsible for assessment, individual and group psychotherapy, behavioral planning, training of and consultation with direct care staff, as well as participation in the multidisciplinary treatment teams.



The hospital has a strong commitment to providing training across a broad array of disciplines, including nursing, medicine, social work, pharmacy, and psychology. Trainees in these areas come from local universities such as the University of Miami, Nova Southeastern University, Barry University, and Broward Community College. Interns are provided with opportunities to interact with trainees from other disciplines while serving on treatment teams and attending Grand Rounds.

The recovery treatment model at SFSH is Illness Management & Recovery (IMR), which consists of a designated set of skills and knowledge to help persons served to attain management of their illness and recovery. IMR is a step-by-step, evidence-based practice program that helps persons served to set meaningful goals for themselves, acquire information and skills to develop more mastery over their psychiatric illness, and progress towards their own personal recovery. However, what is consistent with the traditional medical model is that the psychiatrist is the head of the treatment team. The psychology department fulfills the roles of consultant, therapist, assessor, and behavioral consultant. We offer support to the treatment teams, and the persons served.



Chapel for Persons Served

The hospital is comprised of seven units, with each unit name representing an area or theme associated with the State of Florida. Three units (Sanibel, Okeechobee, and Tequesta) are 50+ bed general population male units. Three units (Royal Palm, Las Olas, and Vizcaya) are coed units. The Everglades unit is a specialized unit for males with challenging behaviors.

Forensic Population

There are forensic step-down beds allocated for forensic persons served at South Florida State Hospital. Generally, the persons served are from the 13-county service area and have been stepped down from a secure forensic facility to this civil hospital because they are regarded as no longer in need of a high-security placement. There is no specific forensic unit, and the persons served are dispersed throughout the hospital units based on level of functioning and behavior.

The forensic persons served have been committed by the state criminal courts as Incompetent to Proceed (ITP) or as Not Guilty By Reason of Insanity (NGI). A variety of psychiatric conditions are seen, with the most frequent diagnoses being major thought and affective disorders, severe personality disorders (primarily antisocial and

borderline), and substance use disorders. Many of the ITP persons served have cognitive impairment that prevents them from being restored to competency.

DIVERSITY



Swimming Pool for Persons Served

Persons Served

Our person served's population is comprised of 67% males and 33% females with an average age of 47 years old. Over 85% of persons served carry a diagnosis of schizophrenia, 7% have mood disorders, and 67% have substance use disorders.

The persons served's population of SFSH is comprised of a significant proportion of individuals from the Caribbean islands (e.g., Haiti, Cuba, and Jamaica) and South America. While the largest proportion of individuals speaks English, many are bilingual or monolingual in Spanish or Haitian Creole.

Staff

Consistent with our persons served's demographics, the employees at SFSH are a reflection of the diverse population in South Florida. The staff is comprised of 66% females and 34% males. There are 71% who are classified as Black but come from various ethnic groups, including Jamaica, Haiti, Caribbean islands and African countries; 12% are White, 12% Hispanic, and 5% come from other backgrounds, such as Asia.

Internship Diversity Training

As noted above, the cultural fabric of the South Florida area is comprised of vibrant and diverse groups of individuals, each with a unique and strong sense of cultural identity. The diverse environment is considered one of many strengths of our program, and many of our interns have reported such an experience to add to their cultural competency and increase marketability when looking for postdoctoral employment.

Interns have the unique opportunity to work with persons served who recently immigrated to the United States. Besides ethnic diversity, many individual differences contribute to the unique make-up of our setting's diversity, including religious beliefs, abilities, sexual orientation, and age. The clinical supervision is provided to meet the unique needs of the South Florida population and incorporates the ADDRESSING model



Psychology Department Diversity Board

by Pamela Hays (1996, 2008, 2016) to further develop and/or enhance self-awareness of ethnic and individual differences between and among trainees, supervisors, and persons served. Additionally, interns attend a monthly diversity seminar led by the psychology department, which provides a forum for interns to learn and discuss cultural and intersectionality factors, as well as their impact on treatment and assessment. In previous years, local experts on immigration and acculturation come as guest speakers. Finally, the psychology department participates at least once a year in the hospital's grand round presentation, where a diversity topic is presented to promote the awareness and understanding of either ethnic or individual differences among various professionals.

THE AREA

South Florida State Hospital is located in Pembroke Pines, Florida. The hospital is a short drive from internationally renowned Miami/South Beach and Fort Lauderdale beaches. The climate in South Florida is tropical, with average winter temperatures ranging from 65 to 70 degrees.

The culturally rich and diverse population of South Florida is one of the unique and exciting aspects of the area, and this is reflected in its variety of local dining and entertainment experiences. The area also offers popular shopping destinations, such as Sawgrass Mills Outlet Mall (the largest outlet mall in the country), and upscale shopping and entertainment destinations, such as Las Olas, Hard Rock Casino and Entertainment Complex, and Coconut Grove.



