

Jersey Shore University Medical Center

Hackensack Meridian *Health*

Health Service Psychology Internship



2023-2024

Jersey Shore University Medical Center
Hackensack Meridian Health
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Overview of Hackensack Meridian Health Jersey Shore University Medical Center

Hackensack Meridian Health Jersey Shore University Medical Center in Neptune, New Jersey stands out as the Jersey Shore's premier not-for-profit health care facility. Hackensack Meridian Health has consistently been rated among the top performing health systems in New Jersey for clinical quality. Jersey Shore University Medical Center was recently verified to be a Level 1 Trauma Center and is the only Level II Pediatric Trauma Center in the region, and one of only three in the state. Jersey Shore University Medical Center's inpatient psychiatric unit (Rosa 2) is a 29-bed unit with 26 voluntary beds and 3 Short Term Care Facility (STCF), or commitment beds, which treat adults suffering from psychiatric and emotional disorders. Jersey Shore University Medical Center houses K. Hovnanian Children's Hospital, which provides a rich consult/liaison experience, pediatric neurology and sleep medicine rotations, and a busy psychiatric emergency room. The Hackensack Meridian Health System currently consists of several licensed psychologists, both on staff or credentialed for consults, each with specific areas of specialized treatment focus. We serve our community as psychotherapists, evaluators, consultants, and supervisors for a broad range of programs. We are committed to evidenced-based therapeutic approaches, social justice, and diversity. Jersey Shore University Medical Center offers a comprehensive suite of mental health services for outpatients and inpatients across the lifespan.

Aim

The aim of the doctoral psychology internship at Jersey Shore University Medical Center is to provide broad-based clinical training that will prepare interns to be ethical, competent, and culturally sensitive practitioners.

Program Description

Hackensack Meridian Health Jersey Shore University Medical Center (JSUMC), located in Neptune, NJ, is a not-for-profit healthcare facility. The Department of Psychiatry of JSUMC, in conjunction with Hackensack Meridian Health, offers a one year, full-time (2000 hours) internship in Health Service Psychology. The internship provides an individually tailored sequence of training experiences with the primary focus being on assuring breadth and quality of training. Interns' experience at JSUMC involves a broad range of supervised clinical work with patients across the lifespan in both inpatient and outpatient settings and throughout the medical facility and its affiliate settings. Patients seen within the JSUMC system are from diverse cultural, ethnic, and economic backgrounds and present with a broad range of diagnoses, mental health concerns, medical needs, and a variety of clinical needs. Interns gain experience providing a variety of clinical services and treatment modalities in a medical setting and acquire assessment experience using a range of assessment tools.

Internship Program Philosophy

The Internship Program at JSUMC provides interns with generalist training in order to prepare them for entry level clinical practice in a wide variety of clinical settings. The Internship Program follows the practitioner-scholar training model, characterized by intensive clinical experience supported by didactic programming and supervision that exposes interns to current research and literature relevant to their clinical work. As such, interns are encouraged to integrate clinical practice and science by utilizing clinical research and theory to guide clinical decisions. The program provides interns with a broad continuum of clinical training opportunities, including assessment, evaluation, consultation and direct treatment in multidisciplinary, culturally diverse settings. The intern experience is designed to build upon previously acquired competencies and to facilitate the development of new clinical and professional skills while fostering a sense of professional identity.

