



DOCTORAL PSYCHOLOGY INTERNSHIP PROGRAM

2023-2024 Brochure

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INTRODUCTORY LETTER

Dear Applicant:

Thank you for your interest in the Doctoral Psychology Internship program at Rutgers University Behavioral Health Care (UBHC). Rutgers UBHC is the mental health service delivery component of Rutgers Biomedical and Health Sciences (RBHS). It is also one of the largest and most comprehensive mental health service delivery systems in the country.

Our internship focuses on the advanced development of clinical skills among our trainees (referred to as "Psychology Residents"). We provide outstanding opportunities for training with a wide variety of client populations receiving services in a wide variety of treatment settings. Our training is primarily CBT based.

Our six major rotation tracks include:

- Adolescent Forensic / Juvenile Justice Track
- Adult - Outpatient Track (one trainee)
- Adult - Substance Use Disorders Treatment Track
- Child / Adolescent - School Based Track
- Child Therapeutic Day School Track
- Integrated Primary Care Track

Four trainees will match with the Integrated Primary Care track, while one trainee will match with each of the other five tracks for a total of nine trainee slots.

Please note that because the Integrated Primary Care track positions are supported by a grant from the HRSA, applicants must be a citizen, national, or permanent resident of the United States. Individuals on temporary or student visas are not eligible for these HRSA-supported positions. We will accept applications from international trainees for the other five tracks, however.

Psychology Residents will spend three days per week in their major rotation (i.e, one of the six tracks listed above) and one day per week in a minor rotation. The fifth day will be spent attending our didactics program and participating in research. As part of an academic medical center, we have access to many faculty members conducting clinical research and will help you connect with a researcher doing work of interest to you.

Our Psychology Residents receive an annual stipend of \$31,000. We adhere to APPIC requirements and participate in the APPIC Internship Matching Program. We therefore ask that you complete the APPI Internship application, obtain an Applicant Agreement Package from the National Matching Services, and register for the Matching Program.

Along with the APPI Internship application, please include your CV and three (3) letters of recommendation from individuals who are in a position to evaluate your clinical skill and to comment on your strengths and weaknesses. We also request an official graduate school transcript as part of the APPI Internship application. In addition, please provide one (1) written work sample in the form of a de-identified assessment report.

When applying, please note that the Rutgers UBHC Internship at Piscataway is independent of the Rutgers UBHC Internship in Newark.

We will schedule only VIRTUAL interviews for December 2022 and January 2023. This decision was made in part because of continued uncertainties regarding variants of COVID-19 and how this could influence travel, but even more so by our commitment to equity. Flying around the country to go to interviews is expensive and often physically and emotionally difficult, which may cause qualified applicants to apply to fewer programs. We hope by offering only virtual interviews, we can contribute to a more equitable system.

Applications may be submitted until November 2, 2022. The top applicants will be invited to a required virtual interview. We will not conduct any in-person interviews or visits for the reason explained above. These virtual interviews will be scheduled in December 2022 and January 2023.

Please feel free to call or write if you have any additional questions. I look forward to reading your application!

Sincerely,

Marc L. Steinberg, Ph.D.,
Director, Psychology Internship Program,
Rutgers University Behavioral Health Care – Piscataway
Professor, Department of Psychiatry, Rutgers Robert Wood Johnson Medical School
marc.steinberg@rutgers.edu

INSTITUTIONAL SETTING

While the Rutgers University Behavioral Health Care Doctoral Psychology Internship Training Program is sponsored by University Behavioral Health Care (UBHC), we function in conjunction with Rutgers Robert Wood Johnson Medical School's (RWJMS) Department of Psychiatry and University Correctional Health Care (UCHC). All three entities are components of Rutgers Biomedical and Health Sciences, the division of Rutgers University comprised of all programs formerly affiliated with the University of Medicine and Dentistry of New Jersey (UMDNJ) which merged with Rutgers University by the NJ State Legislature in July 2013. The clinical tracks of the internship are primarily set within Rutgers UBHC, but research and clinical opportunities are also available within Rutgers UCHC and Rutgers RWJMS.



Rutgers University Behavioral Health Care (UBHC) is the statewide mental health service delivery system of RBHS. Rutgers UBHC offers the broadest range of services in New Jersey and is the only behavioral health system that is part of a medical school, so our staff are trained in the most effective, most current treatments. In fact, some of those treatments have been developed right here at Rutgers UBHC.

As one of the largest mental health service delivery systems in the country, Rutgers UBHC focuses on providing a full spectrum of mental health services. We have a particular focus on providing services to the underserved public sector populations of New Jersey.

Our traditional services include crisis screening, acute psychiatric services, children and family services (e.g., individual, group, and family therapy; school-based programs, adolescent partial hospitalization program), and adult services (e.g., adult inpatient unit, partial hospitalization programs, outpatient services, treatment for substance use disorders). Additionally, we maintain a number of robust, innovative, grant-funded programs which provide services to target niche populations. These would include our multiple school-based programs and our Early Intervention Support Services program, as examples.

Rutgers UBHC also includes the Behavioral Research and Training Institute (BRTI). It is within this division that the internship is positioned organizationally. BRTI's mission is broad and comprehensive. It includes: helping schools, businesses and other community groups develop and implement empirically supported interventions; helping to develop research-based community

mental health initiatives geared toward improving access, quality and outcomes of treatment; developing a current evidence based continuing education program for UBHC and community healthcare providers.

CULTURAL EXPERIENCES AROUND RUTGERS

The diversity of cultures at Rutgers University is a true strength of our program and of the surrounding area. The Rutgers The Cultural Center Collaborative is committed to supporting the needs of Rutgers' campus communities by creating a welcoming and holistic learning environment for all members of the community, inclusive of all identities and allies. Member organizations include:

- [The Paul Robeson Cultural Center](#) (@prccrutgers on Twitter)
- [The Center for Social Justice Education and LGBT Communities](#) (@rusjelgbt on Twitter)
- [The Center for Latino Arts and Culture](#) (@ruclac on Twitter)
- [Asian American Cultural Center](#) (@ruaacc on Twitter)

Also, check out the [Rutgers Division of Diversity, Inclusion, and Community Engagement](#) (@RUDiversity on Twitter)

In addition, you may find interesting museums, galleries and cultural events in the immediate area [here](#)

To learn about Rutgers' student experiences, click [here](#) and learn more about what's going on in general in New Brunswick, NJ [here](#)!

