

# FLORIDA STATE HOSPITAL



## APA-ACCREDITED PSYCHOLOGY INTERNSHIP



**2019-2020 Training Year**

**Updated October 2018 for people applying to internships which start in 2019**

**National Match Code - 120011**

**APPIC Program Number - 1200**

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Internship Program Web Address: <http://www.dcf.state.fl.us/facilities/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 fourteen 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 seventy-eight 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.

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\* 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.

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](mailto:apaaccred@apa.org) Web: [www.apa.org/ed/accreditation](http://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](http://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 comprises over 200 buildings on a 600-acre landscaped and campus straddling the Florida-Georgia border. Currently, the hospital serves close to 1,000 persons known as *residents*. 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 as well as the empirically-based psychiatric rehabilitation concepts promulgated by William A. Anthony, Ph.D., and Boston University. The 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.

## FORENSIC

The Forensic Service is among the nation's largest 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 15 to over 80 years. 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 the facility needs general clinical psychological services, to be assessed by the psychology member of the team. In addition, each person presents one or more forensic issues, requiring each psychology staff member, including interns, to develop and utilize some 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, including interns, in the Forensic Service 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.

#### *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.

### **CIVIL**

This division of the hospital provides services to adults of all ages, some of whom are voluntary admissions and some of whom are involuntarily committed for treatment pursuant to Florida's civil commitment statute, known as the Baker Act. Some residents are from the eighteen counties of northwest Florida, but the catchment area has been expanded to include all areas of Florida where demand for services has exceeded available beds. The majority of civil units serve residents who have forensic commitments or remain under criminal court jurisdiction, but have been diverted because they are regarded as not in need of high security placements.

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 Service, psychologists, including interns, also perform the forensic evaluations and write the court reports for the sizable number of residents with forensic commitments. Here, as in the forensic units, psychologists and interns work as members of interdisciplinary treatment teams.

#### *Civil Admissions Unit*

Residents of this unit are men and women newly admitted to Florida State Hospital, generally under civil commitment statutes. Professional activities center around diagnostic assessments and treatment/discharge

planning. Other activities in this 100-bed unit include short-term psychotherapy, program development, staff training, and consultation.

### *Civil Transition Unit*

Residents of the west wing of this unit are men who have forensic commitments and have undergone treatment in one of Florida's three forensic mental health facilities, but no longer require the high security treatment setting. This is a transition program which prepares residents for transfer to the community or to other, less restrictive treatment units or programs. Treatment provided by psychology staff includes group and individual therapy as well as psychological assessment, risk assessment, court-ordered evaluations, and reports to court.

The east wing is for male and female residents for whom extended hospitalization is probable, and who are a mix of civil and criminal court commitment statuses. Treatment includes traditional medication and group and individual therapies within a behavioral framework of a step system of increasing privilege levels, as well as psychosocial rehabilitation.

### *Specialty Care Unit*

This large unit has three internal sections, one of which provides a rehabilitation program for 61 men and women who are long-term residents. Another section provides services to 30 men and women who have developmental disabilities in addition to mental illness. The focus of psychology activity is behavioral treatment within a structured residential treatment program, along with assessment. Another section is a 68-bed certified psychogeriatric unit for men and women. The unit serves as the hospital's Admissions Unit for all civilly committed residents aged 65 and older, and select younger residents whose physical vulnerabilities would benefit from this treatment environment. The residents' length of stay ranges from newly admitted residents (some of whom are first time admissions to a state hospital) to a few residents who have spent decades in a state hospital. Services provided by Psychology staff includes: Neuropsychological screening, differential diagnosis of Alzheimer's and other dementias, staff consultations, group therapies, treatment team participation, crisis management and court-ordered evaluations for the geriatric forensic residents (typically 15-30% of the unit population).

### ***Note about Dialectical Behavior Therapy Services at Florida State Hospital***

The hospital offers various specialty rehabilitation and treatment programs in centralized areas where residents spend five hours per day, outside their residence area. 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 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 about 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 civil side. 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).