Goals and Competencies of Training

Our goal at JSUMC is to recruit, select, and train qualified interns whose career goals include the provision of clinical services to a diverse patient population in healthcare settings. The Department of Psychology at JSUMC seeks to foster professional competence, develop cultural sensitivity, promote high standards of ethical practice, and encourage a culture of collaboration with other disciplines. Training experiences will enable interns to refine previously acquired

skills, facilitate the development of new clinical competencies and skills, and foster personal and professional growth. Specific goals of the internship are to train interns to:

- Develop competence in psychological evaluation and assessment of children and adults who present a wide range of presenting problems and diagnoses
- Develop competence in psychological interventions with children and adults who present a wide range of presenting problems and diagnoses
- Demonstrate sensitivity to individual and cultural differences in order to provide effective psychological treatment for the individuals they serve
- Develop and apply the attitudes and skills needed to support lifelong learning and professional growth
- Develop a skilled interface between science and practice by applying scientific knowledge in clinical settings, be educated consumers of empirical research, and engage in research projects
- Conduct themselves in accordance with the highest ethical standards and legal guidelines
- Collaborate with other disciplines and convey psychological knowledge in a professional, appropriate manner

The goals are achieved through a combination of clinical experiences, supervision and didactic trainings. The internship is organized around a core training curriculum that emphasizes the development and enhancement of skills in diagnosis, assessment, treatment, and research in clinical practice in both medical and behavioral health facilities. In addition to the core rotations, interns choose elective training areas for supplementary experiences in specific domains of psychology.

Program Structure

The Internship Program consists of required and elective components and it is organized into two six-month rotations. Each intern is assigned a primary rotation, where they spend four days per week (with the exception of protected didactic time). Mid-year interns will switch rotations. This provides interns an opportunity for a varied training experience and exposure to multiple supervisors.

The available rotations are:

1) Adult

- a) **Consultation Liaison (CL):** Interns attend rounds with the psychiatric staff and residents and provide consultation to medical units throughout the hospital. The CL program focuses on the care of patients with comorbid psychiatric and

general medical conditions. Interns work closely with the psychiatric staff to improve their skills in the areas of diagnostic interviewing, psychopharmacology, and the medical-biological aspects of patient care. Consults come from a variety of referral sources throughout the hospital and include a range of service needs, including evaluation, treatment recommendations, supportive therapy (grief, trauma), behavioral issues, managing depression and anxiety symptoms secondary to medical issues and/or procedures, and familial support.

- b) **Adult Inpatient Psychiatric Unit:** The psychiatric inpatient unit (Rosa 2) is a 29 bed unit with 26 voluntary beds and 3 Short Term Care Facility (STCF), or commitment beds, which treat adults with a variety of psychiatric disorders. On this rotation, interns are expected to actively participate in multidisciplinary rounds regarding patient care and treatment planning. Interns will also be expected to provide both individual and group therapy to patients, refining their skills in brief, solution focused interventions with an acute psychiatric population. The intern's clinical work will be supervised by his/her primary supervisor (a licensed clinical psychologist). Evaluations and overall intern progress will be overseen by the Director of Training.
- c) **Outpatient services (Parkway 100):** Interns will maintain an active caseload of 6-8 adult therapy patients who they will see on an outpatient basis. This includes both individual and group therapy. Interns will also conduct intake evaluations for new patients. During this rotation, interns will refine their case conceptualization skills in addition to developing treatment goals and planning and implementing interventions. Interns are also expected to learn to manage cases appropriately; to maintain consultation with psychiatrists and other team members, and community resources; to document services appropriately; and to refer to appropriate community resources. The intern's clinical work will be supervised by his/her primary supervisor (a licensed clinical psychologist). Evaluations and overall intern progress will be overseen by the Director of Training.
- d) **Psychological Assessment:** Interns will have the opportunity to conduct a variety of psychological assessments, including personality, diagnostic, functional skills/deficits, and intellectual functioning from multiple referral sources. Interns are expected to complete a minimum of 4 comprehensive batteries on this rotation.