MISSION & AIMS / TRAINING

The Aspirational Statement of Rutgers Biomedical and Health Sciences (RBHS) states; "RBHS aspires to be recognized as one of the best academic health centers in the United States, known for its education, research, clinical care, and commitment to improving access to health care and reducing health care disparities. This will be achieved through dedication to elevated standards of excellence and innovation, inter-professional collaboration and integration, and deep engagement of the community."

Following from these institutional aspirations, UBHC's mission statement is: "University



Behavioral Health care is dedicated to excellence in providing behavioral health services to the people of New Jersey, We are committed to being a leader in the delivery of effective, compassionate and accessible care that is informed by research and education."

Our internship program has sustained a continuous four-decade focus on the training of clinical psychological intervention. This strong heritage informs our overall aim to prepare trainees to

demonstrate that all profession-wide competencies identified by the APA Committee on Accreditation have been met

Specifically, we aim to develop and enhance our trainees' skills in Research, Ethical and legal standards, Individual and cultural diversity, Professional values, attitudes, and behaviors, Communication and interpersonal skills, Assessment, Intervention, Supervision, and Consultation / interprofessional/interdisciplinary skills. These skills will be developed within supervised clinical experiences, mentored research projects, and didactic seminars with a goal of supporting our trainees' professional growth.

We also seek to train our Psychology Residents in settings that foster professional relationships with other allied health professionals. Through a continuous process that includes self-assessment, quality improvement, evidence-based awareness, and best practice orientation, we aim to train our interns in cutting edge clinical practice. We aspire to maintain current with the distinctive evidence-based contributions of psychology while delineating the confluence of psychology with broader spectrum health service psychology.

PROGRAM TRAINING MODEL

The RBHS University Behavioral Health Care Doctoral Psychology Internship program emphasizes the development of intermediate to advanced level clinical competence, through intensive supervised clinical experiences in the application of theoretical and empirical psychological knowledge. The program provides Psychology Residents with a continuum of clinical training opportunities within a broad range of multidisciplinary clinical settings. Our training curriculum strives to be relevant to the current demands of practicing psychologists and the populations they serve. The activities of the internship are designed to teach and develop professional competence, through modeling, practical experience and supervision. The internship emphasizes the provision of service to culturally diverse communities, including the treatment of underserved, marginalized and disenfranchised populations.

The Internship supervision experience is sequentially structured through observation, co-facilitation, directed observation by supervisors, autonomous practice using audio/videotape, and verbal case presentation. Psychology Residents will be expected to assess cases and develop interventions based on matching clinical presentation to theory and evidence-based treatment. Our program is largely CBT based. Psychology Residents will be expected to understand and articulate the assumptions and limitations of their interventions, as well as implement modified practices that redress the problems they encounter. Psychology Residents generally start the year with fewer cases and gradually increase their responsibilities as their skills develop.

We offer three adult, and three child/adolescent tracks, each of which is tied to a specific primary clinical rotation site. This primary rotation will span 3 days per week. These rotations are described later in the Major and Minor Rotations section. In addition, the Psychology Resident chooses one minor rotation. This will account for an additional day per week.

All tracks have been developed to provide consonant training opportunities for the Psychology Residents, despite their divergent clinical population foci. The Psychology Resident will be paired

with a clinical supervisor who will be responsible for fully orienting the Psychology Resident to the practices and policies of that unit. The supervising psychologist will serve as a role model and mentor, supervising the Psychology Resident for the range of psychological services provided by the Psychology Resident within the setting. Supervisors review with Psychology Residents the general and specific competencies they must develop as an ongoing function of supervision. They provide frequent and ongoing formative feedback in addition to participating in a summative evaluation process at 4 months, 8 months, and 12 months.

PROGRAM GOALS AND OBJECTIVES

The Doctoral Psychology Internship's 'Competency Areas' have been designated by the training faculty to prepare Psychology Residents for the practice of Health Service Psychology within the scientist-practitioner model. Our specific competency elements are subsumed under the below General Competencies. Psychology Residents will have experience within both their major and minor tracks, by which their attainment of these competencies will be formally evaluated. Our competency areas are:

Competency 1: Research.

Psychology Residents demonstrate the knowledge, skills, and attitudes to critically evaluate research in support of clinical activities. Interns will also participate in a mentored research experience.

Competency 2: Ethical and Legal Standards.

Psychology Residents are knowledgeable of and act in accordance with: the APA Ethical Principles of Psychologists and Code of Conduct; relevant laws, regulations and policies governing health service psychology.

Competency 3: Individual and Cultural Diversity.

Psychology Residents are able to effectively work with a range of diverse individuals and groups with sensitivity to cultural competence.

Competency 4: Professional Values and Attitudes.

Psychology Residents behave in ways that reflect the values and attitudes of a professional psychologist.

Competency 5: Communication and Interpersonal Skills.

Psychology Residents demonstrate excellence in communication and interpersonal skill on both a scientific and professional level.

Competency 6: Assessment.

Psychology Residents are able to conduct valid evidence-based assessments, including comprehensive clinical assessments, utilizing clinical interview, behavioral assessment, psychological testing and psychological inventory.

Competency 7: Intervention.

Psychology Residents demonstrate competence in evidence-based interventions consistent with Health Service Psychology practice.

Competency 8: Consultation and Interprofessional/Interdisciplinary Skills.

Psychology Residents effectively collaborate and share knowledge with others in promoting efficacy in professional activities.

Competency 9: Supervision.

Psychology Residents demonstrate competence in the values, knowledge, and skill set of supervision.

