

FLORIDA STATE HOSPITAL



APA-ACCREDITED PSYCHOLOGY INTERNSHIP



2022-2023 Training Year

**Updated 2022
for people applying in fall, 2022, for an internship which starts in 2023**

National Match Code - 120011

APPIC Program Number - 1200

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Internship Program Web Address:

<https://www.myffamilies.com/service-programs/mental-health/fsh/docs/psyintern.pdf>

Florida State Hospital is Florida's largest and oldest residential mental health facility. Operated by the Florida Department of Children and Families, the hospital has served individuals with mental disorders and developmental disabilities since the 1870's.* Psychology services to hospital residents are provided by twelve licensed doctoral level and numerous pre-licensed post-doctoral level as well as master's level staff. Staff members also provide psychology training and supervision for undergraduate volunteers and graduate practicum students. The internship program, for people who are nearing completion of Ph.D. and Psy.D. training programs in clinical and counseling psychology, launched in 1985 with three interns and a strict forensic focus, has grown in size and scope. One hundred ninety interns have completed the internship, which now provides generalist training opportunities throughout the hospital's service areas. The program provides inpatient criminal forensic evaluation training, and the typical applicant is drawn to the program for the forensic as well as the general clinical opportunities.

PSYCHOLOGY INTERNSHIP MISSION & GOAL

Internship training at Florida State Hospital has as its overall goal to produce generalist adult psychology practitioners who have demonstrated the capacity to function autonomously and responsibly (i.e., are prepared to acquire and maintain licensure), and who are particularly prepared for public service with adults in an agency environment that uses an interdisciplinary team approach.

The program philosophy is that experiential learning takes place through guided exposure and supervised practice in the ethical application of evidence-based assessment and treatment to clinical populations, along with didactic support and opportunities for self-reflection. Through these training modalities, and by virtue of serving as "apprentice psychology staff" in interdisciplinary service teams, prepared doctoral trainees who are accepted as interns will increase knowledge and proficiency in the generalization of core clinical skills to persons with severe and persistent mental illness, in the practice of psychology in an interdisciplinary, public service, inpatient setting, and in the application of psychological principles to psycholegal issues. Specific goals and objectives of the program are covered later.

In terms of outcome, interns who complete this program find employment in the field of psychology in various settings, mostly state hospital and other applied public service settings. A list of interns' programs and their post-internship employment is on the final pages of the brochure.

Diversity of training is promoted through participation in a variety of therapy and assessment experiences in different treatment units. Placements are made with the intern's training goals and needs in mind, and substantial personalization, tailored to the intern's level of professional development, is the norm. The program is flexible, based on interns' interests and level of doctoral preparation. Throughout training, interns are included as contributing members of the hospital's interdisciplinary Recovery Teams. Responsibility for professional decision-making grows as the intern's clinical skills are demonstrated and refined, but the primary role remains that of trainee.

In order to function effectively in this program, the intern needs strong writing skills in order to produce well-organized, well-reasoned documentation for the medical record and for reports to the criminal courts. In addition, the intern needs willingness, interest, and clinical maturity to provide services to individuals with severe mental illness, personality disorders, and behavioral disturbances in the context of being an interdisciplinary team member. This program integrates research into practice via a "practitioner informed by science" stance where production of research is not expected, whereas ability to articulate and disseminate the evidence basis of practice is.

* Cover: Florida State Hospital Administration Building, constructed in 1830 as the headquarters of the United States Army's Apalachicola Arsenal.

ACCREDITATION & APPIC MEMBERSHIP

The Florida State Hospital psychology internship has been accredited by the American Psychological Association since the class of 1986-1987, with its next accreditation review scheduled for 2027.

Any questions related to the program's accredited status should be directed to the Commission on Accreditation: Office of Program Consultation and Accreditation American Psychological Association 750 1st Street, NE, Washington, DC 20002 Phone: (202) 336-5979 / E-mail: apaaccred@apa.org Web: www.apa.org/ed/accreditation

The hospital is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC), and abides by APPIC policies, including compliance with the requirements of the annual "match" process hosted by National Matching Service. All APPIC policies are available for viewing at the APPIC website, www.appic.org. 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.

SETTING AND POPULATION

Florida State Hospital in Chattahoochee has a 600-acre landscaped campus with over 200 buildings, straddling the Florida-Georgia border. Currently, the site serves 1100 persons known as *patients* in the two sections of the facility: Forensic, and Civil (which differ in fencing and personnel who control ingress and egress). The residents represent a broad spectrum of personal characteristics, backgrounds, and mental health needs (70% men, 48% Caucasian, 44% African-American, a minority of residents are of Hispanic, Asian or American Indian origin; age range 16-100+; ten to fifteen residents at any time have deafness hearing impairment; frequent diagnoses are schizophrenia, bipolar disorder, substance abuse, borderline or antisocial personality disorder). Many residents are members of chronically underserved populations due to their severe and persistent mental illnesses, dual mental health and substance disorder diagnoses, involvement with criminal justice system, complicated medical conditions, cultural/ethnic heritages, and rural or inner city living circumstances. Most residents are committed by Florida's criminal court judges because of mental health issues entwined with felony charges, while other are civilly committed. Mental health service planning, individualized for each resident, is organized around the concept of Recovery. A psychiatric rehabilitation philosophy, which emphasizes Recovery as a very personal and individualized path, is reflected in the mission, vision, and values of Florida State Hospital and its approach to recovery service planning. The facility has been accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF) since 2009.

Service provision at the hospital takes place in various residential units and specialty programs, described below.

FLORIDA STATE HOSPITAL -FORENSIC UNITS

Florida State Hospital- Forensic is among the nation's large secure inpatient forensic facilities. More than one thousand men and women are evaluated and treated here every year. The hospital has a sizable number of forensic beds for women, a population with minimal research to date. Residents come from every jurisdiction in Florida and are committed by state criminal courts as Incompetent to Proceed in Florida's statutes or as Not Guilty By Reason of Insanity. Residents range in age from 18 to over 80 years. Occasionally, juveniles whose felonies will be handled in adult court will be committed for mental health services, as well. A wide range of disorders is seen, with the most frequent diagnoses being major thought and affective disorders, severe personality disorders (primarily antisocial and borderline), and substance abuse/dependence.

