



WellSpan Philhaven Hospital Doctoral Internship
in Health Service Psychology

Handbook 2024-2025



Contents

Accreditation.....	3
Doctoral Psychology Internship Program Description.....	4-6
Clinical Assignments/Rotations	6-9
COVID-19 Program Modifications	10
Internship Admissions, Support and Initial Placement Data.....	11-14
Internship Program Administration.....	15
Facilities and Support Systems	15-16
Diversity, Equity, & Inclusion and Psychology Intern Support	16-17
Criteria for Selection.....	17
Internship Application Process.....	18-19
Criteria for Completion of Internship	19-20
Training Faculty	20-24
Additional Information on WellSpan Health.....	24
Points of Interest	25-26
APPIC Guidelines	26
Program Contact Information.....	26
 Addendum: Additional Program Policies.....	 26
• Internship Program Governance	
• Psychology Internship Program's Relationship with Interns' Graduate Programs	
• Psychology Internship Competency Evaluations	
• Psychology Internship Clinical Supervision	
• Psychology Internship Telesupervision	
• Psychology Intern Complaints	
• Psychology Intern Problem Performance	

Revised July 1, 2024

Program Overview

The WellSpan Philhaven Hospital Doctoral Psychology Internship Program provides strong clinical training within a behavioral health network that is part of a large regional healthcare system in southcentral Pennsylvania, WellSpan Health. WellSpan Philhaven Hospital's internship training (east region) is psychiatric hospital-based. While this psychology internship program is based at WellSpan Philhaven's inpatient hospital facility in Mt. Gretna, PA, WellSpan Philhaven has multiple locations in the region, serving local counties. This doctoral internship program provides clinical training in Health Service Psychology within a multidisciplinary setting. Behavioral health care services provided by psychology interns in the program include those in inpatient, outpatient, and day hospital settings. The client population includes a variety of clientele including children, adolescents and adults from urban, suburban and rural areas. Clients represent many ethnic groups and all socio-economic 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 Psychology Internship program was fully accredited by the American Psychological Association 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's doors opened 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 southcentral Pennsylvania and to maintain and broaden training opportunities for 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, WellSpan Philhaven's psychology internship programs strives to be anti-racist in its evolution to continue addressing systemic and structural issues in our cultures today.



Program Description

The WellSpan Philhaven Hospital Doctoral Psychology Internship 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 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, 161 psychology interns from 53 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 in Health Service Psychology (SoA), developed by the American Psychological Association 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 Standards of Accreditation clarify that by the end of the internship, each intern must demonstrate achievement of the profession-wide competencies and their associated elements. Psychology 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 standards as well as our own unique training aspects. These aims include:

1. Professional Identity/HSP 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: a broad range of assessment approaches 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; 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 the WellSpan Philhaven Doctoral 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 healthcare, flowing out of a culture of innovation
- Exposure to Plain Community culture (Amish and Mennonite)

Clinical Assignments/Rotations

The WellSpan Philhaven Hospital Doctoral Psychology Internship program is planning to offer three General Track internship positions and one Child and Adolescent Specialty Track position in the 2024-2025 training year.

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 Programs 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, needs of the various programs and the goals of the internship.

Child & Adolescent 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 the Specialty Track provide services in inpatient and outpatient programs. The Child/Adolescent Track intern provides individual therapy, family therapy, group therapy, psychological assessment, consultation, etc. The intern primarily operates within the Child and Adolescent Services throughout the internship year, but has exposure to serving adult populations as well. Specific assignments are made with consideration of the intern's professional interests and the needs of the clinical 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 which 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 8 psychological assessment batteries is expected for each intern, the range of full batteries is typically between 8 and 12.

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 receive supplemental supervisory feedback from clinical staff representing other professional 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 4-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 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 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 Standards of Accreditation and the internship program's aims and learning elements/activities.