Psychology Department Holiday Celebration

South Florida is also home to several professional sports teams, including the Miami Heat, Miami Dolphins, Florida Panthers, and Miami Marlins. Popular vacation destinations like the Florida Keys, Disney, and Universal Studios are a three hours drive away. South Florida is also home to the world's busiest cruise ports. Additionally, Pembroke Pines is within driving distance of three international airports. Interns have commented on the high quality of life while on an internship in South Florida. Safe and reasonably priced housing for a metropolitan area is within a 5-15 minute radius of the hospital. The State of Florida is also one of only a few states in the country not to have an individual state income tax.

PSYCHOLOGICAL SERVICES



Psychology Department Teambuilding Game Night

Psychology trainee and supervisor offices are located within one central location. Each intern is assigned his or her own individual office with computers so that they may access the hospital's convenient information system and electronic medical record system (EMR). The department can be best described as a friendly and cohesive group that values professionalism. The department gathers for holiday events and team building (Murder Mystery/Themed Costume Party, Day at the Park) activities outside of work at various points throughout the year.

Psychology Staff

The Psychology Department is comprised of seven (7) full-time licensed psychologists, one part-time neuropsychologist, one full-time postdoctoral resident, and multiple practicum students and contractors. The Psychology Department primarily provides consultation, assessment, and treatment services within the hospital. The supervisory staff has a variety of theoretical orientations, including cognitive-behavioral, interpersonal,

dialectical behavior, and narrative, among others. Individualized areas of interest include trauma-informed care, forensic assessments, violence risk assessments, substance use disorders, diversity issues, and clinical supervision.

PSYCHOSOCIAL REHABILITATION PROGRAM

The programs offered at South Florida State Hospital are based on Illness Management & Recovery (IMR). The main goal is to help persons served to set meaningful goals for themselves, acquire information and skills to develop more sense of mastery over their psychiatric illness, and make progress towards their recovery. The majority of these programs are located in the Town Center in the center of the hospital campus. Program staff consists of bachelor and master-level practitioners.



Psychology Trainee Office

Programs

prevention.

Please note that this description is specific to activities and procedures prior to the COVID-19 pandemic. Modification to all these procedures had been made due to safety precautions. All persons served are encouraged to attend programs, and every effort is made to find a good match between what is available and the needs of the person served. Each person served is assessed upon admission to establish which stage of change they are considered to be at and placed in a group tailored for that particular stage. The different stages include Precontemplation, contemplation, preparation, action, and maintenance. The majority of persons served fall within precontemplation and contemplation stages during their hospitalization. Supplementary programs include the Cooccurring Disorders Program (CODEP), and Enrichment Activities, such as music, art therapy, as well as other activities that may facilitate person's served transition back to the community, such as adult education, computer training, , and horticulture. There is also a therapeutic job program for those person served interested to work within the hospital setting. The precontemplation groups' goal is to get the persons served to consider they have a problem; contemplation group's goal is to raise awareness of the problem by observation of the behavior; preparation group is to encourage these steps and support change process, and commit to making change a top priority; action groups' goal is to make action plan suggestions, reinforce changes, and

The Engagement Groups and Enrichment Program are designed to engage persons served who may not have sufficient social skills to interact effectively with others. It is meant to provide services for persons served who are not ready to participate in other programs. It offers recreational activities requiring less intellectual functioning than a more educational setting. Persons served can

provide support and guidance; maintenance groups' goals are to support continued change and help with relapse

play sports, engage in music therapy or art therapy, or just relax while in the presence of their peers. The Cooccurring Disorders Program is a substance abuse recovery program. While this is not a drug rehabilitation hospital, the need to help persons served recover from addiction is a high priority. All persons served are screened for any history of substance abuse, and referrals are made to this program when deemed necessary. Persons served are educated on the problems of substance use, including nicotine. They are provided with peer support through the facilitation of AA and Double Trouble meetings.

Special Events

In addition to programmatic groups, several events for persons served are hosted by program staff throughout the year. Events include field days, talent shows, holiday parties, fashion shows, National Alliance on Mental Illness (NAMI), Mental Health Awareness, Out of the Darkness walks, and art shows. For the art shows, persons served are able to sell their own artwork as a means of earning money. Many of our interns have remarked on how these activities greatly increase the quality of life for the persons served, and interns are encouraged to attend these events in support of persons served.



Out of the Darkness Walk 2019

PSYCHOLOGY INTERNSHIP TRAINING

Internship training takes place within the Scholar-Practitioner model with a goal of producing ethical clinicians who can integrate science with practice, are culturally competent, and provide quality assessment, diagnosis, and empirically-based interventions to a mentally ill adult inpatient population. Although our internship program offers a forensic track, all interns complete a core curriculum in clinical practice.