Every resident in every building throughout the facility needs general clinical psychological services, to be assessed by the psychology member of the team. In addition, each person (even in the civil units) presents

one or more forensic issues, requiring each psychology staff member, including interns, to develop and utilize specialized forensic knowledge and skill. For instance, the detection of malingering or other response style variant is a routine clinical issue addressed by psychology staff. Assessment and testing are personalized for each resident, with no predetermined batteries being used. Clinical interviewing, behavioral observations, and reviews of historical and collateral information are the mainstays of assessment. Experiential training opportunities in inpatient forensic psychology are a significant strength of the internship program.

Psychology staff in the Forensic facility, including interns who may chose rotations in one of the two forensic units, have the lead role in competency for trial evaluations, decisions about whether competency has been restored, and associated need for continued involuntary hospitalization. Psychology staff provide all reports to the committing courts. Interns write the court reports with the co-signature of their licensed supervisors. Interns, like staff, could be called upon for expert testimony in criminal cases. In addition, psychology staff provide intake evaluation, diagnostic consultation, psychological assessment, group and individual psychotherapy and psychoeducation, and staff consultation services, as well as serving on interdisciplinary treatment teams. **This site does not have a sex offender treatment program.**

Forensic Admissions Unit

This is a 200-bed maximum-security area for men and women in which efforts focus on assessment of new admissions, evaluation of residents' Competency to Proceed, short-term treatment for defendants committed as Incompetent To Proceed, and stabilization for residents committed as Not Guilty By Reason of Insanity.

Forensic Central Unit

Residents of this large service area comprise men and women with forensic commitments who have demonstrated stability within the facility during their stay in the admissions area. They require somewhat less security and who are receiving longer-term treatment for severe mental illness.

FLORIDA STATE HOSPITAL -CIVIL UNITS

This facility provides services to adults of all ages, mostly with criminal court commitments as Incompetent to Proceed with felony charges or Not Guilty By Reason of Insanity, with a smaller proportion who are involuntarily committed for treatment pursuant to Florida's civil commitment statute, known as the Baker Act, and a very small number of voluntary admissions. The majority of civil units serve residents who have forensic commitments or remain under criminal court jurisdiction, but have been transitioned from a secure setting because they are regarded as not in need of secure forensic placement.

Civil service Psychology staff are responsible for forensic and clinical psychological assessments including risk assessment, individual and group psychotherapy, psychosocial and behavioral programming, training of and consultation with direct care staff, reports to court, and occasional testimony regarding civil commitment and placement issues. As in the Forensic facility, psychologists, including interns, also perform the forensic evaluations and write the court reports for the sizable number of residents with forensic commitments. Psychology staff and interns work as members of interdisciplinary treatment teams. Three large building house the 350+ individuals in the civil service, with some dorms specialized to serve people in the geriatric age range with cognitive and or health vulnerabilities, or those who have intellectual disabilities in addition to mental health needs. Psychology clinicians provide assessment and treatment for general and specialized purposes in these units.

Note about Dialectical Behavior Therapy Services

The hospital offers various specialty rehabilitation and treatment programs in centralized areas where residents spend five hours per day, outside their residence building. Most of the offerings are within the disciplines of psychiatric rehabilitation, with emphasis on building skills and identifying needed supports to function effectively in one's environment of choice, such as Illness Management and Recovery, relapse prevention, and substance recovery.

The Psychology Department oversees the provision of DBT skills groups for men and women in the hospital's main centralized service areas and in the civil and forensic units of the hospital. Group format is generally adherent to Linehan's manual, with some adaptation to the inpatient setting such as biweekly instead of weekly groups, and adjustments to pacing and repetition of skills practice. Other adaptations include a group focused on pain management through mindfulness and a mindfulness-based art therapy group.

Interns may gain exposure to DBT through co-facilitation of group skills training or assistance with program evaluation. Interns who provide individual therapy to residents enrolled in DBT may receive supervision in its principles to facilitate communication and generalization of skills, even if offering therapy from a different theoretical orientation. Interns who are interested in a role in the program are encouraged to read some of Marsha Linehan's publications, particularly the Skills Training Manual for Treating Borderline Personality Disorder, before internship starts.

INTERNSHIP PROGRAM

The program is designed to help the intern accomplish objectives by building *profession-wide competencies* in the nine foundational and functional areas of *general* professional psychology practice. These nine areas are identified by the American Psychological Association's Commission on Accreditation as research, ethical and legal standards, individual and cultural diversity, professional values, attitudes and behaviors, communication and interpersonal skills, assessment, intervention, supervision, and consultation and interprofessional skills. Training is designed to develop additional competencies in three *program-specific areas* (together, comprising knowledge and skill in specified clinical-legal areas). Consistent with the "Education and Training Guidelines for Forensic Psychology" (Forensic Speciality Council, 2007), the development of *general competence in forensic practice* is to be addressed during *postdoctoral* training and beyond. The policies, procedures, and operations of the internship program are explained in this annual Bulletin, available to line to the public and intended for intern applicants and their programs, and an internal operating manual, available in hard copy from the Internship Director upon formal request.

Major Rotations:

Incoming interns are oriented for one to two weeks, along with other new employees of the facility, and complete an internship program orientation of a week with a review of its goals and objectives, policies and procedures. Interns report to the Internship Director who in turn reports to the Chief Psychologist of the facility. The interns' centralized training activities, such as group supervision, didactics, fulfilling assessment and therapy referrals from all the facility's units, co-facilitation of a DBT group, and services in support of the general hospital mission, are the heart of the program and are supplemented by the individualized clinical rotations (placements). Note: During the COVID pandemic, infection control guidelines have affected the internship. In order to provide maximal protection from risk exposure via movement throughout the facility, interns have maintained a home base in a single building, rather than changes offices and buildings with each rotation. Rather, the focus of duties has shifted to constitute a "rotation change."

Each intern's first professional task upon conclusion of orientation is to develop an individual training plan to guide their preferences for rotations during this training year. Some interns have already begun this task as part of their graduate school's requirements, but most interns begin from scratch. The intern will think ahead to desired professional outcomes and will request clinical placements, with guidance from the Internship Director, in which they will develop skills and competencies to further their goals. The intern develops a more specific, concrete training plan with the unit-based supervisor at the outset of each rotation placement to guide their activities and expectations. Each intern is expected to make thoughtful choices among numerous options to help formulate an individual training plan. Each rotation plan is expected to build upon the one before to ensure graduated exposure to more cases, of increasing complexity, with increasing independence of clinical decision-making, across the course of the year.

