

WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology



WellSpan Philhaven

283 S. Butler Rd., P.O. Box 550

Mt. Gretna, PA 17064

(800) 932-0359 | WellSpanPhilhaven.org

Handbook 2023–2024

Revised November 1, 2023

Contents

Program Overview/Accreditation	3
Internship Program Description	4
Clinical Assignments/Rotations	6
Covid-19 Program Modifications	10
Internship Admissions, Support and Initial Placement Data	12
Internship Program Administration.....	15
Facilities and Support Services.....	16
Diversity, Equity & Inclusion and Health Service Psychology Intern Support	17
Criteria for Selection of Interns.....	18
Internship Application Process.....	19
Criteria for Completion of Internship	21
Training Faculty	22
Additional Information About WellSpan Health.....	26
Points of Interest	28
APPIC Internship Program Guidelines.....	29
Program Contact Information.....	29



Program Overview/Accreditation

The WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology Program provides strong clinical training within a behavioral health network that is part of a large regional health care system in South Central Pennsylvania, WellSpan Health. While this internship program is based at WellSpan Philhaven's inpatient psychiatric hospital in Mt. Gretna, PA (east region), WellSpan Philhaven has multiple locations in the area, serving local counties. This internship program provides clinical training in Health Service Psychology within a multidisciplinary setting. Behavioral health care services provided by Health Service Psychology interns in the program include those in inpatient, outpatient and day hospital settings. The client population embodies a variety of clientele including children, adolescents and adults from urban, suburban and rural areas. Clients represent many ethnic groups and all socioeconomic classes and present with various psychological and physical health problems. In addition, interns are exposed to services emphasizing spiritual integration, such as services to our Plain Communities (Amish, Mennonite, etc.) clients. These services represent Philhaven's rich and long history of providing spiritually integrated services to local populations.

Accreditation

The WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology Program was fully accredited by the American Psychological Association (APA) effective July 14, 1989. The program has maintained APA accreditation status continuously since that time, with subsequent reviews in 1992, 1997, 2002, 2009 and 2016. The APA Commission on Accreditation can be contacted at 750 First St. NE, Washington, DC 20002-4242 or by calling (202) 336-5979 for questions about the program's accredited status.

About Philhaven

During World War II, a group of young Mennonite conscientious objectors staffed state mental hospitals. Through these experiences, a desire grew within them to respond to the mental health needs in their own communities. They believed that there had to be a better way to provide professional care to those with mental illness than what they saw in these institutions.

Philhaven opened its doors in 1952 as an agency of the Lancaster Conference of the Mennonite Church. Over the years, Philhaven grew into a large behavioral health system with many programs and services, offering a full continuum of mental health care.

The vision that created Philhaven has remained alive and relevant and continues to guide the organization. Today, Philhaven is part of WellSpan Health, enabling us to expand our reach of behavioral health services to the communities in South Central Pennsylvania and to maintain and broaden training opportunities for Health Service Psychology interns, psychology residents and other behavioral health and health care disciplines. In alignment with Philhaven's origins as a provider of services to diverse groups and combatting social needs and inequities, the WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology Program strives to be anti-racist in its evolution to continue addressing systemic and structural issues in our cultures today.

Internship Program Description

The WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology Program is structured as a 12-month, full-time training experience, which includes exposure to many forms of assessment and treatment modalities. Interns can expect to gain experience and develop skills in individual psychotherapy, group psychotherapy, couples/family therapy, diagnostic evaluations, psychological testing, consultation, supervision and other professional roles and activities. In the program's General Track, interns have two rotations in Adult Services and one rotation in Child and Adolescent Services in the course of the internship year. In the Child and Adolescent Specialty Track, the majority of the intern's experience occurs in Child and Adolescent Services throughout the year. This specialty track is designed for the intern who wants to pursue a career in child and adolescent psychology.

Completion of internship requirements typically includes one evening of work per week, while most of the intern's work is scheduled during daytime business hours. While the internship is structured to meet the training needs of candidates in Clinical Psychology, candidates from Counseling Psychology programs are considered if they have background and/or experience compatible with hospital-based behavioral health settings.

Philhaven began doctoral internships in professional psychology in 1974. In the intervening years, 157 psychology interns from 52 different graduate programs received training at this facility. In addition to psychology, WellSpan Philhaven has trainees from other professional disciplines.

Our internship program is structured in alignment with the Standards of Accreditation for Programs in Health Service Psychology (SoA), developed by the APA Commission on Accreditation. The Office of Program Consultation and Accreditation can be contacted at 750 First St. NE, Washington, DC 20002-4242, or by calling (202) 336-5979. This contact information should be used for questions related to the program's accredited status. Profession-wide competencies have been identified as part of the SoA, and the internship program has structured its training along the lines of these nine competencies. The competency domains include:

- I. Research
- II. Ethical and Legal Standards
- III. Individual and Cultural Diversity
- IV. Professional Values, Attitudes and Behaviors
- V. Communication and Interpersonal Skills
- VI. Assessment
- VII. Intervention
- VIII. Supervision
- IX. Consultation and Interprofessional/Interdisciplinary Skills

The SoA clarify that by the end of the internship, each intern must demonstrate achievement of the profession-wide competencies and their associated elements. Intern evaluations include direct observation of interns' work by their supervisors to assess demonstration of competencies. The

expectation for demonstration of competencies increases as the training year progresses. All competency elements must be rated at least a “3” (demonstrates readiness to enter independent practice) on the program’s evaluation forms by the end of the year for successful completion of the internship.

While competency expectations have been standardized in the Health Service Psychology discipline, our program has identified aims that are linked to the SoA as well as our own unique training aspects. These aims include:

1. Professional Identity/Health Service Psychology Discipline-Related Aim

Competency performing various roles consistent with those of Health Service Psychologists and the science/empirical base that underlies psychology practice, including effective collaboration with other mental health professionals in a large, practice-oriented system. These roles include health service provider/therapist, evaluator, consultant, interdisciplinary treatment team member, peer supervisor, etc.

2. Whole Person/Patient-Related Aim

Competency in identifying, honoring and shaping clinical services to account for the uniqueness of each individual, considering aspects of the whole person: physical/medical, psychological, social, spiritual health, etc. This includes providing competent clinical services for patients/clients representing various aspects of individual and cultural diversity.

3. Skills-Related Aim

Competency in flexible approaches to clinical work that are accessible to consumers, including (but not limited to) assessment approaches broadly ranging from diagnostic assessments and psychological screens to assessment batteries; treatment approaches oriented toward varying levels of care, including skills for work in acute/inpatient and ambulatory/outpatient settings; clinical interventions with patients representing a broad range of diagnoses; and proficiency in a range of treatment modalities (individual, couples/family, group therapy modalities; in-person and telehealth services) and a range of clinical skills/interventions that are evidence based.



Related to the SoA profession-wide competencies and our program’s aims, some unique training components and professional activities in our internship program include, but are not limited to:

- Experience in individual, family and group psychotherapy
- Experience in acute, inpatient setting(s)
- Experience with children, adolescents and families (General Track involves a wide age span)
- Psychological testing experience
- Experience with clients representing broad diagnostic categories and functioning levels
- Training in the integration of religion and spirituality in psychology practice, including the ability to be part of WellSpan Philhaven’s Center for Spiritually Integrated Care

- Engagement with a strong psychology staff, including internship supervisors who are highly collaborative, supportive, growth-oriented and mission/service-inspired
- Exposure to treatment approaches that are well grounded in science and tailored to the needs of consumers
- Exposure to roles for Health Service Psychologists in organizational structures, including clinical and administrative leaders, trainers, change agents, outcomes specialists, program development contributors, ethical leaders, supervisors, etc.
- Experience in interdisciplinary teams that drive program services
- Engagement in multiple training activities aimed at enhancing skills to effectively serve diverse populations and increase equity, justice and inclusion for those from historically underrepresented groups
- Exposure to working in a large system
- Opportunity to be part of implementing current treatment models in health care, flowing out of a culture of innovation
- Exposure to Plain Community culture (Amish and Mennonite)

Clinical Assignments/Rotations

The WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology Program is planning to offer three General Track internship positions and one Child and Adolescent Specialty Track position in the 2023–2024 training year.