Through didactic training and supervised practice, the intern will increase their knowledge and proficiency in the application of core psychological principles and will have an opportunity to work with a culturally diverse population. Regardless of the intern's track, they will have the opportunity to build skills in the areas of forensics, psychological assessment, and behavior assessment and consultation. There is a separate track and match number for applicants interested in obtaining specialized training and skills in the areas of forensic assessment and intervention. Therefore, applicants who are interested in the Clinical Forensic Track should explicitly indicate this interest in their cover letter and the application materials. If an applicant wishes to apply to the Clinical and Forensic Track, that intention should also be clarified in the cover letter and application materials.

Throughout the training, the intern will be included as a contributing member of the hospital's multidisciplinary team. Responsibility for professional decision-making grows as the intern's clinical skills are demonstrated and refined. However, their primary role remains that of a trainee, and supervision and training are a top priority of this program.

Internship Program Aims

- To prepare interns to demonstrate professional competence with individuals diagnosed with a serious mental illness (SMI). To prepare interns to demonstrate professional competence in the provision of supervision to other professionals.
- To prepare interns to demonstrate professional competence in the integration of science and practice in intervention and assessment.

Profession-Wide Competencies (PWCs)

This internship program emphasizes promotion of profession-wide competencies as articulated by the Standards of Accreditation. The clinical and non-clinical training experiences are designed to promote the attainment of profession-wide competencies within the context of our specific program aims. Interns in both tracks will require focused experiences beyond the core requirements. It is our goal to ensure that interns achieve these profession-wide competencies and become more independent in their delivery of services by the end of their internship year: Research; Ethical and Legal Standards; Individual and Cultural Diversity; Professional Values and Attitudes;

Communication and Interpersonal Skills; Assessment; Intervention; Supervision; and Consultation and Interprofessional/interdisciplinary Skills.

General Duties

Throughout the duration of the training year, interns provide a wide breadth of clinical activities, including individual and group psychotherapy, initial and annual psychological assessments, and consultations. Interns will be able to spend time attending and participating in treatment team meetings on the various hospital units. This allows them to be an active participant in the multidisciplinary treatment process and to build on their clinical knowledge, as well as professional identity. In addition, all interns are expected to attend the monthly psychology department meeting, where on a quarterly basis, each intern will present a research article relevant to the internship setting and/or population. All interns will participate in the general and specialized seminars: Diversity, Assessment, Trauma Informed Care, and Forensic.

Training activities include the exploration of professional and personal values, experiences, and their impact on the practice of psychology. This may include discussing emotional reactions to events that occur during training, exploration of patterns in one's personal behavior, and how those relate to quality of life.

Orientation

Interns are expected to attend the hospital orientation and the psychology orientation at the beginning of Internship. The hospital orientation takes place over six days and covers information necessary for safety and adequate work performance during the internship year. Interns will also participate in a Psychology Department orientation presented by the Psychology Faculty. This orientation will provide an introduction to the program and an overview of some of the specific knowledge and skills, which will provide a strong foundation for growth and development during the year.

Interns will then be assigned to a Coordinating Supervisor, with whom they will meet for one hour each week throughout the internship year. This supervisor will be their primary supervisor and will be responsible for providing evaluations to the intern and the director of training, who will inform the intern's doctoral program.

After the orientations, interns will be assigned an initial psychological assessment case, while receiving close supervision from their Coordinating Supervisor. This will allow supervisors to gain a clear view of the intern's assessment strengths and areas of growth and will help them and the supervisor to collaboratively construct a set of goals tailored to their needs.

It is expected that during the first few weeks, interns will have many questions and/or concerns. Training Supervisors and the Director of Training are always available outside formal supervision and training to answer any questions or concerns. Learning during the internship will occur in a developmental fashion. As the year progresses, the interns' assignments will be increasingly complex and they will function with greater independence.



Trainees' Orientation to Electronic Medical Record System

Training Program: Clinical and Clinical-Forensic Tracks

The internship program at South Florida State Hospital offers two different tracks that are integrated with the core curriculum. One matched intern would have an opportunity to receive focused training in the area of forensic psychology, and the other two interns would have an opportunity to receive focused training in the area of clinical psychology. Below is a table summarizing the various responsibilities and requirements for each track.