This training model and its goals and objectives inform the competencies that must be achieved by interns in order to successfully complete the internship. The Psychology Resident Evaluation Competency-Based Evaluation Form defines the competencies to be rated by supervisors for each Objective. Each supervisor evaluates the Psychology Residents they supervise using this Evaluation Form at 4 months, 8 months and the end of the year. It is a basis for providing summative feedback at those four-month intervals. Psychology Residents are expected to attain a final competency level of at least “Intermediate skill” level for all 9 competencies in order to successfully complete the internship.

INTERNSHIP PROFESSIONAL STRUCTURE

Marc L. Steinberg, Ph.D. is the Director of the Doctoral Psychology Internship Training program at Rutgers UBHC in Piscataway and Professor, Department of Psychiatry, Rutgers RWJMS. He is a member of the training committee, which is the leadership group responsible for steerage and executive decision making regarding the internship.

The Training Committee also includes:

- Joye Anestis, Ph.D., Associate Professor, Department of Health Behavior, Society and Policy, Rutgers School of Public Health
- La Teisha Callender, Ph.D., Forensic Mental Health Clinician, New Jersey Juvenile Justice Commission Program Coordinator
- Roseanne Dobkin, Ph.D., Professor, Department of Psychiatry, Rutgers RWJMS
- Holly Lister, Ph.D., Program Coordinator, Center for Integrated Care & Program Director, RUISTP and RUISIP, Behavioral Research and Training Institute
- Stephanie Marcello, Ph.D., Director, Behavioral Research & Training Institute, Assistant Vice President of Academics, Integration, and Innovation, Rutgers UBHC
- Suzi Millar, Psy.D., Program Manager, Child & Adolescent Services - School Based Programs, Rutgers Health - University Behavioral Health Care

Additional staff and faculty who have recently supervised the Psychology Residents clinically or with research include: Liliana Almeida De Oliveira, Ph.D., Lynn Clemow, Ph.D., Nina Cooperman,

Psy.D., Anthony Deo, M.D., Todd Glover, Ph.D., Kate Hottinger, Ph.D., Pamela Kawano, Psy.D., Ana Konova, Ph.D., Linda Kost, Psy.D., Schenike Massie-Lambert, Ph.D., Lenna Neopymnaschy, Ph.D., Gahan Pandina, Ph.D., Michelle Pigott, Psy.D., Shireen Rizvi, Ph.D., Scott Roth, Psy.D., Michael Selbst, Ph.D., and Edward Selby, Ph.D.

We have 37 professionals, including psychologists, psychiatrists, and licensed clinical social workers who are affiliated with the program. Kerri Kawiecki is our Program Support Specialist.

MAJOR AND MINOR ROTATIONS

Our APA accredited Doctoral Psychology Internship Program offers six distinct major tracks (major rotations) in addition to many minor rotations, research opportunities, and a robust didactics program to fully round out our Psychology Residents' training.

Psychology Residents spend three days per week at their major rotation and one day per week at a minor rotation. The remaining day is spent in didactic activities and working on research.

Our six major tracks are:

1. Adolescent Forensic / Juvenile Justice Track (1 position)
2. Adult - Outpatient Track (1 position)
3. Adult – Substance Use Disorders Track (1 position)
4. Child / Adolescent - School-Based Track (1 position)
5. Child Therapeutic Day School Track (1 position)
6. Integrated Primary Care Track (4 positions)

Each of the tracks are discussed below:

ADOLESCENT FORENSIC / JUVENILE JUSTICE TRACK

Dr. Pamela Kawano is the primary supervisor for the Adolescent Forensic / Juvenile Justice track. Please see below for a brief description of the major rotation at University Correctional HealthCare- New Jersey Training School for Boys.



Psychology Residents interested in Forensic and Correctional psychology, and training to work with the adolescent and young adult population may wish to apply to the Juvenile/Adolescent Forensic Track of the Rutgers University-Piscataway Psychology Internship Program.

Psychology Residents who match for this track will be spending their major rotation primarily within the Mental Health Department at the New Jersey Training School for Boys (NJTS). The NJTS is a secure care correctional facility located in Monroe Township, NJ. It is located approximately 16 miles from the main Rutgers-Piscataway campus.

The NJTS is operated by the Juvenile Justice Commission (JJC) of New Jersey and is one of two secure care locations in New Jersey for incarcerated males between the ages of 14 and 24. Psychology Residents will be supervised by clinical supervisor, Dr. Pamela Kawano, and will participate on a multidisciplinary team. Psychology Residents should expect to engage weekly in individual therapy, family therapy, group therapy, crisis intervention and management, treatment planning and evaluation, psychological assessment/testing, completion of psychological evaluations for various purposes, and daily clinical rounds for residents on special statuses. Psychology Residents should also expect to provide mental health consultation to fellow clinicians as well as to non-mental health professionals who are serving the resident population in other capacities (social work, custody, education/vocational, administrative, recreational, etc). As the Juvenile/Adolescent Forensic Track rotation is a major rotation for the Rutgers University-Piscataway Psychology Internship Program, the Psychology Resident is expected to train at the Mental Health Department at the NJTS for three days a week and for the duration of the internship year.

ADULT – OUTPATIENT TRACK

Dr. Joye Anestis provides clinical supervision to the Psychology Resident in Adult-Outpatient track. The New Brunswick Outpatient office provides services to the underserved population of New Brunswick (a small city in central New Jersey) and its surrounding area. Patients with a wide variety of diagnoses seek services at the New Brunswick Outpatient program, including many with serious and persistent mental illness and very low socioeconomic status.

There are, on average, about 1000 active patients at this site, at any point in time. Approximately 44% of the population is Latino, many presenting with immigration related issues, often trauma involved.

Psychology Resident activities include assessment and evaluation; individual, family, and group therapy; multidisciplinary team participation; and consultation with other mental health staff and paraprofessionals. In addition to general outpatient treatment, the intern at this site has the opportunity to see patients in the Intensive Outpatient Treatment Specialized Services (IOTSS) program.



Intensive Outpatient Treatment Specialized Services (IOTSS) serves individuals with frequent acute crisis episodes or those just released from partial hospitalization. Clients receive individual and group therapy before moving to traditional outpatient services after being in the program for approximately 3 months.

