

# South Florida State Hospital



## Doctoral Psychology Internship Program American Psychological Association-Accredited Pembroke Pines, Florida

2025-2026





## TABLE OF CONTENTS

Page

INTRODUCTION	3
THE HOSPITAL	4
DIVERSITY	5
THE AREA	6
PSYCHOLOGICAL SERVICES	6
PSYCHOLOGY STAFF	6
PSYCHOSOCIAL REHABILITATION PROGRAM	7
INTERNSHIP TRAINING	8
TRAINING PROGRAM TRACKS	9
SUPERVISION	12
SEMINARS AND TRAINING ACTIVITIES	12
EVALUATION PROCESS	13
DUE PROCESS AND REMEDIATION	14
GRIEVANCE PROCEDURE	15
STIPEND, HOURS, TIME OFF	15
FORMER INTERNS	16
INTERNSHIP ELIGIBILITY, REQUIREMENTS AND SELECTION	19
INTERNSHIP ADMISSIONS, SUPPORT, AND INITIAL PLACEMENT DATA	20
MAP OF THE HOSPITAL	23



## INTRODUCTION

Thank you for your interest in the doctoral psychology internship program at South Florida State Hospital (SFSH). The psychology internship's aim is to produce ethical clinicians who can integrate science with practice, are culturally competent, and provide quality assessment and empirically based assessments and interventions to adults diagnosed with a serious mental illness in an inpatient setting. Through didactic training and supervised practice, interns will increase their knowledge and proficiency in applying general psychological principles and will be able to work with a culturally diverse population.

South Florida State Hospital internship offers two distinct tracks to interns. One intern completes a Clinical Track, which includes psychological evaluations and behavior assessments. The two other interns complete a Forensic Track focusing on forensic psychology issues, which includes completing competency to proceed and violence risk assessment evaluations. Throughout the training, interns will be included as contributing members of the hospital's multidisciplinary teams. Responsibility for professional decision-making grows as interns' clinical skills are demonstrated and refined. However, their primary role remains that of a trainee, and supervision and training are a top priority of this program.

Our program is accredited by the American Psychological Association (APA) since 2005, and the accreditation status of this program can be obtained from the APA Office of Program Consultation & Accreditation, 750 First Street NE, Washington, DC, 20002-4242, (202) 336-5979, and at its website [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation).

We are also a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). We abide by APA and APPIC policies as well as participate in the APPIC Internship Matching Program. Applications and the Applicant Agreement can be obtained from the APPIC website at [www.appic.org](http://www.appic.org). Our program code is 1211. We have three (3) funded Internship positions. 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.

The sections that follow within this brochure provide general information regarding our internship site. We strongly encourage potential applicants to contact us directly with any questions you may have in reviewing this information.

SFSH is an EOE/Minorities/Females/Vet/Disability Employer. Consideration for employment is provided without any discrimination in compliance with the Americans with Disabilities Act (ADA). SFSH provides reasonable accommodations to all those with a disability as defined under the ADA.

Any offer of employment, including a psychology internship, is contingent upon, but not limited to, the successful completion of the following: Level 2, Florida Department of Children and Families Background Investigation; Drug testing and pre-employment physical including Tuberculosis screening and Titer blood testing; Mandatory 6 day facility Orientation which includes certification in "MANDT," our verbal de-escalation training process and Basic Life Support (CPR and AED) curriculum through the American Heart Association.

## THE HOSPITAL

South Florida State Hospital is a privately managed 359-bed state psychiatric hospital. The hospital provides services to adults of all ages from many cultural backgrounds. The persons served (patients) in this facility have been committed for treatment due to risk of harm to self or others pursuant to Florida's civil commitment statute, known as the Baker Act, or have a forensic commitment. These persons served represent a broad spectrum of psychiatric disorders. The most frequent diagnoses are major thought and affective disorders, severe personality disorders (primarily borderline and antisocial), and substance use disorders. Psychology staff and interns are responsible for assessment, individual and group psychotherapy, behavioral planning, training of and consultation with direct care staff, as well as participation in the multidisciplinary treatment teams.



The hospital has a strong commitment to providing training across a broad array of disciplines, including nursing, medicine, social work, pharmacy, and psychology. Trainees in these areas come from local universities such as the University of Miami, Nova Southeastern University, Barry University, and Broward Community College. Interns are provided with opportunities to interact with trainees from other disciplines while serving on treatment teams and attending Grand Rounds.

The recovery treatment model at SFSH is based on Illness Management & Recovery (IMR), which consists of a designated set of skills and knowledge to help persons served. IMR is a step-by-step, evidence-based practice program that helps persons served to set meaningful goals for themselves, acquire information and skills to develop more mastery over their psychiatric illness, and progress towards their own recovery as they personally define it. However, what is consistent with the traditional medical model is that the psychiatrist is the head of the treatment team. The psychology department fulfills the roles of consultant, therapist, assessor, and behavioral consultant. We offer support to the treatment teams, and the persons served.



Chapel for Persons Served

The hospital is comprised of seven units, with each unit name representing an area or theme associated with the State of Florida. Four units (Sanibel, Okeechobee, Las Olas, and Tequesta) are 50+ bed general population male units. Three units are housed with distinct populations. The Everglades unit is a specialized unit for males with challenging behaviors, the Royal Palm unit is a female unit, and the co-ed Vizcaya unit is designated for geriatric or vulnerable persons served.

## **Forensic Population**

There are beds allocated for forensic persons served at South Florida State Hospital. Generally, the persons served are from the 13-county service area in the southern/ central Florida area, and have been stepped down from a secure forensic facility to this civil hospital because they are regarded as no longer in need of a high-security placement. There is no specific forensic unit, and the persons served are dispersed throughout the hospital units based on level of functioning and behavior.

The forensic persons served have been committed by the state criminal courts as Incompetent to Proceed (ITP) or as Not Guilty By Reason of Insanity (NGI). While most of the ITP persons served are diagnosed with psychotic disorders, cognitive impairment may also prevent them from being restored to competency.