Clinical Forensic Track (12 months)

Psychotherapy	The intern will maintain a caseload of two (2) individual therapy cases and up to two (2) individual forensic coaching cases.
Group Therapy	Three weekly forensic groups: Competency Restoration, Manage Your Risk for persons-served adjudicated Not Guilty by Reason of Insanity (NGI), and Healthy Relationships (if due to safety concerns or attrition groups are not able to meet for an extended period, an individual therapy case will be assigned to fill the clinical hour).
Psychological Evaluations	The intern will complete at least 20 forensic evaluations, which could include competency and violence risk assessments. At least two assessments will be through the use of an interpreter. Some assessments may involve psychological testing, and the intern may complete them as needed.
Consultations	The intern will perform forensic-specific consultations and, if available, the opportunity to complete other types of consultations for clinical services.
General Duties	Complete initial and annual psychological assessments. Present in case conferences six times a year, four of which will be in the form of mock trial testimony, present research in monthly department meetings (three times a year), attend one treatment team meeting per month, and attend didactic seminars.
Supervision	Interns will participate in at least two (2) hours of individual face-to-face supervision with a Licensed Psychologist each week. One (1) supervision hour will address clinical issues and the other hour will be dedicated to forensic-track related issues.
	Interns will also participate in at least two (2) hours of weekly group supervision, including, but not limited to case conference, supervision of supervision (SOS), and other group supervision, as needed.
Supervision of Students	Intern will have the opportunity to supervise practicum students and/or undergraduate students, as the opportunity is available.

The intern on the forensic track will participate in four mock trials throughout the year, where the intern will have an opportunity to present expert testimony about one of their forensic cases. The intern may also get the opportunity to testify in both civil (involuntary hospitalization hearings) and criminal court. All interns participate in a three (3) day Florida Forensic Examiners training (FFET) at the start of the internship, which helps prepare the interns on the forensic track for evaluations/assessments and other interns to have a general overview of the F.S. 916, The Mentally Ill Offender

Clinical Track

Psychological Evaluation Rotation (6 months)

Psychotherapy	Each intern will maintain a caseload of 3-5 individual therapy cases, including Dialectical Behavioral Therapy (DBT) Coaching sessions.
Group Therapy	Two (2) weekly therapy groups: Group assignment will be dictated by the need of persons served and the hospital.
Psychological	The intern will complete a minimum of four (4) comprehensive psychological
Evaluations	batteries (e.g., intellectual, adaptive, personality functioning, neurocognitive screeners, malingering, and/or trauma screeners) and at least one (1) monthly violence risk assessment utilizing the HCR-20V3.
Consultations	The intern will perform consultations for testing referrals and will make a referral for services when appropriate.
General Duties	Complete initial and annual psychological assessments. Present in case conferences, present research in monthly department meetings, attend one treatment team meeting per month and attend didactic seminars.
Supervision	 Interns will participate in at least two (2) hours of individual face-to-face supervision with a Licensed Psychologist each week. One hour will be with the intern's Coordinating Supervisor, who will meet with the intern throughout the internship year to provide consistency and to allow for a perspective on their development over the year. One hour of individual supervision each week will be dedicated to specific duties of the Psychological Evaluation Rotation. Interns will also participate in at least two (2) hours of weekly group supervision, including, but not limited to, DBT group supervision, case conference, supervision of supervision (SOS), and other group supervision, as needed.
Supervision of Students	Intern will have the opportunity to supervise practicum students and/or undergraduate students, as the opportunity is available.

Behavior Assessment and Consultation Rotation (6 Months)

Psychotherapy	Each intern will maintain a caseload of 3-5 individual therapy cases, including DBT Coaching sessions.
Group Therapy	Two (2) weekly therapy groups: Dialectical Behavior Therapy and one other group deemed appropriate.
Functional Analysis of Behavior (FAB)	The intern will complete at least three (3) Functional Analysis of Behavior (FAB) and will learn to develop, implement, and track the effectiveness of individualized behavior plans.
Consultations and Trainings	The intern will complete consultations for individualized behavior plans, making a referral for services when appropriate. The intern will complete Challenging Behaviors Unit (CBU) consultations, as needed, determining the appropriateness for behavioral intervention based on an assessment of risk. The intern will assist with the motivational/token economy program for the specialized units, monitor its effectiveness, and make revisions as needed under the supervision of a Board Certified Behavior Analyst (BCBA). Assist with the distribution of monthly unit rewards.
General Duties	Complete initial and annual psychological assessments. Present in case conferences, present research in monthly department meetings, attend one treatment team meeting per month and attend didactic seminars.
Supervision	 Interns will participate in at least two (2) hours of individual face-to-face supervision with a Licensed Psychologist each week. One hour will be with the intern's Coordinating Supervisor, who will meet with the intern throughout the internship year to provide consistency and to allow for a perspective on their development over the year. One hour of individual supervision each week will be dedicated to specific duties of the Behavior Assessment and Consultation Rotation. Interns will also participate in at least two hours of weekly group supervision, including, but not limited to, DBT group supervision, case conference, supervision of supervision (SOS) and other group supervision, as needed.
Supervision of Students	Intern will have the opportunity to supervise practicum students and/or undergraduate students, as the opportunity is available.