1. General Track

Interns in the General Track have two rotations in Adult Services and one rotation in Child and Adolescent Services. Each rotation is approximately four months. One Adult rotation relates to the Adult Inpatient Program and is focused on assessment and consultation. The assessment component typically includes general diagnostic assessment, including some neuropsychological screening experience in the General Track. The other Adult rotation is based in day hospital (partial) and intensive outpatient programs and emphasizes various modalities of treatment with a major focus on group therapy. The Child and Adolescent rotation is based in the Child and Adolescent inpatient program, including various treatment activities. On the rotations, the mix of assignments may vary according to the intern's professional interests and skills, the needs of the various programs and the goals of the internship.



2. Specialty Track

The Child and Adolescent Specialty Track is designed for the intern who is interested in a career in child and adolescent psychology. Interns in this specialty track provide services in inpatient and outpatient programs. Additional assignments in WellSpan Philhaven's Shared Care Services (collaborative evaluations conducted in conjunction with psychiatry prescribers) are expected as well. The Child and Adolescent Specialty Track intern provides individual therapy, family therapy, group therapy, psychological assessment, consultation, etc. The intern operates within Child and Adolescent Services throughout the internship year, and specific assignments are made with consideration of the intern's professional interests and the needs of the Child and Adolescent programs.

All interns carry outpatient psychotherapy cases throughout the year. Two days per week are allotted for outpatient assignments. We are planning to utilize several WellSpan Philhaven outpatient clinics and programs for intern training, including our behavioral health offices serving our local cities and towns and our Plain Communities Outpatient Clinic on our Mt. Gretna campus.

WellSpan Philhaven's inpatient hospital at Mt. Gretna is a 140-bed licensed facility. The acute inpatient units offer brief assessment and stabilization for patients in South Central Pennsylvania. WellSpan Philhaven provides longer-term extended acute inpatient programs as well. The inpatient programs operate within a multidisciplinary treatment model that includes roles for psychology, psychiatry, social work, nursing, therapeutic activities, pastoral services, etc. Day hospital and intensive outpatient programs are located both within the WellSpan Philhaven Hospital building in Mt. Gretna and at other locations in the community. The organization also provides outpatient and community-based programs. Interns will be based at the Mt. Gretna site (hospital building), and they will typically have some assignments in outpatient locations in the community. Due to working at various sites, interns are expected to have access to their own vehicle.

In WellSpan Philhaven's varied treatment settings, interns have opportunities to work with adults, adolescents, children and families in individual and group modalities. Short-term treatment approaches are emphasized in most programs, consistent with current mental health care practices.

Skill Development and Specialty Areas

Interns are offered many growth opportunities in areas of cultural humility, self-reflection/awareness and advocacy to address individual needs. This skill development is incorporated into didactic trainings, clinical practice/intervention and intern supervision and is also part of the professional growth process for internship supervisors.

Growth in assessment and diagnostic skills occurs through administering, interpreting and summarizing psychological test data. A variety of intellectual, personality, projective and neuropsychological instruments are available. Training also includes the appropriate use of computerized test scoring and interpretation.

Excellent opportunities are available for developing and refining group therapy treatment skills. In fact, group is a primary treatment modality in several of WellSpan Philhaven's programs. WellSpan Philhaven offers groups in inpatient, day hospital and outpatient settings, including both traditional and specialized groups. Prior experience in short-term group therapy is strongly recommended.

Caseload

While caseload responsibilities are added as interns increase in skill and efficiency, the typical psychotherapy caseload includes approximately 15–25 hours of direct treatment/evaluation per week. This includes individual therapy, couples therapy, family therapy, group therapy, psychological assessment and other treatment modalities. Case management activities are also part of overall caseload responsibilities. While a minimum of eight psychological assessment batteries is expected for each intern, the range of full batteries is typically 8–16.

Supervision

Interns receive a minimum of two hours per week of one-to-one supervision. Supervision will be provided by two psychologists whose competencies match the programs to which interns are assigned. One of the two psychologists is designated as the primary supervisor. This supervisor is responsible for the majority of the intern's competency evaluation process.

Supervision encompasses all activities of the rotation, such as psychotherapy supervision, psychological testing, professional development, etc. Interns may also have supplemental supervision with clinical staff from other disciplines on their rotations. Verbal and written feedback are provided by the two psychology supervisors as part of the competency evaluation process.

A mid-rotation written evaluation summarizes intern strengths and growth needs. The Psychology Intern Competency Assessment, a written summary evaluation, is conducted at the end of each four-month rotation by the intern's primary supervisor. During the rotation, supervisors complete up to three types of Competency Observation Reviews, conducting observations and completing appropriate written evaluation forms. Two of each of the required Competency Observation Reviews must be rated at or above benchmark to successfully complete the rotation and progress in the program. An evaluation reflecting internship program aims is conducted at mid-rotation and end of rotation. At the end of each year, competency ratings on all of these evaluation forms must be "3" or more for successful completion of the program, indicating the intern has demonstrated basic competency to enter professional practice in each profession-wide competency domain.

Further feedback of a training/supervisory nature is provided through two hours of weekly group supervision, treatment team meetings and education or case presentations in psychology staff meetings. As noted, supervision includes regular supervisor observations (direct, video and/or audio observations) for evaluation and enhancement of intern competency development, consistent with the nine profession-wide competencies in the SoA and the internship program's aims and learning elements/activities.

Interns are regularly involved in individual supervision, group supervision and education seminars and can expect to spend six hours or more per week in supervision and educational activities.

Interns will likely have opportunities to supervise less advanced trainees and to be supervised in this experience. This experience is dependent upon the availability of bachelor's- or master's-level trainees in the course of the internship year. This supervision is supplemental; therefore, the intern is not the legally responsible supervisor, who is a licensed professional.

The Internship Training Committee holds regular meetings for supervisors to report the progress of interns, discuss concerns, improve effectiveness of supervision, etc. Mid-year and end-of-year competency evaluations are conducted collaboratively by a primary supervisor and the internship program director,

and these evaluations are shared with the graduate program. Ultimate supervisory responsibility resides with the internship program director, who submits reports to graduate programs, licensing boards, etc.

As the process of conducting psychotherapy and being in supervision often stimulates personal reflection and awareness for the intern, interns may discuss personal content in supervision. They are not required to address in-depth personal matters, and when they do so, it is their choice in deciding what and how much they wish to disclose. They are encouraged to explore their reactions to clients that may lead to greater insight into their case conceptualizations.



Educational Opportunities

Didactic seminars are designed for interns, involving lectures, discussions and readings on professional topics and training issues, and are presented on about a weekly basis. Seminar topics relate to the profession-wide competencies identified in the SoA. Some didactic trainings may be shared with WellSpan Health's other psychology internship cohort (based in York, PA) and/or provided by training staff in this program. We were able to transition to educational presentations via video conferencing (live) during the Covid-19 pandemic. We anticipate providing both in-person and remote trainings for interns as long as in-person events are determined to be reasonably safe.