ADULT – SUBSTANCE USE DISORDERS TREATMENT TRACK

This track is housed primarily in the New Brunswick Outpatient office which provides services to the underserved population of New Brunswick (a small city in central New Jersey) and its

surrounding area. There are, on average, about 1000 active patients at this site, at any point in time. Approximately 44% of the population is Latino, many presenting with immigration-related issues, often trauma involved. Therefore, the Psychology Resident has the opportunity to provide services in Spanish and in English.

The Adult – Substance Use Disorders Treatment Track is part of the Specialized Addiction Treatment Services (SATS) program, which provides multidisciplinary treatment for individuals with substance and alcohol use concerns. Clients with opioid use disorders may participate in the Acute Withdrawal Management program for buprenorphine induction before returning to SATS. In addition to traditional outpatient, there is an intensive outpatient program within SATS so clients can get 3 hours of treatment per day 3x/week. Finally, there is a SATS program at the Middlesex County jail where male and female inmates receive IOP services.

CHILD / ADOLESCENT – SCHOOL-BASED TRACK

Dr. Suzi Millar is the primary supervisor for the Child / Adolescent - School-Based Track. This program is a unique collaboration between Rutgers UBHC and the Edison School District, a large, suburban, culturally diverse school district in central New Jersey. The program is funded through the school district, which allows for the students to receive mental health services within the school at no cost to them. This allows individuals who would otherwise not seek services to receive quality mental health therapy and psychiatry.

This opportunity allows the Psychology Resident to see students in the setting where they spend the majority of their day and provides them access to a number of individuals that play a significant role in the child's life - teachers, counselors and child study team. This position is not a typical school counseling internship in that the Psychology Resident is not on the child study team. It is a highly clinical role where the intern will work with the most at-risk students within the school, providing individual, group and family counseling, as well as participating in crisis assessments for individuals presenting as suicidal, homicidal or actively psychotic.

Additional Services provided by Psychology Residents include evaluation and assessment; multidisciplinary team participation; faculty and parent training, consultation with other mental health staff; and participation in school and community advocacy groups. The primary location for the Psychology Resident is the Edison High School, although there are opportunities for assessment, group work and training at the Middle and Elementary schools depending on interest. A typical caseload would consist of 7-10 individual/family therapy cases as well as 1-



2 groups. Every effort is made to provide the intern with a culturally, clinically and socioeconomically diverse caseload. The program is located approximately 5 miles from the main Rutgers campus.

CHILD THERAPEUTIC DAY SCHOOL TRACK

Dr. Suzi Millar is the primary supervisor for the Child Therapeutic Day School Track. This unit serves students that are classified by their school district and require out-of-district, therapeutically based treatment. The students range in age from 3 to 13 and are of diverse cultural backgrounds. Interns provide services such as assessment, treatment planning, individual therapy, family therapy, group therapy, and milieu therapy. The Psychology Resident functions as part of a multidisciplinary team and provides consultation to other mental health and non-mental health staff, including teachers and specialists. Due to the high need of this population, Psychology Residents rotating at Rutgers Day School will carry an individual caseload of up to 4 students, and additional clients will be acquired through group therapy provided by the intern.

INTEGRATED PRIMARY CARE TRACK

Dr. Holly Lister is the primary supervisor for the Integrated Primary Care track. The four positions within this track are funded by a Health Resources and Services Administration (HRSA) grant. Trainees interested in working with a multidisciplinary team of healthcare providers in primary care medical settings, who also have interest in substance use disorder treatment, will be a good match for this track. The Psychology Residents on the Integrated Primary Care track will provide behavioral medicine interventions for patients in primary care settings. Consults will include care for depression, anxiety, trauma, sleep disorders, substance use, chronic health conditions such as diabetes, and lifestyle management (e.g., changes to health behaviors such as nutrition and physical exercise). Psychology Residents on this track will train in settings with other disciplines including physicians, nurses and advance practice nurses, physician assistants, and social workers.

Important Note:
Because this track is funded by the HRSA, applicants to this track must be a citizen, national, or permanent resident of the United States. Individuals on temporary or student visas are not eligible. Please note that we accept applications from international trainees for the other five tracks.

All Psychology Residents on this track will complete their minor rotation in Substance Use Disorder Treatment, with a choice of rotation locations that includes but is not limited to: Specialized Addiction Treatment Services (SATS), Rutgers New Jersey Medical School Addiction Medicine Clinic, and the Rutgers Health Addictions Center (see SUD Treatment minor rotation below for more details).

We encourage applicants from underrepresented and diverse groups, including applicants who are Spanish speaking. One of this track's supervisors, Dr. Kristen Riley, can conduct supervision and clinical services in Spanish. *Because this track is federally funded, interns of this track must be a citizen, national, or permanent resident of the United States. Individuals on temporary or*

student visas are not eligible. Please note that we accept applications from international trainees for the other five tracks.

SECONDARY (MINOR) ROTATIONS

In addition to their core rotation, each Psychology Resident spends one day per week within a secondary rotation. Like the core rotations, the secondary rotations have been positioned strategically by the Training Committee. Consonant with the core rotations, the secondary rotations have sufficient variability within the treatment population to allow for adequate experiential exposure toward meeting internship goals. These placements are mostly at Rutgers UBHC. However, given our collaboration with Rutgers Robert Wood Johnson Medical School, there are also opportunities to work with licensed psychologists who are Rutgers RWJMS faculty on clinically-based research projects and on service units affiliated with Rutgers RWJMS. As is the case with the major rotations, intern participation is typically limited to one Psychology Resident per minor rotation. Below is a list of currently available secondary rotations, including a description of each. Please note that availability is subject to change, in particular, in response to unforeseen COVID-19 policies.

Acute Psychiatric Services.

This emergency service department provides crisis assessment and intervention, both on site and through outreach programs. It services all ages. These services are provided to an average of 325 patients per month from the surrounding urban and suburban community. Activities include crisis assessment of patients and families, interdisciplinary consultation, case disposition, and referral to varying levels of care.