Psychology Interns are regularly involved in individual supervision, group supervision and education seminars and can expect to spend 6 hours per week or more 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 director, and these evaluations are shared with the graduate program. Ultimate supervisory responsibility resides with the internship 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 for Health Service Psychologists. Some didactic trainings may be shared with WellSpan'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 American Psychological Association 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 2024-2025 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 hrs.) 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 PA 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 of 2020, outpatient mental health services provided by psychology interns quickly transitioned to remote (video or telephone) services. Day Hospitals initially transitioned to all remote services, and after a few months re-opened with strict safety requirements. Because therapists serving patients in our psychiatric inpatient units are considered essential, in-person inpatient services, including psychotherapy and psychological testing, were provided continuously by interns with safety precautions in place.

Psychology interns were in the first group of staff offered Covid-19 vaccination at WellSpan Philhaven. From the beginning of the pandemic until April 2023, all staff were required to screen before entering the hospital building, wear surgical masks, and engage in social distancing wherever possible. In April of 2023, all counties served by WellSpan entered the "green" phase of mask requirements. At present (spring of 2024), masking is no longer required for employees or patients. In most cases screening is no longer required as well. WellSpan 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. 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 staff.

During the pandemic years, our program has continued to provide high quality training with minor program modifications, such as increased use of telesupervision. The only restricted internship experience at the beginning of the pandemic was the group therapy experience at the Plain Communities Clinic (2 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 with the 2021-22 cohort. The overall volume of direct services provided reduced for some interns during the initial months of the pandemic, but our program was able to involve

2019-20 interns in other projects associated with the Covid-19 emergency such as staffing our WellSpan 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 internship program has added new trainings on anti-racism and whiteness. We have provided interns with multiple opportunities for participation in discussions on diversity, equity, inclusion, and anti-racism-related topics in psychology meetings and organization-wide discussion groups, in addition to routine group and individual supervision.

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 during orientation.

Almost all supervision meetings and seminars were provided remotely via Zoom or Microsoft Teams during the earlier pandemic years. We currently provide individual and group supervision in both in-person and telesupervision formats, consistent with our program's telesupervision policies and APA telesupervision guidelines.

In the event that the we are faced with future pandemic conditions in our communities or if other unanticipated factors should impact our training setting, we want to be clear that we will do everything possible to continue providing quality internship training in a manner that is safe environment for interns.

For 2025-26 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

Date 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?

☒ Yes

☐ No

If yes, provide website link (or content from brochure) where this specific information is presented:

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 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.

WellSpan Health and its employees have a shared mission of “working as one to improve health through exceptional care for all, lifelong wellness and healthy communities.” It’s a commitment WellSpan takes seriously. Candidates are asked to please be aware of the commitment they would make to protect WellSpan patients and promote a healthy environment.

The commitment would include:

- Being free from illegal drugs
- Being tobacco-free and nicotine free (refrain from using tobacco and nicotine products)
- Being fragrance-free (no colognes, perfumes, or scented body products)
- Obtaining an annual flu vaccination

Matched interns would need to acknowledge that they agree to comply with all pre-employment screenings, obtain a flu vaccine (or a flu vaccine exemption), and refrain from using colognes, perfumes, and scented body products, and that they understand that failure to adhere to the above commitments could result in dismissal from their assignment at WellSpan Health.

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 socio-economic 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 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		Yes	Amount: 300
Total Direct Contact Assessment Hours	No		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
- Obtained a Master's degree in a mental health related field
- Completed a minimum of 300 intervention and assessment hours in supervised practica, including Child and Adolescent clinical experience
- 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 Year¹

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?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If access to medical insurance is provided:		
Trainee contribution to cost required?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of family member(s) available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of legally married partner available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of domestic partner available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> 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?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<p>Other Benefits (please describe): 6 Paid Holidays</p> <p>Please note that coverage for married or domestic partners is only available if the partner is not eligible for health insurance through their employer.</p>		