WellSpan Philhaven is approved by the APA to sponsor continuing education for psychologists. WellSpan Philhaven maintains responsibility for these programs and their content. Throughout the year, our Training and Community Center sponsors a variety of educational features related to professional and treatment issues. Interns are encouraged to attend many of these events. The organization's Center for Spiritually Integrated Care also offers several trainings per year. Within the psychology department, staff meetings include case presentations, journal article discussions, professional discussions (including those on diversity-related topics) and brief trainings.

Organizationally, WellSpan Philhaven acknowledges the importance of diversity, equity, inclusion and anti-racism and therefore provides multiple trainings related to diversity-related issues, including privilege and oppression, cultural biases, anti-racism and racial trauma, whiteness and microaggressions. By developing a diverse, equitable, inclusive and anti-racist environment, we improve our ability to effectively serve individuals who are politically, economically or socially disadvantaged. The organization seeks to provide safe spaces to have the difficult conversations surrounding aspects of identity and multiculturalism. Professional development opportunities are also available, including a county-wide Diversity Conference. These various opportunities train us to be more effective service providers.

Stipend and Benefits

The stipend for the 12-month internship is \$35,360 for the 2023–2024 year. Interns are entitled to overtime pay (\$25.50) for hours exceeding 40 per week, consistent with the Fair Labor Standards Act (FLSA) related to non-exempt employees, although training activities can often be completed within a 40-hour work week. In general, intern work times typically vary between 40–43 hours per week, including one evening.

Interns may elect to enroll themselves and eligible dependents in the facility's comprehensive health, vision and dental plans, with modest payroll deductions required.

Interns accrue 17 days of Paid Time Off (136 hours) and receive six paid holidays. Additional wage continuation benefits may be available in the event of extended illness or injury.

Details and current summary plan descriptions of all benefits are available. All benefit plans are subject to change on a calendar-year basis.

Covid-19 Program Modifications

In response to the Covid-19 pandemic, modifications to clinical work were made in line with the Pennsylvania State emergency order, and the WellSpan Health system's safety-related procedures were put in place to reduce the risk of staff and community infection. In March 2020, outpatient mental health services provided by Health Service Psychology interns quickly transitioned to remote (video or telephone) services. Day hospitals initially transitioned to all remote services, and after a few months reopened with strict safety requirements. Because therapists serving patients in our psychiatric inpatient units are considered essential, some in-person inpatient services have been provided continuously by interns. These have included psychotherapy with hospitalized patients and psychological testing. In the beginning stage of the pandemic, interns only provided inpatient services about two to three hours per week and were able to work from home the rest of the time. Health Service Psychology interns were in the first group of staff offered Covid-19 vaccination at WellSpan Philhaven. Eventually normal operations resumed in inpatient programs, with many added safety precautions.

Related to precautions, from the beginning of the pandemic until April 2023, all staff were required to screen before entering the hospital building, wear surgical masks with patients (and at times with staff as well) and engage in social distancing wherever possible. In April 2023, all counties served by WellSpan Health entered the "green" phase of mask requirements. At present (spring of 2023), masking is no longer required for employees or patients. In most cases, screening is no longer required as well. WellSpan Health will continue to review local, state and national data and adjust requirements for precautions as needed to support the health of our employees and patients.

During the pandemic years we have been able to provide essentially the same internship program, including three rotations for General Track interns, ongoing outpatient experiences, etc. The only restricted internship experience at the beginning of the pandemic was the group therapy experience at the Plain Communities Clinic (two hours per week for one General Track intern), related to this program continuing in-person services throughout the pandemic with limited space for distancing. We were able to resume offering this training experience for the 2021–2022 cohort. The overall volume of direct services provided by interns reduced for some interns during the initial months of the pandemic, but our program was able to involve 2019–2020 interns in other projects associated with the Covid-19 emergency, such as

staffing our WellSpan Health employee support call line and participating in various committees and work groups involved in providing behavioral health support to employees, patients and families most impacted by Covid-19.

Related to the racism pandemic, our program has added new trainings on anti-racism and whiteness. We have provided interns with multiple opportunities to participate in discussions on topics related to diversity, equity, inclusion and anti-racism in psychology meetings and organization-wide discussion groups, in addition to routine group and individual supervision.

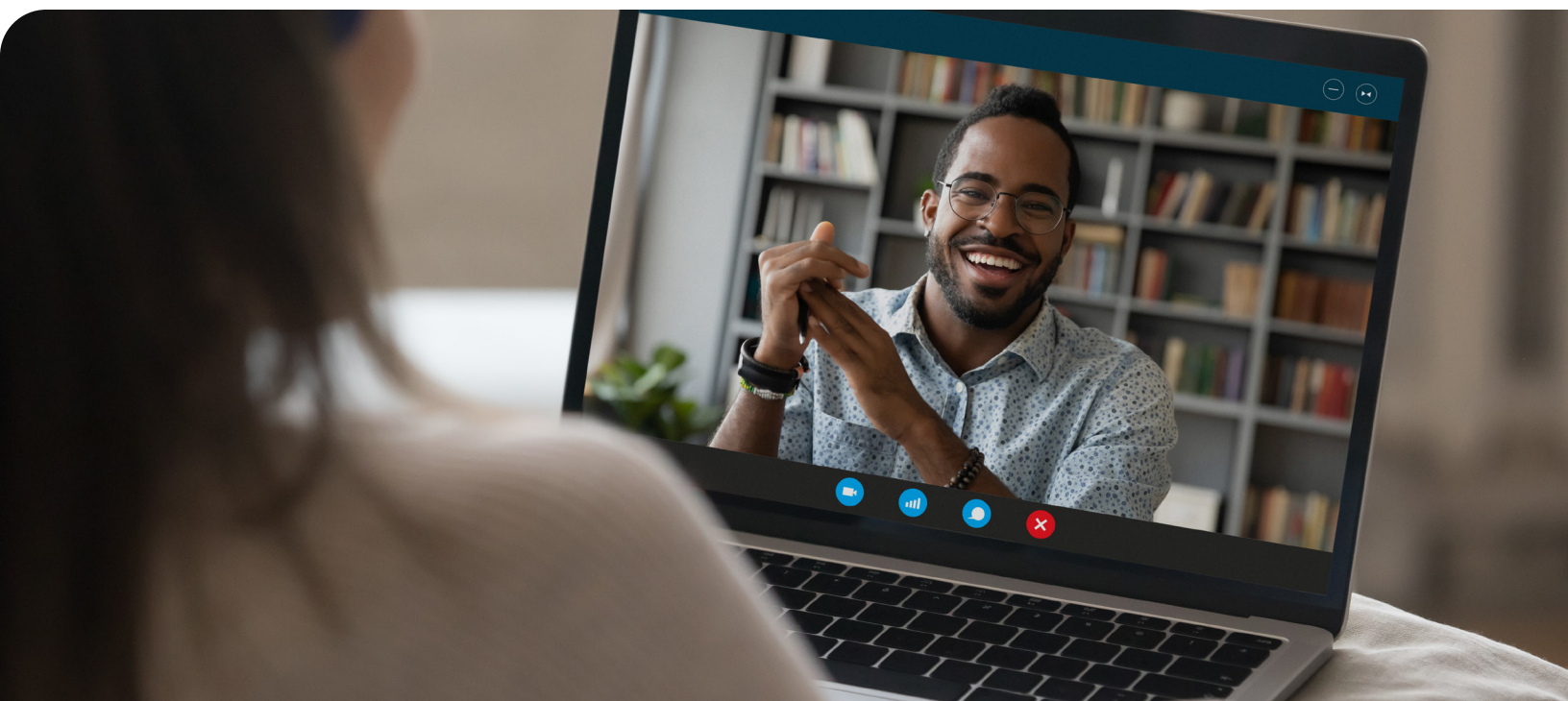
The organization has policies and procedures for employees who have been exposed to or suspect they may have Covid-19. These policies have been modified by our Employee Health and Safety department and updated at different stages of the pandemic, and are readily accessible to WellSpan Health staff.