Edison School-Based Program.

This program is a unique collaboration between Rutgers UBHC and the Edison School District, a large, suburban, culturally diverse school district in central New Jersey. The program is funded through the school district, which allows for the students to receive mental health services within the school at no cost to them. This allows individuals who would otherwise not seek services to receive quality mental health therapy and psychiatry. This opportunity allows the Psychology Resident to see students in the setting where they spend the majority of their day and provides them access to a number of individuals that play a significant role in the child's life - teachers, counselors, and child study team. This position is not a typical school counseling internship in that the Psychology Resident is not on the child study team. It is a highly clinical role where the Psychology Resident will work with the most at-risk students within the school, providing individual, group, and family counseling, as well as participating in crisis assessments for individuals presenting as suicidal, homicidal or actively psychotic. The program is located approximately 5 miles from the main Rutgers campus. Dr. Suzi Millar is the primary clinical supervisor for this rotation.

Employee Wellness Program.

Services are provided to clients from companies, organizations, and municipalities with whom UBHC has contracted to provide services. Clients span the age range from early childhood through later adulthood and represent the cultural diversity of the surrounding area. Services provided by the Psychology Resident include evaluation and treatment planning, individual brief therapy, family therapy, and referral for longer term treatment when indicated. The Psychology

Resident functions as part of, and consults with, a multidisciplinary team. The Psychology Resident also has the opportunity to be involved in trainings provided to organizations which have contracted services with the Employee Wellness (previously called Employee Assistance Program (EAP) unit. This track is located in Piscataway, a few miles from the main Rutgers campus.

Integrated Pediatric Primary Care.

This minor rotation is in the Department of Pediatrics, with locations at Pediatrics in Somerset, and the Child Health Institute of New Jersey (CHI) in New Brunswick. As part of a multidisciplinary team of healthcare providers, the Psychology Resident will provide brief assessments and interventions for patients who have behavioral health needs in primary care medical settings. The range of consults will include care for depression, anxiety, sleep disorders, substance use, diabetes management, and lifestyle management around nutrition and physical exercise. Dr. Holly Lister is the clinical supervisor for this rotation.

Family Medicine.

This minor track is located in a medical clinic in New Brunswick in affiliation with RWJMS. Adolescent and adult medical patients who are deemed by medical personnel to be at potential psychological risk are referred to a psychologist/Psychology Resident/student team. Services provided by the Psychology Resident include evaluation and treatment planning; crisis screening; individual, and family therapy. The Psychology Resident consults with medical staff as well as psychology graduate students.

Rutgers Cancer Institute of New Jersey (CINJ) - Bright IDEAS-Young Adults, a problem-solving skills training intervention (NCI funded research study). Principal Investigator / Clinical supervisor: [Katie Devine, Ph.D.](#)

Psychology Resident would be trained in the “Bright IDEAS” problem-solving skills training and serving as a trainer for young adults recently diagnosed with cancer. Rutgers Cancer Institute is leading a 3-site randomized trial evaluating the efficacy of Bright IDEAS in reducing distress and improving quality of life for young adults ages 18-39. Bright IDEAS is an evidence-based manualized 6-session intervention that has been adapted for this population. Training can be conducted in about 3-4 hours, with some additional time required for practice and role-play prior to taking on a case. Cases are scheduled on an individual basis by the trainer and patient – must be flexible to find a time convenient for both (often outside of typical working hours, like evening or weekend). Sessions are typically 45 minutes long and scheduled weekly or biweekly for a total of 6 sessions. All sessions are conducted remotely (via doxy.me or Rutgers Zoom).

Suicide prevention interventions in inpatient psychiatry

Residents who choose this rotation will be involved in: (1) delivering a brief cognitive-behavioral intervention based on the Unified Protocol and (2) a research study that tests the effect of augmenting this in-person psychotherapy with a smartphone app that allows patients to practice the skills learned in therapy in the real world. There are opportunities to deliver this intervention in both adult and adolescent populations to patients presenting with suicide risk as well as a broad range of other transdiagnostic complaints.

In addition to the clinical training opportunities, Dr. Kleiman will serve as a research mentor to residents who choose this minor rotation. Dr. Kleiman's lab (www.kleimanlab.org) focuses on using technology to predict and prevent suicidal thoughts and behaviors. Residents will be able to learn about how to use technology like smartphones and wearable devices in their research, as well as how to work with the data that come from these technologies.

Tobacco Research and Intervention Lab.

Rutgers RWJMS Department of Psychiatry faculty member Marc Steinberg, Ph.D. is the director of the [Tobacco Research and Intervention \(TRI\) Lab](#). The TRI lab focuses on tobacco use and dependence, including tobacco dependence treatment development, tobacco use in smokers with psychiatric comorbidity, the relationship between smoking and task persistence/distress tolerance, and motivational interviewing as an approach to encourage smokers to make a quit attempt. We have used human laboratory designs to study predictors of initiation of quit attempts (i.e., task persistence / distress tolerance) and clinical trials to develop treatments to encourage and facilitate quit attempts (i.e., variations of cognitive behavioral therapy, motivational interviewing, and reduction-to-quit strategies). A minor rotation in the TRI lab is dependent upon funding for a clinical trial grant application submitted to the National Cancer Institute. Dr. Steinberg will serve as a research mentor to a Psychology Resident interested in doing their required research on issues related to tobacco or cannabis use disorder regardless of grant funding.

Children's Specialized Hospital.

In affiliation with Rutgers RWJMS, this minor rotation offers Psychology Residents an opportunity to work in an inpatient rehabilitation pediatric hospital for patients in need of intensive and comprehensive therapy as a result of brain injury, chronic illness, spinal cord injury, prematurity of infancy, and chronic pain syndromes. In addition to individual therapy, Psychology Residents are able to facilitate groups, conduct psychological testing, work with family members, and consult with other disciplines.

Consultation / Liaison (C/L).