Additional Experiences

Interns also take part in field trips to South Florida State Hospital's operating company's (Wellpath Recovery Solutions) various facilities, such as South Florida Evaluation and Treatment Center, which is a secure forensic facility, and Florida Civil Commitment Center, which houses the Sexually Violent Predators. On these field trips, interns learn about relevant topics to these facilities as well as employment opportunities within these facilities. Interns are also encouraged to visit the Miami/Dade or Broward county courthouses to observe supervisors present expert testimony. South Florida State Hospital's operating company (Wellpath Recovery Solutions) also has a strong commitment to retaining its trainees, and career opportunities to remain within the company may be available at the various Wellpath Recovery Solutions operated facilities across the country.



Field Trip to Florida Civil Commitment Center

Supervision

Interns will participate in at least two hours of individual face-to-face supervision with a Licensed Psychologist each week. One hour will be with the intern's Coordinating Supervisor, who will meet with the intern throughout the internship year to provide consistency and to allow for a perspective on their development over the year. For interns in the clinical track, the rotation supervisor provides another hour of individual supervision each week and will emphasize the activities on the intern's assigned rotation. In addition, interns will also receive at least two hours of weekly group supervision. The DBT group supervision allows trainees to process issues during the group, provide insights about safety concerns and countertransference issues, and provide an overview of the skills discussed to the students assigned to provide the coaching during the week. During the case conference, the interns are both presenters and participants, where conceptualization about a current case, recommendations for treatment, and evidenced-based practices are discussed. The supervision of supervision (SOS) group includes the interns and postdoctoral resident. During the SOS group supervision, weeks alternate between discussions on relevant research and issues concerning the practice of clinical supervision, and a review of audiotapes from supervision sessions. Feedback is provided to trainees, and issues are discussed.

Seminars and Training Activities

Each week interns will participate in a two-hour seminar were different topics relevant to the practice of health service psychology in a psychiatric facility will be presented. The psychology seminar series involves a sequence of topics related to the field of psychology and the various tracks. Interns will present a topic of their choice during the Psychology Seminar Series. Interns will also present a research article once every trimester during the psychology department meeting. Interns are required to attend and **actively** participate in these important components of the internship program. Their level of participation will be evaluated at the end of each rotation.

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- General Psychology Seminar: The psychology seminar series involves a sequence of academic
 presentations related to the general field of psychology, the SMI population, and treatment. Some
 of the topics that will be taught in this general didactic training include psychopharmacology,
 treatment strategies for severely mentally ill persons served, personality disorders, and
 mindfulness.
- Assessment Seminar: The assessment seminar provides interns an opportunity to discuss, practice, and review assessment tools utilized in our setting. At the end of the assessment rotation, the intern completing this rotation would have an opportunity to present a case they are working on and receive feedback and recommendations.

- Diversity Seminar: The diversity series provides a forum to learn and discuss how diversity, equity, and inclusion, impact treatment and assessment. These seminars aim to achieve and/or advance cultural competency by nurturing cultural awareness and sensitivity. Components of this seminar include activities to enhance self-assessment and to reflect on our understanding of individual differences and intersectionality.
- Forensic Seminar: The forensic seminar provides information about relevant case law applicable
 to the practice of forensic psychology, namely related to expert testimony, competency to proceed,
 involuntary commitment, and criminal responsibility. It also provides topics involving forensic
 assessment and treatment options often used with legally involved populations and how to
 incorporate current and progressive models of diversity within administration and interpretation
 of assessments to inform the ultimate psycholegal opinion and better consult with the trier of fact.
- Trauma Informed Care Seminar: The trauma-informed care seminar will provide an overview of
 assessments and interventions for persons served with a history of trauma. The first hour will be
 dedicated to the discussion of relevant research and techniques for individuals with a history of
 trauma, and the second hour will involve a review of scenarios and videotapes, where some of
 these techniques were applied, followed by discussion processing and feedback.

Important parts of these seminars are the examination and application of recent and relevant research articles to the practice of psychology and diversity and individual differences. Interns will present a research article three times during the yearin the psychology department meeting. Interns will also present during the Psychology Seminar Series.

EVALUATION PROCESS

The psychology internship program assesses the interns' performance and conduct on an ongoing basis. This formative feedback from supervisors facilitates their professional growth by acknowledging strengths and identifying performance or conduct that needs improvement.

A summative assessment will be completed at mid-point and at the end of the internship year. The Coordinating Supervisor, Training Director, and, if applicable, Rotation Supervisor will meet with interns to discuss their performance. In this feedback session, differences between their views and their supervisor's appraisals may surface and, in most cases, are resolved through discussion. The intern and the supervisors sign the written evaluation to acknowledge that the evaluation has been discussed and then forward it to the doctoral program's Training Director. Based on the evaluations, interns and their Coordinating Supervisor may modify their training plan to better meet their training needs and the training program's requirements. If interns disagree with the evaluation, they need to put their objection in writing. Their response will be attached to the evaluation in their file and will be presented to the Internship Training Director and their doctoral program. Interns will also be asked to evaluate the program and their supervisors at the time of their evaluation.