2) Child and Adolescent

a) Child and Adolescent

- i) **Outpatient (Jersey Shore Medical Arts Building):** Interns will maintain an active caseload of 8-10 therapy patients who they will see on an outpatient basis. (Note: individual cases might also include family therapy, parent only sessions). Additionally, interns will be expected to co-facilitate at least 2 time-limited process or skill-building therapy groups. Interns will also conduct intake evaluations for new patients. During this rotation, interns will refine their case conceptualization skills in addition to developing treatment goals and planning and implementing interventions with children and adolescents. Interns are also expected to learn to manage cases appropriately; to maintain consultation with psychiatrists and other team members, and community resources; to document services appropriately; and to refer to appropriate community resources. The intern's clinical work will be supervised by his/her primary supervisor (a licensed clinical psychologist). Evaluations and overall intern progress will be overseen by the Director of Training.
- ii) **Children's Day Program:** The Children's Day Program provides intensive group therapy for children ages 7 to 14 who are experiencing serious emotional, psychological and/or behavioral difficulties at home, in school, and in the community. The program provides treatment in a daily afternoon setting, with the goal of teaching and reinforcing appropriate behavior in the child. The program includes family therapy, group therapy, and individual therapy. Interns will conduct intake evaluations, develop treatment plans, participate in family sessions, and co-lead therapy groups. It is expected that interns will develop skills in behavioral therapy and behavioral management techniques with latency age children. Interns will also develop skills in planning and implementing group activities to address treatment goals. The intern's clinical work will be supervised by his/her primary supervisor (a licensed clinical psychologist). Evaluations and overall intern progress will be overseen by the Director of Training.
- iii) **Therapeutic Nursery:** The Therapeutic Nursery Program provides treatment for children ages 3 to 6 who are experiencing difficulties with aggression, impulsivity, and disruptive behaviors. The children and their caregivers attend separate weekly hour-long therapy sessions. The goals of the sessions are to modify and reinforce appropriate behavior in children and to provide parenting skills training and support to the caregivers. Interns will conduct intake evaluations, develop treatment plans, participate in family sessions and co-lead therapy groups. It is

expected that interns will develop skills in behavioral therapy and behavior management techniques with young children. Interns will also gain a more comprehensive understanding of the cultural and economic factors that may influence a family structure. The intern's clinical work will be supervised by his/her primary supervisor (a licensed clinical psychologist). Evaluations and overall intern progress will be overseen by the Director of Training.

- b) **Assessment:** Interns will have the opportunity to conduct a variety of psychological assessments, including personality, diagnostic, functional skills/deficits, and intellectual functioning from multiple referral sources. Interns are expected to complete a minimum of 4 comprehensive batteries on this rotation. Interns will also have the opportunity to conduct CHEC evaluations, which are psychological screenings of children in the New Jersey Foster Care System.

In addition to the primary rotation, each intern chooses a minor rotation, or "elective," where they spend the equivalent of one day per week for 6 months. Similar to the primary rotation, interns will switch mid-training year. The available electives are:

1. **Geriatric Services:** Interns will work closely with the psychiatry staff to provide psychological services to the geriatric population, including Geriatric Psychiatry Consultation Liaison, geriatric Psychiatry Emergency Psychiatry Services and outpatient psychotherapy in the geriatric clinic.
2. **Addiction Recovery Services:** The Addiction Recovery Services provides outpatient, evidence-based assistance and therapy for adults with addiction and substance use disorders. Services include: Intensive Outpatient Program (IOP), which meets for three hours, three to four times a week; Relapse Prevention Groups (RPG), which consists of weekly groups designed to assist individuals in the early stages of recovery following completion of IOP or long-term residential treatment; Early Recovery Group (ERG), which provides weekly group therapy for individuals with a mild substance use disorder that require less intervention than IOP; and Dialectical Behavior Therapy (DBT) and the 12 steps, which is group therapy that combines the core of DBT principles (Mindfulness, Distress Tolerance, Interpersonal Effectiveness, and Emotion Regulation) with the 12-step recovery model. Interns will complete intake evaluations, develop treatment plans, and co-lead group treatment sessions.
3. **Emergency Psychiatric Services:** A psychiatric emergency service for individuals who present with acute psychiatric crises. Individuals may be suicidal, severely symptomatic, and/or be a danger to self or others. Individuals are assessed for appropriate level of

care, which may include hospitalization or referral to outpatient services. Interns will work closely with the Access Center staff to develop and refine skills in crisis assessment and intervention by conducting crisis evaluations, responding to hotline calls, and developing disposition plans for patients in acute psychiatric distress.