Psychology interns at Florida State Hospital spend the bulk of their time (i.e., about 20 hours per week) gaining supervised clinical experience with residents throughout the facility and in their rotation placements. They may remain at a clinical rotation placement for two, 4-month periods, but the focus of training must shift during each rotation to ensure diverse experiences. Rotation assignments take into account the intern's professional goals, training needs, supervision needs, and preferences. Rotations are not pre-selected prior to the intern's arrival. Rather, selection of rotations is done on site, during the year, with available supervisory resources in mind, to fit interns' training needs and developing skills and interests.

Major rotation sites are the forensic and civil units described earlier. An intern who chooses a special area of focus, such as forensic or geriatric application of general clinical psychology, will spend at least two of the three major rotations in that service area. Given the interests of our typical applicant, interns at this site often spend at least eight months working in units that emphasize both general clinical as well as forensic concerns. Note: consistent with CDC guidelines during the pandemic, for infection control purposes, the number of rotations and the number of buildings hosting intern trainees may be limited during the training year to minimize intern exposure to multiple environments. However, in-person clinical services to residents will be required at this site, with exposure mitigated through use of masks and barriers, social distancing, time spent in the room, selection factors for rooms where contacts are conducted, and some use of distance technologies.

Supervision: frequency, orientation, and modes

Licensed psychologists provide clinical supervision of psychology interns. There is variability in terms of generational diversity, interests, personal life, and training background.

An intern is provided two individual supervision hours weekly, with exposure to diverse theoretical orientations that can best be characterized collectively as "pragmatic-humanistic". The majority orientation represented for therapy is cognitive-behavioral, but some supervisors work within dynamic, systems, or other models. One of the most frequently employed modes of supervision here is *in-vivo supervision*, that is, co-therapy or co-interviewing with the supervisor. The focus of the supervision is on the therapy, assessment, and consultative services the intern provides (rather than a focus on processing personal issues of the intern). Supervision typically changes over the course of a rotation, and over the course of the training year, from a transactional style with close structure and oversight to a more transformational (consultative, collegial) supervision style. In addition, weekly and biweekly group supervision hours cover case conceptualization and therapy, assessment, research, diversity, and professional development issues including ethics, site-specific issues including integration of literature with practice.

Evaluation

In addition to ongoing supervisory feedback, a formal written review and evaluation with feedback is provided at the end of each rotation for each intern. Interns are expected to build a practice portfolio with exemplars of work products, and are encouraged to maintain a practice diary as an opportunity for reflection. Interns provide formal written reviews of the program at conclusion of each rotation and end of year. They complete baseline and end of year self assessments as well.

Seminars/Didactics/Field Trips

The intern class meets as a group on a weekly basis for didactic training and group supervision, totaling three to five hours. Seminars are designed to facilitate the development of treatment knowledge and skills, to enhance abilities in assessment, and to assist in the intern's understanding of legal and societal psychological issues. Both content and format are flexible, with special presentations designed as needed.

Didactic topics include ethics and professional issues, risk assessment in inpatient settings, supervision, forensic assessment, multicultural topics, mental health law, hospital practice issues, and expert testimony. Sample topics include: Competency to proceed, delusional misidentification syndromes, ethical and legal issues in psychology practice: focus on Florida, expert testimony overview, Florida Forensic Examiner Training and Expert Testimony (3 days), assessment of response styles in competency evaluation, mental status assessment and cognitive screening, insanity defense, principles of supervision, religiosity in the state hospital setting stigma and serious mental illness, suicide risk assessment, treatments for anger/aggression and risk reduction, transformation and the recovery movement in mental health, working with people who are Deaf or hard of hearing.

Interns have opportunities to attend both live and telephone or videoconference court to observe expert mental health testimony given by their supervisors or other professionals. Interns may be subject to subpoena for the work they produce in cases with ongoing legal issues; support is provided by the supervisors to prepare for court appearances.

Time spent at professional conferences and workshops, with prior approval, counts as seminar/didactic time for the internship. Interns are welcome to attend local psychology training activities sponsored by the Capital Chapter of the Florida Psychological Association, which are low cost for nonmembers and free for those who become student affiliates (\$30 student dues).

Clinical Minor Rotations: Optional

Beginning with the second rotation, an intern whose competencies are developing at the expected rate and whose time management is effective may be allowed to spend up to 8 hours weekly in a clinical minor assignment. As with major rotation assignments, these activities should enhance the intern's professional development and fit with training goals as part of the individual learning plan. A licensed psychologist with responsibility for the services being provided will supervise the intern's professional activities in a minor rotation. The intern develops a proposal for a structured minor rotation, which must then be approved by the Internship Director. The minor assignment is typically scheduled for one day per week. An example would be shadowing a private practitioner to learn about the clinical and business aspects of independent practice, while assisting with assessments. An intern who is not managing time effectively and is late or tardy with major rotation or internship assignments will not be allowed to take part in a minor rotation. Infection control guidelines during the pandemic would be expected to affect availability of all clinical opportunities at minor rotation sites.

Minor rotations may take place at any of the Florida State Hospital treatment units or programs, or they may occasionally take place at cooperating facilities or agencies. Examples of on-campus clinical minor

rotations completed by past interns include program development for a behavior stabilization unit, cognitive screening, women's issues, administration, and performance measurement.

Research: Optional

Consistent with current concerns regarding accountability and outcomes of services, Florida State Hospital is committed to program evaluation at multiple levels. Interns are encouraged to contribute to this process. In addition to ongoing investigations, new research issues are constantly encountered, and initiation or participation in research that contributes knowledge in mental health is endorsed. Research supervision and collaboration with staff personnel are also available. Time is available during second and third rotation (up to four hours per week upon request, and upon approval by the Internship Director) for research pursuits such as completion of dissertation analysis and write-up, in place of elective clinical minor rotations. The research review process for new projects is time-consuming, particularly for non-archival studies. There are a number of interesting measurement and evaluation projects underway at the hospital in which interns may become involved, and such activities will often be part of the job expectations of interns' eventual professional positions.

