



# Intern Manual

**Centerstone Consortium**

Predocloral Psychology Internship

2023-2024



CENTERSTONE

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# Overview

## Introduction

The Centerstone Consortium consists of six sites linked by a focus on providing training in community based psychology. Each site offers training opportunities in psychotherapy and assessment, with an emphasis on equitable care and meeting the needs of historically underserved populations. The aim of this program is to support trainees in their development as robust generalists with a passion for socially just care. Our consortium agreement allows our sites to share resources, such that each intern may create an individualized training plan by exploring areas of interest beyond the boundaries of their home site. This internship offers the opportunity to actively engage in multiple health systems, allowing interns to crystallize their professional identity through diverse didactic, clinical, and supervisory experiences.

## Organization and Structure

The Internship is sponsored by Centerstone in Bradenton, FL. Founded in 1955, Centerstone operates the area's only Joint Commission accredited non-profit hospital and is the largest outpatient specialty practice in the region, with both child and adult providers. Centerstone specializes in mental health and addiction disorders, and maintains the stance that health and wellness is possible for every family. Centerstone Hospital and Addiction Center is an agency providing crisis services and comprehensive addiction services. Centerstone Clinics offer mental health counseling, family counseling, group psychotherapy, medication management, and addiction services for a community based population across the lifespan. Centerstone employs over 450 staff in the state of Florida, who provide care to over 14,000 patients a year, including 3,500 children.

Centerstone has partnered with AllCare Medical Centers, Psychological and Neurobehavioral Services, CenterPlace Health, Winter Haven Hospital, and All Star Children's Foundation to create a consortium, which reinforces our program's mission: To provide training to future health service psychologists whom have a passion for expanding access to mental health care. To that end, the consortium is dedicated to providing training experiences in effective mental health care delivery systems, collaborative partnerships, and integration with other disciplines (primary care, psychology, case management, social work, nursing, and counseling). Each site and internship track has a unique emphasis, however, the training experiences are united by the program's mission, as well as shared didactic, training, and supervision experiences.

The Centerstone Consortium is accredited by the Commission on Accreditation of the American Psychological Association. Questions related to the programs' accreditation status should be directed to the: Commission on Accreditation: Office of Program Consultation and Accreditation American Psychological Association, 750 1st Street, NE, Washington, D.C. 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 Region

There are nearly 250 days of sun each year in Central-Southwestern Florida. The area is host to stunning beaches and a wealth of biodiversity. Sports include scuba, kitesurfing, hiking, and cycling. There is also a strong cultural arts presence, with a wide array of museums and performing arts organizations. Thirty minutes to the North of Bradenton, St. Petersburg, FL hosts Florida's largest Pride celebration each year.

## Diversity

Central/Southwestern Florida is an area of great ethnic, racial, and socioeconomic diversity. Many of the clients who seek care at Consortium sites hail from historically underserved populations. The Centerstone Consortium aims to recruit trainees and staff which are reflective of our stakeholders. Past trainees have expressed feeling supported in their multiple intersecting identities, including biculturalism/bilingualism. Addressing how multicultural factors impact psychotherapy and assessment is a vital, continuous part of supervision. The Centerstone Consortium also has a bimonthly Multicultural Training Committee and a Diversity Journal Club to ensure that interns and faculty engage in an ongoing dialog regarding multicultural competence.

# About Our Consortium Members

The Centerstone Consortium consists of six active sites offering diverse experiences in professional psychology. Our sites include inpatient, residential and outpatient settings, working with clients in areas of acute care, rehabilitation, general outpatient, and forensic. Psychological assessment experience is offered at all our locations.



**Centerstone** is one of the nation's largest non-profit behavioral health organizations with locations spanning across 5 states. This site located in Bradenton, FL addresses mental health and substance abuse issues with adults, adolescents and children in an evidence-based manner. Inpatient therapy, outpatient therapy, trauma-informed care, co-occurring therapy and general child/adult assessment are common here.



**AllCare Medical Centers** is a family owned organization committed to delivering the finest possible health care to patients of all ages, from newborn to active aging adults. As a medical psychology placement, AllCare aspires to develop long-term physician-patient relationships and foster preventative and educational care for clients across the lifespan.



**Psychological and Neurobehavioral Services** is a psychology practice located in Lakeland, FL dedicated to providing quality and professional mental health services to our community and local agencies. They value providing compassion and professionalism to the patients and families they serve. Neuropsychology, forensic psychology, and general assessment are common here. This track is not accepting interns for 2023-24.



**CenterPlace Health** is a community-based FQHC health care delivery system in Sarasota County, FL. They provide comprehensive outpatient psychological services to children, adolescents, and adults. Referrals from PCPs for a wide variety of psychological and medical concerns are the norm, and include pediatric, general adult and substance abuse referrals across the age span.



**Winter Haven Hospital** offers an internship opportunity in Generalist Medical Psychology in Counseling and Assessment. The internship will be split between an outpatient primary care office and an outpatient neuropsychological assessment clinic located in the Winter Haven Hospital. There will be two internships offered in this track for the 2023-2024 internship year.



**All Star Children's Foundation** is a 5-acre campus of 6 independently licensed foster homes with an on-site Pediatric Mental Health Treatment and Research Center that serves both on-campus and outpatient families. ASCF offers evidence-based, trauma-informed assessment, consultation, and intervention for children ages 0-18 and their families with child welfare involvement.

# About Our Consortium Members

## Centerstone Outpatient Clinic

379 6th Avenue West  
Bradenton, FL 34205

## Centerstone Hospital

2020 26th Ave E  
Bradenton, FL 34205

## Psychological & Neurobehavioral Services

631 Midflorida Drive  
Lakeland, FL 33813

## AllCare Medical Centers

5860 Ranch Lake Blvd.  
Lakewood Ranch, FL 34202

## All Star Children's Foundation

3300 17th St.  
Sarasota, FL 34235

## Winter Haven Hospital

200 Avenue F NE  
Winter Haven, FL 34235

## CenterPlace Health

1750 17th St  
Sarasota, FL 34234

# 2023 - 2024 Internship Placements

## Centerstone

### Outpatient- Child #196712

On this track, interns provide psychological services to an adolescent and child population in a community based public health setting. Intern clinical services include individual and group therapy for clients with an array of presenting issues in the outpatient clinic, which is collocated with comprehensive mental health medical and case management service providers. If indicated, outpatient psychotherapy services are integrated with those disciplines. Interns often act as consultants to the allied mental health professions, who comprise our multidisciplinary care team. Interns further answer diagnostic referral questions for Outpatient and Children's Community Action Team clients through psychological assessment, and offer feedback to stakeholders, including carers and providers. Interns may also coordinate with the intern placed on the Child and Adolescent CSU to provide wraparound care to outpatient clients in crisis. On this track, interns may further choose to engage in program development and community outreach.

### Outpatient - Adult #196719

Interns will provide psychological services primarily to an outpatient adult population. Many of the clients served on this track present with complex diagnostic issues, histories of intergenerational trauma, and family systems impacted by substance misuse. Interns use a range of EBPs to provide care for clients on this rotation, especially DBT Skills. A two day intensive in DBT Skills is offered at the start of internship. Interns also act as part of the multidisciplinary team, offering consultative feedback to providers. Interns further receive referrals for psychological evaluation for clients who are not responding to treatment. Common instruments used are the MCMI and MMPI. Interns on this track may also elect an additional training experience in Exposure and Response Prevention for OCD spectrum disorders.

### Hospital Generalist - (Adult/Child) #196713

Centerstone Hospital is a not-for-profit facility offering trauma informed crisis intervention, stabilization, and treatment for individuals coping with severe and/or chronic psychiatric conditions and/or co-occurring disorders. This track offers the unique opportunity to provide care to individuals with complex presenting issues and high acuity across the life span, as interns rotate through adult and child/adolescent crisis stabilization units. Interns also further rotate through the adult hospitalization program. Interns are valued members of the multidisciplinary care team, offering consultation to psychiatric, nursing, and case management providers. Interns round with psychiatric providers, offering insight and feedback on client presenting issues and treatment planning. Due to their collaborative relationship with psychiatry, interns gain understanding of psychopharmacology and have the opportunity to observe Mental Health Court. Interns may also provide rapid psychological evaluation for diagnostic clarification of complex cases, and participate in complex case conferences. Interns additionally have the opportunity to provide clinical supervision to Peer Support Specialists.

Interns facilitate on-unit groups using a variety of evidence based and evidence supported modalities, with an emphasis on DBT Skills. Interns receive a two day Intensive Training in DBT Skills, and this rotation provides the opportunity to implement learning into practice. Although groups are oriented towards DBT Skills, interns may also develop groups based on their clinical interests. Interns have flexibility in their clinical time, which affords them the ability to provide extended intensive services to the clients who are most in need.