A Psychology Resident will have the opportunity to work on the C/L service in Robert Wood Johnson University Hospital in New Brunswick working on a multidisciplinary treatment team.

Children's Center for Resilience and Trauma Recovery.

The Rutgers Children's Center for Resilience and Trauma Recovery (CCRTR) is a SAMHSA-funded Category III Trauma Services Training Center. A Psychology Resident on this rotation is provided with training in evidence-informed approaches to trauma, including Attachment, Self-Regulation, and Competency (ARC), ARC Grow- A Caregiver Skill Building Intervention, and Youth Mental Health First Aid. In addition, the Psychology Resident has opportunities to provide education and consultation and to assist in ongoing trainings. Psychology Residents also develop important science communication skills by writing a monthly article for the CCRTR website and posting to the CCRTR social media accounts. Additional information may be found on their website at: <https://rukidsrresilient.org/program/>

Substance Use Disorder (SUD) Treatment.

The SUD Treatment minor rotation will offer Psychology Residents the opportunity for training and service delivery in behavioral addictions and SUD, including OUD treatment. Rotation locations include:

- Adult SUD Treatment at New Brunswick Outpatient at Rutgers Health Specialized Addiction Treatment Services (SATS). SATS provides interdisciplinary treatment for people with SUD, in addition to an Acute Withdrawal Management (AWM) program for people who have OUD, which specifically offers buprenorphine induction. SATS also offers intensive outpatient programming (IOP) and a separate IOP at the Middlesex County jail. Interns would work alongside other psychology students and interns, RNs and APNs, MD/DOs, and social workers.
- Rutgers New Jersey Medical School (NJMS) Addiction Medicine Clinic. NJMS operates a large clinic that offers buprenorphine services to underserved Newark residents who have OUD. Interns will have the unique opportunity to train alongside medical residents, nurses, APNs, and social workers in the evaluation and treatment of patients who have OUD, other SUD, and behavioral addictions.
- RWJBarnabas Behavioral Health (RWJBBH). RWJBBH offers a full continuum of behavioral health services, SUD treatment, and comprehensive medical care, including inpatient and outpatient SUD programming for children/adolescents, adults, and older adults. Here, interns will train alongside APNs, MDs, social workers and medical and social work students.
- Rutgers Health Addictions Center (RHAC). Located 20-minutes from New Brunswick, research and training in evidence-based practice is a central part of this center's mission. The Center has several SUD treatment components and levels of care including inpatient, inpatient withdrawal management, partial hospitalization, outpatient/intensive outpatient, and medication treatment services including for OUD.

DIDACTICS

One day per week is dedicated to didactic training which includes mentored research time, attendance at Rutgers RWJMS Department of Psychiatry Grand Rounds presentations, and seminars attended either by the Psychology Residents alone, or as part of integrated training with the Rutgers RWJMS psychiatry residents. The didactic trainings are composed of distinct modules. The didactic program is subject to change each year based on Psychology Resident needs and faculty availability.

Didactics topics and seminar series offered over the past two years include:

- ACEs and trauma-informed clinical care
- ARC training series
- Case-based assessment series
- CBT case conceptualization
- CBT in patients with physical health comorbidity (e.g., Parkinson's Disease)
- Committee on Professional Practice and Standards
- Electronic cigarettes
- Grand Rounds at RWJMS Department of Psychiatry – many topics
- Journal club – many topics based on Psychology Resident interest

- MMPI-3
- Motivational Interviewing seminar series (usually 7 sessions)
- Multicultural treatment considerations
- New Jersey screening/commitment laws and the role of designated screening centers
- Opioid use disorder
- Professional development
 - Applying for post-docs
 - Personal productivity
 - Leadership and management for psychologists
- Psychological interventions for cancer survivors
- School violence
- Sleep and sleep disorders
- Social Emotional Learning
- Suicide assessment
- Therapy for Arab American clients
- Tobacco use & dependence in behavioral Health
- Treating substance use disorders in the LGBTQ community
- Working with LGBTQ clients

In addition to the didactic trainings, Psychology Residents are required by UBHC to complete a series of mandatory live and on-line trainings that are required of all behavioral healthcare clinicians. Information on these required trainings is reviewed with Psychology Residents at orientation and completed during the orientation period. Completion of these trainings by Psychology Residents is monitored by UBHC. Rutgers UBHC and RWJMS provide a broad range of optional training presentations, conferences, and seminars that supervisors and Psychology Residents are encouraged to attend. Psychology Residents will attend relevant Rutgers RWJMS Department of Psychiatry Grand Rounds presentations and one Psychology Resident will have an opportunity to present at Grand Rounds.

Finally, Psychology Residents will attend the Rutgers RWJMS Department of Psychiatry annual poster session (assuming social distancing guidelines allow the poster session to be held) in which faculty and trainees present their research.

RESEARCH

The Psychology Residents have 2-3 hours per week protected for working on a research project. Given the limited number of hours allocated, the most appropriate types of projects are likely to be critical literature reviews or assistance in writing up manuscripts or grant applications. Most of the work is likely to be conducted remotely from the research mentor's lab / office space.

The goal is for the Psychology Resident to gain valuable, mentored research experience. The hope is that this will be a "win-win" in which the research mentor also gains needed assistance in moving a paper or grant along.

The Psychology Residents is to meet with the potential research mentor to come up with a research plan for the year. This should be a feasible plan in which the Psychology Resident contributes meaningfully to a research project and gains a meaningful educational experience. The research plan should be submitted to the Director of Internship Training for approval though it is assumed that the plan will be flexible given the needs of the mentor and the Psychology Resident.

Some recent publications and presentations resulting from Psychology Residents' research projects with their research mentors include:

Publications (Psychology Resident name in boldface type)

Interian, A., Miller, R. B., St. Hill, L. M., Latorre, M., King, A. R., Rodriguez, K. M., Mann, S. L., **Kashan, R. S.**, Dissanayaka, N. N., & Dobkin, R. D. (in press). A pilot study of telehealth mindfulness-based cognitive therapy for depression in Parkinson's disease. *Journal of Geriatric Psychiatry and Neurology*.