Presently, our interns provide clinical services both in person and via telemedicine (video visits). Many clients prefer at least some degree of telemedicine services, even when risks are reduced. We have enhanced our training program by adding training on telepsychology. Some aspects of the internship orientation are conducted remotely as well. We will provide these details to each cohort of interns in communications regarding orientation.

Almost all supervision meetings and seminars have been provided remotely via Zoom or Microsoft Teams during the pandemic years. In 2023-24 we are providing both in-person and remote supervision, consistent with our program's telesupervision policies and APA telesupervision guidelines.

In the event that the Covid-19 pandemic continues to impact our WellSpan Philhaven clinicians, including Health Service Psychology interns, or if other unanticipated factors should impact our training setting, we want to be clear that we will do everything possible to continue quality internship training in a manner that provides a safe environment for interns.

For 2024–2025 candidates, we plan to conduct all interviews virtually, as we have found this method of interviewing to be convenient, effective and equitable during the pandemic. We plan to provide a virtual tour for candidates we interview.



Internship Admissions, Support and Initial Placement Data

Internship Program Tables are updated July 1.

Program Disclosures

Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution's affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements for completion that express mission and values.	<input checked="checked" type="checkbox"/> Yes <input type="checkbox"/> No
If yes, provide website link (or content from brochure) where this specific information is presented:	
<p>Applicants must be legally authorized to work in the United States for the entire duration of the internship. Applicants are solely responsible for ensuring that their immigration status is valid for the entire period of the proposed internship. WellSpan Health will not sponsor or pay for applicants needing immigration-related benefits to start or complete the program. If selected for the program, applicants will be required to provide proof of their legal authority to work for WellSpan Health.</p> <p>The WellSpan commitment to community wellness, protecting patients and promoting a healthy environment extends to all WellSpan Health employees, including Health Service Psychology interns. WellSpan Philhaven Health Service Psychology interns are expected to commit to:</p> <ul style="list-style-type: none">• Being drug-free• Being tobacco-free & nicotine-free*• Being fragrance-free (no colognes, perfumes or scented body products)• Obtaining an annual flu vaccination <p>*WellSpan Health has a tobacco-free/nicotine-free hiring policy. All applicants who are offered employment with Wellspan Health will be required to pass a nicotine screening before employment is confirmed. Applicants who test positive for nicotine will not be hired but may reapply for a position after 12 months, provided they are nicotine-free.</p> <p>Related to Covid-19 vaccination, employees are required to submit any COVID-19 vaccinations that they have received or declare themselves as non-vaccinated for the organization's mandatory reporting.</p> <p>Note: Employment/Match offers may be rescinded if one tests positive for nicotine or illegal drugs or fails to obtain a flu vaccine or an acceptable flu vaccine exemption.</p>	

Internship Program Admissions

Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:

The WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology Program is known for its strong clinical training within a multidisciplinary, hospital-based setting, now part of a large health system, WellSpan Health. The internship program includes exposure to diverse clientele including children, adolescents and adults from urban, suburban and rural areas, representing many ethnic groups and all socioeconomic classes. The program offers a variety of clinical experiences for interns in multiple levels of care, such as inpatient, day hospital and outpatient services. Interns are also exposed to services emphasizing spiritual integration, including services for our clients from Plain Communities (Amish, Mennonite, etc.).

Due to our organization's emphasis on clinical service delivery and meeting the needs of our local communities, candidates who represent a good fit will have a solid training background that includes experience in psychotherapy and psychological assessment, as well as an interest in providing spiritually integrated professional services.

Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:

Total direct contact intervention hours	N	<u>Y</u>	Amount: 300
Total direct contact assessment hours	<u>N</u>	Y	Amount: n/a

Describe any other required minimum criteria used to screen applicants:

To be accepted for internship, applicants must have:

- Completed all graduate course work for the doctoral degree
- Passed doctoral comprehensive exams
- Completed a minimum of 300 intervention and assessment hours in supervised practica, including Child and Adolescent clinical experience
- Obtained a master's degree in a mental health-related field
- Demonstrated interest in integration of spirituality and religion with clinical practice

Consideration is given to candidates from APA-accredited doctoral programs in clinical and counseling psychology.

Financial and Other Benefit Support for Upcoming Training Year*

Annual stipend/salary for full-time interns	\$35,360	
Annual stipend/salary for half-time interns	n/a	
Program provides access to medical insurance for intern?	<u>Yes</u>	No
If access to medical insurance is provided:		
Trainee contribution to cost required?	<u>Yes</u>	No
Coverage of family member(s) available?	<u>Yes</u>	No
Coverage of legally married partner available?	<u>Yes**</u>	No
Coverage of domestic partner available?	<u>Yes**</u>	No
Hours of annual paid personal time off (PTO and/or vacation)	136	
Hours of annual paid sick leave	Included in PTO	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	<u>Yes</u>	No
Other benefits (please describe): <ul style="list-style-type: none"> • Six paid holidays **Coverage only available if individual is not eligible for health insurance through their employer		

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

Initial Post-Internship Positions

(Provide an aggregated tally for the preceding 3 cohorts)

	2019–2022	
Total # of interns who were in the 3 cohorts	12	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	PD	EP
Academic teaching	PD = 0	EP = 0

Community mental health center	PD = 0	EP = 0
Consortium	PD = 0	EP = 0
University counseling center	PD = 0	EP = 0
Hospital/medical center	PD = 6	EP = 0
Veterans Affairs health care system	PD = 0	EP = 0
Psychiatric facility	PD = 0	EP = 0
Correctional facility	PD = 0	EP = 0
Health maintenance organization	PD = 0	EP = 0
School district/system	PD = 0	EP = 0
Independent practice setting	PD = 1	EP = 2
Other	PD = 0	EP = 3

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

Internship Program Administration

The WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology program operates under the direction and planning of the Psychology Department. The director of the program is appointed by WellSpan Philhaven’s Vice President and Chief Medical Officer, Director of Human Resources and Vice President, Behavioral Health Network or designee in consultation with the internship training staff.

Operational aspects of the internship are handled by the Internship Training Committee, which plans and oversees all aspects of the internship program, including program and policy development, admissions, supervision of interns, rotations, completion of requirements, etc. The Training Committee is composed of internship supervisors. The director of the internship program convenes the Training Committee as frequently as needed to ensure the smooth, effective operation of the program, and at least three subcommittees meet routinely to carry out Training Committee projects. Current subcommittees include our Outcomes Subcommittee, Diversity Subcommittee and Faculty Evaluation Subcommittee. In the absence of the director, other Training Committee supervisors handle questions, issues and problems that may arise. Intern records are maintained by the Internship Director and their administrative assistant. This includes paper records as well as digital records. Intern documents are not to be destroyed. This includes intern certificates of completion, documentation of internship hours, evaluations, etc. The Internship Director is responsible for verification of internship hours and completion as requested by former interns.

In addition to its accreditation by the APA noted earlier (the Office of Program Consultation and Accreditation can be contacted at 750 First St. NE, Washington, DC 20002-4242, or by calling (202) 336-5979 for questions about the program's accredited status), our internship program has been a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC) since 1982. The program seeks to comply with all APA and APPIC standards and policies regarding intern selection and training.