### Trauma Services - Lifespan (Adult/Child) #196717

Interns have the opportunity to provide trauma-focused therapy and assessment services to adults, children and adolescents who are experiencing psychological, somatic and/or behavioral problems related to sexual assault, child sexual abuse, human trafficking and other traumatic life experiences. Interns may request to have more of their caseload focus on child/adolescent or adult clients, but will see some clients across the lifespan during their internship year. Interns are part of the Trauma Services group which includes Rape Crisis Advocates, Program management and supervision by a Licensed Clinical Psychologist and LMHC, and opportunities for community outreach including participation in the annual Sexual Assault Awareness event and providing trauma-informed training to law enforcement and other professionals. Individual therapy predominates, though ongoing groups for adult survivors and non-offending parents are also provided. Interns may work with individual therapy clients for up to one year, based on client needs. A caseload generally begins with transfer clients from previous interns and is then built by the intern, including no more than 6 clinical hours per day. Flexibility in the pace of developing and managing the composition of one's caseload is supported and encouraged. Interns will receive training in Play therapy, Trauma-focused Cognitive Behavioral therapy and the Tri-Phasic Model of treatment for complex trauma. Interns are also encouraged to work from an integrative stance, incorporating other theoretical orientations and interventions based on their conceptualization of a particular client. Patient symptoms are assessed and monitored throughout treatment using evidence-based assessment measures including the TSCC, TSCYC, TSI-2 and PCL-5. Interns will receive individual and group supervision within Trauma Services, in addition to the Consortium group

supervisions which include interns across all rotations and sites. Within Trauma Services, supervision focuses on supporting interns in case conceptualization, choosing appropriate interventions, monitoring client progress, understanding countertransference, and problem solving issues related to ethics, diversity, and risk. The overall goal of your internship experience in Trauma Services-Lifespan is to build experience, confidence, and autonomy in developing as a clinician through your work with clients across the lifespan exposed to complex trauma.

### **Integrative Substance Misuse #196714**

Interns provide psychological services to adults with co-occurring substance misuse and mental health disorders in hospital, residential outpatient, and primary care settings. Interns rotate through the Medication-Assisted Treatment (MAT) programs on the Centerstone Hospital campus (outpatient, residential and detox). Interns may also select a minor rotation in integrated primary care mental health settings, to include AllCare, Centerplace Health, and Turning Points. The emphasis of this track is on public health and providing multiculturally competent care to historically underserved populations. Many of the clients interns interact with have faced structural barriers to care in the past.

Interns use a range of modalities when providing care on this track, including CBT, Motivational Interviewing, Motivational Enhancement, and DBT Skills for Addiction. Interns provide individual and group psychotherapy using these EBPs, but are also free to develop evidence supported group programming which aligns with the trainee's clinical interests. Interns are further supported in treatment planning from both harm reduction and abstinence models of recovery. Interns are additionally provided with a two day intensive training in SMART Recovery at the outset of internship.

Centerstone is located in a Health Professional Service Area, and this internship track is supported by a Health Resources and Services Administration (HRSA) Graduate Psychology Education grant. As a result, interns who complete their predoctoral psychology internship on this track have increased eligibility for National Health Service Corps loan repayment programs, should they continue their careers at qualified sites. Please see [Loan Repayment | NHSC \(hrsa.gov\)](#) for more detail.

### **AllCare Medical Centers**

#### **Medical Psychology Generalist- AllCare #196711**

AllCare provides primary healthcare to patients of all ages (from newborn to aging adults), with a psychological component integrated throughout the practice. Interns will provide individual and family therapy to an outpatient population of children, adolescents, adults, and geriatrics with acute mental health issues. Interns will also provide comprehensive psychological assessments those populations, to aid in diagnostic clarity and treatment planning. Also, interns will provide neuropsychological assessments to patients presenting with diverse psychological, neuropsychological, and medical conditions. Interns will be providing these services in office, skilled nursing, and hospital settings.

### **CenterPlace Health**

#### **Integrated Behavioral Health #196718**

Interns will provide comprehensive outpatient psychological services to children, adolescents, and adults within the context of a community-based FQHC health care system in Sarasota County, FL. CenterPlace Health (CPH) offers health care services at six locations throughout Sarasota County. A wide range of primary health care services are offered (e.g., Pediatrics, Family Medicine, OB/Gyn, Dentistry, etc) and CPH collaborates with a host of community partners to ensure integrated care, addressing the whole person. Referrals to CPH Behavioral Health are made by health care providers within the CenterPlace system for a wide variety of psychological and medical concerns.

The intern will participate 1-2 days per week in the CenterPlace Diagnostic Clinic. Psychological evaluations address a broad range of referral questions from both a nomothetic and idiographic framework. A wide range of behavioral, psychometric, and projective methods are typically employed. The age of referred patients ranges from preschooler to senior adult. A particular emphasis is often school-age children and insuring that educational and psychosocial needs are being met within the school setting. In addition to conducting initial intakes, providing comprehensive psychological evaluations, and completing comprehensive reports; the intern will participate in and ultimately lead in the dissemination of findings and recommendations to patients and family members. The intern will also be expected to provide mentorship and direct supervision to graduate students completing their assessment practicums from local universities, such as NLU.

Referrals for psychological services come from physicians or allied health professionals within the CenterPlace Health system. The intern will work closely with health care providers as they communicate using the Athena-based medical chart and HIPPA-compliant texting system. While all Diagnostic Clinic appointments are in-person, psychological interventions, such as individual and family therapy, are delivered using a hybrid model of service delivery. That is, the intern's case load will consist of a combination of telehealth and in-person therapies. The ratio of in-person to telehealth services will be established with each intern individually and there is flexibility in this regard as long as acceptable exposure to both modalities has been achieved. Interns can expect to be exposed to a wide range of outpatient therapeutic interventions (individual, family-based, parent education models) under the supervision of Dr. Hodgens, provided in an eclectic and supportive environment that supports personal and professional growth.

## All Star Children's Foundation

### Trauma-Focused Child Assessment & Treatment #196721

Interns provide multidisciplinary assessment, consultation, and treatment for children ages 0-18 and their families with child welfare involvement. All children have a history of trauma, maltreatment, and/or involvement with the child welfare system. Interns are trained in a comprehensive model of care for children in out-of-home foster care that includes focus on birth parent engagement, trauma-informed systems work, evidence-based clinical services, child-focused enrichment opportunities, and foster parent training and support. In particular, the intern conducts weekly comprehensive psychological evaluations to assess children's cognitive, developmental, emotional, and behavioral functioning alongside a multidisciplinary team of providers. The intern gains exposure to multiple evidence-based interventions for childhood trauma, including Trauma-Focused Cognitive Behavioral Therapy (TF-CBT), Parent-Child Interaction Therapy (PCIT), Eye Movement Desensitization and Reprocessing (EMDR), and Attachment, Regulation, and Competency (ARC) interventions, and delivers evidence-based, trauma-informed mental health therapy to children with identified trauma histories. Additionally, the intern consults and collaborates with various systems and providers working with children in foster care to support trauma-informed approaches to care.

## Winter Haven Hospital

### Medical Psychology Generalist-Winter Haven Hospital #196720

Winter Haven Hospital aims to train psychology interns to become generalist psychologists, who are well-equipped to provide a range of clinical services in healthcare settings. Interns will split their time between two settings: an outpatient primary care office and an outpatient neuropsychological assessment clinic. In addition to providing clinical services, interns will have opportunities to develop supervision skills by assisting in the supervision of advanced doctoral students.

- Supervisor of Primary Care Clinic: Shannon Smith, PhD, ABPP
- Supervisor of Outpatient Neurorehabilitation Program: Jeffrey Reddout, PhD

In the Primary Care Clinic, interns will work with patients across the lifespan. Interns provide consultation services to medical physicians and residents, warm handoff services, brief interventions, individual therapy, group therapy, and psychological assessment.

- Interns will complete frequent comprehensive psychological assessments of pediatrics and adults, including Autism, ADHD, and learning disability evaluations. Examples of assessment measures that will be utilized include: WISC-V, WPPSI-IV, WAIS-IV, WJ-IV Achievement, ADOS-2, ADI-R, SRS-2, BASC-3, NEPSY-2, and WRAML-3. Interns will conduct the clinical interview, administer and interpret assessments, write the psychological report, and conduct the feedback session.
- Interns will maintain a caseload of individual therapy clients under a short-term therapy model. Most patients are seen for a course of 3 to 8 sessions, once every 2 to 3 weeks, depending on patient needs. Additionally, interns will co-facilitate a therapy group once a week.
- The primary care clinic is home to a Florida State University Family Medicine Residency Program; therefore, interns work closely with faculty and resident physicians.
- In the Outpatient Neurorehabilitation Program, interns will provide neuropsychological services to adults -- primarily neuropsychological assessments.
- Examples of types of assessment include: assessment of dementing conditions, traumatic brain injury, stroke, neurological conditions (e.g., Parkinson's, multiple sclerosis, ADHD), concomitant mental health concerns, and pre-surgery psychological evaluations. Some of the assessment measures that the intern will utilize include: WMS-IV, WCST, WAIS-IV, Trail-Making Test (Parts A & B), DKEFS, MMPI-3, and additional tests from the Halstead-Reitan battery. Interns will work closely with the neuropsychologist on all parts of the evaluation process.
- Additionally, some opportunities for therapy service delivery may be available.