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.

### *Supervision: frequency, orientation, and modes*

Licensed psychologists provide clinical supervision of psychology interns. Of the supervisory staff, 21% are men and 28% are of minority identification (African-American, Asian, Caribbean). 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 occasional 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 four-month 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.

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 unprecedented access to senior clinicians and administrators. Generally the meetings involve discussions of 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.

<b>CLINICAL ACTIVITIES</b>
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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.

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.

## *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 2019-20 cohort is expected to start on or about the third Friday each July, 2019 and complete on or about the third Thursday in July, 2019. **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 2018-2019 internship year is \$21,560. 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 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 arrest and court outcome information 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 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 two-step testing for TB exposure, performed by nurses at the hospital's Employee Health Clinic within the first week of employment. The purpose is to assure employees' and residents' safety through monitoring for exposure to tuberculosis.

### *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.*

### *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 \$25 (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 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 and Attitudes: 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

## Application Documents

- (1) A completed "Application for Psychology Internship," **current universal version used by APPIC and available on its website, [www.appic.org](http://www.appic.org).**
- (2) As you answer the essay questions on the universal application, or in your cover letter, describe your reasons for considering this site, with its public service and forensic emphases.
- (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, 2018** 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:

<p style="text-align: center;"><b>CONTACT INFORMATION</b></p> <p style="text-align: center;"><b>Kathleen Hale, JD, PhD, Internship Director</b> <b>Florida State Hospital</b> <b>Psychology/DBT Department</b> <b>P. O. Box 1000</b> <i>(Physical Street Address if needed)</i> <b>100 North Main Street, Building 1249 Landis Hall</b> <b>Chattahoochee, FL 32324-1000</b> <b>(850) 663-7926</b> <b>(850) 663-7288 fax</b></p> <p style="text-align: center;"><b>Preferred contact mode: <a href="mailto:kathy.hale@myflfamilies.com">kathy.hale@myflfamilies.com</a></b></p> <p style="text-align: center;"><b>DRIVING DIRECTIONS</b></p> <p style="text-align: center;">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 with gaps in cellular coverage about relying solely on electronic navigation systems when first traveling to the facility.</p>
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**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 Admissions**

**Date Program Tables are updated: 8/25/17**

**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 a master’s degree in psychology or closely related field (e.g., 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, day treatment or residential programs, community mental health programs, correctional facilities), practicum and/or work experience with individual involved in the criminal justice system (i.e., secure treatment facilities, jails and correctional settings), comfort with producing written work products as demonstrated through number of integrated reports, training and experience with standardized testing of clinical populations using instruments such as Wechsler scales, MMPI/PAI, and response style instruments, and clear expression in the AAPI essays and any contacts with the site of how a state hospital site would further the applicant’s career goals and interests.**

**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	No		
Total Direct Contact Assessment Hours	No		

**Describe any other required minimum criteria used to screen applicants:**

N/A, although as a guideline, 1000 hours of relevant practicum, distributed between service, supervision, and support hours, constitutes minimally effective preparation.



## Financial and Other Benefit Support for Upcoming Training Year\*

Annual Stipend/Salary for Full-time Interns	\$21,060	
Annual Stipend/Salary for Half-time Interns	n/a	
Program provides access to medical insurance for intern?	Yes	
<b>If access to medical insurance is provided:</b>		
Trainee contribution to cost required?	Yes	
Coverage of family member(s) available?	Yes	
Coverage of legally married partner available?	Yes	
Coverage of domestic partner available?		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	
Other Benefits (please describe): Able to purchase state employee dental, vision, hospital supplement, disability insurance, life insurance as optional benefits. As State employees, they have access to State library resources, both hardcopy 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)

	2014-2017	
	PD	EP
Total # of interns who were in the 3 cohorts	9	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	PD	EP
Community mental health center		
Federally qualified health center		
Independent primary care facility/clinic		
University counseling center		
Veterans Affairs medical center	1	1
Military health center		
Academic health center		1
Other medical center or hospital		
Psychiatric hospital	1	3
Academic university/department		
Community college or other teaching setting		
Independent research institution		
Correctional facility		2
School district/system		
Independent practice setting		
Not currently employed		
Changed to another field		
Other		
Unknown		

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.

