

Baptist Health Psychology Training Program

BROCHURE



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Jacksonville, Florida 32207

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Introduction: Baptist Health

Baptist Health is North Florida's most comprehensive healthcare system, providing unparalleled access to quality care at every stage of life. Founded in 1955, Baptist Health is the area's only locally owned and governed healthcare provider. Baptist Health provides a full range of inpatient, outpatient, and home-based health care services to the families of our region.



Baptist Health is a faith-based, not-for-profit health system comprised of five nationally accredited hospitals, with 1,154 beds, including Baptist Medical Center Jacksonville, Wolfson Children's Hospital, Baptist Medical Center Beaches, Baptist Medical Center Nassau, Baptist Medical Center South, and Baptist Clay Medical Campus. Baptist Health also includes 45 primary care offices, as well as home health, behavioral health, pastoral care, rehabilitation services, occupational health, and urgent care. Baptist Health is the region's most preferred health system and one of Modern Healthcare's top 100 places to work. More than 1,300 physicians are on staff at our hospitals, representing virtually all medical specialties. Baptist Health serves a diverse population drawn from urban, suburban, and rural settings.

BAPTIST HEALTH: MISSION & CORE VALUES (CARES)

It is the mission of Baptist Health to continue the healing ministry of Christ by providing accessible, quality health care services at a reasonable cost in an atmosphere that fosters respect and compassion. This is accomplished through the health system and its employees exemplifying specific core values, which are also referred to as *CARES*:

- *Community Advocacy* - Promote the health of the community and individuals in need through responsible action and charitable service.
- *Respect* - treat those we serve and each other with dignity, compassion and integrity and foster a culture of inclusiveness that celebrates the diversity of all individuals.
- *Excellence* - Exceed the quality and service expectations of those we serve through inclusive and innovative efforts, constant evaluation of results and celebration of achievements.
- *Stewardship* - Render cost effective, compassionate, quality health care through responsible management of resources.

JOINT COMMISSION & COMMUNITY

Baptist Health has received national and regional recognition for its quality healthcare. As an accredited hospital system, Baptist Health is constantly striving to improve patient care and safety. To that end, The Joint Commission updates the National Patient Safety Goals (NPSG) annually.

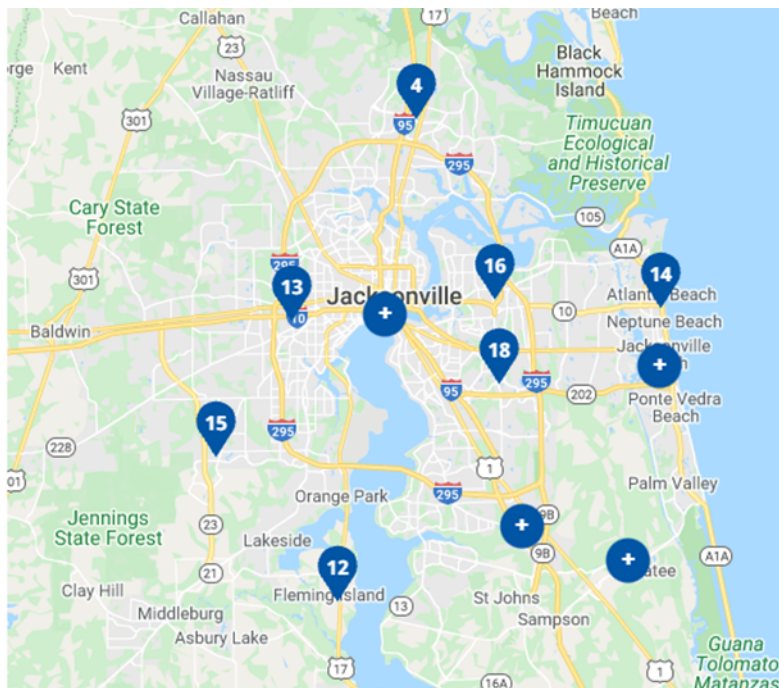


Baptist Behavioral Health (BBH)

Since 1976, Baptist Behavioral Health has provided high-quality mental health care for adults, children, and families. Baptist Health and Baptist Behavioral Health value the importance of mental and emotional status as vital components of overall health. We provide a full continuum of mental health care services, including outpatient, inpatient, day stay programs, and crisis management. Our behavioral health practitioners are integrated into primary care, oncology and hematology, neurology, bariatric care, sleep medicine, and beyond.

Individuals treated at BBH experience the full spectrum of psychiatric disorders, from the relatively mild and acute, to those more severe and chronic in nature. The clientele is ethnically and racially diverse, spanning developmental stages, from pediatrics through geriatrics. Comprehensive and specialty services are available, ranging from brief psychotherapy, assessment, medication management, to intensive stabilization of serious mental illness (SMI). In accordance with Baptist Health's mission and core values, Baptist Behavioral Health delivers ethical and evidence-based psychological support to meet each patient's unique needs.