# Centerstone Consortium

## Aims and Competencies

Centerstone Consortium psychology interns will develop specific competencies in areas consistent with evidence-based practices within the science of psychology through a practitioner-scholar training model. In these competency areas, interns are expected to:

1. Embrace the science of psychology by actively engaging in research & scholarly activities. Interns are expected to attain competence in critically evaluating research, using knowledge of scientific methods to formulate research questions, and competently communicating research to others. (C-8 I.I)
2. Be professional and maintain a highly ethical mindset when evaluating issues that occur in clinical practice. Interns are expected to be cognizant of Florida laws and rules, the APA Ethical Principles of Psychologists and Code of Conduct, and policies of the Consortium sites. With this knowledge, interns are expected to act in the highest ethical manner at all times during their internship. (C-8 I.II)
3. Develop an awareness of individual differences and to be able to recognize/understand a wide range of mental health functioning within a large and diverse context. Further, interns will demonstrate sensitivity in applying such knowledge to work effectively with the diverse clients that they will encounter on internship. (C-8 I.III)
4. Manage their personal practice with concern, accountability, integrity, honesty and openness. This practice pattern is expected to demonstrate more independence than at a practicum level and to increase during the course of internship. Interns will further be expected to manage more challenging and complicated clinical situations over the course of their internship. (C-8 I.IV)
5. Demonstrate effective communication and interpersonal skills when working with clients, co-workers, peers, organizations, supervisors and others. Such skills facilitate treatment planning, foster community/clinical partnerships and maintain a well-functioning clinical group. A thorough grasp of psychological concepts, delivered in an audience-accessible manner is expected. (C-8 I.V)
6. Administer and interpret assessment results in a manner that creates sound diagnoses and guides treatment. The integration of data from multiple sources to create a unitary picture of a client's functional and dysfunctional behaviors is a critical psychological skill, as is the use of DSM/ ICD to create accurate diagnoses. Accurate verbal and written communication is also expected. (C-8 I.VI)
7. Implement evidence-based treatment services when providing care to clients. Such interventions should be targeted, founded on solid scientific principles and effective, with on-going self-evaluative processes used throughout. Interventions should demonstrate good working relationships and should evidence well-considered clinical conceptualizations. (C-8 I.VII)
8. Skillfully mentor others in the health care field. Accordingly, interns are expected to take on a mentoring role with psychology externs and psychiatric residents during the course of the internship. Such relationships should be understanding, helpful and focused on supervisee growth. A competent knowledge of supervisory roles should also be demonstrated. (C-8 I.VIII)
9. Work collaboratively with other healthcare professionals. Such work should demonstrate an intern's ability to problem-solve in an interdisciplinary milieu and also to share clinical insights to further service delivery. Awareness and implementation of consultation strategies should be in ready evidence. (C-8 I.IX)

By internship's end, interns will have developed competencies in psychodiagnostic assessment, provision of psychotherapy, and consultation through the planned, orderly and increasingly complex course of the internship. Training is at a post-practicum, pre-doctoral level.

# Internship Specifics

## Application Process

Centerstone Consortium participates in the APPIC Match and uses the Online APPI application materials. In addition to those materials, a child psychological assessment is required for applicants wishing to be considered for the Centerstone Child Outpatient Track and Centerplace Health sites. Completed applications are due 11:59 p.m. on November 30, 2023; incomplete packets will not be reviewed.

*NOTE: Successful applicants should have completed at least 420 intervention hours and 125 assessment hours. Due to the experiential challenges brought on by the pandemic, these hours are not requirements. Applicants will need to have passed their Comprehensive Exams by the date of their application. Their capstone project or dissertation proposal must be approved prior to the ranking deadline.*

Upon review by the Selection Committee, prospective interns will be contacted to arrange interviews. Interviews will include direct contact with psychology supervisors. Zoom-based interviews will be offered, but interns may select to meet with potential supervisors on site during interview days. Two virtual open houses will be held on Friday, January 6 and Friday, January 20, during which applicants will have the opportunity to meet with Consortium Interns.

After completing interviews, the Selection Committee will rank order prospective interns following all APPIC Match policies.

## Available Internships/Stipend

For 2023-2024, there are 23 available full-time internships amongst our consortium members. The anticipated stipend is \$31,500 for all sites and rotations.

## Title

Each intern will be designated as a “Predoctoral Psychology Intern” in all Consortium communications, in all Consortium documentation and in all public information dissemination. It will be clear at all times that the “Predoctoral Psychology Intern” is not able to practice independently and is functioning under the direct supervision of a licensed psychologist.

## Duration/Direct Client Contact

This internship consists of a minimum of 2000 hours, conducted over a 12-month period. Extensions beyond the 12-month period will be considered in rare cases where situations arise that would not allow the accumulation of at least 2000 hours. Interns are onsite 40 hours a week until the completion of a three month probationary period. Telehealth may be an option on some tracks after the probationary period at the discretion of the clinical supervisor.

Interns initially begin by either shadowing established providers, engaging in co-therapy with their supervisors, and/or being precepted by their supervisors. Once interns have achieved competency and are ready for supported clinical service provision, interns build a caseload of at least 10 hours of direct clinical contact per week. As interns become increasingly independent, they may engage in up to 25 hours of weekly direct clinical contact. Interns average 500-700 direct contact hours over the course of the year. All clinical experiences are oriented towards training, and in supporting interns in development of competency as an eventual health service psychologist.

## Personnel Records

Sites will maintain a personnel file, which will contain documentation regarding all aspects of your tenure with the internship. All material in the file is strictly confidential. Access to the file is restricted to those who have a “direct need to know.” You may review your personnel file with advance notice to the appropriate site agent. If you wish copies of anything in your file, you may be asked to pay the cost of copying these documents.

To ensure that your file is up to date at all times, you must notify the Consortium of any changes in the following:

- Emergency Numbers
- Home Address
- Telephone Number
- Educational Achievements
- Marital Status, Dependents, Beneficiary (only if needed for benefits offered)

## Director of Training

The Director of Clinical Training is Stacey Nemeth Roberts, Ph.D. She can be reached at (941) 782-4150 or at [Stacey.nemethroberts@centerstone.org](mailto:Stacey.nemethroberts@centerstone.org).

## Graduate Education Coordinator

The Graduate Education Coordinator is the primary administrative consortium contact during your internship. The Graduate Education Coordinator is: Roslynn Braynen MA61155. She can be reached at Roslynn.braynen@centerstone.org or at (941) 782-4365. E-mail is preferred.

## Administrative Support

Administrative support services are available to all interns. These include, but are not limited to: front office/scheduling staff, administrative supervision, computer access/orientation, full information technology support, software/electronic medical record assistance, provision of needed office supplies, and ordering of testing materials. Each site has dedicated people/procedures ready to help you to be successful. You will receive materials regarding your site's individual procedures at orientation.

# Policies and Procedures

## Orientation

During the initial days of internship, interns receive important information regarding their position, expectations, office policies, benefit programs, in addition to other information necessary to acquaint them with their job and placement site(s). Interns will also complete all onboarding paperwork. Interns should use this orientation period to familiarize themselves with site and consortium policies. Supervisors will direct interns to the specific policies and procedures which are important for interns to be aware of in order to successfully integrate into their placement(s).

Some of the policies to be aware of are listed below; however, there are additionally other track specific policies that are not delineated below. In all policy matters, the most rigorous requirement of either Centerstone or member sites is the one to be followed by the intern.

## Attendance/Hours

The operation of clinical services at all sites requires that interns be present on time to facilitate an optimal training experience. Interns must notify supervisors prior to their start time if they will be late or absent such that clients may be notified. Given its potential impact on client care, unnecessary tardiness and excessive absenteeism may result in disciplinary action up to and including termination of internship.

All predoctoral psychology interns are hourly nonexempt employees of Centerstone, and are employees of their home placement site. Internship schedules will vary from site to site, and between tracks within a site. Please check with your supervisor about the expected hours, allowances for telework, and other expectations which are site and program specific. Telework is an option at some sites, and may be granted by your supervisor if deemed clinically and developmentally appropriate. Telework is a privilege, and may be revoked if no longer fitting for your clinical practice.

All time is logged in through the Centerstone based Workday system, which requires you to log in when you begin your day and log out when you finish. These electronic records serve as your timesheets and are legal documents.

## Meal Periods

Your lunch period should be coordinated with your schedule. Each site has different lunch period expectations and you should talk with your site representative about the expectations of a particular site/program. In all settings, meal times away from your desk/office over 20 minutes are not counted as work hours and must be logged out of Workday as such.

## Short Work Breaks

Work breaks of less than 20 minutes are counted as worked, though your program may have you sign out/ sign in for such short breaks. Such short breaks should be used in a professional manner and excessive use can become a supervision issue.

## Travel Between Sites

Travel between sites counts both as time worked and can be reimbursed for mileage/tolls. It is the intern's responsibility to submit travel documentation for reimbursement. Travel between a required didactic/conference and a site also counts both as time worked and can be reimbursed for mileage, provided that a return to the site (or leaving from the site) has a functional purpose approved by the site supervisor. Carpooling may be required by the site supervisor for some activities. Time spent driving from your residence to a site (for work, didactics, conference) is not included in your work hours.

## Overtime

The Consortium is committed to maintaining a 40-hour per week training experience to facilitate a reasonable internship-life balance and establish a lifelong pattern of sustainable practice. In instances where you may log beyond 40 hours between Sunday and Saturday, you must notify your site supervisor immediately to approve such overtime in advance. Repeated requests for or instances of overtime will be addressed in supervision such that intern caseload may be adjusted appropriately, or issues with time management may be identified.