4. **Behavioral Health Home:** The Behavioral Health Home is a high intensity outpatient service targeting those with the most need. It is focused on bringing together physical and behavioral health care in a coordinated and integrated manner. The goal is to decrease high rates of morbidity and mortality of individuals with serious mental illness/behavioral health conditions and also dealing with (or at risk for) chronic medical conditions. Interns will work with the treatment team to facilitate and coordinate the psychiatric and physical health care of Behavioral Health Home members, whether they receive that care at one of the Hackensack Meridian Health facilities or elsewhere in the community. The program is focused on wellness, disease management, prevention and coordination. Services are designed to reduce fragmented care that may lead to unnecessary use of emergency department visits and hospital admissions.
5. **Hand Trauma Program:** The Hand Trauma Program is a holistic, multidisciplinary approach to assist individuals undergoing upper extremity surgery/reconstruction in acquiring appropriate aftercare services, including mental health services. The clinic takes place on the last Friday of every month and runs for approximately 4 hours. On average, the program will see between 8 and 15 patients each day. Interns will be responsible for screening individuals on several psychological domains and determining appropriate referral services. Interns will be part of a multidisciplinary team, including the surgeon and physical therapists to ensure all aspects of the patient are accounted for following the procedure.
6. **Project Heal:** Project Heal is a new program at Jersey Shore University Medical Center that helps people in Monmouth and Ocean County who have experienced violence in their lives. Project Heal provides individuals who have experienced violence a space to heal in addition to a myriad of services that help an individual navigate needs. A dedicated team made up of case managers, counselors, and medical staff work together to provide counseling, case management, healthcare coordination. The intern will work alongside providers to assist in providing services to individuals who experienced violence, including individual and group therapy.

Curriculum/ 6 Core Experiences

1. **Psychological Assessment** – All interns are expected to refine their psychological assessment skills over the course of the internship year. Therefore, within each rotation, interns will be assigned a variety of psychological assessments from throughout the

hospital. Interns are expected to further develop their ability to select, administer, score, and interpret psychological measures to address a variety of referral questions. Interns are also expected to write clear, concise, well-integrated reports that appropriately answer referral questions. Interns will also communicate test results to other professionals to inform treatment and services. Interns are expected to complete at least 8 comprehensive psychological assessments as part of their core training over the course of the year.

2. **Therapy and Intervention** – Interns will have the opportunity to provide psychotherapeutic services to individuals across the life span in both inpatient and outpatient settings.
 - *Individual Therapy*: When on the Adult and Child/Adolescent rotations, interns are expected to maintain a caseload of 6 to 10 individual therapy patients. Through didactics, supervision, and direct practice, interns will become proficient in case conceptualization and the provision of evidence-based interventions to individuals presenting with a variety of issues and diagnoses. In addition, interns will be expected to manage cases appropriately, maintain consultation and liaison with psychiatrists and other team members, to document services timely, and to make appropriate community referrals.
 - *Group Therapy*: There are several options for providing group therapy and the intern should consult with his/her supervisor to determine which group experiences will most enhance the intern's training given their individual goals and the patient population's needs. Possible group experiences include: social skills training, process oriented groups, trauma and recovery groups, psychoeducation, positive psychology, coping skills, and anger management. If the intern has a particular interest in implementing a specific group, the process for designing and implementing a group can be talked about with the intern's supervisor.