WellSpan Philhaven's inpatient hospital at Mt. Gretna is a Joint Commission–accredited psychiatric hospital. Other affiliations include:

- The Hospital and Healthsystem Association of Pennsylvania
- Pennsylvania Community Providers Association
- Pennsylvania Department of Public Welfare (Licensed)
- The Centers for Medicare and Medicaid Services
- Lancaster County Chamber of Commerce
- Lebanon County Chamber of Commerce
- Pennsylvania Association of Psychiatric Health Systems
- National Council for Community Behavioral Healthcare
- American Hospital Association

Facilities and Support Services

Campus

WellSpan Philhaven's inpatient hospital at Mt. Gretna is located on approximately 200 acres of open, woodland campus. The hospital is situated against a low ridge of mountains overlooking Lebanon Valley and is within convenient commuting distance to Lebanon, Lancaster and Harrisburg cities, as well as many smaller towns, such as Lititz, Elizabethtown and Hershey. The main campus lies five miles north of the Lebanon exit of the Pennsylvania Turnpike.

The modern hospital facility fosters a therapeutic atmosphere, including aesthetically coordinated skylights, courtyards, plants and trees and wall hangings. A gracious dining room has large colonial-style windows with scenic farmland views. Food services are available in the cafeteria to employees at a reasonable cost.



Access to Library Services

WellSpan Philhaven staff can utilize all WellSpan Health library services. These include access to core medical and mental health journals and access to psycARTICLES for full-text articles from APA-sponsored journals and psycINFO for article abstracts. Resources available include literature searches, articles through interlibrary loan, electronic book access and access to print books.

Testing Services

A centralized psychological testing and assessment service houses a wide range of test instruments and provides support staff to assist with testing processes. This service receives referrals from various clinical programs and levels of care to provide psychological testing and consultation for the organization. The test inventory includes the most commonly used testing instruments in the area of personality, intelligence, achievement, behavioral rating and neuropsychology. Computerized scoring is available for many instruments such as the MMPI-3/MMPI-A, MCMI-IV/MACI-II, PAI/PAI-A, Rorschach (Exner), Wechsler intelligence/memory tests and BASC-3. In addition, tablet-based administration is available for a wide range of tests including the WAIS-IV, WISC-V, WIAT-4 WRAT5, RBANS, CVLT3, NEPSY-II, D-KEFS and WMS-IV.

Offices and Equipment

Interns are provided with fully furnished office space and assigned administrative support. Interns have access to personal laptops and internet. Available software includes Microsoft Office Suite (Word, Excel and PowerPoint).

Diversity, Equity & Inclusion and Health Service Psychology Intern Support

Welcome. Respect. Value. WellSpan Health believes that diversity includes all the human characteristics that make each of us similar as well as different. We strive to make every person feel welcomed, respected and valued while creating a safe and inclusive environment where we all have the individual freedom to express our uniqueness in a respectful manner.

WellSpan Health is an Equal Opportunity Employer. It is the policy and intention of the System, including the WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology Program, to maintain consistent and equal treatment toward applicants and employees of all job classifications without regard to age, sex, race, color, religion, sexual orientation, gender identity, transgender status, national origin, ancestry, Veteran status, disability or any other legally protected characteristic. WellSpan Health does, however, have a tobacco-free/nicotine-free hiring policy.

WellSpan Health and the WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology Program are making intentional efforts to build candidate slates representative of diverse identity attributes, including age and generation, disability, race, ethnicity, gender identity, parental status, religion, sexual orientation and Veteran status.

The internship program staff care deeply about supporting our interns. Our program has established a mentoring structure apart from clinical supervisor relationships, and interns are encouraged to engage with a mentor for added support. The mentor may be chosen to help meet a particular interest or need,

such as sharing a professional interest area, sharing an aspect of personal identity, engaging around a theoretical perspective, etc. The mentoring option is available for all Health Service Psychology interns and may be of particular benefit for interns experiencing more adjustment challenges, including those who are feeling uprooted or at particular risk for experiencing marginalization within personal or professional contexts.

Our internship program has also established biannual events aimed at supporting psychology trainees and early-career psychologists. Some of the goals for these “ECP Events” include:

- General support for trainees, particularly those coming from other areas, early enough in the training year to assist in their adjustment and professional identity development
- Opportunity to gain knowledge to further one’s professional career via information sharing related to the postdoctoral search process, licensing, career decision-making, etc.
- Opportunity to make peer/social connections that can become friendships and provide support throughout the year
- Support for trainees from historically underrepresented groups who may benefit from extra mentoring, resourcing and social connections, to build meaningful relationships that can be professionally and personally satisfying

Our early-career events are also typically combined with training days that emphasize topics relevant to psychology trainees and staff, including Diversity, Equity and Inclusion; Professional Ethics; Evidence-Based Treatment Approaches; etc.

Our training staff are committed to the value of equity and to each intern receiving the support that they need. In order to amplify and hear the voices of interns, we utilize a survey to elicit feedback from interns about how we are doing as a program in this area. This feedback helps our program identify intern support needs, address any barriers to intern support and improve our support plans.

Criteria for Selection of Interns

The criteria employed in selecting interns involve both objective and subjective assessment of information provided by applicants. To be accepted for internship, applicants must have:

- Completed all graduate course work for the doctoral degree
- Passed doctoral comprehensive exams
- Completed a minimum of 300 intervention and assessment hours in supervised practica, including Child and Adolescent clinical experience
- Obtained a master’s degree in a mental health–related field
- Demonstrated interest in integration of religion and spirituality with clinical practice

Consideration is given to candidates from APA-accredited doctoral programs in clinical and counseling psychology. Applicants are considered based on course work, practice and/or experience that demonstrate preparation for practice in hospital-based treatment facilities.

The subjective assessment of applicants involves consideration of many factors, such as professional

goals, interests and experiences, as well as identifying those individuals who have the kind of stability, maturity and interpersonal effectiveness needed for the practice of Health Service Psychology. The applicant's candidacy is strengthened by evidence of several of the following:

- Experience with a wide diversity of patients in terms of age, race/ethnicity, gender, diagnosis, etc.
- Exposure to various treatment modalities (individual, group, couples, family, brief therapy modalities, etc.)
- Comfort in working with patients at various functioning levels
- Solid training and experience in assessment
- A plan to graduate in a timely manner (dissertation requirements are not included as internship hours)
- Interest in further training with children and adolescents

Internship Application Process

The selection of interns is a competitive process that involves both the criteria established by the Internship Training Committee and the employment standards required of all persons applying for positions at WellSpan Philhaven. As a member of APPIC, our internship program will follow all APPIC guidelines and policies regarding offers and acceptance, including use of the Internship Matching Program outlined by National Matching Services, Inc.

- I. The deadline for receiving ALL completed application documents is November 1, 2023, for the 2024–2025 internship year.

Required application elements include:

- APPIC Application for Psychology Internship (AAPI), including all required documents
- Site-specific AAPI Cover Letter Requirements (instructions on website). This includes a statement in the cover letter explaining how the applicant integrates religion/spirituality and psychology in clinical practice, providing a heading for this section of the cover letter
- Three letters of recommendation

Note: These documents shall be submitted via APPIC's application portal.

- II. The training staff review applications in November and determine which candidates will be invited to interview. Those who are excluded from consideration prior to the interview are informed by email. We plan to inform applicants of their interview status by December 15.
- III. Personal interviews are scheduled between mid-December and mid-January. **For 2024–2025 candidates, we are planning to conduct all interviews virtually.** Our program has come to value virtual interviews, and we believe we have benefitted by a larger pool of applicants. The virtual interview format expands the accessibility of our interviews to a broader group of interested candidates. A virtual tour experience will be available for candidates to help get a feel for the internship site. Our interviews typically involve a two-hour process. Interviews generally include the candidate and two internship supervisors, as well as meeting time with a current or recent

program intern who is available to answer questions and provide input on the program. In the interviews, we seek to identify a candidate's "fit" related to training, interests, competencies and experiences that align with our program's areas of training and emphasis.