## Pay Periods/Payroll Deductions

Paydays are bi-weekly and issued by direct deposit. Only deductions required by law or authorized by you will be made from your paycheck. Required deductions are made for: Federal Income taxes, social security taxes, court-ordered child support or garnishment payments and other deductions you have authorized. You must review and submit your timecard by 4:00 pm the Friday at the end of the pay period. Failure to do so will result in your pay being disbursed at the next bi-weekly payday.

## Holidays/Vacation/Sick/Personal or PTOs

Centerstone Consortium interns follow PTO policies reviewed at Orientation. The following represent policies specific to your internship.

### PTO (Paid Time Off)

You will **accrue** 15 PTO days during your internship. Please note that PTO is **accrued** and that any vacation/ personal plans should take this into account. For example, there can be around 7 PTO days accrued between the start of internship and December holidays.

All time off must be requested at least two weeks prior to the start of the PTO. The exception to this is if you wish to take more than 10 consecutive PTO work days off; In those instances, you must notify your supervisors of that PTO request by the end of your first month of internship. For those interns at Winter Haven, Centerplace Health, AllStar, PNS and AllCare, interns must receive PTO approval from their site supervisor first, then make the PTO Workday request, noting supervisor approval.

During your last month of internship, you may not take more than 5 consecutive PTO workdays off. As this is a time for graduation and dissertation defenses, please budget for enough PTO time for those activities, while also remaining under the 5 consecutive PTO day limit.

### Holidays

There are ten paid holidays: New Years Day, MLK, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving and the day after, Christmas Eve and Day.

AllCare, PNS, CenterPlace Health, All Star, and Winter Haven may have different holiday schedules; please acquaint yourself with them. For those sites that are closed for holidays not listed above, you may have to use PTO when your site is closed. Some site/site supervisors may allow you to work off-site during such closures in order not to use your PTO time, but this is purely within the purview of that supervisor. If you work on one of the 10 Paid Holidays, you will receive holiday pay for such work; however, you will not be able to use that time off on another day.

### Notification Of Absence

When an absence cannot be avoided, you are required to contact your administrative supervisor and the consortium Graduate Education Coordinator as soon as possible, no later than your start time, except in cases of emergency. Please obtain and retain the appropriate numbers to call at your site. We will maintain the policy that any employee, who fails to report for work for three consecutive workdays without notice, has voluntarily terminated their internship.

### Doctor's Return to Work Verification

If you are absent due to illness for more than three days, we require that you obtain and provide a doctor's release to return to work. This verification is to establish that you are physically fit to do your job.

### Jury Duty

If you are called for jury duty you will be granted time off, provided proper verification of the days of service is furnished to your supervisor by the Clerk of Courts. Your rate of pay will stay constant. If your jury duty is for partial workdays, we expect you to return to work for the remainder of the day. No expenses incurred while serving as a juror will be reimbursed.

### Bereavement

In the unfortunate circumstance of a death in your immediate family, time off will be granted from work for the funeral and to attend to matters that may require your attention. Please review the bereavement policy for more specific information.

## Parental Leave

Centerstone complies with APA, APPIC, state, and federal standards regarding paternal leave. Parental leave is unpaid, but benefits continue during this period. You may use your accrued PTO time as part of your parental leave; such PTO use will not have to be made up. However, the unpaid time that you take off for parental leave will extend your internship year proportionally in order to meet all the requirements of the training year. In some situations, this extension period may be at an alternative site/program within the consortium.

Upon return to internship, Centerstone supports breast-feeding/pumping and will arrange for a private location during scheduled breaks. During your perinatal period, our health insurance also has a maternity support benefit that you might wish to access. Please provide your supervisors and the training director with substantial notice of the need to use parental leave.

## Leave of Absence

A leave of absence without pay may be granted for medical reasons, special hardships, or other extraordinary or unusual conditions. A leave of absence will not be granted to cover a shortfall in PTO. Leave will be granted at the consortium's sole discretion. To be considered for a leave of absence, you must present a written request to your supervisor outlining in detail the reasons and time period for the requested leave of absence. In the case of a medical leave of absence, or a leave due to serious illness in your family, we may ask you to provide a physician's statement before approving all or part of your request. We reserve the right to require a second medical opinion prior to granting a leave of absence or at any time during the leave. If you do not return from an approved leave of absence on the agreed upon date, your internship may be terminated.

## Inclement Weather

Our policy is to remain open to provide clinical care if possible. However, we support interns in maintaining their personal safety and well-being. In case of hurricane, tropical storm, or other severe inclement weather, please follow local government instructions regarding evacuation or sheltering in place. There are five levels of evacuation zones (A,B,C,D,E). Depending on the size of the storm surge expected by a given storm, evacuations of specific levels may be recommended or required. Those in Zone A who must evacuate should seek shelter in Zone B or above. Those in Zone B who must evacuate should seek shelter in Zone C or above.

Centerstone's West office in Bradenton is in Zones C and D. All other Centerstone Consortium sites are in non-evacuation areas. In the case that your site/placement will need to close, we will attempt to notify you using the emergency contact information you provided during orientation. Should your contact information change, please update your supervisor immediately.

## Technology

While some technology use policies are site-specific, there are some consortium-wide technology particulars.

## Email

All interns will be given a Centerstone email at the outset of the internship. This will be used for all consortium related communication. If you wish to use another email, please contact the consortium Graduate Education Coordinator. At no time should protected health information (PHI) be transmitted between Centerstone email and a non-Centerstone email (this includes AllCare, PNS, CenterPlace Health, Winter Haven Hospital, or All Star Children's Foundation emails). To access your Centerstone email from anywhere, log in to [owa.centerstone.org](http://owa.centerstone.org) and follow the instructions.

## Phishing Checks

Suspicious/questionable emails should be flagged by you as phishing attempts by pressing the Phish Alert button in the email. Centerstone regularly runs internal checks on our ability to identify Phishing attempts by sending out faux phishing emails. Responding to such emails will result in you having to take a mandatory training class in good email practice.

## Teleconferencing

Some supervision, live supervision and didactics will be conducted using secure teleconferencing (Zoom).

## Etiquette

Handheld and other portable electronic devices should be placed on silent mode during all supervisory sessions and all in-person didactics, unless an emergent need arises. During all teleconferencing, your camera should be ON and your selected background appropriate for the activity.

## Relias

Relias is the primary on-line training vehicle for the Consortium. You will have consortium-specific trainings in supervision, trauma informed care, and additional ethics and diversity training provided using this platform. Also, core didactics will be archived in Relias for those who missed the live presentation.

## FlashDrives

Flash drives are not allowed to be used with any Centerstone device at any time.

## Remote Desktop at Centerstone

There may be some times when you wish to access your Centerstone desktop remotely using your own computer/laptop. To do so, follow the remote desktop instructions found at the back of this manual. Remember to use your Domain/user name: centerstone\your.name and your usual password.

## The Source

The Source is the access portal to all things Centerstone. All questions about benefits, Workday, etcetera may be found here. Of particular help for you is the Resources area, which has many evidence-based treatment manuals, worksheet, protocols and other materials to help you with your clinical practice.

## Property/Equipment/Telephone Use

The consortium expects you to respect all equipment, and keep all equipment in good working order. You may not use office equipment for personal business without permission. Laptops and hotspots provided by the consortium should be well maintained. Be aware that there is no expectation of privacy while using any consortium laptop/hotspot.

Personal phone calls interfere with the operation of our business and should be kept to a minimum. If personal phone calls and/or text messages are received, you should return them on break or lunch times.

## Wellness

Centerstone Consortium offers resources to support intern wellbeing. These may be accessed through The Source. We particularly recommend using the free-to-you subscription to the Calm App for self-care. During your internship year, we will also provide some internship specific activities designed to improve health and wellness, including a scheduled self-care day.

## Employee Assistance Program

Interns and their dependents may seek help with family and relationship issues, parent/child matters, substance abuse issues, school related issues, life changes, stress management, depression, anxiety, and other behavioral health needs. The EAP provides up to eight free sessions per year per incident/issue. Interns should call 941.782.4379 to schedule an appointment.

## Safety and PPE

We always consider your safety a prime concern. It is our expectation that you will respect the safety of others and work in a manner that promotes a culture of safety and accountability. If an injury or illness occurs on the job, please notify your supervisor and follow the procedures at your particular site immediately.

Personal Protective Equipment (PPE) is provided for all staff and should be used as directed by your site and as supported by your own sense of security. Centerstone Consortium follows CDC guidelines with regard to infectious diseases and will communicate guidelines as they evolve.

## Smoking

We are dedicated to providing a healthy, comfortable and productive work environment. Please follow the smoking requirements of your site.

## Drug/Alcohol Free Workplaces

We recognize that the use of illegal drugs and alcohol can have an impact on the workplace in terms of safety, absenteeism, and productivity. It is our policy that your use, possession, distribution or sale of illegal drugs at any time and use or impairment by alcohol on the job or during business hours including lunch periods is not allowed. If we have reason to believe that you have drugs or alcohol in your possession, you may be asked to leave the premises and your desk may be secured. The above policy does not prohibit use of prescription medication legally prescribed by a physician.