**Psychology 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

**\*\*Leslie Dellenbarger, Psy.D.** *Florida Institute of Technology, 1994.* (Chief Psychologist, Civil) Competency evaluation, psychological testing, anger management, individual and group therapy, treatment with abuse survivors, private practice, children and adolescents' treatment.

**\*Kathleen Hale, J.D., Ph.D.** *Florida State University.* (Internship Director) DBT Services). Group and individual therapy, DBT, and mindfulness.

**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

**Jennifer Hale, Ph.D.,** *Sam Houston State University* (Forensic Admissions). Forensic assessment.

**Danielle Seal, Psy.D.** *Georgia Southern University* (Forensic Admissions). Forensic assessment.

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

**Jennifer Slusarz, Psy.D.** *Argosy, Atlanta.* (Chief Psychologist, Forensic Services). Forensic assessment, administration, general clinical issues.

**\*Michelle Stein, Ph.D.** *Sam Houston State, 2013.* (Civil Transition) Forensic assessment

**Daniel Schneider, Psy.D.** (Civil Transition). Mindfulness, yoga, psychotherapy, training.

**Teion Wells Harrison, Ph.D.** (Forensic Central). Clinical and forensic assessment.

**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
1990-91	<i>Miami Institute of Psychology</i>	Federal corrections
	<i>University of Louisville</i>	private practice
	<i>Miami Institute of Psychology</i>	private practice
1991-92	<i>Florida State University</i>	private practice
	<i>University of Southern Mississippi</i>	FSH
	<i>East Texas State University</i>	state hospital
1992-93	<i>Tennessee State University</i>	dissertation
	<i>Minnesota School of Professional Psychology</i>	private practice
	<i>Minnesota School of Professional Psychology</i>	state corrections
1992-93	<i>University of Alabama</i>	state hospital
	<i>Drexel University</i>	neuropsychology practice
	<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

1993-94	Simon Fraser University	provincial prison
	Drexel University	FSH
	Virginia Commonwealth University	state hospital
	Florida State University	FSH
	Florida Institute of Technology	FSH
	Florida State University	private practice
	Florida State University	private practice
	Howard University	state corrections
1994-95	Forest Institute of Psychology	private forensic practice
	University of South Dakota	juvenile forensic program
	Forest Institute of Professional Psychology	psychiatric hospital/adolescents (deceased)
	University of Alabama	juvenile justice
	University of South Carolina	state hospital
	Florida State University	neuropsych facility
	Georgia School of Professional Psychology	private practice
	Florida State University	forensic hospital
1995-96	Auburn University	private practice
	Georgia School of Professional Psychology	forensic practice
	California School of Professional Psychology	forensic hospital
	Illinois School of Professional Psychology	state hospital
	University of Southern Mississippi	sex offender facility
	University of Hawaii	state corrections
	Adler Institute of Professional Psychology	FSH
	California School of Professional Psychology	school system
1996-97	Miami Institute of Psychology	private practice
	Georgia School of Professional Psychology	private practice
	Florida State University	school system
	Georgia School of Professional Psychology	private practice
	California School of Professional Psychology	state corrections
	Nova Southeastern	school system
	Minnesota School of Professional Psychology	cmhc
	California School of Professional Psychology	state corrections
1997-98	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
1998-99	University of Denver	Federal corrections
	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
2000-2001	University of Missouri Kansas City	juvenile corrections
	Forest Institute of Professional Psychology	private forensic practice
	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