Consulting, Case Presentations, and other opportunities

Interns routinely provide oral and written consultation as representatives of the profession in the Recovery Teams. They observe, participate in, and present to various hospital case review forums known as High Risk Reviews, Forensic Review Board, Civil Review Board and critical event reviews. In these forums they have routine access to senior clinicians and administrators. Generally the meetings involve discussions of mental health systems issues and psychopharmacology issues that are generally of interest for interns whose doctoral programs have provided some level of academic training about psychotropic medications. They may observe the on-campus circuit court hearings regarding medication consent and continuation of commitment. If externs from local universities are present, interns who are demonstrating effective competencies may be offered opportunities for supervision.

In addition, interns are customarily granted release time for relevant training offered by Florida State University, Florida Psychological Association, or Florida A&M University, or to attend or make presentations at professional conferences. Such opportunities are approved in advance by the Internship Director. Interns are responsible for paying their own fees unless attendance is required as a component of the program. Interns and supervisors attend meetings of the Florida Psychology Licensing Board whenever it meets within reasonable driving distance during the year.

CLINICAL ACTIVITIES

Interns' daily clinical activities reflect the duties of professional psychologists in public service direct care settings. Activities are also chosen to provide challenge, to reflect increasing independence of professional judgment, and to expose the trainee to the diversities among the resident population as well as among members of the psychology training staff.

Psychological Assessment

Psychological testing is viewed as a valued and basic clinical skill. Trainees typically arrive with considerable didactic background in psychological assessment, but often have limited practical experience. Graduate school training should provide a firm base upon which to build expertise with a variety of traditional and nontraditional instruments. Incoming interns are expected to be able to administer, score, and interpret Wechsler scales and MMPI-2 and/or RF, as well as write integrated assessment reports for adults. At this site,

referrals for psychological testing are generated by psychology staff rather than by other professional disciplines, as is characteristic for many other hospital-based internships.

The internship does not provide training in basic test administration, scoring, and interpretation skills of commonly used clinical instruments. Interns are expected to arrive with that training. Instead, trainees learn to use test results pragmatically. Interns integrate evaluation, consultation, and treatment planning in the context of the resident's clinical and legal needs. Interns will increase proficiency in their interviewing skills, diagnostic skills and use of diagnostic nomenclature. The number of comprehensive assessments completed during the year varies according to the intern's training needs and individualized learning plan for the year.

Forensic Evaluation

Trainees are closely involved in several kinds of clinical-legal assessment. The intern reviews relevant collateral data from court, police, and social agency sources, conducts specialized interviews, and formulates hypotheses, conclusions, and recommendations. Risk assessments using the HCR-20v3 are conducted routinely. Assessment of response style using instruments like the SIRS, the M-FAST or the TOMM, along with collateral observation, is a typical assignment. Unlike many internship sites, interns here write the actual court reports, with supervisor's co-signature. These reports typically address issues of competency for criminal proceedings, and the disposition of residents acquitted by reason of insanity. Since the intern may not have been exposed to forensic psychology in graduate school, seminar and supervision time is devoted to Florida statutes and rules as well as to theory, practical issues and ethical dilemmas that occur at the interface of psychology and law.

Individual Treatment

Psychology interns are expected to provide individual therapy for residents, including long term therapy that spans the training year. Interns most often work with clients in relatively short-term treatment, but they may also engage in longer term psychotherapy, crisis intervention, supportive counseling, or behavior therapy. There are opportunities to practice many of the empirically supported interventions targeting depression, suicidality, personality disorder, and anxiety, such as: Dialectical Behavior Therapy, Motivational Interviewing, Cognitive-Behavioral Therapy, mindfulness, motivational interviewing and integrated treatment of dual diagnoses such as with Motivation Enhancement Therapy or Illness Management and Recovery.

Group Treatment

Opportunities to practice group therapy, particularly DBT, or psychoeducational interventions (such as restoration of judicial competency) are provided. Usually, interns first assist a psychologist in conducting groups, then advance to co-therapist, and finally may organize and lead their own groups. Examples might include competency restoration psychoeducational groups, Seeking Safety or STEPPS, DBT and mindfulness, Behavioral Relapse Prevention for people with NGI status.

Consultation

Much of a psychologist's work, particularly in hospital practice, involves consultation with others about individual clients or about treatment services. Interns accordingly assume important roles in interdisciplinary collaboration, individual and dormitory level service planning, clinical staffing, intake and discharge decisions, clinical and administrative review of complex cases, and staff training and development.

PERSONNEL POLICIES

The internship is a full-time, one-year, funded position that requires a minimum of forty hours per week of services and supervision across 50 to 51 funded weeks. The program is designed to provide a 2,000-hour period of experience (allowing some vacation time) with at least 25% of the interns' time in face-to-face client contact. Employment outside the internship is strongly discouraged, but if pursued, requires specific prior approval from the internship director and from the agency. Interns who do not complete their hours due to excessive absences may be allowed to complete the internship as a volunteer at the facility until the hours are accrued, at the discretion of the internship program and the facility's Human Resources staff.

As employees of the State of Florida, interns earn six days of paid sick leave, six days of paid annual leave, and time off for state holidays. In addition, two days of release time can be arranged for attending dissertation defense or meetings of the intern's research committee. With prior approval, interns can have paid leave time to attend professional conferences of their choice.

Training Year

The 2023-2024 cohort is expected to start on or about the third Friday in July 2023 and complete on or about the third Thursday in July, 2024. **In compliance with Commission on Accreditation requirements, no certificates of completion are issued to interns or to graduate programs prior to the internship ending date.**

Training Stipend & Benefits

The training program stipend during the current internship year is \$29,020. Interns, like all state employees, are paid biweekly. Interns will have access to purchase individual or family health insurance as state employees, priced for individual or for "family" (spouse and/or dependents) plans. Information about the exact biweekly cost of health insurance is available from the Training Director via telephone or electronic mail.

Background Check and Criminal History

Interns matched at this site are placed on the payroll as state government trainee-status employees (non-tenured, temporary). Intern applicants' responses on the AAPI regarding criminal background are used as initial indicators of eligibility for appointment to a state employee position. "Matched" interns complete a State of Florida application for employment on which the applicant must disclose past pleas of guilty or No Contest, past adjudication or "adjudication withheld," for felonies and misdemeanors. Matched interns' written responses will be verified through a criminal background check which will be performed on-site within about 90 days before the internship start date (i.e., after the "Match").