3. **Supervision** – (*minimum of 4 hours/week*). Supervision is a core element of the internship program. Supervision provides interns with guidance and models for professional conduct and activities. Each intern is assigned a primary supervisor, a licensed psychologist, who will supervise the intern's clinical services by providing regularly scheduled weekly supervision sessions. In addition, members of other disciplines at the intern's various rotation sites, will supervise interns in consultation and collaboration with the intern's primary supervisors. To ensure a varied supervisory experience and to broaden awareness of diverse styles of competent practice, interns switch supervisors mid-year at the end of their first rotation. At a minimum, interns will

spend three hours per week in individual supervision by a licensed psychologist. In addition to regularly scheduled supervision sessions, supervisors will be available to address any issues that arise between sessions. Interns work will be observed in vivo on at least one occasion in areas of both assessment and therapy. Supervisors will provide direct feedback to the intern on observed sessions. In addition to individual supervision, will also participate in a combination of content and process-based focused group supervision facilitated by members of the training committee. This is a regularly scheduled, weekly group supervision that occurs weekly for 1 hour.

Interns also have the opportunity to participate in the provision of supervision to psychology externs. Specifically, interns engage in direct practice acting as a senior peer supervisor with psychology externs. Interns are paired with an extern, with whom they work throughout the course of the year, meeting on an individual basis once or twice a month for 30-60 minutes. The interns will implement these roles under the supervision of a licensed psychologist.

4. **Didactics** – (minimum 8 hours/month) Didactic training will occur weekly (on Wednesdays from 10:00 am to 12:00pm). Didactic trainings will be divided into four broad categories: Supervision, Diversity, Assessment, and Professional Development. Each broad category will be covered once a month with specific topic presentations relevant to the category.

- Diversity (2 hours/month): The diversity series focuses on assisting interns in increasing their cultural competencies in psychological treatment and assessment by incorporating the Multicultural Competency Guidelines adopted by the American Psychological Association, which includes Awareness, Knowledge and Skills. The goal of the seminar is to increase interns' awareness of their own attitudes and beliefs and how their own cultural backgrounds have influenced their attitudes, stereotypes, preconceived notions and behavior. Through case presentations and research articles, interns will increase their knowledge of ethnically and racially different individuals. Interns' skills for working with diverse populations will be fostered by enhancing their ability to recognize cultural issues, increasing their abilities to deal with clients in ways that are flexible and sensitive, and increasing their abilities to deal with their own reactions to clients.
- Supervision (2 hours/month): The supervision series focuses on preparing interns to become effective clinical supervisors via teaching various supervisory models and skills. Interns will be paired with an extern, which allows interns to practice utilizing various supervisory models, to impart experiential guidance on clinical

and professional issues as these emerge from their clinical experience at JSUMC and provide mentoring about professional development and/or other relevant issues. Their supervisory experiences will be discussed throughout the supervision didactic series.

- **Assessment (2 hours/month):** The assessment series focuses on interpretation of various psychological assessments and their use within a healthcare setting. Further, the second half of the year focuses on specific neuropsychological assessments.
- **Professional Development (2 hours/month):** This series includes various topics related to early career psychology and professional development.

In addition, interns will attend the Department of Psychiatry Grand Rounds, which occurs weekly (excluding the first Wednesday of each month) for 1.5 hours. Lastly, interns will participate in a bi-weekly psychotherapy case conference seminar with psychiatry residents.

5. **Electives/Secondary Rotation** – Each intern selects an area not best captured by the primary rotations that they would like to focus on. Electives include: Geriatrics, Addiction and Recovery Services, Crisis/Access center, and the Behavioral Health Home. Assignment to the electives is designed to bring diversity to intern experiences and provide interns with opportunities to become familiar with alternate settings where psychological services are delivered.
6. **Professional Role Development** – The internship focuses on helping interns develop a positive professional identity as future psychologists. Part of this focus is creating an environment where interns work alongside, and with, multidisciplinary treatment staff to learn how psychology operates within a larger health care facility and the unique role psychologists bring to patient care while simultaneously collaborating with other disciplines to provide comprehensive, patient-centered care. This is achieved through encouraging intern observation, engagement, and interaction with professional role models. Over the course of the year, interns will have the opportunity to enhance their skills in professional consultation as well as provide consultative guidance to other health care professionals on their respective treatment teams, including members of other professional disciplines.