## DIVERSITY

### Persons Served



Swimming Pool for Persons Served

Our person served's population is comprised of 80% males and 20% females with an average age of 47 years of age. Over 85% of persons served carry a diagnosis of schizophrenia/ schizoaffective disorder, 7% have mood disorders, and 50-60% have substance use disorders.

The persons served's population of SFSH is comprised of a significant proportion of individuals from the Caribbean islands (e.g., Haiti, Cuba, and Jamaica) and South America. While the largest proportion of individuals speaks English, many are bilingual or monolingual in Spanish or Haitian-Creole.

### Staff

Consistent with our persons served's demographics, the employees at SFSH are a reflection of the diverse population in South Florida. The staff is comprised of 66% females and 34% males. There are 71% who are classified as Black but come from various ethnic groups, including Jamaica, Haiti, Caribbean islands, and African countries; 12% are White, 12% are Latin, and 5% come from other backgrounds, such as Asia.

### Internship Diversity Training

As noted above, the cultural fabric of the South Florida area is comprised of vibrant and diverse groups of individuals, each with a unique and strong sense of cultural identity. The diverse environment is considered one of many strengths of our program.

Interns have the unique opportunity to work with persons served who recently immigrated to the United States. Besides ethnic diversity, many individual differences contribute to the unique make-up of our setting, including: religious beliefs, abilities, sexual orientation, and age. The clinical supervision is provided to meet the unique needs of the South Florida population and incorporates the ADDRESSING model by Pamela Hays (1996, 2008, 2016) to further develop and/or enhance self-awareness of ethnic and individual differences between and among trainees, supervisors, and persons served. Additionally, interns attend a monthly diversity seminar led by the psychology department, which provides a forum for interns to learn and discuss diversity, equity, and inclusion issues, and intersectionality factors, as well as their impact on treatment and assessment. In previous years, local experts on immigration and acculturation came as guest speakers. Many of our interns have reported this opportunity has added to their cultural competency and increased marketability when looking for postdoctoral employment.



Psychology Department Diversity Board

## THE AREA

South Florida State Hospital is located in Pembroke Pines, Florida. The hospital is a short drive from internationally renowned Miami/South Beach and Fort Lauderdale beaches. The climate in South Florida is tropical, with average winter temperatures ranging from 65 to 70 degrees.

The culturally rich and diverse population of South Florida is one of the unique and exciting aspects of the area, and this is reflected in its variety of local dining and entertainment experiences. The area also offers popular shopping destinations, such as Sawgrass Mills Outlet Mall, and upscale shopping and entertainment destinations, such as Las Olas, Hard Rock Guitar Hotel and Casino and Entertainment Complex, and Florida Keys.



Out of the Darkness Walk

South Florida is also home to several professional sports teams, including the Miami Heat, Miami Dolphins, Florida Panthers, Miami FC, and Miami Marlins. Popular vacation destinations like the Florida Keys, Disney, and Universal Studios are a three-hour drive away. South Florida is also home to the world's busiest cruise ports. Additionally, Pembroke Pines is within driving distance of three international airports. Interns have commented on the high quality of life while on an internship in South Florida. The State of Florida is also one of only a few states in the country not to have an individual state income tax.

## PSYCHOLOGICAL SERVICES



Psychology Department Teambuilding Game Night

Psychology trainee and supervisor offices are located within one central location. Each intern is assigned his or her own individual office with computers so that they may access the hospital's convenient information system and electronic medical record (EMR). The department can be best described as a friendly and cohesive group that values professionalism. The department gathers for holiday events and team building (Murder Mystery/Themed Costume Party, Day at the Park) activities outside of work at various points throughout the year.

## Psychology Staff

The Psychology Department is comprised of seven (7) full-time licensed psychologists, one part-time neuropsychologist, one full-time postdoctoral resident, and multiple practicum students and contractors. The Psychology Department primarily provides consultation, assessment, and treatment services within the hospital. The supervisory staff has a variety of theoretical orientations, including cognitive-behavioral, interpersonal, dialectical behavior, and narrative, among others. Individualized areas of interest include trauma-informed care, forensic assessments, violence risk assessments, substance use disorders, diversity issues, and clinical supervision.

## PSYCHOSOCIAL REHABILITATION PROGRAM

The programs department recently implemented a treatment mall platform, where persons served have the ability to choose which programs they are interested in attending in order to empower them to have more involvement in their recovery. The treatment mall is located in the Town Center in the center of the hospital campus. All persons served are encouraged to attend programs, and every effort is made to find a good match between what is available and the persons served's preferences. The treatment mall offers evidence-based interventions aimed at engaging persons served in their recovery and to have a more holistic approach. The program staff consists of bachelor and master-level practitioners.



Psychology Trainee Office

### Programs

Each person served is assessed upon admission to establish which stage of change they are considered to be at and placed in a group tailored for that particular stage. The different stages include Precontemplation, contemplation, preparation, action, and maintenance. The majority of persons served fall within precontemplation and contemplation stages during their hospitalization. Supplementary programs include the Co-occurring Disorders Program (CODEP), and Enrichment Activities, such as music and art therapy, as well as other activities that may facilitate person's served transition back to the community, such as adult education, computer training, and horticulture. There is also a therapeutic job program for those person served interested and eligible to work within the hospital setting.

The Engagement Groups and Enrichment Program are designed to engage persons served who may not have sufficient social skills to interact effectively with others. It is meant to provide services for persons served who are not ready to participate in other programs. It offers recreational activities requiring less intellectual engagement than the more educational groups. Persons served can play sports, engage in music or art therapy, or just relax while in the presence of their peers. The Co-occurring Disorders Program is a substance abuse recovery program. While this is not a drug rehabilitation hospital, the need to help persons served to recover from addiction is a high priority. All persons served are screened for any history of substance abuse, and referrals are made to this program when deemed necessary. Persons served are educated on the problems of substance use, including nicotine. They are provided with peer support through the facilitation of 12 step (AA) and Double Trouble meetings.