Florida statutes require that state mental health treatment facilities staff who provide direct services to residents undergo security background investigations as a condition of initial as well as continued employment. Applicants who are selected in the Match process will complete an *Affidavit of Good Moral Character* form, and have a security check including fingerprinting which is processed by the Florida Department of Law Enforcement and/or the Federal Bureau of Investigation. The results of this background check are expected to be consistent with the information the matched intern reported on their AAPI and subsequent State employment application. Matched interns whose background check identifies any legal issue or a past investigation regarding criminal charges, ethics, abuse, exploitation, or neglect will be expected to provide official documentation regarding the

status and outcome of the legal issue or past investigation for FSH's Human Resources and administrative staff to review, so that a determination can be made regarding whether or not the matched intern meets the criteria for state employment or qualifies for a disqualification exemption. Matched interns should note that this determination process adds time to the hiring process and could potentially delay the start date of their internship due to the fact that the internship period cannot commence until the matched intern's actual hire date.

Applicants, even those who have "matched" at this site, must note that certain elements of an applicant's criminal history that may be revealed during the fingerprint background check will automatically disqualify them for employment, while others may result in an exemption, depending on agency review of documentation about the applicant's background. *It is important for applicants to read and understand that a matched intern may forfeit State employment through failure to provide full and accurate disclosure of all lifetime arrest and court outcome information (even as a juvenile or that has been sealed or expunged) that may be requested by the FSH Internship Director or agency Human Resources personnel during (1) the formal state employment application process, (2) the time period between the "Match" and internship start date, or (3) the internship program year.* Applicants should also understand that appointment (payroll status) as an intern may be terminated for particular criminal offenses, even arrests, that occurred in the past, that occur between the Match date and the start date, or that occur during employment. For example, a plea of no contest or guilty, or an adjudication of guilt, to felony drug charges, constitutes a disqualifying offense. **The Department of Children and Families reserves the right to deny employment or volunteer status to any person after investigation of their criminal background.** For a list of specific criminal offenses that preclude employment, contact the Internship Director during the application process.

Applicants who are concerned that their legal history, even as a juvenile or in cases that may have been sealed or expunged, may impede their ability to qualify for state employment should contact the Internship Director prior to the submission of ranking information date to disclose or discuss past arrests or other past legal situations, regardless of court outcome, such that there is an opportunity for the Internship Director to be helpful in sorting through the applicant's concerns.

Physical Exam

This position is also conditional upon documentation of successful completion of testing for TB exposure, performed by nurses at the hospital's Employee Health Clinic within the first week of employment, and likely COVID testing as well. The purpose is to assure employees' and residents' safety through monitoring for exposure. During the pandemic the COVID vaccine has been offered to all staff and encouraged, though not mandated.

Compliance with Facility Rules during Employment:

Florida State Hospital is a drug free workplace. In addition, it is a Tobacco Free Workplace. No form of smoked or chewed tobacco is permitted on the grounds, even outdoors. Florida State Hospital has a dress code that permits business casual professional attire but precludes facial jewelry other than earrings while on duty. Specific information about the dress code is available from the internship director.

Because the intern's financial support is provided as a State of Florida employee (in "trainee" status for the duration of the one-year appointment), interns are expected to comply with all agency rules and regulations while on payroll. Interns, like other employees, could face disciplinary actions up to or including termination, for ethical breaches or behaviors that are not permitted by state employees (such as, but not limited to, violations of internet or e-mail usage policies, possession of contraband on the grounds including using cellphone cameras

to take photographs on the campus). While such behaviors may not appear to have direct relevance to becoming a professional psychologist, they are nevertheless conditions of employment relevant to this internship. *Like all state employees, interns must meet expectations for attendance, professional and ethical behavior, and completion of job duties to remain on paid employment status.*

Psychology interns like other psychology employees at this site are subject to be designated as “**essential**” employees by the Administration in times of emergency, such as during extreme weather (i.e., hurricanes or tropical storms) or during health crises such as the COVID-19 pandemic. This categorization means that essential employees may be subject to be assigned to be at the facility for as long as 72 hours straight, with limited breaks, at some point in the emergency to provide essential resident care activities before being relieved of duty (there would be breaks for on-site meals and sleep). Further information on this topic may be obtained from the internship director.

For the duration of the pandemic and as instructed by facility administrators, all employees of state mental health treatment facilities are required to wear face masks and appropriate protective equipment which is provided by the facility, at all times while on facility grounds, as recommended by the Centers for Disease Control and Prevention. In addition, all staff including interns will be required to complete Covid-19 testing prior to hire and routinely during employment.

Living Arrangements & Benefits

Most interns and psychology staff elect to reside in Tallahassee and commute the forty miles to Chattahoochee. Tallahassee is home to about 182,000 residents (335,000 in metro area) with the educational, cultural, and recreational amenities expected in a community which is both the state capital and home to three colleges (Florida State University, Florida A&M University, and Tallahassee Community College) with more than 60,000 students. Customary transportation arrangements from Tallahassee include commuter vans and car pools. Both Tallahassee and Chattahoochee are near vast tracts of national forest and state wildlife preserves, about ninety minutes' drive from the famous beaches of the Gulf of Mexico.

Two rent-free apartments have been designated for psychology trainees on the campus of Florida State Hospital. Some rental housing can be found in the town of Chattahoochee (population about 3,000). The hospital has a well equipped Fitness Center, available 24 hours/7 days per week for employees at an annual cost of about \$30 (exact cost available upon request).

Accommodations

Prospective applicants interested in this internship site are encouraged to contact the Internship Director as early as possible, prior to formal application, to have a conversation about how an applicant would request accommodations for the interview process and how a potential employee intern would request accommodations, if needed to perform the essential duties of the position.

APPLICATION

The Florida State Hospital internship welcomes trainees from diverse personal backgrounds, doctoral programs, and geographical areas. The agency is an equal opportunity employer ensuring each state job applicant, without regard to race, sex, religion, creed, national origin, political affiliation, age, marital status, or disability, except as provided by law, has an equal opportunity with respect to recruitment, examination, appointment, training, compensation, retention, or any other personnel action. Variations in experience and

theoretical approach are expected. Prior training or experience in forensic settings is not required, although it certainly may enhance the goodness of fit, which is a factor in selection.