Interian, A., Mann, S. L., Mavandadi, S., St. Hill, L. M., **Kashan, R.**, Rodriguez, K. M., & Dobkin, R. D. (in press). Criticism in the Parkinson's caregiving relationship: A key target for intervention. *Journal of Geriatric Psychiatry and Neurology*.

Donadio, M. Valera, P., & Sinangil, N. (2021). Understanding attachment styles, adverse childhood events, alcohol use, and trauma in Black and Latino Men with criminal justice histories. *Journal of Community Psychology*, 1-13. <http://doi.org/10.1002/jcop.22773>

Posters / Presentations (Psychology Resident name in boldface type)

Moore, K., Massie-Lambert, S., **Martinez, E.M.**, & Gara, M. (2019, August). The impact of a caregiver intervention for families of young children affected by complex trauma. Poster presented at the American Psychological Association Annual Convention.

Schweitzer, E., **Urmanche, A.A.**, Zhao, J., Kong, J., Hafezi, S., & Konova, A. (2022, June). *When everyone's a critic: How social factors impact individuals with opioid use disorder and influence treatment engagement*. Poster presented at the 84th Annual Scientific Meeting of the College on Problems of Drug Dependence, Minneapolis, MN.

REQUIREMENTS FOR COMPLETION OF INTERNSHIP

The following requirements must be met to the satisfaction of the Training Committee to receive satisfactory certification of internship completion:

- The internship requires a total of 2000 hours. The bulk of this will time will be supervised work in the major rotation, but will also include time in the minor rotation, doing research, attending didactic sessions, and completing psychological evaluations. A minimum of 500 hours in the provision of direct face-to-face clinical services is required.
- All rotations must be satisfactorily completed. All profession-wide competency ratings must be at a level of at least "intermediate skill" level by the completion of the internship as rated by your supervisors.

- Interns must complete all assigned clinical documentation and administrative record keeping.
- Interns must attend the Didactics Program.
- At least four Psychological Evaluations with an integrated written report must be completed. Feedback on the results of the evaluation must be provided to the referral source and the individual tested, as well as to family members when appropriate.
- All supervisor evaluation forms, seminar evaluation forms, and Internship Program Evaluation forms must be completed.
- Participation in routine case conferences and meetings required for the major and minor rotations are expected.
- Participation in a research presentation is required. This exercise involves presenting on an article chosen by the Director of Internship Training relevant to the intern's interest. The presentation will be attended by the Director of Internship Training and their fellow interns. Feedback on the presentation will be provided. The intern will also write up a review of the article as if they were reviewing a manuscript under consideration for publication. At least one faculty member will read the article and the interns' write-up. They will then provide feedback to the intern and the Director of Internship Training. Should faculty deem the review inadequate, the intern will complete another review of another article until it is completed to faculty satisfaction.



APPLYING TO THE PROGRAM

Rutgers University Behavioral Health Care in Piscataway is seeking applicants who are trained in evidence-based practices and open to learning in a productive and supportive setting. Applicants must have successfully completed any qualifying exams and have successfully proposed their dissertation by the time the application has been submitted.

Applicants should highlight the match between their clinical and research interests and experience with their major rotation choice. Applicants may apply to more than one track when

there is a good reason to do so. We place a high value on prospective Psychology Residents' understanding of, and experience with, a variety of diversity issues.

INTERNSHIP ADMISSIONS, SUPPORT, AND INITIAL PLACEMENT DATA

Applicants should have completed all the coursework required for the Ph.D. or Psy.D. Degree in an APA-, CPA-, or PCSAS-accredited doctoral program and should have received supervised clinical practicum training. We prefer applicants from clinical psychology programs, but will also consider applicants from counseling psychology, and in some cases, from school psychology programs. Rutgers RBHS is committed to recruiting and maintaining a diverse professional staff and student body.

Applicants must have successfully passed comprehensive or qualifying examinations, and successfully proposed their dissertation proposal before applying.

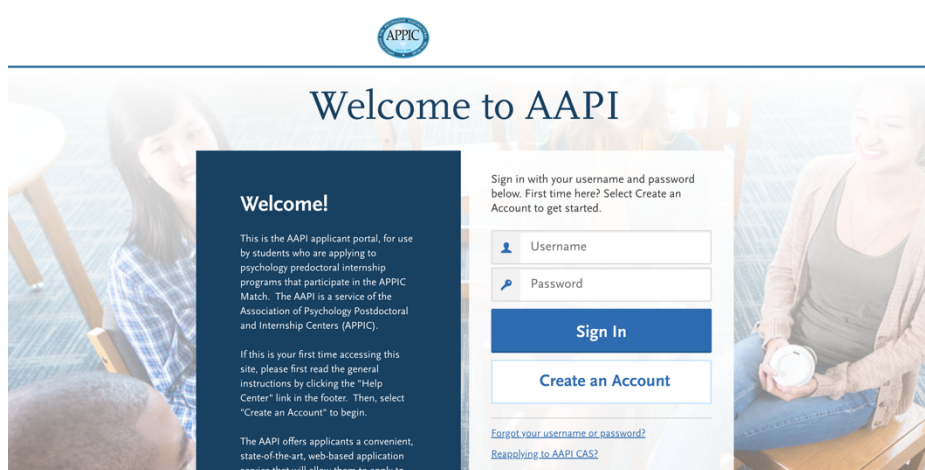
Along with the APPI Internship application, please include your CV and three (3) letters of recommendation from individuals who are in a position to evaluate your clinical skill and to comment on your strengths and weaknesses. We also request an official graduate school transcript as part of the APPI Internship application. In addition, please provide one (1) written work sample in the form of a de-identified assessment report.

Applicants are expected to express interest in one or more of our six specific major tracks when applying. Practicum and/or research experience should support your major track choice. Applicants should highlight related experience, interest, and goals with respect to the track to which they apply. We emphasize that the internship demands maturity, motivation, autonomy, and focus.