### Special Events

In addition to programmatic groups, several events for persons served are hosted by program staff throughout the year. Events include field days, talent shows, holiday parties, fashion shows, and art shows as well as participation in National Alliance on Mental Illness (NAMI), Mental Health Awareness, and Out of the Darkness walks. For the art shows, persons served are able to sell their own artwork as a means of earning money. Many of our interns have remarked on how these activities greatly increase the quality of life for the persons served, and interns are encouraged to attend these events in support of persons served.



Walk for Mental Health

## **PSYCHOLOGY INTERNSHIP TRAINING**

Internship training takes place within the Scholar-Practitioner model with a goal of producing ethical clinicians who can integrate science with practice, are culturally competent, and provide quality assessment, diagnosis, and empirically-based interventions to a mentally ill adult inpatient population. Although our internship program offers a forensic track, all interns complete a core curriculum in clinical practice.

Through didactic training and supervised practice, the intern will increase their knowledge and proficiency in the application of core psychological principles and will have an opportunity to work with a culturally diverse population. Regardless of the intern's track, they will have the opportunity to build skills in the areas of forensics, psychological assessment, and behavior assessment and consultation. There is a separate track and match number for applicants interested in obtaining specialized training and skills in the areas of forensic assessment and intervention. Therefore, applicants who are interested in the Forensic Track should explicitly indicate this interest in their cover letter and the application materials. If an applicant wishes to apply to the Clinical and Forensic Track, that intention should also be clarified in the cover letter and application materials.

Throughout the training, the intern will be included as a contributing member of the hospital's multidisciplinary teams. Responsibility for professional decision-making grows as the intern's clinical skills are demonstrated and refined. However, their primary role remains that of a trainee, and supervision and training are a top priority of this program.

### **Internship Program Aims**

- To prepare interns to demonstrate professional competence with individuals diagnosed with a serious mental illness (SMI).
- To prepare interns to demonstrate professional competence in the provision of supervision to other professionals.
- To prepare interns to demonstrate professional competence in the integration of science and practice in intervention and assessment.

### **Profession-Wide Competencies (PWCs)**

This internship program emphasizes the promotion of profession-wide competencies as articulated by the Standards of Accreditation. The clinical and non-clinical training experiences are designed to promote the attainment of profession-wide competencies within the context of our specific program aims. Interns in both tracks will require focused experiences beyond the core requirements. It is our goal to ensure that interns achieve these profession-wide competencies and become more independent in their delivery of services by the end of their internship year: Research; Ethical and Legal Standards; Individual and Cultural Diversity; Professional Values and Attitudes; Communication and Interpersonal Skills; Assessment; Intervention; Supervision; and Consultation and Interprofessional/Interdisciplinary Skills.

### **General Duties**

Throughout the duration of the training year, interns provide a wide breadth of clinical activities, including individual and group psychotherapy, initial and annual psychological assessments, and consultations. Interns will be able to spend time attending and participating in treatment team meetings in the various hospital units. This allows them to be an active participant in the multidisciplinary treatment process and to build on their clinical knowledge, as well as professional identity. In addition, all interns are expected to attend the monthly psychology department meeting, where an intern will present a research article relevant to the internship



setting and/or population. All interns will participate in the general and specialized seminars: Diversity, Assessment, Trauma Informed Care, and Forensic.

Training activities include the exploration of professional and personal values, experiences, and their impact on the practice of psychology. This may include discussing emotional reactions to events that occur during training, exploration of patterns in one's personal behavior, and how those relate to quality of life.

## **Orientation**

Interns are expected to attend the hospital orientation and the psychology orientation at the beginning of the Internship. The hospital orientation takes place over six days and covers information necessary for safety and adequate work performance during the internship year. Interns will also participate in a Psychology Department orientation presented by the Psychology Faculty. This orientation will provide an introduction to the program and an overview of some of the specific knowledge and skills, which will provide a strong foundation for growth and development during the year.

Interns will then be assigned to a Clinical Supervisor, with whom they will meet for one hour each week throughout the internship year. This supervisor will be their primary supervisor and will be responsible for providing evaluations to the intern and the Director of Training, who will inform the intern's doctoral program.

After the orientations, interns will be included on the psychological assessment assignment list. Interns will first have the opportunity to observe, then will complete the assessment while receiving close supervision from their Clinical Supervisor. This will allow supervisors to gain a clear view of the intern's assessment strengths and areas of growth and will help them and the supervisor to collaboratively construct a set of goals tailored to their needs.

It is expected that during the first few weeks, interns will have many questions and/or concerns. Training Supervisors and the Director of Training are always available outside formal supervision and training to answer any questions or concerns. Learning during the internship will occur in a developmental fashion. As the year progresses, the interns' assignments will be increasingly complex and they will function with greater independence.



**Trainees' Orientation to Electronic Medical Record System**

## **Training Program: Clinical and Forensic Tracks**

The internship program at SFSH offers two different tracks that are integrated with the core curriculum. Two matched interns would have an opportunity to receive focused training in the area of forensic psychology, and the other intern would have an opportunity to receive focused training in the area of clinical psychology. Below is a table summarizing the various responsibilities and requirements for each track.