## Medical Marijuana

Since 2014, Florida has allowed the use of marijuana for “diagnosable, debilitating conditions” that are certified by a physician. However, Centerstone adheres to Federal standards regarding marijuana use; currently, it is listed as a Schedule 1 controlled substance. As it is currently illegal under federal law to use either medically or recreationally, Centerstone will consider any drug screen that indicates the presence of marijuana (above .3% or 50 ng/ml) to be a positive drug screen. Such a screen can result in a disruption of your internship and may result in the withdrawal of an internship offer.

## **Cannabidiol (CBD)**

Since 2018, CBD products containing up to .3% or 50 ng/ml THC have been legal on a federal level and have been legal in Florida. Accordingly, the use of CBD is acceptable for use and will not disrupt your internship process. However, the labeling of many CBD products is unregulated and may contain higher levels of THC than the product states. Accordingly, caution is highly advised in the use of CBD, as any drug screen with more than .3% or 50 ng/ml THC will be considered a positive drug screen for marijuana, with all the attendant consequences. Medically-prescribed CBD use is not an explanation for a lab result higher than .3% or 50 ng/ml THC.

## **Ethics**

In addition, the success of our internship sites depends upon the way we conduct ourselves. We adhere to the APA code of ethics, as well as the Florida Laws and Rules for clinical practice as established by the Florida Board of Psychology in all activities. When there is a conflict between the two codes, we adhere to the more stringent standard. We treat clients, consultees, referring agencies, and staff with the utmost respect.

## **Immunizations**

As healthcare professionals, we often counsel our clients to take proactive measures to avoid serious biopsychosocial consequences. Accordingly, all interns are required to be fully vaccinated for COVID-19 by the start of the internship. Should you have only one dose of a two dose protocol, the start of your internship will be delayed until you can get the second dose. Reasonable accommodations for medical or religious reasons will be reviewed on a case by case basis and accommodations will be granted if they do not cause undue hardship or pose a direct threat to the safety of others. These accommodations may result in a substantially altered internship experience (i.e. different rotations) than were indicated in the internship brochure. Such requests for accommodations must be made as soon as possible. Flu vaccinations are required annually at a date set by our infectious disease staff, usually by late fall. Failure to get a flu shot by the designated time will result in the suspension of your internship until you present proof of flu vaccination.

## **Equal Employment/Harassment Free Workplace**

We believe in equal employment opportunity. Our success depends on the effective use of qualified people regardless of age, ancestry, citizenship, color, creed, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status, or any other characteristic protected by law. We comply with all State, Federal, and local laws governing nondiscrimination in employment. This policy includes all terms and conditions of employment.

Sexual harassment is not tolerated. Sexual harassment, as defined by the Equal Employment Opportunity Commission (EEOC), consists of unwelcome sexual advances, requests for sexual favors or other verbal or physical acts of a sexual or sex-based nature when: Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Sexual harassment is considered a form of employee misconduct. Disciplinary action, up to and including termination, will be taken against any intern/employee engaging in this type of behavior. If you feel that you are being sexually harassed in any way by a staff member, client, or referring agency, please inform your supervisor immediately. The matter will be fully investigated and disciplinary action will be taken against the offending party, if appropriate.

Your complaint will be kept confidential and you will not be penalized in any way for reporting such conduct.

## **Confidentiality**

Our relationship with our clients is founded on trust, and much of the information available at the site is confidential Personal Health information (PHI). Therefore, PHI must not be the subject of conversation or discussed with anyone not directly concerned with the client's care. If there is a doubt about whether or not a matter is confidential in nature, please treat it as confidential and not discuss or divulge the information in any manner. Any violation of this policy is cause for immediate termination. Please refer to the HIPAA guidelines available at each site for more information about confidentiality.

## **Standards of Conduct**

Interns are expected to adhere to the Ethical Principles of Psychologists and Code of Conduct, which is found at <http://www.apa.org/ethics/code/>. In addition to Centerstone Consortium and site specific policies, as well as Florida Board of Psychology Laws and Rules. While no list of policies is exhaustive, for the protection of clients, providers, and staff, we have established some standards for your conduct. These rules do not limit our right to impose discipline for other conduct detrimental to the interest of our clients, the practice, and other employees.

The following actions will result in disciplinary action. This list is not a complete list of conduct that will be subject to discipline. We reserve the right to determine the disciplinary action for each violation. This action may include warnings, suspensions, and/or termination. Termination may occur without previous warnings.

- Theft and falsification of records.
- Breach of confidentiality.
- Reporting to work under the influence of alcohol or unlawful drugs or possession of and sale of, unlawful drugs on office property.
- Deliberate damaging of office property, files, records, etc.
- Refusal to follow a direct order or to perform assigned work, or encouraging others to do the same.
- Immoral conduct or indecency in or around office premises.
- Absenteeism, including tardiness and leaving early.
- Unsatisfactory production and/or poor quality of work.
- Unprofessional behavior with patients and other employees.

Some egregious forms of conduct may be grounds for immediate dismissal, such as causing harm to clients or staff.

### **Gifts/Gratuities**

In order to eliminate any perception of impropriety, it is our policy to prohibit you from receiving any gift or gratuities of any level from anyone associated with or doing business with our operation without permission from your supervisor. Violations will result in disciplinary action. Gifts from clients are always a clinical dilemma and should be discussed with your clinical supervisor prior to acceptance.

### **Dress Code**

We expect that you will exercise good judgment in determining what to wear to work. We are a professional health care organization and many people that we deal with on a daily basis relate abilities and services with our appearance. Accordingly, you are required to follow the dress code at your site with the utmost diligence. We expect that all clothing will be neat and clean and in good taste. Teleconferencing dress requirements are the same for you within view of the camera.

### **Outside Employment**

Employment outside the internship in a mental health service field is not permitted.

### **Peer Representative**

In August, each internship track will elect a doctoral intern representative to attend the training committee on a biannual basis, help monitor didactic attendance, encourage supervisor/program evaluations, and otherwise facilitate the experience of internship this year.

### **End of Year Requirements**

In order to successfully complete the Internship Program, all documentation must be completed and submitted according to the requirements of your site. This includes, but is not limited to, all client notes, discharge paperwork, treatment plans, state forms, and all appointments managed. All psychological testing reports must also be completed. Failure to complete necessary documentation or manage client appointments could result in a delay in completing the internship.



# Supervision

Supervision is based on a developmental model. Supervisors maintain a stance of supportive openness in an attempt to meet each intern's individualized needs. Supervision is also an exploration of how ethical principles integrate into sensitive, trauma-informed clinical practice. Critical attention is given to the intern's assessment of their personal and professional impact on others. Interns are asked to bring their internal biases to awareness, as well as examine their stimulus value. Although supervisors may work with interns utilizing various lenses, there is always a focus on multicultural factors. As interns grow in their knowledge of clinical practice, risk assessment, and evidence-based practice, they increasingly shape the agenda developed at the outset of the supervisory dialog each week. Although interns act with increasing autonomy as they reach new developmental heights, supervisors continue to actively welcome questions.

Interns receive at least four hours of supervision per week. Two of these hours are regularly scheduled with a licensed clinical psychologist housed at the intern's placement site(s). A third hour of supervision is obtained through consortium-wide group supervision facilitated by a licensed clinical psychologist drawn from one of the consortium sites. Consortium site interns, excluding Centerstone, also engage in a second hour of group supervision led by a licensed clinical psychologist, who is employed by Centerstone Consortium. A fourth hour of supervision is led by psychology postdoctoral fellows or psychiatric providers. Supervision by licensed clinical psychologists is also available on an ad-hoc, as needed basis. Supervisors further provide co-therapy with interns and live observe service provision. Each doctoral psychology intern and their supervisor will minimally have one live observation of clinical services in the Fall and in the Spring.

The Consortium resolves to maintain adequate licensed psychologist staffing levels to accommodate the above supervision requirements. In instances of brief unforeseen absences at one site, the supervisor of another placement will provide supervision until that vacancy is filled by a licensed psychologist. Supervision across sites is not uncommon, as all consortium psychologists can supervise any of the interns.

For 2023-2024, the Consortium has the following licensed psychologists to provide the above intern supervision. They are all employed full-time unless otherwise indicated (\*):

## Centerstone

- Stacey Nemeth Roberts, Ph.D. PY10690
- Pamela Denison, Psy.D. PY9584
- Betsy Elsasser, Psy.D.\* PY10306

## PNS

- Tracey Henley, Psy.D. PY6020

## Allcare

- Matthew Nasseti, Ph.D., M.D. PY7989

## Center Place

- Bart Hodgins, Ph.D. PY8338

## Winter Haven

- Shannon Smith, Ph.D. PY10219
- Jeffrey Reddout, Ph.D. PY5052

## All Star

- Kristin Hoffman, Ph.D. PY10067

The following non-psychologists may provide supplementary program-specific supervision, as well:

## Centerstone

- Jose Zaglul, MD (Centerstone Programs)
- Jesus Linares, MD (Centerstone Program)
- Emma Ballantine, LCSW (Centerstone Hospital)
- Tari Allen, LMHC (Trauma Program)
- Jayne Tingley, LMHC (Outpatient Programs)
- Bibiana Rodriguez, MD (ISM Programs)

### All Star

- Chelsea Hernandez, LCSW
- Diana Monzon, LCSW

### Center Place

- Todd Konen, LCSW

### Winter Haven

- Nathan Falk, MD
- Ashley Wilk, DO
- Ashley Falk, MD
- Robert Atkins, MD
- Rosa Joseph, DO
- Leah Shell, DO
- Marvin Dieujuste, MD
- Madison McDonald, PharmD

The following postdoctoral fellows also engage in supervision at the following sites:

### Centerstone

- Mariangelli Pagan
- Ya-Chi Yen
- Danitsa Cochran
- Tatiana Frangolou
- Helen Archer Kaha'i

### Winter Haven

- Andrea "Andi" McDaniel

### All Star

- Laura Roggenbaum

### PNS

- Kristin Weidmann Fabrizi

# Consortium Governance

## Consortium Training Committee (CTC)

The Centerstone Consortium Training Committee meets on a monthly basis to govern the quality and functioning of the internship program.