The Internship Training Director is responsible for communicating with the interns' doctoral program about their activities and progress. Early in the year, the doctoral program receives information about their training activities. At the end of the internship year, the doctoral program receives copies of supervisors' evaluations of interns' skills and professionalism. At any time, if problems arise, the interns' doctoral program will be notified.

Due Process in Evaluation and Remediation

The internship program follows due process guidelines to ensure that decisions are not arbitrary or discriminatory. The program uses the same procedures to evaluate <u>all</u> interns, and the due process guidelines include the following:

- 1. Interns will receive written information regarding program expectations for professional functioning at the beginning of the internship.
- 2. Evaluation procedures are clearly stipulated, including when and how evaluations will be conducted.
- 3. The procedures and actions for making decisions about problematic performance or conduct are outlined in written statements given to interns.
- 4. Performance Improvement /Remediation plans are outlined for identified inadequacies, and the plans include time frames for remediation and specify consequences for failure to rectify the inadequacies.
- 5. Interns will receive a written description of procedures they may use to appeal the program's actions.
- 6. Decisions or recommendations regarding interns' performance or conduct are based on input from multiple professional sources.
- 7. Program actions and their rationale are documented in writing to all relevant parties.

Consistent with SFSH policy, the internship program uses a progressive discipline procedure in instances where an intern engages in problem behavior.

- 1. If the intern displays behaviors that concern their supervisor but do not meet the criteria for verbal counseling (see below), the supervisor will discuss the issue with the intern in supervision. If the problem improves, no further action will be taken. If the problem is not resolved, verbal counseling will be instituted. The Director of Training will be informed of the situation and will notify the concerns to the intern's doctoral program.
- 2. In cases where unintentional carelessness and/or minor instances of misconduct or performance are identified, the Coordinating and/or Rotation Supervisor and the Director of Training will meet with the intern to discuss the proper action to correct the problem and/or ensure that it will not reoccur. Interns will be given an opportunity to provide an explanation to the concerns. The supervisor will document the verbal counseling, along with their response, and will provide a copy to the intern. Their doctoral program will be informed.
- 3. If the problem behavior occurs again or if an initial problem behavior is considered by the supervisor to be of a more serious nature, a written warning will be initiated. The Coordinating and/or Rotation Supervisor and the Director of Training will meet with the intern and discuss the issues pertaining to the warning. The intern will be given an opportunity to be heard and provide explanations to the concerns, which should be done verbally and in a written format within 24 hours. The supervisors will meet after this meeting to review all documentation. If supervisors agree that a written warning is necessary, a Disciplinary Action Recommendation will be prepared and entered into their file. A copy of the written warning will be provided to the facility's Clinical Director and the Human Resources Director. When a written warning is issued, the intern will be given the opportunity to respond or appeal the decision in writing. All written warnings will have a specified time frame for improvement. The intern's doctoral program will receive a copy of the Disciplinary Action Recommendation.

Termination from the internship program

Failure to achieve improvement within the specified time frame or continued problem behavior could result in termination from the internship program. Serious misconduct and/or repeated violations can also result in termination from the internship program. If the misbehavior was unusually egregious, the Director of Training will immediately involve the doctoral program and the Human Resources Department to discuss termination.

When the supervisor and Director of Training recommend a termination as a result of disciplinary proceedings, the intern has the right to an administrative review of the disciplinary process by the Hospital Administrator, or her/his designee. A ruling on the review is the final step in the process.

Intern Grievance Procedure

If interns have a grievance of any kind, including a conflict with a peer or other hospital staff, they can take their concerns to their Coordinating Supervisor, and they will try to resolve the problem. If this intervention fails, or if the conflict is with the Coordinating Supervisor, the next step would be to approach the Director of Training. If the problem is still not resolved to the interns and/or the Director of Training's satisfaction, the Human Resources department will be contacted in order to take any necessary steps to bring about resolution. At any point, the Director of Clinical Training at their doctoral program may be consulted.

Stipend, Hours, and Time Off

Interns begin their workday at 8:00 AM, conclude at 4:30 PM, and are entitled to 30 minutes of lunch in the middle of the day. Interns are expected to complete their work within a 40 hour work-week, and working over 40 hours per week his highly discouraged. In the rare event that an intern works over 40 hours per week (e.g., working lunches; field trips), they will be compensated by being paid overtime.

Interns are considered temporary employees at SFSH, have a stipend of \$31,200 per year and are paid biweekly. Interns are eligible for employee benefits, including medical insurance, dental insurance, vision insurance, flexible spending accounts, direct deposit, 401k plan, and other voluntary products. Additional benefits are provided to interns such as free lunch at the employee cafeteria. It is expected that all interns will complete 2,000 hours onsite. Interns will receive all holidays observed by the hospital and ten days of personal time off (PTO). All interns are given five (5) days of professional leave (i.e., conferences), two (2) of which can be allotted for dissertation defense, if applicable.