### Forensic Track

Psychotherapy	The intern will maintain a caseload of up to three (3) individual therapy cases, up to two (2) individual forensic coaching cases, and DBT coaching cases as needed.
Group Therapy	Two weekly forensic groups: Competency Restoration and Manage Your Risk for persons-served adjudicated Not Guilty by Reason of Insanity (NGI) ( <i>if due to safety concerns or attrition groups are not able to meet for an extended period, an individual therapy case will be assigned to fill the clinical hour</i> ).
Psychological Evaluations	The intern will complete at least 20 forensic evaluations, which could include competency and violence risk assessments. At least one assessment will be through the use of an interpreter. Some assessments may involve psychological testing, and the intern may complete them as needed.
Consultations	The intern will perform consultations for clinical services.
General Duties	Complete initial and annual psychological assessments. Present in case conferences six times a year (two of which will be in the form of mock trial testimony), present research in monthly department meetings (three times a year), brief and present case law (three times per year), attend one treatment team meeting per month, and attend didactic seminars.
Supervision	<p>Interns will participate in at least two (2) hours of individual face-to-face supervision with a Licensed Psychologist each week. One (1) supervision hour will address clinical issues, and the other hour will be dedicated to forensic-track-related issues.</p> <p>Interns will also participate in at least three (3) hours of weekly group supervision, including, but not limited to case conferences, DBT supervision, supervision of supervision (SOS), monthly forensic supervision, and other group supervision, as needed.</p>
Supervision of Students	The intern will have the opportunity to supervise practicum students and/or undergraduate students, as the opportunity is available

The intern on this track will participate in two mock trials throughout the year (one violence risk assessment and one competency evaluation), where the intern will have an opportunity to present expert testimony about one of their forensic cases. They will also assist in the preparation of cross-examination questions for a mock trial. The intern may also get the opportunity to testify in both civil (involuntary hospitalization hearings) and criminal court. All interns participate in a three (3) day Florida Forensic Examiners Training ([FFET](#)) at the start of the internship, which helps prepare the interns on the forensic track for evaluations/assessments and the other intern to have a general overview of F.S. 916, The Mentally Ill Offender.

**Clinical Track: Psychological Evaluation & Behavior Assessment and Consultation**

Psychotherapy	The intern will maintain 4-6 weekly individual therapy hours.
Group Therapy	Two (2) weekly therapy groups: Group assignment will be dictated by the needs of persons served and the hospital.
Psychological Evaluations	The intern will complete a minimum of five (5) comprehensive psychological batteries (e.g., intellectual, adaptive, personality functioning, neurocognitive screeners, malingering, and/or trauma screeners) and 1-2 monthly violence risk assessments utilizing the HCR-20V3
Functional Analysis of Behavior	The intern will complete at least three (4) Functional Analyses of Behavior (FABs) and will learn to develop, implement, and track the effectiveness of individualized behavior plans.
Consultations	The intern will perform consultations for testing and individualized behavior plans and will make a referral for services when appropriate.
General Duties	Complete initial and annual psychological assessments. Present in six (6) case conferences, present research in monthly department meetings, attend one treatment team meeting per month and attend didactic seminars.
Supervision	<p>Interns will participate in at least two (2) hours of individual face-to-face supervision with a Licensed Psychologist each week. One hour will be with the intern's Clinical Supervisor, who will meet with the intern throughout the internship year to provide consistency and to allow for a perspective on their development over the year. One hour of individual supervision each week will be dedicated to specific duties of the Clinical Track.</p> <p>Interns will also participate in at least two (2) hours of weekly group supervision, including, but not limited to, DBT group supervision, case conference, supervision of supervision (SOS), and other group supervision, as needed.</p>
Supervision of Students	The intern will maintain 4-6 weekly individual therapy hours.

All interns participate in a variety of therapy and assessment experiences, interact with the multiple treatment units, and interact with supervisors and clinical staff throughout the hospital. Interns will have the opportunity to work with a diverse population and will be expected to show respect and sensitivity to individual differences involving generational identification, gender and sexual identity, ability range, religion, socioeconomic status, educational level, geographical location, or profession.

## Additional Experiences

Interns also take part in field trips to South Florida State Hospital's operating company's division (Recovery Solutions) various facilities, such as South Florida Evaluation and Treatment Center, which is a secure forensic facility, and Florida Civil Commitment Center, which houses the Sexually Violent Predators. On these field trips, interns learn about relevant topics to these facilities as well as employment opportunities within these facilities. Interns are also encouraged to attend the Miami/Dade or Broward county courthouses to observe supervisors present expert testimony. South Florida State Hospital's operating company also has a strong commitment to retaining its trainees, and career opportunities to remain within the company may be available at the various operated facilities across the country.



Field Trip to Florida Civil Commitment Center

## Supervision

Interns will participate in at least two hours of individual face-to-face supervision with a Licensed Psychologist each week. One hour will be dedicated to general clinical training with their Clinical supervisor, who will meet with them throughout the internship year to provide consistency and to allow for a perspective on their development over the year. Another hour of individual supervision each week is dedicated to track-related tasks (clinical or forensic). In addition, they will also receive two to three hours of weekly group supervision. The DBT group supervision provides an opportunity for trainees on the clinical track to process issues from group, provide insights about safety concerns, countertransference issues, and to provide an overview of the skills discussed to the students assigned to provide the coaching during the week. During the case conference, the interns are both presenters and participants, where conceptualization about a current case, recommendations for treatment, and evidenced-based practices are discussed. Throughout the year, the intern completing the Clinical Track would have an opportunity to present cases they are working on and receive feedback and recommendations. Similarly, the forensic track interns will participate in two mock trials throughout the year (one violence risk assessment and one competency evaluation), where they receive feedback about their testimony skills. The supervision of supervision (SOS) group includes the interns and a post-doctoral resident. During the SOS group supervision, weeks alternate between discussions on relevant research and issues concerning the practice of clinical supervision. Additionally, a review of audiotapes from supervision sessions and feedback is provided to trainees, and issues are discussed.

## Seminars and Training Activities

Each week interns will participate in a two-hour seminar where different topics relevant to the practice of health service psychology in a psychiatric facility will be presented. The psychology seminar series involves a sequence of topics related to the field of psychology and the various tracks. Interns will present a topic of their choice during the Psychology Seminar Series. Interns will also present a research article once every trimester during the psychology department meeting. Interns are required to attend and **actively** participate in these important components of the internship program. Their level of participation will be evaluated at the end of each semester.

- General Psychology Seminar: The psychology seminar series involves a sequence of academic presentations related to the general field of psychology, the SMI population, and treatment.
- Assessment Seminar: The assessment seminar provides interns an opportunity to discuss, practice, and review assessment tools utilized in our setting.