During the monthly meeting, the Director of Training and supervising psychologists from each site address issues of concern to the consortium. Decisions regarding governance issues are made by a majority vote. The Consortium Training Committee also discusses intern progress towards training goals on a biannual. Supervising psychologists may also seek consultation from the CTC regarding disciplinary actions and/or intern remediation. Decisions regarding intern dismissal, appeals, and grievances are by majority vote of the CTC.

Changes in sites, additions of new consortium members, intra-site issues, intern grievances/remediation plans and other consortium-level issues are handled at this level.

On a biannual basis, program and supervisor evaluations from the interns are reviewed, with a goal of continuously improving the quality of the doctoral internship program. All clinical supervisors at each site participate in this committee. During these meetings, peer-selected doctoral intern representatives meet with the committee and assist in providing the committee with up-to-date comments, suggestions and issues; the interns may participate in the program-level discussion of the committee.

## Clinical Competency Committee (CCC)

reviews intern performance evaluations submitted by supervisors and assists the primary clinical supervisor in preparing the mid-year and end-of-year evaluations. This committee meets in December and June each year and includes all the clinical supervisors for the site. This is a site-specific committee, so all sites may not have a CCC committee. A site may convene its individual CCC Committee at any time.

## Selection Committee

is an optional site-specific committee that meets during the month of November to review applicant information to determine whether to offer an interview for that year. After interviews, the committee meets to discuss the applicants that will be offered an internship and to arrange for the rank ordering for the National Match. In some cases, non-psychologist supervisors and current psychology interns may be involved in the selection process.

# Training Structure

## Didactics

The Centerstone Consortium offers over 120 hours of didactic training in a variety of areas. Major training topics include: co-occurring disorders across the lifespan, trauma-informed practice, integration with other disciplines/primary care, professional ethics, multicultural competence, diagnosis-specific trainings and professional development as a psychologist. Each year the training interests of the interns are taken into account in providing specialty clinical training. Past trainings have focused on: Autistic Spectrum, ADHD, Depression, Adoption Issues, Impulsivity, and Addictions. Per the request of our interns, teleconferenced trainings have also been incorporated into our curriculum. Also per intern request, we seek out independent, outside training opportunities and take advantage of training opportunities not listed on the initial didactic schedule.

All core Didactics must be attended. Nearly every didactic will have a teleconferencing option so that interns unable to be physically present at the didactic can participate. In the event that you cannot attend a core didactic, didactics will be stored for your time-delayed attendance on Relias. Elective and site-specific didactics will be offered in addition to the core trainings; these do not have to be made up.

The didactic schedule, and changes to it, will be given to you as an email attachment. It is your responsibility to keep apprised of additions and changes to the didactic schedule. It is the expectation of the internship that all didactics are attended by all interns, unless approved in advance. Should intern attendance at core didactics fall below 85%, a discussion with both administrative and clinical supervisors will be indicated in order to help the intern catch up with the archived trainings for those core didactics.

As Centerstone is a diverse training organization, some of our didactics will be held with other disciplines (i.e., psychiatry, social work) at times dissimilar from our regular didactic schedule. Please keep abreast of these differences in your client scheduling.

**See didactic schedule for the 2023-2024 training year.**

## Teaching Requirement

As a scholar-practitioner program, we believe that it is important to be able to communicate psychological information to multidisciplinary audiences. Toward that end, interns develop and present a topic related to psychology to a multidisciplinary staff. Interns may work in pairs if desired. In early August, a curriculum meeting will be held to approve and schedule topics and presenters during the year.

## Research Requirements

Research is an important part of one's professional identity as a psychologist and is critical to our practice as a science-based profession. Below are the research-based requirements for the internship:

### Diversity Journal Club and Grand Rounds

Interns have the option of either presenting at Journal Club or Mental Health Grand Rounds. Journal Club is a bimonthly intern facilitated discussion of a recent journal article pertinent to issues of diversity and multicultural competence in mental health care. This enables a systematic discussion of important research topics expanding knowledge of diversity issues in a multi-disciplinary setting, as psychiatry residents are also participants in the journal club.

Interns may alternatively choose to pair with a psychiatric resident to present on a topic of research interest at the bimonthly Mental Health Grand Rounds. Interns will make their selection and be assigned a date in August.

## Research Project

There is a further research presentation requirement for the internship. Interns are provided with one hour of dedicated research time per week to complete their research project. Interns have the opportunity to engage in program development and/or evaluation, quality improvement projects, or select a topic of interest. The topic must be approved by the intern's supervisor. Some funded research opportunities are available. Previous interns have worked with staff in the acquisition of grants to further research in the field of psychology and psychiatry. Interns have the ability to pair with a medical resident for their project if they so wish.

During the course of your internship year, there are opportunities to present on their research in the community, at a conference, etc. After you conduct such a presentation, you must communicate in an APA-style citation of that presentation to the Graduate Education Coordinator and provide a work artifact.

## IBHI Conference

In late spring, Centerstone Consortium interns also have the opportunity to present an hour-long research presentation at the Integrate Behavior Health Intervention Conference in Bradenton, FL. Past interns have honed their dissertation presentations during these presentations; however, any psychology topic is acceptable.

## Community Involvement Initiative

Psychologists do not practice in a cultural vacuum, and it is important for us to be a part of a larger community. To facilitate this, you will need to participate in a community/advocacy initiative of your choice during the course of your internship. The following are common (but not exhaustive) options to fulfill this requirement:

### Community Event Participation

Centerstone and other consortium members have awareness, advocacy and education events throughout the year that are open for you to participate in. Interns also have the opportunity to present on selected topics to community stakeholders.

### Employee Resource Group (ERG) Participation

Centerstone sponsors employee interest groups in Community & Social Responsibility, Pride+, Black & Brown Professionals Network, Centerstone Women's Network, Veterans & Military Families, and other groups. ERGs have regular meetings and events to participate in.

## Multidisciplinary Treatment Planning

Interns participate in treatment planning activities with the multi-disciplinary treatment teams on their tracks. Interns also engage in complex case conferences, and act as consultants to psychiatric, medical, nursing, and case management providers regarding diagnostic clarification, treatment planning, and potential outcomes. Interns may also present psychoeducation information on a chosen topic to their multidisciplinary team.

## Interns as Supervisors (site-specific)

When possible, you will be assigned to provide supplemental supervision to psychology externs, other allied mental health students, and/or peer support. Availability of supervision opportunities varies by internship track. Absent such opportunities, each intern will be given an opportunity to role-play a supervisory experience.

## Assessment

The Consortium offers the interns exposure to assessments for children, adolescents and adults with diverse presenting issues. Each intern will have experience completing brief and comprehensive evaluations by the end of internship. These evaluations may include intellectual, achievement, objective personality, projectives, forensic, and neuropsychological assessments. Specific sites may have specialty assessment exposure, and all assessment opportunities are not available at all sites. Please take some time to become acquainted with the location and use conventions of assessments at your specific site.

## Consultation

Consultation is key aspect of each internship track. Interns answer referral questions through psychological assessment, and give consultative feedback to the referring provider and/or agency. Throughout internship, interns also act as consultants to their multidisciplinary treatment teams, and engage in direct consultative relationships with psychiatric, social work, mental health counseling, nursing, case management, and medical providers.

# Due Process, Remediation of Problematic Intern Performance, and Grievance Procedures

## Intern Evaluations and Performance Reviews

Evaluation is a dynamic and ongoing process throughout the internship year. Interns will receive feedback on their clinical practice as a component of weekly supervision. There are two formal written evaluations at the midpoint and at end of the year, which are discussed in depth with the intern. School-specific mid-internship evaluations that cover the same areas as the Consortium evaluation form can be substituted with the approval of the Director of Training. These evaluations will be reviewed with interns before being sent to the intern's school's Director of Clinical Training.

As the Consortium's training program follows a developmental model, ratings are based on expectations for midyear and end of year interns. For midyear interns, all competency areas must be rated as Intermediate or above. At twelve months, at least 80% of competency areas must be rated at a level of High Intermediate or above, with no ratings below Intermediate. There may not be any active areas requiring remediation to successfully complete internship.

The aim of the evaluative process is to support interns in development of clinical competencies. This is achieved through constructive feedback regarding areas of strength and growth edges. Evaluative feedback also offers opportunities for remediation, reinforces adherence to the ethical code and standards, supports intern rights, and maintains a sense of respect for interns' individualized needs. To implement rapid process quality improvement and ensure intern needs are being met, interns will provide a written evaluation of their supervisor and training sites to the Consortium Director twice a year.