Requirements for Internship

- (1) Student in APA-accredited clinical or counseling psychology doctoral program. Occasionally the program may consider applicants from programs with pending applications for accreditation.
- (2) At least two years of graduate education have been completed, and a master's degree in psychology or closely allied field conferred by start date of the internship.
- (3) Endorsement from the applicant's director of graduate training or department chair that s/he is prepared for internship, on the standard forms designated as part of the universal application.
- (4) As a guideline, 1000 hours of supervised practicum experience distributed between service provision, supervision, and support activities. More is preferred; successful applicants may have well over 1500 hours, including Wechslers, MMPI-2's, and writing of integrated adult reports. Successful applicants generally have had professional exposure to the seriously mentally ill adult population. Forensic coursework and practicum experience enhance an intern's suitability. We have not designated a minimum number of Assessment & Intervention hours.
- (5) Values, Attitudes, and Resilience: *This site seeks applicants who are willing and able to*
 - (a) tolerate exposure to and be compassionate about the full range of abnormal thoughts, emotions, and behaviors that may be spoken or demonstrated by residents served in this facility, and utilize self-care and supervision to cope with such exposure;
 - (b) reflect openly in company of peer trainees on one's experiences in the training program and respond effectively to peers' reflections;
 - (c) balance one's preferred training opportunities with the need to meet centralized internship expectations in service of a general training experience with forensic assessment emphasis
 - (d) understand that in the course of work with a public service, disadvantaged, clientele moving back and forth from Florida's jail and crisis units, there may be exposure to aggressive behavior and threats, communicable diseases, and information that may be vicariously traumatizing.
 - (e) demonstrate adequate stability and resilience (as certified by your program's DCT in the AAPI) with a plan for securing support services if needed for routine adjustment to a new employment and living situation. Ongoing self-assessment and self-care is an important professional competency which will be promoted and discussed in this setting, but not trained as a "new or emerging" professional behavior. This site may give preference to applicants who are "second career" or who have successful work experience in mental health settings serving public service clientele. Exposure to forensic psychological practice via academic coursework, movies, documentaries, fiction, or nonfiction works of literature may be insufficient preparation for the rigors of a site like this. Strong preference will be given to applicants with forensic or correctional practicum experience. Telephone inquiries with previous supervisors, focused on applicants' boundaries and coping, will be carried out on selected candidates beyond what is stated in letters of recommendation. Exposure to forensic or highly complex cases may be delayed or minimized if the intern's presentation during training is not consistent with pre-employment recommendations, and may affect letters of recommendation that are given after internship, even if competencies are minimally achieved during the program.

Application Documents

- (1) A completed "Application for Psychology Internship," **current universal version used by APPIC and available on its website, www.appic.org.**
- (2) As you answer the essay questions on the universal application, or in your cover letter, describe your reasons for, and your preparation for, considering this site (see Requirements above).
- (3) A copy of your vita, to be included as part of the designated universal application procedures..
- (4) Transcripts of all graduate education. Scanned copies will be used at the application phase, but *matched interns will be required to secure an official version from the graduate program that shows **completion of the master's degree***. Undergraduate transcripts are not required.
- (5) Three letters of recommendation from psychologists associated with your graduate program or training experience placements. The AAPI statement is required from the director of graduate or clinical training of your department, certifying readiness for internship.

SITE-SPECIFIC TIPS

- (1) **Do not provide any work samples.**
- (2) **Proof-read very carefully. Your application packet is regarded as a writing sample.**

Application Process

Once the application is received via the on-line AAPI process, the Internship Director will contact each applicant in accordance with APPIC-recommended time frames for contact. Applicants whose files indicate a good fit with the site will be invited for an in-person visit, while those whose files do not indicate a good fit will be so advised. A variety of dates between late December and early February will be offered, from which the applicant can choose. Telephone contact may be arranged for applicants whose circumstances make travel here a hardship. You should be aware, however, that the likelihood of your admission to this program is strongly enhanced by visiting the facility. The visit to Florida State Hospital is a time for you to see this large, unique facility, for you to assess your "fit" with the site and the staff, and for the staff to assess your fit with the program. Feedback from applicants through the years describes the on-site visit as valuable and a unique departure from the typical internship site interview.

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.

Deadline: Applications should be completed by **November 15, 2022**. Late applications may be considered under special circumstances. There is no application fee.

Selection: Applicants will be informed of internship decisions according to the APPIC guidelines for notification and acceptance (i.e., the "Match") and by the date in the APPIC listing.

Applications for the internship program should be made via the universal on-line APPIC/National Matching Service application process. In case the applicant has further need to contact the program, information follows:

CONTACT INFORMATION

**Psychology Internship Director
Florida State Hospital
Psychology/DBT Department
P. O. Box 1000**

(Physical Street Address below, if needed)

**100 North Main Street, Building 1249, Landis Hall
Chattahoochee, FL 32324-1000
(850) 663-7689
(850) 663-7288 fax**

Preferred contact mode: ellen.resch@myffamilies.com

DRIVING DIRECTIONS

The main entrance to the facility is in the town of Chattahoochee, Florida, at the intersection of Main Street and Florida Highway 90 locally called Washington Street, approximately 6 miles north of Interstate 10 Exit 166. Caution is advised in this rural area, which has gaps in cellular coverage, about relying solely on electronic navigation systems when first traveling to the facility.

Internship Admissions, Support, and Initial Placement Data

The Commission on Accreditation (CoA) requires each accredited program to provide information in its public materials regarding program admissions expectations, program support provided to interns, and initial post-training placement in a standardized way. Applicants will see the following information covered in previous sections of this bulletin as well as in the CoA format (C27i) below:

INTERNSHIP PROGRAM TABLES (C27i)
 Date Program Tables updated: 7/31/2022
 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, admission, hiring, retention policies, and /or requirements for completion that expression mission and values.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If yes, provide website link (or content from brochure) where this specific information is presented. NA	

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:
Florida State Hospital emphasizes the following information in selection decisions: attainment of Master’s degree in Psychology or a closely related field (i.e., Counseling), preference for APA-accredited doctoral programs, practicum experience (assessment, intervention, or both) with persons with severe and persistent mental illness (such as in jails, psychiatric facilities, correctional facilities, day treatment or residential programs, community mental health programs), practicum and/or work experience with individuals involved in the criminal justice system (i.e., secure treatment facilities, jails, and correctional settings), comfort with producing written work products as demonstrated through the APPI essays and the “number of integrated reports written,” training and experience with standardized testing of clinical populations using instruments such as the Wechsler scales, MMPI/PAI, and response style instruments, as well as clear expression within the AAPI essays and any contacts with the site of how a state hospital training program would further the applicant’s career goals and interests. As a guideline, 1000 practicum hours (two days a week across two years) distributed between service, supervision, and support hours in clinically relevant practice sites, constitutes minimally effective preparation.