- Diversity Seminar: The diversity series provides a forum to learn and discuss how diversity, equity, and inclusion, impact treatment and assessment. These seminars aim to achieve and/or advance cultural competency by nurturing cultural awareness and sensitivity. Components of this seminar include activities to enhance self-assessment and to reflect on our understanding of individual differences and intersectionality.
- Forensic Seminar: The forensic seminar provides information about relevant case law applicable to the practice of forensic psychology, namely related to expert testimony, competency to proceed, involuntary commitment, and criminal responsibility. It also provides topics involving forensic assessment and treatment options often used with legally involved populations and how to incorporate current and progressive models of diversity within administration and interpretation of assessments to inform the ultimate psycholegal opinion and better consult with the trier of fact.
- Trauma Informed Care Seminar: The trauma-informed care seminar will provide an overview of assessments and interventions for persons served with a history of trauma. The first hour will be dedicated to the discussion of relevant research and techniques for individuals with a history of trauma, and the second hour will involve a review of scenarios and videotapes, where some of these techniques were applied, followed by discussion processing and feedback.

Important parts of these seminars are the examination and application of recent and relevant research articles to the practice of psychology and diversity and individual differences. Interns will present a research article three times during the year in the psychology department meeting. Interns will also present during the Psychology Seminar Series.

### **EVALUATION PROCESS**

The psychology internship program assesses the interns' performance and conduct on an ongoing basis. This formative feedback from supervisors facilitates their professional growth by acknowledging strengths and identifying performance or conduct that needs improvement.

A summative assessment will be completed at mid-point and at the end of the internship year. The supervisors and the Director of Training will meet with interns to discuss their performance. In this feedback session, differences between their views and their supervisor's appraisals may surface and, in most cases, are resolved through discussion. The intern and the supervisors sign the written evaluation to acknowledge that the evaluation has been discussed and then forward it to the doctoral program's Training Director. Based on the evaluations, interns and their Clinical Supervisor may modify their training plan to better meet their training needs and the training program's requirements. If interns disagree with the evaluation, they need to put their objections in writing. Their response will be attached to the evaluation in their file and will be presented to the Director of Training and their doctoral program. Interns will also be asked to evaluate the program and their supervisors at the time of their evaluation.

The Director of Training is responsible for communicating with the interns' doctoral program about their activities and progress. Early in the year, the doctoral program receives information about their training activities. At the end of the internship year, the doctoral program receives copies of supervisors' evaluations of interns' skills and professionalism. At any time, if problems arise, the interns' doctoral program will be notified.

## **Due Process in Evaluation and Remediation**

The internship program follows due process guidelines to ensure that decisions are not arbitrary or discriminatory. The program uses the same procedures to evaluate all interns, and the due process guidelines include the following:

1. Interns will receive written information regarding program expectations for professional functioning at the beginning of the internship.
2. Evaluation procedures are clearly stipulated, including when and how evaluations will be conducted.
3. The procedures and actions for making decisions about problematic performance or conduct are outlined in written statements given to interns.
4. Performance Improvement /Remediation plans are outlined for identified inadequacies, and the plans include time frames for remediation and specify consequences for failure to rectify the inadequacies.
5. Interns will receive a written description of procedures they may use to appeal the program's actions.
6. Decisions or recommendations regarding interns' performance or conduct are based on input from multiple professional sources.
7. Program actions and their rationale are documented in writing to all relevant parties.

Consistent with SFSH policy, the internship program uses a progressive discipline procedure in instances where an intern engages in problem behavior.

1. If the intern displays behaviors that concern their supervisor but do not meet the criteria for verbal counseling (see below), the supervisor will discuss the issue with the intern in supervision. If the problem improves, no further action will be taken. If the problem is not resolved, verbal counseling will be instituted. The Director of Training will be informed of the situation and will notify the concerns to the intern's doctoral program.

2. In cases where unintentional carelessness and/or minor instances of misconduct or performance are identified, the Clinical and/or Track Supervisor and the Director of Training will meet with the intern to discuss the proper action to correct the problem and/or ensure that it will not reoccur. Interns will be given an opportunity to provide an explanation to the concerns. The supervisor will document the verbal counseling, along with their response, and will provide a copy to the intern. Their doctoral program will be informed.

3. If the problem behavior occurs again or if an initial problem behavior is considered by the supervisor to be of a more serious nature, a written warning will be initiated. The Clinical and/or Track Supervisor and the Director of Training will meet with the intern and discuss the issues pertaining to the warning. The intern will be given an opportunity to be heard and provide explanations to the concerns, which should be done verbally and in a written format within 24 hours. The supervisors will meet after this meeting to review all documentation. If supervisors agree that a written warning is necessary, a Disciplinary Action Recommendation will be prepared and entered into their file. A copy of the written warning will be provided to the facility's Clinical Director and the Human Resources Director. When a written warning is issued, the intern will be given the opportunity to respond or appeal the decision in writing. All written warnings will have a specified time frame for improvement. The intern's doctoral program will receive a copy of the Disciplinary Action Recommendation.

### **Termination from the internship program**

Failure to achieve improvement within the specified time frame or continued problem behavior could result in termination from the internship program. Serious misconduct and/or repeated violations can also result in

termination from the internship program. If the misbehavior was unusually egregious, the Director of Training will immediately involve the doctoral program and the Human Resources Department to discuss termination.

When the supervisor and Director of Training recommend a termination as a result of disciplinary proceedings, the intern has the right to an administrative review of the disciplinary process by the Hospital Administrator, or her/his designee. A ruling on the review is the final step in the process.

### **Intern Grievance Procedure**

If interns have a grievance of any kind, including a conflict with a peer or other hospital staff, they can take their concerns to their Clinical Supervisor, and they will try to resolve the problem. If this intervention fails, or if the conflict is with the Clinical Supervisor, the next step would be to approach the Director of Training. If the problem is still not resolved to the interns and/or the Director of Training's satisfaction, the Human Resources department will be contacted in order to take any necessary steps to bring about resolution. At any point, the Director of Clinical Training at their doctoral program may be consulted.