The following is an approximation of a weekly schedule for interns**

Monday Individual Therapy (3-5 hours)

Note writing, consult

Tuesday 8-9 a.m. – Individual Supervision

10-11a.m. -Treatment team meetings, behavior plans

12:30 p.m.- 4:30 p.m. - ½ day assessment

Wednesday 9:00 a.m. – 10:00 a.m. – case conference*

11:00 a.m. - 12:00 p.m. - DBT Supervision*

Thursday Half day rotation, annual/initial psychological assessment

1/2 day rotation/clinical/forensic

2:00p.m.-4:00p.m. - Psychology Seminar*



Cuban coffee "cafecito hour" in the afternoon is encouraged

Friday 8:00a.m.-9:00 a.m. individual supervision

9:00 a.m. – 10:00 a.m.: Supervision of Supervision (SOS)*

 $12:00 \text{ p.m.} - 2:00 \text{ p.m.} - \frac{1}{2} \text{ day rotation}$

* Standing times and days, but may change under certain circumstances (e.g., holidays)

** The schedule for the forensic track intern will vary slightly to reflect an increase in time spent on forensic assessments and group therapy.

FORMER INTERNS

Given the breadth of training offered at our site, interns have successfully obtained postdoctoral opportunities in a variety of settings.

Class of 2006-2007

Intern 1 Bradley Hospital, Rhode Island

Intern 2 National Institute of Health (NIH), Washington, DC

Intern 3 Behavioral Medicine Postdoctoral Fellowship at Cambridge Health Alliance – Harvard Medical School

Class of 2007-2008

Intern 1 Pine Belt Mental Healthcare Resources, Mississippi (CMHC)

Intern 2 Nova Southeastern University, Postdoctoral Psychology Resident, Florida

Intern 3 Department of Corrections, Florida

Class of 2008-2009

Intern 1 Independent Practice, Community Mental Health Center, Indiana

Intern 2 Citrus Health Network, Florida

Intern 3 Independent Practice Setting, Florida

Class of 2009-2010

Intern 1 Mount Holyoke College Counseling Service, South Hadley, MA

Intern 2 Emory University School of Medicine, Georgia

Intern 3 Arizona Psychology Consultants, Arizona

Class of 2010-2011

Intern 1 South Florida State Hospital, Florida Intern 2 Independent Practice Setting, Florida

Intern 3 Emory University School of Medicine, Georgia

Class of 2011-2012

Intern 1 Chrysalis Community Mental Health Center, Florida

Intern 2 Jacqueline Valdes, Ph.D., Inc., Postdoctoral Neuropsychology Fellow, Private Practice, Florida

Intern 3 South Florida State Hospital, Florida

Class of 2012-2013

Intern 1 Independent Practice Setting, Florida

Intern 2 Gateways Forensic Community Treatment Program, California

Intern 3 Independent Practice Setting, Georgia

Class of 2013-2014

Intern 1 Correct Care, LLC/South Florida State Hospital, Florida

Intern 2 Tulane University School of Medicine/ Postdoctoral fellow, Louisiana

Intern 3 University of California, Los Angeles, California

Class of 2014-2015

Intern 1 Correct Care, LLC/South Florida State Hospital, Florida

Intern 2 Forensic Independent Practice, Florida

Intern 3 The Center for Behavioral Medicine, Kansas City, MO

Class of 2015-2016

Intern 1 Augusta University East Central Regional Hospital, GA

Intern 2 Forensic Independent Practice, Florida

Intern 3 Mississippi State University, Mississippi

Class of 2016-2017

Intern 1 South Florida Evaluation and Treatment Center, Florida Intern 2 Lifeskills South Florida Rehabilitation Center, Florida

Intern 3 Independent Practice Setting, Massachusetts

Class of 2017-2018

Intern 1 Augusta University East Central Regional Hospital, GA

Intern 2 Stony Brook University Medical Center, NY

Class of 2018-2019

Intern 1 South Florida State Hospital

Intern 2 Florida Civil Commitment Center

Intern 3 Oregon State Hospital

Class of 2019-2020

Intern 1 South Florida State Hospital

Intern 2 Bridgewater State Hospital, MA

Intern 3 Independent Practice Setting, Florida

Class of 2020-2021

- Intern 1 South Florida State Hospital
 Intern 2 Veteran's Affairs Medical Center
- Intern 3 Treasure Coast Forensic Treatment Center

INTERNSHIP APPLICATION REQUIREMENTS

Application materials should be submitted through the APPIC website. Our program code is 1211.