*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)

	2020-2023	
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 = 1	EP = 0
Consortium	PD = 0	EP = 0
University Counseling Center	PD = 0	EP = 0
Hospital/Medical Center	PD = 5	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 = 3	EP = 2
Other	PD = 0	EP = 1

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 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 a training committee that 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 comprised of internship supervisors. The director of the internship 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 American Psychological Association noted earlier (The APA 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), the Internship Program has been a member of the Association of Psychology Postdoctoral and Internship Centers 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 DNV (Det Norske Veritas) -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

Facilities and Support Services

Campus



WellSpan Philhaven's inpatient hospital at Mt. Gretna is located on approximately 200 acres of open and 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 windows with scenic farmland views. Food services are available in the cafeteria to employees at a reasonable cost.



Diversity & Inclusion and Psychology Intern Support

Diversity, Equity, & Inclusion at WellSpan 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 Psychology Internship 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 and WellSpan Philhaven Hospital Psychology Internship 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 WellSpan Philhaven Hospital Psychology 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 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:

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 & RPAS), Wechsler intelligence/memory tests, BASC-3. In addition, tablet-based administration is available for administration of a wide range of tests including the WAIS-IV/V, 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 365, including Outlook, OneDrive, Teams, OneNote, Forms, Word, Excel, and PowerPoint.



- 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 postdoc 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/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 the Association of Psychology Postdoctoral and Internship Centers, 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, 2024, for the 2025-2026 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 2025-2026 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 which may be available 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 psychology intern who is available to answer questions and provide input on the program. Interviews are scheduled between mid-December and mid-January. 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 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 1-2 candidates per year.
- V. Finalists who are matched to the WellSpan Philhaven Hospital internship program must also complete the WellSpan application. A link to complete the electronic application will be sent to those who match. After matching, instructions include:
 - Create a profile
 - Agree to the terms and conditions
 - Confirm your identity
 - Import your resume
 - Answer the application questions
 - Sign by e-signature.

- VI. A Talent Acquisition Consultant will contact interns by phone to discuss the Offer Letter which will be emailed to the intern. The offer email must be opened and the offer must be accepted. The Offer Letter will include benefit information. Another email will arrive requesting personal identifier information, social security number and date of birth.
- VII. A Talent Acquisition Onboarding Coordinator will contact interns by phone to discuss the pre-boarding items:
- Child abuse clearances: Original FBI Fingerprint and PA Childline Child Abuse clearances which need to be less than 5 years old for employment purposes.
 - Mandated Reporter Training Certification for Child Abuse (3 hours training).
 - Basic background check which includes a State Criminal Check.
 - Scheduling an employee health appointment which needs to take place within 30 days of the internship start date. Employee Health will clear the employee to start.
- VIII. The 2024-2025 internship year will begin with orientation on August 11, 2024. The year encompasses 52 weeks.

Criteria for Completion of Internship

- 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:

- 3 clinical rotations (4 months each-Not applicable for Child and Adolescent Specialty Track)
- a minimum of 150 hours of individual/family/couples therapy experience
- a minimum of 25 hours of group therapy experience

- a minimum of 8 psychological test batteries
- a minimum of 10 intake evaluations
- attendance at 90% of required psychology staff meetings and seminars
- a minimum of 1 formal presentation that integrates religion/spirituality and psychology
- completion of program self-evaluation activities and documentation
- a minimum of 2080 total hours (one year including benefit time); a minimum of 700 hours must be in direct service activities, including psychotherapy, psychological assessment, consultation, case management, etc.

Minimum Performance Criteria:

- 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.
- Successful Completion of the 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).

Melanie A. Baer, Psy.D.

Chief Psychologist, WellSpan Philhaven Psychology Department Chair



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 American Psychological Association, the Pennsylvania Psychological Association and the Lancaster-Lebanon Psychological Association. In addition to her administrative and supervisory responsibilities related to the psychology internship program, she serves as the Psychology Department Chair, provides leadership for several organizational initiatives and provides outpatient clinical services.