### **Stipend, Hours, and Time Off**

Interns begin their workday at 8:00 AM, conclude at 4:30 PM, and are entitled to 30 minutes of lunch in the middle of the day. Interns are expected to complete their work within a 40-hour work-week, and working over 40 hours per week is highly discouraged. In the rare event that an intern works over 40 hours per week (e.g., working lunches; field trips), they will be compensated by being paid overtime.

Interns are considered temporary employees at SFSH, have a stipend of \$40,000 per year, and are paid biweekly. Interns are eligible for employee benefits, including medical insurance, dental insurance, vision insurance, flexible spending accounts, direct deposit, 401k plan, and other voluntary products. Additional benefits are provided to interns such as free lunch at the employee cafeteria. It is expected that all interns will complete 2,000 hours onsite. Interns will receive all holidays observed by the hospital and 12 days of personal time off (PTO). All interns are given five (5) days of professional leave (i.e., conferences), two (2) of which can be allotted for dissertation defense, if applicable.

**The following is an approximation of a weekly schedule for interns\*\***

Monday	Individual Therapy (3-5 hours) Note writing, consult
Tuesday	8-9 a.m. – Individual Supervision 10-11 a.m. -Treatment team meetings, behavior plans 12:30 p.m.- 4:30 p.m. - ½ day assessment
Wednesday	<b>8:00 a.m. – 9:00 a.m. – case conference*</b> <b>12:45 a.m. – 1: p.m. – DBT Supervision*</b> <b>3:00 p.m. – 4:00 p.m. – Supervision of Supervision (SOS)</b>
Thursday assessment	Half day track tasks, annual/initial psychological 1/2 day track tasks/clinical/forensic <b>2:00p.m.-4:00p.m. – Psychology Seminar*</b>
Friday	8:00a.m.-9:00 a.m. individual supervision 12:00 p.m. – 2:00 p.m. – ½ day Track

- \* Standing times and days, but may change under certain circumstances (e.g., holidays)
- \* Standing times and days, but may change under certain circumstances (e.g., holidays)
- \*\* The schedule for the forensic track intern will vary slightly to reflect an increase in time spent on forensic assessments and group therapy.



*Cuban coffee “cafecito hour” in the afternoon is encouraged*

## **FORMER INTERNS**

**Given the breadth of training offered at our site, interns have successfully obtained postdoctoral opportunities in a variety of settings.**

### **Class of 2006-2007**

Intern 1	Bradley Hospital, Rhode Island
Intern 2	National Institute of Health (NIH), Washington, DC
Intern 3	Behavioral Medicine Postdoctoral Fellowship at Cambridge Health Alliance– Harvard Medical School, MA

### **Class of 2007-2008**

Intern 1	Pine Belt Mental Healthcare Resources, Mississippi
Intern 2	Nova Southeastern University, Postdoctoral Psychology Resident, Florida
Intern 3	Department of Corrections, Florida

### **Class of 2008-2009**

Intern 1	Independent Practice, Community Mental Health Center, Indiana
Intern 2	Citrus Health Network, Florida
Intern 3	Independent Practice Setting, Florida

### **Class of 2009-2010**

Intern 1	Mount Holyoke College Counseling Service, South Hadley, MA
Intern 2	Emory University School of Medicine, Georgia
Intern 3	Arizona Psychology Consultants, Arizona



**Class of 2010-2011**

Intern 1 South Florida State Hospital, Florida  
Intern 2 Independent Practice Setting, Florida  
Intern 3 Emory University School of Medicine, Georgia

**Class of 2011-2012**

Intern 1 Chrysalis Community Mental Health Center, Florida  
Intern 2 Jacqueline Valdes, Ph.D., Inc., Postdoctoral Neuropsychology Fellow, Private Practice, Florida  
Intern 3 South Florida State Hospital, Florida

**Class of 2012-2013**

Intern 1 Independent Practice Setting, Florida  
Intern 2 Gateways Forensic Community Treatment Program, California  
Intern 3 Independent Practice Setting, Georgia

**Class of 2013-2014**

Intern 1 South Florida State Hospital, Florida  
Intern 2 Tulane University School of Medicine/ Postdoctoral fellow, Louisiana  
Intern 3 University of California, Los Angeles, California

**Class of 2014-2015**

Intern 1 South Florida State Hospital, Florida  
Intern 2 Forensic Independent Practice, Florida  
Intern 3 The Center for Behavioral Medicine, Kansas City, MO

**Class of 2015-2016**

Intern 1 Augusta University East Central Regional Hospital, GA  
Intern 2 Forensic Independent Practice, Florida  
Intern 3 Mississippi State University, Mississippi

**Class of 2016-2017**

Intern 1 South Florida Evaluation and Treatment Center, Florida  
Intern 2 Lifeskills South Florida Rehabilitation Center, Florida  
Intern 3 Independent Practice Setting, Massachusetts

**Class of 2017-2018**

Intern 1 Augusta University East Central Regional Hospital, GA  
Intern 2 Stony Brook University Medical Center, NY

**Class of 2018-2019**

Intern 1 South Florida State Hospital, Florida  
Intern 2 Florida Civil Commitment Center, Florida  
Intern 3 Oregon State Hospital, Florida

**Class of 2019-2020**

Intern 1 South Florida State Hospital, Florida  
Intern 2 Bridgewater State Hospital, MA  
Intern 3 Independent Practice Setting, Florida

**Class of 2020-2021**

Intern 1 South Florida State Hospital, Florida  
Intern 2 Veteran's Affairs Medical Center, Florida  
Intern 3 Treasure Coast Forensic Treatment Center, Florida

**Class of 2021-2022**

Intern 1 Veteran's Affairs Medical Center, Florida  
Intern 2 Florida Department of Corrections, Florida  
Intern 3 Independent Practice, Florida

**Class of 2022-2023**

Intern 1 South Florida State Hospital, Florida  
Intern 2 Central State Hospital; Petersburg, Virginia  
Intern 3 Jesse Brown VA Medical Center; Chicago, Illinois

**Class of 2023-2024**

Intern 1 Minnesota Department of Human Services-Direct Care and Treatment: Forensic Services  
Intern 2 Hutchings Psychiatric Center, New York  
Intern 3 Independent Practice, Texas

## **INTERNSHIP ELIGIBILITY, APPLICATION REQUIREMENTS AND SELECTION PROCESS**

Application materials should be submitted through the APPIC website. Our program code is 1211.