Applicant Documentation Required

- Completion of the APPI online application (located at http://www.appic.org)
- Cover letter must specify which track the applicant is interested to apply. If an applicant is interested in applying to both tracks, that intention should be clearly stated, and their experience and training should support their interest.
- One sample of an integrated report from a practicum site.
- Curriculum Vitae
- Three letters of recommendation (at least two from clinical supervisors)
- Official Transcripts (Graduate)

For more information, please contact Dr. Sheila Santiago Schmitt at (954) 392-3120 or E-mail sschmitt@wellpath.us

Internship Admissions, Support, and Initial Placement Data Date Program Tables are updated: 8/1/2023

Program Disclosures

Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution's affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements for completion that express mission and values?	Yes x No
If yes, provide website link (or content from brochure) where this specifi presented:	c information is

Internship Program Admissions

Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:

This internship is accredited by the American Psychological Association and adheres to the Scholar-Practitioner model of training. We have three (3) funded internship positions. The program aims to help interns become competent and knowledgeable psychologists working with a mentally ill adult inpatient population. The facility provides treatment using a multidisciplinary psychiatric rehabilitation model. The clinical training provides each intern with a unique opportunity to gain practical experience in assessment, consultation, and intervention with a diverse patient population. South Florida State Hospital internship offers two distinct tracks to interns. A Clinical Track is completed by two interns, and it includes two six-month rotations: Psychological Evaluation and Behavior Assessment & Consultation. There is a separate 12-month Clinical Forensic Track for applicants interested in forensic psychology issues. Therefore, applicants who are interested in the Clinical Forensic Track should indicate this interest in their cover letter and the application materials. Regardless of the intern's track, the intern will have the opportunity to build skills in the areas of forensics, psychological assessment, and behavior assessment and consultation since all interns complete a core curriculum in clinical practice. Interns will have an opportunity to co-lead different psychoeducational groups, provide individual psychotherapy, and complete psychological evaluations. They may have an opportunity to provide supervision and participate in diversity, forensic, trauma-informed care, assessment seminars, and supervision of supervision group. Interns will also participate in multidisciplinary treatment team meetings.

The following requirements must be met in order to be considered for our program:

- U.S. citizenship
- Doctoral student in clinical or counseling psychology from an APA-accredited program.
- Completion of the APPI online application.
- Cover letter must specify which track the applicant is interested to apply.

- One sample of an integrated report from a practicum site.
- Certification of internship readiness by graduate program training director
- Completion of graduate program's comprehensive/qualifying examinations by ranking submission date
- Any offer of employment, including psychology internship, is contingent upon, but not limited to, the successful completion of the following: Level 2, Florida Department of Children and Families Background Investigation; Drug testing and pre-employment physical including Tuberculosis screening; Proof of measles, mumps and rubella (MMR) vaccination if born after 1957; Mandatory 5 day facility Orientation which includes certification in "MANDT," our verbal de-escalation training process and Certified Pulmonary Resuscitation. The COVID-19 vaccine is not required; however, vaccination verification will be requested, as there are restrictions to accessing high-risk populations (e.g., geriatric Unit) if someone is not vaccinated.

Due to public health precautions, selected applicants for the 2023-2024 training year would be invited to a virtual interview during January. The interview should last approximately one hour with the supervisors. An additional time would be allotted to speak with current interns about their experience.

Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:

Total Direct Contact Intervention Hours	Y	Amount: 400
Total Direct Contact Assessment Hours	Y	Amount: 75

Describe any other required minimum criteria used to screen applicants:

Minimum of 600 hours of Supervision and Support Activities combined

Financial and Other Benefit Support for Upcoming Training Year* Annual Stipend/Salary for Full-time Interns 31200 Annual Stipend/Salary for Half-time Interns 0 Program provides access to medical insurance for intern? Yes No If access to medical insurance is provided: Trainee contribution to cost required? Yes No Coverage of family member(s) available? Yes No Coverage of legally married partner available? Yes No Coverage of domestic partner available? Yes No Hours of Annual Paid Personal Time Off (PTO and/or Vacation) 10 0 Hours of Annual Paid Sick Leave In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave? Yes No

Other Benefits (please describe): Dental Insurance, Disability Insurance, Vision Insurance, Professional Development Time, Free Lunch at Hospital's Cafeteria

Initial Post-Internship Positions

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

	2018-	2018-2021	
Total # of interns who were in the 3 cohorts	9	9	
Total # of interns who did not seek employment because they			
returned to their doctoral program/are completing doctoral			
degree	(0	
	PD	EP	
Academic teaching	0	0	
Community mental health center	0	0	
Consortium	0	0	
University Counseling Center	0	0	
Hospital/Medical Center	0	0	
Veterans Affairs Health Care System	1	0	
Psychiatric facility	6	0	
Correctional facility	0	0	
Health maintenance organization	0	0	
School district/system	0	0	
Independent practice setting	0	1	
Other	0	1	

Note: "PD" = Post-doctoral residency position; "EP" = Employed Position.

^{*}Note. Programs are not required by the Commission on Accreditation to provide all benefits listed in this table

Site Plan South Florida State Hospital