Training Faculty



Darcy A. Miller, Psy.D.

Psychology Internship Program Director

Dr. Miller received her Master's degree (2007) and doctorate (2010) from Fuller Theological Seminary in Pasadena, California. She manages the psychological testing service for WellSpan

Philhaven East and provides supervision for psychological testing to both general track interns and the child/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 American Psychological Association and the Pennsylvania Psychological Association. She has been licensed in Pennsylvania since 2013.

Brittany Caro, Ph.D.



Dr. Caro completed her Masters in Counseling Psychology from Boston College in 2012 and her Doctorate of Philosophy in Counseling Psychology from Howard University in 2017. She completed both her doctoral internship and postdoctoral psychology residency at WellSpan

Philhaven and is 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, and Inclusion Steering Committee. Dr. Caro provides individual 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, the American Psychological Association where she is a member of Division 17, and the Association of Black Psychologists.

Heather Cotignola-Pickens, Psy.D.



Dr. Cotignola-Pickens (or Dr. Cotignola) earned her doctorate in clinical psychology from Loyola University Maryland. She completed her pre-doctoral internship and residency in serious and persistent mental illness at WellSpan Philhaven. Dr. Cotignola is recently licensed in Pennsylvania.

Prior to earning her doctorate, she has a background working in homelessness and housing services and trauma-informed care. She currently provides individual and group therapy as well as psychological assessment to clients (adults and adolescents primarily) at the Plain Community Outpatient Clinic. Dr. Cotignola is also the Clinical Lead for Trauma Responsive care for Philhaven's Inpatient programs, serving inpatient leadership and all four units. She utilizes her passion and training for trauma-informed care, recognizing how the environment and system impacts care, and organizational psychology in this role. Dr. Cotignola has a passion for providing culturally affirmative care and promoting access to care. Her approach to treatment is integrative, drawing from psychodynamic/interpersonal and attachment, third-wave behavioral (ACT & DBT), and person-centered and feminist frameworks. She has specific interest in treating trauma and serious mental illness.

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 pre-doctoral internship in psychology at Pacific Clinics in Pasadena, CA and her post-doctoral

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

post-doctoral 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 degree 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 (2009) and doctorate (2014) degrees 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/adolescent specialty track) in 2014, she completed a postdoctoral fellowship in integrated primary care/community health psychology at Community Health Center, Inc., in New Britain, Connecticut. Dr. Hailey currently provides outpatient therapy at WellSpan Philhaven's Mount Gretna Outpatient 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 Specialty Care service that provides direct behavioral health support to WellSpan's Women and Children Service Line. Furthermore, within the 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 BH Psychologist Clinical Lead supporting outpatient services. Dr. Keener provides clinical support to Outpatient Administration and Mt. Gretna Outpatient. 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.

Hana Longenecker, Psy.D.



Dr. Hana S. Longenecker earned her Master's (2017) and Doctorate (2020) degrees in clinical psychology from Wheaton College in Wheaton, IL and Bachelor of Arts (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 a 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 Isabel Drive office in Lebanon, PA. Dr. Longenecker's approach to treatment is largely integrative, pulling from dialectical behavioral, cognitive 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.

Kelly Nardella, Psy.D.



Dr. Nardella is a primary supervisor for general track interns on the Child/Adolescent Inpatient rotation and also provides group supervision. Dr. Nardella completed her master's (2011) and doctorate (2013) in Clinical Psychology at Immaculata University, completed her internship with

Philhaven's Psychology Internship Program (now WellSpan Philhaven Doctoral Psychology Hospital Internship 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 PPA.

Nate Rhoad, Psy.D.