Cultural and Individual Differences and Diversity

Our goal is to create a welcoming, affirming and inclusive environment for all our staff and interns to grow together as professionals. The internship program at JSUMC is committed to the

provision of multicultural training opportunities, including clinical opportunities, didactics/training, and in individual and group supervision.

Multidisciplinary Case Presentation/Supervision

Interns will attend a bi-weekly multi-disciplinary case presentation/supervision meeting with the psychiatry residents. At this meeting, interns and residents present cases. A discussion of diagnostic issues and recommendations for appropriate levels and types of treatment interventions are discussed. Interns and residents present and discuss the ongoing development of treatment, use of ancillary referrals and services in the treatment process, and the relationship between therapist and client. The interns learn to give and incorporate peer feedback into the supervisory process via this group format.

Program Completion Requirements

Minimal requirements to complete the internship include:

1. Good Standing rating for all evaluations
2. A minimum of 2000 hours of training, as documented and signed off on by the interns' primary supervisor (25% must be face-to-face clinical hours)
3. Completion of all assigned clinical documentation and administrative record keeping
4. Completion of a minimum of 8 psychological assessment batteries
5. Attendance at 90% of required educational seminars
6. Completion of all supervisor evaluation forms and internship evaluation forms.

Nondiscrimination Policy

Hackensack Meridian Health does not discriminate against persons in its admission, services, or employment on the basis of age, race, color, ethnicity, national origin (including immigration status and English language proficiency), religion, culture, language, physical or mental disability, socioeconomic status, sex, pregnancy, childbirth and related medical conditions, sex stereotyping, sexual orientation, and gender identity or expression (including with respect to access to facilities).

Hackensack Meridian Health operates its program in compliance with Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973 and the Age of Discrimination Act of 1975, and the Regulations of the Department of Health and Human Services implementing these laws.

Applicant Requirements: For consideration for the JSUMC Psychology Internship position, applicants must have completed adequate and appropriate training for the position prior to application. As such, candidates will only be considered if they have completed their formal academic coursework toward a doctoral degree in professional psychology (e.g. clinical or counseling), successfully completed their institution's qualifying/comprehensive exams, and

have participated in closely supervised experiential clinical training in practicum or externship placements. If offered an internship with JSUMC, we require completion of a criminal background check, at no cost to you. While employment is contingent upon successful completion of a background check, a criminal conviction does not automatically prohibit employment. Eligibility for employment will be determined by the administration, in consultation with Human Resources. Similarly, applicants are expected to submit to a urinalysis drug screen.

Psychology Internship Benefits and Salary: Interns will be on site for 40 hours each week. Each intern will be a full time employee of Hackensack Meridian Health Network and will have to comply with the HMHN onboarding process which includes physical examination and background check. The interns are provided a full benefit package which includes medical, dental, and prescription coverage. Interns are also provided three weeks paid time off (PTO) and six hospital holidays. The annual salary for the 12 month training period is \$34,320. In addition, interns are provided a meal card with an allowance of \$15/day on weekdays.

Library: Booker Health Sciences Library provides a full range of services to the intern, including Internet access, WiFi, an expanding reference and monograph collection in electronic format, current journals in electronic format, and interlibrary loan services. Interns are provided with onsite and remote access to over 1300 e-journals, over 400 e-books, and 24 system-wide electronic licenses including UpToDate, evidence-based systematic reviews, case studies and bibliographic resources in medicine, nursing, allied health, consumer health and evidence-based practice, as well as bibliographic management software for research and publication assistance. A scanner and fax machine are also made available to residents. Staffed library hours are 9 to 5 Monday through Friday. Residents have 24/7 access by use of their security badge.

JSUMC Psychology Internship Training Committee

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