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	<u>NO</u>	yes	amount? N/A
Total Direct Contact Assessment Hours	<u>NO</u>	yes	amount? N/A
Describe any other required minimum criteria used to screen applicants:			
It is required that a Master’s degree have been conferred and its attainment documented on official transcript prior to internship start date			

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns	\$29,020	
Annual Stipend/Salary for Half-time Interns	n/a	
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)	50	
Hours of Annual Paid Sick Leave	50	
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): Interns can purchase through payroll deduction the following optional benefits: dental, vision, hospital supplement, disability, life insurance. As State employees, they have access to State library resources, both hard copy and electronic.		

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

Initial Post-Internship Positions (Provide an Aggregated Tally for the Preceding 3 Cohorts)

	2019/ 20 through 2021/ 22	
Total # of interns who were in the 3 cohorts	10	
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	0	0
Psychiatric facility	9	0
Correctional facility	0	0
Health maintenance organization	0	0
School district/system	0	0
Independent practice setting	1	0
Other	0	0

Note: "PD" = Post-doctoral residency position; "EP" = Employed Position. Each individual represented in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position.

Key Internship Staff & Primary Professional Interests

Key: * = former intern employed at FSH after internship
 ** = former intern employed elsewhere after internship who has since returned to FSH to work

****C. Dede Avery, Ph.D., Fielding University.** Forensic assessment.

Ellen E. Resch, Ph.D., ABPP-Forensic Florida State University, 1988. Forensic assessment and treatment, ethics, professional training in psychology, DBT.

***Clarissa Clukie, Ph.D. Argosy-Tampa.** (Civil Transition) Forensic assessment

***Gary M.J. Simmons, Ph.D. University of Southern Mississippi, 1999 (emeritus)** Psychotherapy

Jennifer Slusarz, Psy.D. Argosy, Atlanta. (Chief of Psychology). Forensic assessment, administration, general clinical issues.

INTERN GRADUATES

Year	Graduate Program	Initial activity after internship
1986-87	<i>University of Alabama</i>	forensic private practice
	<i>Florida Institute of Technology</i>	Federal corrections
	<i>Auburn University</i>	state corrections
1987-88	<i>Florida State University</i>	Florida State Hospital (FSH)
	<i>Chicago School of Professional Psychology</i>	state hospital
	<i>Antioch University/New England Graduate School</i>	private practice
1988-89	<i>Florida Institute of Technology</i>	private practice
	<i>University of Manitoba</i>	community mental health center
	<i>University of Alabama</i>	FSH
1989-90	<i>Florida State University</i>	private practice
	<i>Florida Institute of Technology</i>	psychiatric hospital
	<i>University of Southern Mississippi</i>	quality management
	<i>Miami Institute of Psychology</i>	Federal corrections
1990-91	<i>University of Louisville</i>	private practice
	<i>Miami Institute of Psychology</i>	private practice
	<i>Florida State University</i>	private practice
	<i>University of Southern Mississippi</i>	FSH
	<i>East Texas State University</i>	state hospital
1991-92	<i>Tennessee State University</i>	dissertation
	<i>Minnesota School of Professional Psychology</i>	private practice
	<i>Minnesota School of Professional Psychology</i>	state corrections
	<i>University of Alabama</i>	state hospital
	<i>Drexel University</i>	neuropsychology practice
1992-93	<i>Drexel University</i>	FSH
	<i>Tennessee State University</i>	private practice
	<i>Florida State University</i>	disability determinations
	<i>Fuller Theological Seminary</i>	private practice
	<i>Simon Fraser University</i>	provincial prison
	<i>Drexel University</i>	FSH
1993-94	<i>Virginia Commonwealth University</i>	state hospital
	<i>Florida State University</i>	FSH
	<i>Florida Institute of Technology</i>	FSH
	<i>Florida State University</i>	private practice
	<i>Florida State University</i>	private practice
	<i>Howard University</i>	state corrections
	<i>Forest Institute of Psychology</i>	private forensic practice
1994-95	<i>University of South Dakota</i>	juvenile forensic program
	<i>Forest Institute of Professional Psychology</i>	psychiatric hospital/adolescents (deceased)
	<i>University of Alabama</i>	juvenile justice
	<i>University of South Carolina</i>	state hospital
	<i>Florida State University</i>	neuropsych facility
	<i>Florida State University</i>	private practice
	<i>Auburn University</i>	forensic hospital
	<i>Georgia School of Professional Psychology</i>	private practice
1995-96	<i>California School of Professional Psychology</i>	forensic practice
	<i>Illinois School of Professional Psychology</i>	forensic hospital
	<i>University of Southern Mississippi</i>	state hospital
	<i>University of Hawaii</i>	sex offender facility
	<i>Adler Institute of Professional Psychology</i>	state corrections
	<i>California School of Professional Psychology</i>	FSH
	<i>Miami Institute of Psychology</i>	school system
1996-97	<i>Georgia School of Professional Psychology</i>	private practice
	<i>Florida State University</i>	school system
	<i>Georgia School of Professional Psychology</i>	private practice
	<i>California School of Professional Psychology</i>	state corrections
	<i>Nova Southeastern</i>	school system
<i>Minnesota School of Professional Psychology</i>	cmhc	