It is the responsibility of the Consortium faculty to identify as early as possible during the training year any intern exhibiting serious problems or deficiencies. Feedback should be given in a timely manner to the intern as part of the weekly supervision process. If the problem is of such severity as to call into question the intern's successful completion of the program, a written plan will be developed to attempt to remedy the deficiencies.

## Intern Grievance Procedure

It is the intent of the Consortium to be receptive to interns' expression of problems encountered during the internship, and to make reasonable and timely efforts to resolve the causes of interns' dissatisfaction. Faculty are expected to be candid and to act in good faith in dealing with problems and dissatisfaction expressed by interns. No faculty member will interfere with an intern's right to express or file a grievance. Interns are assured freedom from restraint, discrimination, or reprisal in exercising that right. At any stage of the grievance process, interns may consult formally or informally with the Consortium Director, APA, APPIC, their graduate program or legal counsel about their problems, dissatisfactions, or grievances.

If the intern has a grievance regarding their training experience, the following steps are to be taken:

1. The intern should work directly with their supervisor to resolve the issue.
2. If a satisfactory resolution cannot be achieved with the intern's supervisor, the issue should be addressed with the Consortium Director. The Consortium Director will then attempt to act as mediator to resolve the issue. If the intern's concern involves the Consortium Director, the intern will be directed to address their grievance to a Psychologist Consultant designated by the Training Director.
3. If resolution cannot be achieved at the above levels, the intern may deliver a written grievance to the Consortium Director or designee. This written grievance should include a succinct description of the precipitating issue, and any harm done to the intern. The intern may choose to include with their written grievance supporting documentation. The Training Director or designee will review the grievance and attendant documentation. They will then determine if the grievance warrants further action, or if it may be terminated due to lack of cause. A written explanation of the decision will be provided to the intern.
4. If the Training Director or designee determines that further action is indicated, the written grievance will be forwarded to the next Training Committee meeting for consideration.

5. If the grievance is forwarded to the Training Committee, it will be addressed at the next monthly meeting. To resolve the grievance, at least five voting members must be present. The Committee will conduct a thorough review of all available facts relating to the grievance. The Committee may choose (at its discretion) to interview the intern, or take any of the below actions:
  - a. Request testimony or additional supporting material from the parties involved
  - b. Consult with Human Resources
  - c. Consult with legal counsel
  - d. Consult with other professional organizations (e.g., APA, APPIC)
  - e. Defer a vote until the next Training Committee meeting to further investigate the documented issues raised

The resolution of the grievance will be determined by majority vote, excluding any supervisor directly involved in the grievance. The intern will be notified in writing of the decision.

## Remediation Plans

1. Every effort will be made to identify serious problems in intern performance in a timely manner and to remedy these problems within the structure of the internship.
2. The Consortium recognizes that problems may arise which call into question an intern's ability or fitness to function in the profession of Psychology. Such problems may involve professional competence, professional ethics, interpersonal relationships in the professional setting, or in some cases, personal behavior outside of the work setting. Serious intern problems are present when there is manifest interference in professional functioning that is reflected in one or more of the following ways:
  - a. An inability and/or unwillingness to acquire and integrate professional standards into one's repertoire of professional behavior,
  - b. An inability to acquire professional skills in order to reach an acceptable level of competence, and/or
  - c. An inability to control personal stress, psychological dysfunctions, and/or excessive emotional reactions that interfere with professional functioning.
3. Ultimately, it becomes a matter of professional judgment as to when an intern's performance is seriously impaired rather than just problematic. However, problems typically become identified as impairments when they include one or more of the following characteristics:
  - a. Does not acknowledge, understand, or address the problem when it is identified,
  - b. Problem is not just a skill deficit, which can be fixed by academic or didactic training,
  - c. The quality of services delivered by the intern is sufficiently negatively affected,
  - d. The problem is not restricted to one area of professional functioning,
  - e. A disproportionate amount of attention by training personnel is required,
  - f. Behavior does not change as a function of feedback, remediation efforts, and/or time,
  - g. Problematic behavior has potential for ethical or legal ramifications if not addressed,
  - h. The intern's behavior negatively impacts the public view of the agency,
  - i. The problematic behavior negatively impacts the intern class, and
  - j. Multiple and similar observations are made by more than one supervisor.
4. Through the ongoing evaluation and feedback process in supervision any intern exhibiting problematic behavior should be clearly and thoroughly informed of the supervisor's concerns through the use of a Work Plan. A meeting between the intern, pertinent supervisors, and pertinent other parties is convened to address problematic issues and review the work plan. As part of this meeting, specific tasks/goals will be written and a timeline for completion or re-evaluation will be set. The probationary period associated with the Work Plan may be 30, 60, or 90 days at the discretion of the supervising psychologist. Re-evaluation meetings will be convened on a monthly basis, except in instances where new issues present themselves. In such a case, another meeting to discuss the new issues is convened, with same procedures noted above. Re-evaluation meetings are designed to track intern progress in meeting competencies and to alter plans to better help the intern become successful within the competency remediation process.

5. Interns that are unable to successfully complete a remediation plan may be placed on probation, terminated from the internship, or incur other serious consequences. The intern's doctoral program will be kept apprised of any issues that threaten an intern's ability to complete the program.
6. If an intern wishes to file a formal grievance regarding any aspect of remediation or disciplinary action, they must do so within five business days of the remedial or disciplinary action. A concise description of the grievance must be delivered to the Consortium director, along with any supporting materials. If the training director is directly involved in the grievance, another psychologist consultant will be appointed to receive the grievance. In that case, the Grievance Procedure will be followed from step three.

## Appeals Process

An intern may appeal any remediation or disciplinary action up to and including dismissal taken by either a supervisor or the Consortium Director.

1. An appeal must be received by the Consortium Director within five business days from the disciplinary action and/or dismissal. The intern should describe, in writing, the rationale as to why the action/decision is being appealed, and any potential remedies.
2. An Appeals Committee comprised of five Consortium supervisors will be appointed by the Consortium Director within ten business days of the receipt of the appeal. The Consortium Director may select a designee to act in the Consortium Director's stead as a voting member if the Consortium Director is involved in the action or decision being appealed.
3. The Consortium Director is responsible for gathering all documentation regarding the action and/or decision from relevant parties. These materials, along with the intern's written appeal, will be delivered to the Appeals Committee. The Committee may choose, at their discretion, to meet with the intern.
4. The Appeals Committee will hold a hearing within 15 business days of the written appeal. A simple majority will decide the disposition of the appeal. All decisions made by the Appeals Committee are final.
5. The intern and their Director of Clinical Training at their university will be informed of the Committee's decision within five business days of adjournment of the Appeals Committee.

# Faculty Biographies

## Pamela Denison, Psy.D.

Chicago School of Professional Psychology, 2015

Internship, Centerstone Trauma Services

Postdoctoral Fellowship, Centerstone Trauma Services

Centerstone Trauma Services

Dr. Denison completed her doctorate at The Chicago School of Professional Psychology, and holds an MBA from Northwestern University. Her doctoral dissertation developed a treatment program for youth ages 15-22 exposed to complex trauma based on empirically validated treatment approaches and the results of qualitative research with Psychologists who treat this population. Several unique features of the program include the development of future oriented thinking through guided imagery and the addition of life skills. Dr. Denison completed the APA-accredited Psychology Internship training program and Postdoctoral Residency at Centerstone in Trauma Services. Dr. Denison has sought additional training and experience in the treatment of trauma, and is a Certified Clinical Trauma Professional, Level 2. Dr. Denison provides therapeutic services, using an evidence-based integrated approach to treatment with children, adolescents and adults who are survivors of sexual abuse, and other trauma. She is a Clinical Supervisor within the Centerstone Consortium, providing individual supervision to three Pre-doctoral Interns in Trauma Services and group supervision to Pre-doctoral Interns across all Centerstone Consortium sites. Dr. Denison is a Core Faculty member in the Centerstone Consortium and presents Didactic training in Trauma-Informed Care. Additional areas of interest include Mind/Body Medicine and the prevention of Mental Health Provider Burnout.

## **Betsy Elsasser, Psy.D.**

University of Indianapolis, 2017

Internship, Centerstone

Postdoctoral Fellowship, Centerstone

Centerstone Outpatient Programs

Dr. Betsy Elsasser is a licensed clinical psychologist who has 25 years of experience working with children and families in various clinical and non-clinical career and volunteer roles. Dr. Elsasser graduated from the University of Indianapolis with a master's degree in mental health counseling (MHC) and a doctoral degree in clinical psychology (PsyD) with a specialization in child and adolescent clinical psychology. Her doctoral dissertation centered on gaining a better understanding of therapist perspectives related to LGBTQ+ youth in residential treatment environments. Prior to attending the University of Indianapolis, Dr. Elsasser functioned in management, program development, marketing, and volunteer roles with multiple community organizations. In 2017, Dr. Elsasser completed an APA accredited pre-doctoral internship with Centerstone's sexual assault program. She subsequently graduated as a Doctor of Psychology (PsyD) with specialization in the area of children and adolescents. Once she obtained her PsyD, Dr. Elsasser completed her post-doctoral residency with Centerstone of Florida's NCTSN grant-funded child trauma services program. She subsequently became a supervisor for Centerstone's diagnostic clinic, wherein she provided psychological evaluations for youth, many of whom had experienced complex trauma. Dr. Elsasser also provided clinical supervision for pre-doctoral interns and post-doctoral residents. During Covid, Dr. Elsasser created one of the first hybrid teleassessment models in the region, which enabled Centerstone to evaluate 200+ individuals who would have been cancelled indefinitely had the diagnostic clinic remained closed like most clinics in the region. As the Clinical Specialty Services Director with All Star Children's Foundation, Dr. Elsasser developed a diagnostic clinic that focused on providing comprehensive trauma-informed psychological evaluations for youth involved with the child welfare system. The clinic also provided evaluations for children within child welfare placements who may have developmental disabilities. She further developed a pre-doctoral intern program associated with the Centerstone Consortium to provide students with a clinical training environment centered on child-welfare placed youth who have experienced trauma.