- IV. If necessary, the internship program director or designated psychologist will conduct telephone interviews, request additional references and/or require additional documentation to gather information for completing the selection process. Due to time constraints, we will be unable to notify applicants we choose to eliminate from consideration after the interview. In our experience this only affects about one candidate per year.
- V. Finalists who are matched to the WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology Program must also complete the WellSpan Health application. A link to complete the electronic application will be sent to those who match. After matching, instructions include:
 - Select "Create a new account"
 - Read through and accept or decline our "Commitment to Community Health and Wellness"
 - Chose how you would like to apply
 - Upload a resume/CV
 - Copy a resume/CV
 - Follow the instructions from there and submit
- VI. A Human Resources representative will contact interns by phone to confirm the job offer, go over the onboarding details and email information that includes:
 - Formal confirmation letter
 - Welcome email which includes onboarding login information and access to onboarding documents. There is a checklist of action items that needs to be completed. One of the most important tasks is scheduling an employee health appointment for pre-employment health screening, which needs to be completed prior to the start date
 - Background check through CBY Credit Bureau of York, WellSpan Health's third-party background check vendor
 - Reference assessment
 - Benefit information
 - Onsite orientation instructions
Interns are instructed to dress in business casual and to bring two forms of ID for employment eligibility. Interns will also be required to bring two separate child abuse clearances: a Pennsylvania Child Abuse History Certification from the Department of Human Services and an FBI Fingerprint Child Abuse Clearance. Onboarding documents will contain detailed instructions on how to go about obtaining each clearance as well as a certificate verifying completion of the Child Abuse Mandated Reporter online training. When interns come to orientation, they must bring the original clearances. If the clearances are

less than five years old, interns are required to bring the original clearances to orientation on day 1

- VII. The 2023–2024 internship year will begin with orientation on August 14, 2023. The year encompasses 52 weeks.

Criteria for Completion of Internship

- I. All internship requirements must be completed in a manner satisfactory to the Training Committee. Modifications/exceptions must be appealed in writing to the Training Committee.

The following criteria must be completed in order to receive certification of internship completion.

Minimum Experience Criteria

- A. Three clinical rotations (four months each; not applicable for Child and Adolescent Specialty Track)
- B. A minimum of 150 hours of individual/family/couples therapy experience
- C. A minimum of 25 hours of group therapy experience
- D. A minimum of eight psychological test batteries
- E. A minimum of ten intake evaluations
- F. Attendance at 90% of required psychology staff meetings and seminars
- G. A minimum of one formal presentation that integrates religion/spirituality and psychology
- H. Completion of program self-evaluation activities and documentation
- I. A minimum of 2,080 total hours (one year including benefit time)
- J. A minimum of 700 hours must be in direct service activities, including psychotherapy, psychological assessment, consultation, case management, etc.

Minimum Performance Criteria

A. Successful Completion of Rotation

Interns must achieve at least the minimum required rating on two of each of the Competency Observation Review forms utilized on the rotation to successfully complete a rotation and progress through the program. The expectation for these competency ratings increases as the training year progresses.

B. Successful Completion of Internship

Interns must achieve a rating of at least “3” (demonstrates readiness to enter independent practice) for all competency elements as assessed on two of the end-of-year Competency Observation Reviews.

Rating Key

5 – Demonstrates advanced preparation for practice

4 – Demonstrates strength in this competency

3 – Demonstrates readiness to enter independent practice

2 – Partially demonstrates competency

1 – Evidence of competency below entry internship level

- II. Additional requirements may be added, based on specific training needs.
- III. The Training Committee, in collaboration with the WellSpan Philhaven Human Resources Department, will implement individual remediation plans if indicated. This may occur when an intern does not meet or exceed expected ratings on competency observation review forms by the end of the rotation, or when other problems become apparent during a particular rotation. Plans for remediation of problem performance may address clinical skills, behavioral problems or ethical concerns. The requirements of the remediation plan must be met in order for certificates of internship completion to be granted. Any decisions regarding termination from the program are part of the corrective action process outlined in the program's Problem Performance policy (available in policy section of website).

Training Faculty

Melanie A. Baer, Psy.D.

Chief Psychologist & Director, WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology Program

Dr. Baer received her master's degree (1984) and doctorate (1987) from Rosemead School of Psychology. She has a particular interest in women's issues, trauma treatment and professional ethics. Dr. Baer received her Pennsylvania license in 1988 and is a member of the APA, the Pennsylvania Psychological Association and the Lancaster-Lebanon Psychological Association. In addition to her administrative and supervisory responsibilities related to the internship program, she serves as the Psychology Discipline Chief, provides leadership for several organizational initiatives and provides outpatient clinical services.

Brittany Caro, Ph.D.

Dr. Caro completed her master's degree in counseling psychology from Boston College in 2012 and her doctorate in counseling psychology from Howard University in 2017. She completed both her doctoral internship and postdoctoral psychology residency at WellSpan Philhaven and is a licensed psychologist working primarily in outpatient. Her theoretical orientation is psychodynamic, but she utilizes a variety of frameworks for interventions dependent on the client, including CBT, ACT, trauma-informed care and mindfulness. She is passionate about providing care to underserved, marginalized and oppressed groups, particularly those representing racial and ethnic minorities. She currently serves on the WellSpan Philhaven Diversity, Equity & Inclusion Steering Committee and on the WellSpan Health Diversity & Inclusion Steering Committee. Dr. Caro provides individual, family and group therapy for adolescents and adults in our outpatient locations. She also serves as Behavioral Health Clinical Team Lead, providing

leadership and supervision of outpatient clinicians. Dr. Caro is a member of the Pennsylvania Psychological Association, where she serves on the Executive Board; the APA, where she is a member of Division 17; and the Association of Black Psychologists.

Gillian Grannum, Ph.D.

Dr. Grannum earned a doctorate in clinical psychology from Fuller Graduate School of Psychology in Pasadena, CA, and an MDiv from Fuller School of Theology. She completed her predoctoral internship in psychology at Pacific Clinics in Pasadena, CA, and her postdoctoral residency at WellSpan Philhaven. Her clinical and research interests include community psychoeducation; issues related to racial, ethnic, sexual, gender and religious identities; integration of psychology and spirituality; and diversity and justice concerns. She enjoys working with adults in individual and group therapy from an integrative perspective, drawing on interpersonal, humanistic, cognitive-behavioral, existential and acceptance and commitment influences.

Christopher Grant, Psy.D.

Dr. Christopher Grant earned his doctorate in counseling psychology from Carlow University in 2014. He has been a licensed psychologist in Pennsylvania since 2015. Dr. Grant initially began his tenure with WellSpan Philhaven upon the start of his doctoral internship in 2013, followed by his postdoctoral residency. He utilizes a variety of modalities depending on client needs, including DBT, motivational interviewing, CBT, EMDR and mindfulness-based interventions for primary mental health and substance use services. He currently serves as Behavioral Health Manager on the Adult East inpatient unit, where he supervises therapeutic services.

Lydia Bacon Hackenberg, Psy.D.

Dr. Lydia Bacon Hackenberg earned her master's degree in counseling psychology from Immaculata University in 2011 and her doctorate in Clinical Psychology from LaSalle University in 2019. She completed both her doctoral internship and postdoctoral residency at Wellspan Philhaven. She currently provides both individual and group outpatient services at the Ephrata outpatient clinic. Dr. Hackenberg's orientation is integrative, drawing from humanistic, cognitive-behavioral and third wave behavioral approaches. Her clinical and research interests include adverse childhood events, chronic and complex trauma, issues related to sexual and gender identities and women's health. Dr. Hackenberg enjoys working with individuals across the life span, with a special interest in the perinatal population.

Jennifer Hailey, Psy.D.