### **Applicant Eligibility**

- US citizenship
- Completion of all coursework from an APA-accredited program and successful completion of the comprehensive exam (or equivalent) before the ranking date
- Minimum Total Direct Contact Intervention Hours Required: 400
- Minimum Total Direct Contact Assessment Hours Required: 75
- Total Supervision and Support Activities combined Required: Minimum of 600 hours

### **Applicant Documentation Required**

- Completion of the APPI online application (located at <http://www.appic.org>)
- The cover letter must specify which track the applicant is interested in applying. If an applicant is interested in applying to both tracks, that intention should be clearly stated, and their experience and training should support their interest.
- One sample of an integrated report from a practicum site.
- Curriculum Vitae
- Three letters of recommendation (at least two from clinical supervisors)
- Official Transcripts (Graduate)

### **Selection Process**

- When applications are received, two reviewers are assigned per application and complete an Internship Application Review Sheet utilizing a 5-point scale to simplify and standardize the process of application review. Information review includes fit with the program's objectives, psychological testing experience, psychotherapy and group treatment experience, diversity experience, personal statement, quality of letters of recommendation, and quality of written report.
- Decisions are made by all reviewers regarding which of the applicants will be invited for an interview. Applicants who are not invited for an interview will be sent a notification via email advising them of the decision.
- Applicants remaining under consideration are notified via the NMS scheduler and offered an opportunity to interview remotely during the month of January on scheduled days and times and invited to additional question sessions with the current interns.
- Following the interviews, applicants are again rated by staff, and individual rankings are submitted by each interviewer for compilation.
- The Internship Program participates in the National Matching process and the rankings are submitted electronically to NMS by the prescribed deadline.

For more information, please contact Dr. Sheila Santiago Schmitt at (954) 392-3370 or E-mail [sschmitt@recoveryolutions.us](mailto:sschmitt@recoveryolutions.us)

# Internship Admissions, Support, and Initial Placement Data

Date Program Tables are updated: 9/1/2024

## Program Disclosures

<b>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?</b>	<p style="text-align: right;">_____ Yes</p> <p style="text-align: right;">__x__ No</p>
<b>If yes, provide website link (or content from brochure) where this specific information is presented:</b>	

## Internship Program Admissions

<b>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:</b>
<p>This internship is accredited by the American Psychological Association and adheres to the Scholar-Practitioner model of training. We have three (3) funded internship positions. The program aims to help interns become competent and knowledgeable psychologists working with a mentally ill adult inpatient population. The facility provides treatment using a multidisciplinary psychiatric rehabilitation model. The clinical training provides each intern with a unique opportunity to gain practical experience in assessment, consultation, and intervention with a diverse patient population. South Florida State Hospital internship offers two distinct tracks to interns. A Clinical Track is completed by one intern and includes emphasis on Psychological Evaluation and Behavior Assessment &amp; Consultation. There is a separate 12-month Forensic Track with two intern openings for applicants interested in forensic psychology issues. Therefore, applicants who are interested in the Forensic Track should indicate this interest in their cover letter and the application materials. Regardless of the intern's track, the intern will have the opportunity to build skills in the areas of forensics, psychological assessment, and behavior assessment and consultation since all interns complete a core curriculum in clinical practice. Interns will have an opportunity to co-lead different psychoeducational groups, provide individual psychotherapy, and complete psychological evaluations. They may have an opportunity to provide supervision and participate in diversity, forensic, trauma-informed care, assessment seminars, and supervision of supervision group. Interns will also participate in multidisciplinary treatment team meetings.</p>
<p>The following requirements must be met in order to be considered for our program:</p> <ul style="list-style-type: none"><li>• U.S. citizenship</li><li>• Doctoral student in clinical or counseling psychology from an APA-accredited program.</li><li>• Completion of the APPI online application.</li><li>• Cover letter must specify which track the applicant is interested to apply.</li><li>• One sample of an integrated report from a practicum site.</li><li>• Certification of internship readiness by graduate program training director</li></ul>

- Completion of graduate program's comprehensive/qualifying examinations by ranking submission date
  - Any offer of employment, including a psychology internship, is contingent upon, but not limited to, the successful completion of the following: Level 2, Florida Department of Children and Families Background Investigation; Drug testing and pre-employment physical including Tuberculosis screening and Titer blood testing; Mandatory 6 day facility Orientation which includes certification in "MANDT," our verbal de-escalation training process and Basic Life Support (CPR and AED) curriculum through the American Heart Association.
- Selected applicants for the 2025-2026 training year will be invited to a virtual interview during January. The interview should last approximately one hour with the supervisors. Additional time will be allotted to speak with current interns about their experience.