<b>2001-2002</b>	MCP Hahnemann	FSH	
	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	
<b>2002-2003</b>	Florida State University	university clinical postdoc	
	University of South Carolina	cmhc	
	Florida Institute of Technology	forensic state hospital	
	Florida State University	school psychology	
	University of Memphis	private practice	
	California School of Professional Psychology	medical center psychologist	
	Minnesota School of Professional Psychology	private forensic practice	
<b>2003-2004</b>	Illinois School of Professional Psychology	(traveling)	
	University of South Florida	forensic developmental services facility	
	Fuller Theological Seminary	university postdoc	
	Xavier University	FSH	
	Argosy University, Tampa	state corrections	
	Carlos Albizu University	federal corrections	
	University of Southern Mississippi	FSH	
<b>2004-2005</b>	University of Alabama	forensic state hospital	
	Fuller Theological Seminary	postdoc	
	Argosy University, Twin Cities	state hospital postdoc	
	Argosy University, Honolulu	forensic state hospital	
	University of South Florida	FSH	
	University of Hartford	FSH	
	Argosy University, D.C.	VA	
<b>2005-2006</b>	Ohio University	forensic postdoc	
	Central Michigan University	FSH	
	University of Alabama	state hospital postdoc	
	Forest Institute	state hospital postdoc	
	Argosy University, Atlanta	forensic state hospital	
	Argosy University, Schaumburg	FSH	
	Drexel University	FSH	
<b>2006-2007</b>	Wright State University	FSH	
	Kent State University	juvenile forensic evaluation	
	Drexel University	FSH	
	Sam Houston State University	forensic postdoc	
	Argosy University, Schaumburg	CBT postdoc	
	Florida State University	FSH	
	Pacific University	FSH	
<b>2007-2008</b>	Indiana State University	FSH	
	Florida State University	FSH	
	Argosy – Atlanta	juvenile probationers	
	Drexel University	university postdoc	
	Florida State University	FSH	
	University of Denver	community/probations	
	University of Tulsa	state juvenile facility	
<b>2008-2009</b>	Florida State University	FSH	
	Nova Southeastern	private forensic facility	
	University of South Carolina	state forensic hospital	
	Argosy - Atlanta	postdoctoral experience	
	Florida State University	state hospital	
	Loyola College in Maryland	FSH	
	Spalding University	forensic postdoc	
<b>2009-2010</b>	Regent University	state hospital	
	Nova Southeastern	state hospital	
	University of Maine	FSH	
	University of LaVerne	post-doc sex offender evaluation	
	Chicago School of Professional Psychology	FSH	
	<b>2010-2011</b>	Argosy University, Schaumburg	forensic state hospital
		Argosy University, Honolulu	post-doc sex offender treatment
Florida Institute of Technology		forensic state hospital	

<b>2011-2012</b>	<i>Pacific University</i>	forensic hospital
	<i>CUNY/John Jay</i>	FSH
	<i>Fielding</i>	FSH
	<i>Fielding</i>	FSH
<b>2012-13</b>	<i>Argosy D.C.</i>	FSH
	<i>Immaculata University</i>	juvenile sex offender treatment
	<i>LaSalle University</i>	federal prison system
<b>2013-2014</b>	<i>Sam Houston State University</i>	FSH
	<i>Argosy – Chicago</i>	FSH
	<i>University of Alabama</i>	FSH
	<i>Spalding University</i>	FSH
<b>2014-2015</b>	<i>Pacific University</i>	Academic medical center
	<i>Forest Institute</i>	VA
	<i>Palo Alto University</i>	corrections
<b>2015-2016</b>	<i>Florida School of Professional Psychology</i>	FSH
	<i>Pacific University</i>	corrections
	<i>Georgia Southern</i>	state hospital
<b>2016-2017</b>	<i>Jackson State University</i>	VA
	<i>Georgia Southern University</i>	FSH
	<i>George Fox University</i>	correctional facility
<b>2017-2018</b>	<i>Florida Institute of Technology</i>	FSH
	<i>Nova Southeastern University</i>	FSH
	<i>Pacific University</i>	FSH
<b>2018-2019</b>	<i>Florida Institute of Technology</i>	
	<i>Florida School of Professional Psychology</i>	
	<i>Palo Alto University</i>	