Dr. Hailey received her master's degree (2009) and doctorate (2014) in clinical psychology from Wheaton College in Wheaton, IL. She also earned a master's degree in theological studies at Wheaton College and a bachelor's degree in English literature from Baylor University. After completing her predoctoral psychology internship at Philhaven (Child and Adolescent Specialty Track) in 2014, she completed a postdoctoral fellowship in integrated primary care/community health psychology in New Britain, CT. Dr. Hailey currently provides outpatient therapy at the Mt. Gretna clinic, and she also works in partnership with the Clinic for Special Children in Strasburg to develop and implement behavioral health services for children from the Plain Communities who have complex medical disorders. In addition, she works with WellSpan Philhaven's chief medical officer on a variety of program development projects for integrated care and child services. Dr. Hailey is currently one of the leaders of the Behavioral Health Shared Care

service that provides direct behavioral health support to WellSpan's primary care providers and patients. Furthermore, within the Health Service Psychology internship and postdoctoral residency programs, Dr. Hailey provides supervision and educational seminars. Dr. Hailey enjoys working with patients of all ages, and her clinical specialties include integrated behavioral health/primary care psychology, health psychology, pediatric psychology, developmental disabilities, family therapy, psychological assessment and psychology-theology integration. She has been licensed in Pennsylvania since 2016.

Benjamin Keener, Psy.D.

Dr. Keener earned his doctorate in clinical psychology from Baylor University in 2005. He has been a licensed psychologist in Pennsylvania since 2007. Dr. Keener has been with WellSpan Philhaven since the start of his doctoral internship in 2004. He has served in a variety of roles, including administrative leadership and clinical leadership. His current role is as Behavioral Health Clinical Team Lead Psychologist supporting outpatient services. Dr. Keener provides clinical support to Shared Care, Nursing Home Services and the Mt. Gretna outpatient clinic. His clinical interests include ACT (and other third wave treatments), feedback-informed treatment and any type of clinical innovation to improve access to care. When not at work, he enjoys spending time with his family and creating, repairing and sustaining things with his hands.

Daniel Lloyd, Psy.D.

Dr. Lloyd received his bachelor's degree from University of California, San Diego and his master's degree and doctorate from Indiana University of Pennsylvania. He completed both his predoctoral internship and his residency at Wellspan Philhaven. He had experience in forensic and correctional psychology as well as community mental health prior to coming to Wellspan Philhaven. He currently works as a licensed psychologist in outpatient services. He works mostly with adults and couples, but also serves older adolescents. Dr. Lloyd's theoretical orientation is truly eclectic, but skews towards the cognitive. He uses interventions from CBT, ACT, psychodynamic theory and motivational interviewing to help patients achieve their desired changes. He participates on the WellSpan Philhaven bioethics committee as well as several other projects as time allows. His current interests are in evidence-based practice, ethics and telehealth. He provides continuing education workshops in ethics and telehealth regularly.

Hana S. Longenecker, Psy.D.

Dr. Longenecker earned her master's degree (2017) and doctorate (2020) in clinical psychology from Wheaton College in Wheaton, IL and bachelor's (2015) in psychology from Lehigh University in Bethlehem, PA. She completed her predoctoral internship at WellSpan Philhaven in the Child and Adolescent Specialty Track. She also completed her postdoctoral residency in child/adolescent outpatient and physical health integration at WellSpan Philhaven. She currently provides outpatient therapy and ADHD testing services at WellSpan Philhaven's Lebanon outpatient office. Dr. Longenecker's approach to treatment is largely integrative, pulling from cognitive behavioral, behavioral and attachment/trauma-informed perspectives. Dr. Longenecker enjoys working with children, adolescents and adults, with special interest in psychological assessment, ADHD, emotion regulation and self-compassion. Dr. Longenecker is passionate about providing and expanding affirming services to LGBTQ+ persons. She has been licensed in Pennsylvania since 2021.

Tyler Loy, Psy.D.

Dr. Loy is a licensed psychologist who received his doctoral degree in clinical psychology from Immaculata University in 2020. He currently provides outpatient services at the WellSpan Meadowlands office in York, including individual, group, and marriage/couples therapy. Dr. Loy's primary approach to treatment is CBT and integrates a variety of other treatment modalities that include DBT, CPT, exposure, psychoanalytic, existential, and IFS therapy. His primary areas of interest are working with adults and adolescents who are struggling with trauma, PTSD, personality disorders, and existential concerns. Additionally, he provides neuropsychological evaluation services that include referring concerns related to diagnostic psychological clarification, ADHD, autism spectrum disorder, intellectual disability, learning disability, dementia, head-injury, stroke, Covid long-hauler symptoms, and presurgical evaluations for gender-affirming surgeries. Dr. Loy is a doctoral intern supervisor in both WellSpan-Philhaven's doctoral internship programs. He participates in several WellSpan committees including Bioethics committee, Early Career Psychologist (ECP) committee, Psychological Testing committee, and the steering committee for the Center for Spiritually Integrated Care (CSIC). In his free time, Dr. Loy enjoys spending time with his family, reading about philosophy, and tabletop board games.

Darcy A. Miller, Psy.D.

Dr. Miller received her master's degree (2007) and doctorate (2010) from Fuller Theological Seminary in Pasadena, CA. She manages the psychological testing service for WellSpan Philhaven East and provides supervision for psychological testing to both General Track interns and the Child and Adolescent Specialty Track intern. She is also the training director for our psychology residency program. She conducts ADHD evaluations for both child/adolescent and adult populations in addition to providing pre-intervention psychological evaluations for patients pursuing bariatric surgery and spinal cord stimulator implants. In addition, she provides office-based outpatient therapy to adolescents and adults. Her approach to treatment is integrative, drawing largely from attachment/psychodynamic perspectives, cognitive behavioral and third wave CBT as well as feminist theoretical frameworks. She has a passion for providing affirming services to LGBTQ+ persons. She is a member of the APA and the Pennsylvania Psychological Association. She has been licensed in Pennsylvania since 2013.

Kelly Nardella, Psy.D.

Dr. Nardella is a primary supervisor for General Track interns on the Child and Adolescent inpatient rotation and also provides group supervision. Dr. Nardella completed her master's degree (2011) and doctorate (2013) in clinical psychology at Immaculata University, completed her internship with Philhaven's Psychology Internship Program (now the WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology Program) and accrued postdoctoral hours through employment with Philhaven's outpatient and children's community-based programs. She has been a licensed psychologist in Pennsylvania since 2015. Dr. Nardella's clinical interests have included treatment of children, adolescents and adults; evaluation and assessment; caregiving and caregiving-related stress; chronic pain and physical health disorders; intersectional identities; and presence of systemic oppression, health care equity and work-life balance. Her clinical approach is integrative, utilizing evidenced-based approaches including CBT, ACT, DBT-informed and interpersonal therapies. Dr. Nardella currently provides psychological evaluations to children and adolescents for Intensive Behavioral Health Services (IBHS/formerly BHRS), provides clinical consultation and oversight of outcomes initiatives within IBHS and is involved in subcommittee work related to early career psychologists, cultural diversity programming and internship

education seminars and program evaluation. Dr. Nardella is a member of APA and the Pennsylvania Psychological Association.

Nate Rhoad, Psy.D.

Dr. Rhoad received his master's degree (2013) and doctorate (2016) in clinical psychology from Regent University in Virginia Beach, VA. He currently provides outpatient services at the Oregon Pike clinic in Lancaster. His primary areas of interest include working with mood disorders, trauma, chronic pain and the integration of faith and psychology. He also conducts specialty psychological evaluations for those pursuing bariatric surgery and spinal cord stimulator surgery. His approach to treatment is integrative, but is typically rooted in cognitive behavioral therapy and acceptance and commitment therapy interventions. He was a previous member of the outpatient DBT treatment team at Oregon Pike. He is an avid Philadelphia sports fan and enjoys spending days off with his wife and five awesome daughters, usually somewhere outdoors. He also enjoys running and the challenge of training.