## **J. Bart Hodgens, Ph.D.**

Auburn University, 1985

Internship, Auburn University

Postdoctoral Fellowship, University of Alabama at Birmingham

CenterPlace Health

Dr. Hodgens is a licensed clinical psychologist currently practicing at CenterPlace Health, an FQHC health care system in the Sarasota, Florida area. There he provides general psychological services that include diagnostic evaluation, therapeutic interventions, and clinical supervision. Dr. Hodgens received his doctoral degree at Auburn University with a research focus on social adjustment of adolescents and completed his internship and postdoctoral training at the University of Alabama at Birmingham (UAB). He spent 10 years at the Children's Hospital of Alabama in the Adolescent Medicine Division, serving as an Assistant Professor in the Department of Pediatrics. In 1998, he joined the Civitan International Research Center's Sparks Clinics at UAB, where he directed research, clinical training, treatment programs, and interdisciplinary evaluation clinics for children and adolescents. During that time, he also directed the Summer Treatment Program, an 8-week intensive therapy program for children with behavior disorders provided in a summer camp setting. Dr. Hodgens and authored and co-authored numerous scientific articles and book chapters in peer-reviewed journals such as Pediatrics, Journal of Autism and Developmental Disorders, and the Journal of Abnormal Child Psychology. He was honored to receive the McNulty Civitan Scientist Award in 2005 for his research on the biological basis of subtypes of ADHD utilizing fMRI imaging. In 2011, he moved to the Sarasota/Bradenton area, joining Centerstone of Florida, a comprehensive mental health provider for the area. Dr. Hodgens directed their Diagnostic Clinic and provided clinical training and supervision to their students, interns, and residents. His wife, Dr. Kameron Hodgens, is Director of Community Leadership at Gulf Coast Community Foundation in Sarasota. They have a 7-year-old daughter, Evelyn, who enjoys taking up all their available free time.



## **Kristin Hoffman, Ph.D.**

Southern Illinois University, 2010

Internship, USC Keck School of Medicine

Postdoctoral Fellowship, University of Tennessee Health Sciences Center

All Star Childrens Foundation

Dr. Hoffman is a Clinical Psychologist and Chief Program Officer at All Star Children's Foundation. She oversees all of All Star's campus-based and clinical programs, as well as training and outreach initiatives. Dr. Hoffman has expertise in trauma-informed systems and dissemination of evidence-based practices. She provides clinical supervision for All Star's trauma-informed assessment and clinical consultation programs. Dr. Hoffman completed her undergraduate education at Ohio University and obtained her Ph.D. in Child Clinical Psychology at Southern Illinois University at Carbondale in 2010. She completed her predoctoral internship in clinical child and pediatric psychology at USC Keck School of Medicine, Children's Hospital Los Angeles. For her postdoctoral fellowship, Dr. Hoffman received advanced training in trauma and developmental disabilities at the University of Tennessee Health Sciences Center (UTHSC) Boling Center for Developmental Disabilities in Memphis, Tennessee. She began her professional career at the UTHSC Center of Excellence for Children in State Custody, where she provided evidence-based intervention, assessment, and consultation for children in foster care and participated in statewide efforts to disseminate best practices in childhood trauma. In 2018, Dr. Hoffman joined the Psychology Department at Johns Hopkins All Children's Hospital as Director of Trauma Psychology. In 2020, she joined All Star Children's Foundation as Chief of Programs. Dr. Hoffman is also a Level II Regional Trainer in Parent Child Interaction Therapy (PCIT).

## **Stacey Nemeth Roberts, Ph.D.**

Florida State University, 2017

Internship, North Florida/South Georgia Veterans Affairs Healthcare System

Postdoctoral Fellowship, Bay Pines Veterans Affairs Medical Center

Centerstone Programs

Director of Clinical Training

Dr. Nemeth Roberts is the Director of Clinical Education/Training Director for Centerstone Consortium, as well as a Supervising Psychologist for Centerstone Programs. She is deeply passionate about public health, and training the next generation of health service psychologists. She seeks to create a supervisory space in which trainees feel comfortable developing their professional identity, and examining how their identity(ies) inform their voice as a psychotherapist. Her practice interests include how health care disparities impact the diagnostic process, as well as create structural barriers to access. Dr. Nemeth Roberts has further clinical interest in severe mental illness across the life span, supporting resilience and sense of coherence in chronically suicidal individuals, and serving LGBTQQIA+ individuals. Dr. Nemeth Roberts also offers training experiences in DBT Skills, as well as in Exposure and Response Prevention.

Dr. Nemeth Roberts completed her Health Service internship at the North Florida/South Georgia Veterans Affairs Health System, and her Postdoctoral Fellowship in Substance Abuse Disorders and Behavioral Health Integration at the Bay Pines VACHS. Within the VA, she provided supervision and clinical services in crisis stabilization, psychotherapy, and assessment for veterans presenting with acute and complex psychiatric disorders, with a sub-specialization in serving transgender veterans. Dr. Nemeth Roberts holds a BFA and MFA in fine art, and works to integrate creative expression into the recovery process.

## **Matthew Nessetti, Ph.D., M.D.**

University of Nebraska, Lincoln, 1993

Internship, Veterans Administration Medical Center, Tempe, AZ

Postdoctoral Fellowship, Comprehensive Psychological Services

AllCare Medical Center

Matthew B.R. Nessetti, MD, Ph.D. is a Board Certified Family Physician AND a Board Certified Medical Psychologist & Psychopharmacologist. He serves as AllCare's Medical Director. He enjoys working with children, adults, and families. He is proud of his integrated focus on psychological and medical wellness and prevention.

Dr. Nessetti completed his training at The University of Nebraska (Psychology/Psychopharmacology) and Creighton University (Family Medicine). He is a member of the American Academy of Family Physicians and was elected to Fellow Status in 2004 with the American Psychological Association.

Research/Professional Interests: Medical Psychology, Primary Care Integration, Family Medicine, Psychopharmacology, Peri-Natal Issues, ChronicPain, Healthcare Advocacy

## **Jeffrey Reddout, Ph.D.**

Syracuse University, 1991

Internship, Veterans Administration Medical Center, Syracuse, NY

Winter Haven Hospital

Dr. Reddout is a Licensed Psychologist and Neuropsychologist for the Outpatient Neurorehabilitation Program at Winter Haven Hospital. He is well-respected in the community, has over 30 years of diverse experience, and is a highly skilled neuropsychologist. Dr. Reddout is involved primarily in neuropsychological assessments of patients with a wide range of neurological conditions. He also provides psychotherapy to patients with neurological diagnoses and is available as needed for consultation with the interdisciplinary neurorehabilitation team. Over the years, he has served as a supervisor and mentor to numerous psychology trainees from many different doctoral psychology programs, including Syracuse University (SU), Florida Institute of Technology (FIT), and Florida School of Professional Psychology (FSPP).

Dr. Reddout received his doctorate from Syracuse University in Syracuse, New York. He completed his pre-doctoral internship from the Veterans Administration Medical Center in Syracuse, New York.

Dr. Reddout's clinical interests involve neuropsychological issues and assessment of functioning.

## **Shannon Smith, Ph.D., ABPP**

Florida State University, 2017

Internship, University of Kentucky Counseling Center

Post-Doctoral Residency, Shoreline Psychological Services

Board Certified in Clinical Psychology

Winter Haven – Primary Care Clinic

Dr. Smith is a Board Certified Clinical Psychologist at the Winter Haven Family Health Center, which is a primary care clinic with an integrated team of family medicine physicians and residents, psychologists, and a clinical pharmacist. She identifies as a generalist psychologist and utilizes an integrative approach in her clinical work. She has been a clinical assistant professor with Florida State University's College of Medicine since 2020. She has a passion for training new psychologists in assessment, therapy, and integrated behavioral health services. She utilizes Stoltenberg's Integrated Developmental Model in her supervision style, which allows her to adapt and support supervisees based on their needs, skillset, and training goals. She also enjoys integrating regular conversations involving professional identity into supervision meetings. Prior to her current position, she worked in private practice, university-based clinics, and behavioral health settings. Her clinical interests include: ADHD, Autism Spectrum Disorder, trauma, healthcare disparities, LGBTQ+ healthcare, gender affirming care, psychological assessment, and body image/eating concerns.

Dr. Smith is committed to increasing cultural awareness and knowledge by regularly integrating conversations involving multiple areas of diversity, intersecting identities, and power/privilege/oppression dynamics into supervision. She aims to build a safe and authentic supervisory relationship with each intern, in order for interns to comfortably and safely build multicultural competency in their clinical work.



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