Dr. Rhoad received his master's (2013) and doctorate (2016) degrees in clinical psychology from Regent University in Virginia Beach, Virginia. 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 individuals 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 is a current 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, 5 awesome daughters, and Australian Shepherd, Fritz, usually somewhere outdoors. He also enjoys running and the challenge of training for half marathons and marathons.

Meryl Reist Gibbel, Ph.D.



Dr. Reist Gibbel is a licensed clinical psychologist, serving adults at WellSpan Philhaven's Mount 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 under Kenneth Pargament, PhD. 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.

Jessica Taylor, Psy.D.



Dr. Taylor received her MS from Millersville University of Pennsylvania in 2010. She served as a cognitive rehabilitation therapist and psychometrician at a local brain injury program while pursuing her PSYD from Immaculata University (2017). As part of her training, she completed her pre-doctoral

internship at Reading Hospital (PA). Her residency at Pyramid Healthcare provided experience working with eating disorders at the partial program level, as well as a diverse caseload at the outpatient level, including clients with substance use disorders. Currently, Dr. Taylor serves as the BH Clinical Team Lead Psychologist supporting outpatient services at the Oregon Pike Clinic. She provides both individual and group therapy services, as well as conducts pre-intervention psychological evaluations. At the system level, she oversees clinical supervision of the behavioral health clinic coordination team, and enjoys supporting the psychology internship program in various ways. She has been licensed in Pennsylvania since 2019.

Additional Information About WellSpan Health

As noted, in 2016 Philhaven joined WellSpan Health, an integrated health system that serves the communities of 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 central Pennsylvania region
- More than 2,000 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

WellSpan Health and its employees have a shared mission of “working as one to improve health through exceptional care for all, lifelong wellness and healthy communities.” It’s a commitment WellSpan takes seriously. Candidates are asked to please be aware of the commitment they would make to protect WellSpan patients and promote a healthy environment.

The commitment would include:

- Being free from illegal drugs
- Being tobacco-free and nicotine free (refrain from using tobacco and nicotine products)
- Being fragrance-free (no colognes, perfumes or scented body products)
- Obtaining an annual flu vaccination.

Matched interns would need to acknowledge that they agree to comply with all pre-employment screenings, obtain a flu vaccine (or a flu vaccine exemption), and refrain from using colognes, perfumes and scented body products, and that they understand that failure to adhere to the above commitments could result in dismissal from their assignment at WellSpan Health.



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 farm lands. Pennsylvania Dutch hospitality abounds in the communities and towns.



Closest to WellSpan Philhaven, the village of **Mt. Gretna** is a popular summer resort. A variety of 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. Re-enactments 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; 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's Internship Program Guidelines

WellSpan Philhaven Hospital Doctoral Psychology Internship Program follows APPIC Match Policies for the intern selection process. APPIC application materials and policies can be located at the APPIC web site: <http://www.APPIC.org/>

This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept or use any ranking-related information from any intern applicant. Intern applicants are encouraged to subscribe to APPIC's Match-News e-mail list to receive messages related to the match process. Information about the Match-News list can be obtained at <http://www.APPIC.org>.

In addition to the general AAPI requirements (APPIC application), the WellSpan Philhaven Hospital Doctoral Psychology Internship 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 Psychology Internship Program, please contact:

Darcy Miller, PsyD, Director

WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology Program

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

phh-intern@wellspan.org

Addendum: Additional Program Policies

The program has additional formal internship policies which are described in detail. These policies include:

- Internship Program Governance
- Psychology Internship Program's Relationship with Interns' Graduate Programs
- Psychology Internship Competency Evaluations
- Psychology Internship Clinical Supervision
- Psychology Internship Telesupervision
- Psychology Intern Complaints
- Psychology Intern Problem Performance

Please see internship policies on our program page: WellSpan.org/PhilhavenHospitalPsychologyInternship

Notes



283 S. Butler Road
P.O. Box 550
Mt. Gretna, PA 17064
(800) 932-0359

WellSpanPhilhaven.org