Meryl Reist Gibbel, Ph.D.

Dr. Reist Gibbel is a licensed clinical psychologist, serving adults at WellSpan Philhaven's Mt. Gretna outpatient clinic. She received her master's degree (2008) and doctorate (2010) from Bowling Green State University (Bowling Green, OH), where she studied the Psychology of Religion and Spirituality. Dr. Reist Gibbel has particular clinical and research interests in the areas of spiritually integrated psychotherapy and spiritual struggle. She is integrative in her therapeutic orientation, drawing on various therapeutic approaches including mindfulness-based treatments, CBT and attachment-based therapies. Dr. Reist Gibbel co-directs WellSpan Philhaven's Center for Spiritually Integrated Care and serves on various administrative committees.



Additional Information About WellSpan Health

As noted, in 2016 Philhaven affiliated with WellSpan Health, an integrated health system that serves the communities of South Central Pennsylvania and northern Maryland. More information can be obtained at WellSpan.org.

WellSpan Health Mission

WellSpan Health is a charitable, mission-driven organization, committed to exceptional care for all, lifelong wellness and healthy communities.

Wellspan Health's Mission Statement reads as follows:

**Working as one to improve health through exceptional care for all,
lifelong wellness and healthy communities.**

WellSpan Health Services

WellSpan Health includes:

- Eight respected hospitals in the South Central Pennsylvania region
- More than 1,900 employed physicians and advanced practice clinicians
- More than 20,000 employees
- More than 220 care locations
- A full continuum of behavioral health services, including psychiatric inpatient facilities in four locations

Commitment to Community Health and Wellness and WellSpan Hiring Expectations

The WellSpan commitment to community wellness, protecting patients and promoting a healthy environment extends to all WellSpan Health employees, including Health Service Psychology interns. WellSpan Philhaven Health Service Psychology interns are expected to commit to:

- Being drug-free
- Being tobacco-free & nicotine-free*
- Being fragrance-free (no colognes, perfumes or scented body products)
- Obtaining an annual flu vaccination

*WellSpan Health has a tobacco-free/nicotine-free hiring policy. All applicants who are offered employment with Wellspan Health will be required to pass a nicotine screening before employment is confirmed. Applicants who test positive for nicotine will not be hired but may reapply for a position after 12 months, provided they are nicotine-free.

Related to Covid-19 vaccination, employees are required to submit any COVID-19 vaccinations that they have received or declare themselves as non-vaccinated for the organization's mandatory reporting.

Note: Employment/Match offers may be rescinded if one tests positive for nicotine or illegal drugs or fails to obtain a flu vaccine or an acceptable flu vaccine exemption.

Points of Interest

WellSpan Philhaven's Mt. Gretna campus is located in the **Lebanon Valley** in South Central Pennsylvania, about 20 miles from Harrisburg. Traditionally a major agricultural area, more than half of the county's land is used for pasture and raising crops. Residential and commercial properties are nestled among the county's beautiful rolling hills and scenic farmlands. Pennsylvania Dutch hospitality abounds in the communities and towns.

Closest to WellSpan Philhaven, the village of **Mt. Gretna** is a popular summer resort. Various special activities are scheduled annually, including theater, concerts, an art show and much more.

Nearby **Hershey** is well known as a place for family entertainment and fun. The town of Hershey is one of the most immaculate and well-planned communities in America, with streetlights shaped like Hershey Kisses and street names reflecting the major business of the town.

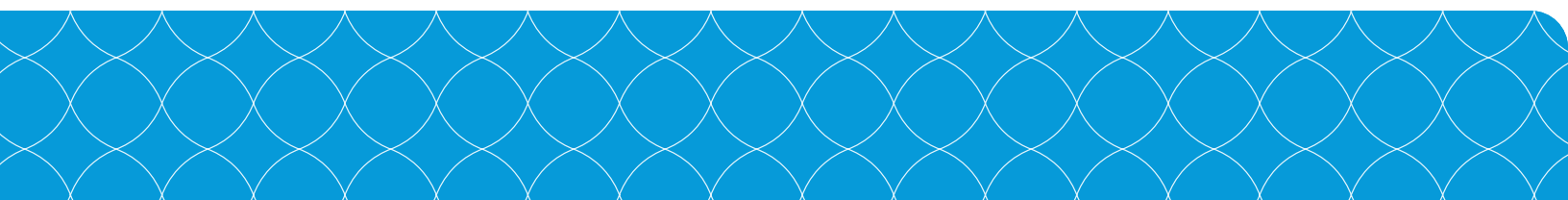
History comes alive in **Gettysburg**, the site of the turning point battle of the Civil War. Tours are available of the battleground and also of the retirement home of the 34th President of the United States, General Dwight D. Eisenhower. Reenactments of Civil War battles are staged annually.

Pennsylvania Dutch Country in **Lancaster County** is filled with exceptional dining, quaint shops and picturesque farmland. The Amish, or "Plain people," farm the land, operate roadside produce stands and make quilts, crafts and furniture. Covered bridges, the Ephrata Cloisters and the home of the 15th President of the United States, James Buchanan, are just a few of many attractions.

Outstanding recreational opportunities are available in **York County** with the Susquehanna River, several lakes and numerous fishing streams. Parks and camping areas make easy access to trout fishing, white water canoeing, bird watching and deer and small game hunting. The county also boasts nine public golf courses and hosts thousands of snow skiers each year at Round Top.

South Central Pennsylvania is known for its diverse communities. Lancaster has had a 300-year history of welcoming and is known as "America's Refugee Capital" due to resettling 20 times more refugees per capita than the rest of the nation. The city of Lebanon is rich in its cultural diversity. The city's demographics are 49% white, 44% Hispanic and 4% Black. Numerous cultural heritage events are held throughout the year in the region. These include multiple LGBTQ+ Pride celebrations in June; Hispanic Heritage Month festivals in Lancaster, Lebanon and York Counties; Juneteenth and other Black history celebrations across the region; and events hosted by various regional cultural alliances throughout the year.

A multitude of **regional attractions** are accessible within a day's drive. Professional sports enthusiasts can enjoy baseball, basketball, football and ice hockey. Recreational opportunities are available at the famous Pocono Mountain resorts, numerous ski areas, state parks and the Appalachian Trail. Farmers markets, auctions and several hundred manufacturers' outlet stores offer an array of browsing and shopping opportunities. Historic and cultural attractions abound in New York City, Philadelphia, Baltimore and Washington, D.C.





APPIC Internship Program Guidelines

The WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology Program follows APPIC Match Policies for the intern selection process. APPIC application materials and policies can be located at the APPIC web site, [APPIC.org](https://www.appic.org).

This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept or use any ranking-related information from any intern applicant. Intern applicants are encouraged to subscribe to APPIC's Match-News email list to receive messages related to the match process.

Information about the Match-News list can be obtained at [APPIC.org](https://www.appic.org).

In addition to the general AAPI requirements (APPIC application), the WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology Program requires that applicants address specific items in their cover letter as referenced in the **Internship Application Process** section of this handbook and listed in the "AAPI and Cover Letter Requirements" sections of the program's website. The site also requires three letters of recommendation.

Program Contact Information

For more information about the WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology Program, please contact:

Melanie Baer, PsyD

Director, WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology Program
WellSpan Philhaven

283 S. Butler Road, Mt. Gretna, PA 17064

(717) 273-8871 | p hh-intern@wellspan.org



283 S. Butler Rd., P.O. Box 550

Mt. Gretna, PA 17064

(800) 932-0359

WellSpanPhilhaven.org