We do require that applicants have received a minimum number of hours of the following at time of application:

- Total Direct Contact Intervention Hours: 450 hours minimum
- Total Direct Contact Assessment Hours: 100 hours minimum

Applicants should apply via the APPIC Application process. In ranking candidates, we are particularly attentive to the match of the applicant's interests and career goals with our opportunities and resources. We are particularly attuned to the match between the applicant and their choice of major track. You may apply to more than one major track, however, there should be a clear rationale for doing so.



We adhere to all APPIC requirements in meeting, interviewing, and considering candidates for our internship program. 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 applicant. The following steps are taken from the time the completed application is received through to the final ordering of applicants:

The Doctoral Psychology Internship Director and Training Committee read and review all applications. Based on the prospective Psychology Resident's credentials and our judgment as to goodness of fit, decisions are made regarding extending interview invitations.

We prefer candidates who have completed all or almost all requirements for their degree, have outstanding letters of recommendation, have completed at least 2-3 years of practicum experience, and are an excellent match for their major track of choice. We have traditionally invited approximately 40 individuals, out of approximately 130-165 applications for interviews to fill five trainee slots. We are now offering nine trainee slots and therefore expect to receive more applications and to interview more applicants.



Selected applicants are invited to attend one of several interview dates scheduled in December and January. The prospective applicants meet with faculty and staff before also meeting with the current intern group to obtain unencumbered and uncensored feedback from the Psychology Residents who are immersed in the program. We will schedule only VIRTUAL interviews for December 2022 and January 2023. This decision was made in part because of continued uncertainties regarding variants of COVID-19 and how this could influence travel, but even

more so by our commitment to equity. Flying around the country to go to interviews is expensive and often physically and emotionally difficult, which may cause qualified applicants to apply to fewer programs. We hope by offering only virtual interviews, we can contribute to a more equitable system.

Interviewers complete a rating form describing the applicant's strengths, weaknesses, and goodness of fit. Interviewers also discuss their impressions of the candidates with each other and with the training director to determine a final ranking.

If you are matched with Rutgers University Behavioral Health Care, the University will conduct a criminal background check at no cost to you. To do so, we will give our Human Resources department your identifying information. While employment is contingent upon successful completion of a background check, a criminal conviction does not automatically prohibit employment.

Eligibility for employment will be determined by the administration of University Behavioral and Correctional Health Care in consultation with Rutgers Human Resources. Applicants who match to our program but do not successfully pass this background check will not be employed as. Psychology Residents (APPIC Match policy 6b states, "Appointments of applicants to internship positions may be contingent upon the applicants satisfying certain eligibility requirements. Such eligibility requirements must be clearly specified in the internship programs' written materials and provided to applicants in advance of the deadline for submitting rankings for the APPIC Match.")

In addition, if you are working on a unit treating substance use disorders, you will be required to pass a drug test.

Finally, Applicants should be aware that as a "Covered Individual" under [University Policy 100.3.1](#), you will be required to receive a COVID-19 vaccination. The university is [mandating COVID-19 vaccination](#) for those employees covered under the newly revised [Immunization Policy for Covered Individuals, University Policy 100.3.1](#). For these covered individuals, who are certain employees who work in health care and public safety positions (see the policy for more information on who is covered), the university is requiring them to upload their vaccination information to the [Rutgers Vaccination Portal](#). For additional, up-to-date information on Rutgers policies related to COVID19 (as they are subject to change as circumstances changes or new knowledge comes to light), please visit the web at <https://coronavirus.rutgers.edu/>.

NON-DISCRIMINATION POLICY

It is university policy to provide equal employment opportunity to all its employees and applicants for employment regardless of their race, creed, color, national origin, age, ancestry, nationality, marital or domestic partnership or civil union status, sex, pregnancy, gender identity or expression, disability status, liability for military service, protected veteran status, affectional or sexual orientation, atypical cellular or blood trait, genetic information (including the refusal to submit to genetic testing), or any other category protected by law. As an institution, we value diversity of background and opinion, and prohibit discrimination or harassment on the basis of any legally protected class in the areas of hiring, recruitment, promotion, transfer, demotion, training, compensation, pay, fringe benefits, layoff, termination or any other terms and conditions of employment. For additional information please see the [Non-Discrimination Statement](#).

To learn more about Rutgers University's commitment to diversity and inclusion on its campuses, [click here](#).

FINANCIAL AND OTHER BENEFIT SUPPORT FOR UPCOMING TRAINING YEAR

The internship stipend is \$31,000 and includes medical benefits. Medical Benefits begin 60 days after the start of the internship. Psychology Residents do not receive Pension and Life Insurance Benefits. Medical Insurance and Prescription Plan (with small employee contribution towards premium cost); Optional Dental Plan available at low premiums (Benefits initiate 60 days after effective day of hire); 15 Vacation Days, 12 Sick Days, and 8 Paid Holidays.

Annual Stipend/Salary for Full-time Interns	\$31,000
Annual Stipend/Salary for Part-time Interns	N/A
Program provides access to medical insurance for intern?	Yes
If access to medical insurance is provided:	
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?	Yes
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	15 days
Hours of Annual Paid Sick Leave	12 days
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

INITIAL POST-INTERNSHIP POSITIONS

Aggregated Tally for the Preceding 3 Cohorts (2018-2021)		
Total # of Psychology Resident who were in the 3 cohorts	15	
Total # of Psychology Residents who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	PD	EP
Academic teaching	1	0
Community mental health center	0	0
Consortium	0	0
University Counseling Center	0	0
Hospital/Medical Center	2	2
Veterans Affairs Health Care System	3	0
Psychiatric facility	0	0
Correctional facility	1	0
Health maintenance organization	0	0
School district/system	0	2
Independent practice setting	4	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		

ACCREDITATION STATUS

The Rutgers University Behavioral Health Care psychology internship program is accredited by the Commission on Accreditation of the American Psychological Association. The program's last site visit was in August 2017. We received 10 year reaccreditation. Our next site will occur in 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 First Street, NE
Washington, DC 20002
<tel:202-336-5979>
apaaccred@apa.org
<http://www.apa.org/ed/accreditation/>

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