**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	Y		Amount: 400
Total Direct Contact Assessment Hours	Y		Amount: 75

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

Minimum of 600 hours of Supervision and Support Activities combined

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

Annual Stipend/Salary for Full-time Interns	\$40,000	
Annual Stipend/Salary for Half-time Interns	0	
Program provides access to medical insurance for intern?	Yes	No
<b>If access to medical insurance is provided:</b>		
Trainee contribution to cost required?	Yes	No
Coverage of family member(s) available?	Yes	No
Coverage of legally married partner available?	Yes	No
Coverage of domestic partner available?	Yes	No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	96	
Hours of Annual Paid Sick Leave	0	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	Yes	No

Other Benefits (please describe): Dental Insurance, Disability Insurance, Vision Insurance, Professional Development Time, Free Lunch at Hospital's Cafeteria

\*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)

	<b>2020-2023</b>	
Total # of interns who were in the 3 cohorts	<b>9</b>	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	<b>0</b>	
	<b>PD</b>	<b>EP</b>
Academic teaching	<b>PD= 0</b>	<b>EP= 0</b>
Community mental health center	<b>PD= 0</b>	<b>EP= 0</b>
Consortium	<b>PD= 0</b>	<b>EP= 0</b>
University Counseling Center	<b>PD= 0</b>	<b>EP= 0</b>
Hospital/Medical Center	<b>PD= 0</b>	<b>EP= 0</b>
Veterans Affairs Health Care System	<b>PD= 3</b>	<b>EP= 0</b>
Psychiatric facility	<b>PD= 4</b>	<b>EP= 0</b>
Correctional facility	<b>PD= 1</b>	<b>EP= 0</b>
Health maintenance organization	<b>PD= 0</b>	<b>EP= 0</b>
School district/system	<b>PD= 0</b>	<b>EP= 0</b>
Independent practice setting	<b>PD= 0</b>	<b>EP= 1</b>
Other	<b>PD= 0</b>	<b>EP= 0</b>

Note: "PD" = Post-doctoral residency position; "EP" = Employed Position.

# Site Plan

## South Florida State Hospital

### Pembroke Pines, Florida

800 East Cypress Drive  
Pembroke Pines, FL 33025

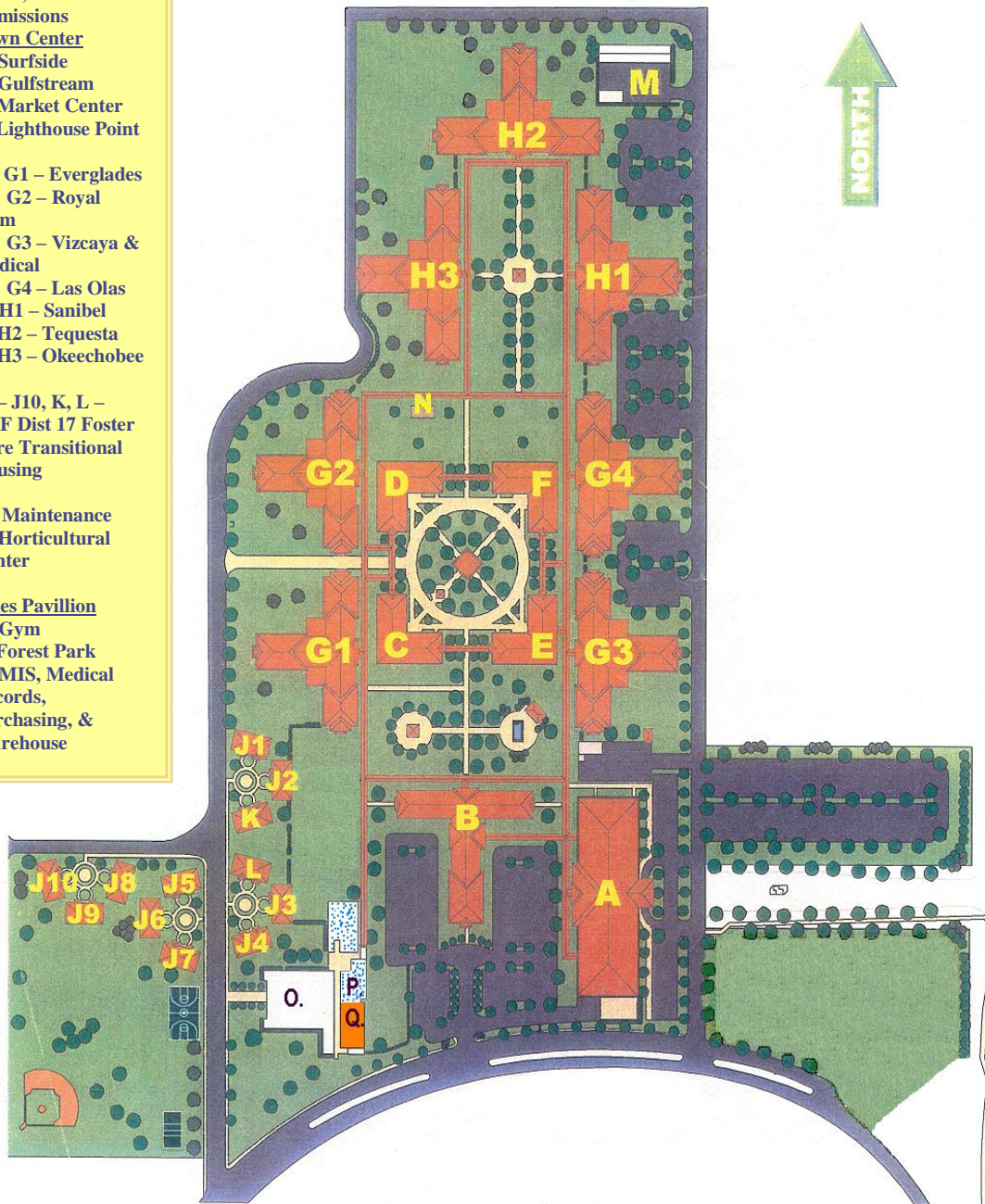
**A:** Administration Building  
**B:** St Augustine, Clinic, & Admissions  
**Town Center**  
**C:** Surfside  
**D:** Gulfstream  
**E:** Market Center  
**F:** Lighthouse Point

**G:** G1 – Everglades  
G2 – Royal Palm  
G3 – Vizcaya & Medical  
G4 – Las Olas  
**H:** H1 – Sanibel  
H2 – Tequesta  
H3 – Okeechobee

**J1 – J10, K, L –** DCF Dist 17 Foster Care Transitional Housing

**M:** Maintenance  
**N:** Horticultural Center

**Pines Pavillion**  
**O:** Gym  
**P:** Forest Park  
**Q:** MIS, Medical Records, Purchasing, & Warehouse



8/1/00