1997-98	California School of Professional Psychology	state corrections
	Illinois School of Professional Psychology	state corrections
	Antioch University/New England Graduate School	crisis unit/administration
	University of Northern Colorado	state forensic examiner/DD
	Fuller Theological Seminary	state hospital
	Nova Southeastern	state hospital
	University of Florida	private practice sex offender treatment
	University of Southern Mississippi	state hospital
	Forest Institute of Professional Psychology	private forensic practice
	University of Denver	Federal corrections
1998-99	University of Nebraska	private forensic practice
	Florida State University	FSH
	Illinois School of Professional Psychology	juvenile corrections
	Miami Institute of Psychology	cmhc
	Minnesota School of Professional Psychology	forensic state hospital
	Florida State University	university faculty
	Florida Institute of Technology	state hospital
1999-2000	University of Alabama	forensic state hospital
	University of Denver	forensic state hospital
	Texas Tech	forensic state hospital
	Minnesota School of Professional Psychology	FSH
	MCP Hahnemann University	forensic state hospital
	Georgia School of Professional Psychology	private practice
	Florida State University	juvenile inpatient program
	Nova Southeastern University	private practice
	University of Missouri Kansas City	juvenile corrections
	Forest Institute of Professional Psychology	private forensic practice
2000-2001	Kent State University	university faculty
	Bowling Green State University	forensic practice
	Florida Institute of Technology	disability determinations
	Nova Southeastern University	private practice
	Case Western Reserve	state hospital
	Kent State University	state hospital
	MCP Hahnemann	FSH
2001-2002	Forest Institute of Professional Psychology	forensic state hospital
	Minnesota School of Professional Psychology	sex offender treatment/forensic hospital
	New York University	FSH
	American School of Professional Psychology	FSH
	American School of Professional Psychology	private forensic practice
	University of Denver	state developmental facility
	Florida State University	university clinical postdoc
	University of South Carolina	cmhc
	Florida Institute of Technology	forensic state hospital
	Florida State University	school psychology
2002-2003	University of Memphis	private practice
	California School of Professional Psychology	medical center psychologist
	Minnesota School of Professional Psychology	private forensic practice
	Illinois School of Professional Psychology	(traveling)
	University of South Florida	forensic developmental services facility
	Fuller Theological Seminary	university postdoc
	Xavier University	FSH
2003-2004	Argosy University, Tampa	state corrections
	Carlos Albizu University	federal corrections
	University of Southern Mississippi	FSH
	University of Alabama	forensic state hospital
	Fuller Theological Seminary	postdoc
	Argosy University, Twin Cities	state hospital postdoc
2004-2005	Argosy University, Honolulu	forensic state hospital
	University of South Florida	FSH
	University of Hartford	FSH
	Argosy University, D.C.	VA
	Ohio University	forensic postdoc
	Central Michigan University	FSH
	University of Alabama	state hospital postdoc
2005-2006	University of Alabama	state hospital postdoc

	<i>Forest Institute</i>	state hospital postdoc
	<i>Argosy University, Atlanta</i>	forensic state hospital
	<i>Argosy University, Schaumburg</i>	FSH
	<i>Drexel University</i>	FSH
	<i>Wright State University</i>	FSH
	<i>Kent State University</i>	juvenile forensic evaluation
2006-2007	<i>Drexel University</i>	FSH
	<i>Sam Houston State University</i>	forensic postdoc
	<i>Argosy University, Schaumburg</i>	CBT postdoc
	<i>Florida State University</i>	FSH
	<i>Pacific University</i>	FSH
	<i>Indiana State University</i>	FSH
2007-2008	<i>Florida State University</i>	FSH
	<i>Argosy – Atlanta</i>	juvenile probationers
	<i>Drexel University</i>	university postdoc
	<i>Florida State University</i>	FSH
	<i>University of Denver</i>	community/probations
	<i>University of Tulsa</i>	state juvenile facility
2008-2009	<i>Florida State University</i>	FSH
	<i>Nova Southeastern</i>	private forensic facility
	<i>University of South Carolina</i>	state forensic hospital
	<i>Argosy - Atlanta</i>	postdoctoral experience
	<i>Florida State University</i>	state hospital
	<i>Loyola College in Maryland</i>	FSH
	<i>Spalding University</i>	forensic postdoc
2009-2010	<i>Regent University</i>	state hospital
	<i>Nova Southeastern</i>	state hospital
	<i>University of Maine</i>	FSH
	<i>University of LaVerne</i>	post-doc sex offender evaluation
2010-2011	<i>Chicago School of Professional Psychology</i>	FSH
	<i>Argosy University, Schaumburg</i>	forensic state hospital
	<i>Argosy University, Honolulu</i>	post-doc sex offender treatment
	<i>Florida Institute of Technology</i>	forensic state hospital
	<i>Pacific University</i>	forensic hospital
	<i>CUNY/John Jay</i>	FSH
2011-2012	<i>Fielding</i>	FSH
	<i>Fielding</i>	FSH
	<i>Argosy D.C.</i>	FSH
2012-13	<i>Immaculata University</i>	juvenile sex offender treatment
	<i>LaSalle University</i>	federal prison system
2013-2014	<i>Sam Houston State University</i>	FSH
	<i>Argosy – Chicago</i>	FSH
	<i>University of Alabama</i>	FSH
	<i>Spalding University</i>	FSH
2014-2015	<i>Pacific University</i>	Academic medical center
	<i>Forest Institute</i>	VA
	<i>Palo Alto University</i>	corrections
2015-2016	<i>Florida School of Professional Psychology</i>	FSH
	<i>Pacific University</i>	corrections
	<i>Georgia Southern</i>	state hospital
2016-2017	<i>Jackson State University</i>	VA
	<i>Georgia Southern University</i>	FSH
	<i>George Fox University</i>	correctional facility
2017-2018	<i>Florida Institute of Technology</i>	FSH
	<i>Nova Southeastern University</i>	FSH
	<i>Pacific University</i>	FSH
2018-2019	<i>Florida Institute of Technology</i>	FSH
	<i>Florida School of Professional Psychology</i>	VA
	<i>Palo Alto University</i>	forensic postdoc
2019-2020	<i>Florida Institute of Technology</i>	FSH
	<i>Nova Southeastern University</i>	FSH
	<i>Nova Southeastern University</i>	State hospital postdoc
2020-2021	<i>Florida Institute of Technology</i>	forensic private practice postdoc
	<i>National Louis University</i>	State hospital postdoc

2021-2022

Fielding
Florida Institute of Technology
Florida State University
Regent University
Nova Southeastern

FSH
State hospital postdoc
State hospital postdoc
State hospital postdoc
State hospital postdoc