Baptist Behavioral Health is currently comprised of 22 locations, including outpatient and inpatient centers, region-wide. This network is continually expanding its geographical scope of practice in order to service areas with limited mental health resources. In addition to the department's accessible community healthcare locations, BBH staffs approximately 100 multidisciplinary behavioral healthcare providers to skillfully assess and treat a multitude of emotional concerns, psychiatric symptoms, and diagnoses. Our interdisciplinary team includes psychologists, psychiatrists, psychiatric nurses and nurse practitioners, mental health counselors, recreational therapists, art therapists, clinical social workers, psychometricians, crisis-management staff, and mental health technicians. With this expansive framework, BBH is equipped to provide treatment for all mental health populations across the lifespan.



OUTPATIENT SERVICES

Baptist Behavioral Health has a wide range of convenient outpatient options and conducts approximately 65,000 visits annually. Through the outpatient venue, we provide personalized and evidence-based mental health services that focus on the needs of the whole person. Baptist Behavioral Health offers psychological, psychiatric and counseling services on an outpatient basis for adults, adolescents, and children. We offer psychological testing, individual therapy, family therapy, and medication management. Our multidisciplinary team of clinicians expertly assesses and treats a variety of concerns and clinical disorders including:



- Mood Disorders (Depression, Bipolar Disorder)
- Anxiety, Obsessive Compulsive Disorder (OCD), and Panic Disorders
- Neuropsychological Disorders, Dementias, Traumatic Brain Injury (TBI)
- Sleep Problems/Disorders
- Couples/Marital Counseling and Family Therapy
- Grief Counseling
- Eating/Feeding Disorders
- Bariatric Surgery Counseling
- Child and Adolescent Concerns
- Behavioral Issues/Anger Control/ODD
- Neurodevelopmental/Learning Disorders
- Autism Spectrum Disorders (ASD)
- Attention Deficit Hyperactivity Disorder (ADHD)
- Substance Use/Addictions
- Posttraumatic Stress Disorder (PTSD), Trauma, Abuse/Neglect
- Perinatal/Postpartum Mood Disorders
- Aging/End of Life
- LGBTQIA
- Medical Concerns/Terminal Disease/Palliative Care
- Phobias
- Pain Management
- Suicidality/Self-Harm
- Psychoses/Schizophrenia

TREATMENT MODALITIES & EVALUATIONS

- Medication Management
- Individual and Group Therapy
- Telehealth
- Electroconvulsive Therapy (ECT)
- SPRAVATO (esketamine)
- Transcranial Magnetic Stimulation (TMS)
- Applied Behavior Analysis (ABA)
- Parent Child Interaction Therapy (PCIT)
- Diagnostic Evaluations
- Psychological Testing
- Bariatric Pre-Surgical Evaluations

NEUROPSYCHOLOGICAL TESTING

We offer a variety of testing services including adult and pediatric neuropsychological assessment, learning disorder evaluations, and academic performance testing. Our adult and child neuropsychologists are proficient in assessing the relationship between brain functioning and behavior for issues such as:

- Acquired Brain Injury (Traumatic – Open/Closed; Non-Traumatic Brain Injury – Stroke, Anoxia, Infections/Metabolic Disorders, Tumors)

- Neurodegenerative Disease (Alzheimer's Disease, Vascular Dementia)
- ADHD evaluations
- Academic Accommodations for ADHD and Learning Disorders
- Gifted testing

EMPLOYEE ASSISTANCE PROGRAMS

Personal problems and stress can undermine an employee's health, happiness, job satisfaction, and work performance. Baptist Behavioral Health contracts with companies throughout Northeast Florida to provide a full range of Employee Assistance Programs. Our clinical staff provide excellent resources for managers and supervisors who face employee distress, concern and productivity issues. Examples of problems that are handled effectively through EAP are:



- | | |
|--------------------------------|--|
| – Work and employment problems | – Time management |
| – Depression | – Life adjustment issues: death, divorce, etc. |
| – Emotional distress | – Behavioral problems |
| – Family or marital crisis | – Stress-reduction |



INPATIENT SERVICES

Baptist Health is proud to offer the area's only mental health resource of its kind. Baptist Health provides a full range of inpatient services for adults, adolescents, and children requiring hospital-based care. Our adult inpatient behavioral health facility overlooks the St. Johns River and is designed with light-filled spaces that include peaceful river-themed artwork.

ADULT INPATIENT BEHAVIORAL HEALTH UNIT — this riverfront unit specializes in stabilizing patients who are experiencing depression, severe anxiety, addiction and other



forms of psychiatric distress. Following psychiatric stabilization, our acute facility prepares patients for discharge by scheduling hospital follow-up appointments with outpatient providers and other community resources.

Our 34-bed adult inpatient behavioral health department consists of three separate acuity-based units. The geriatric and medically complicated unit has nine beds and provides care to our most vulnerable and dependent patients. Typically, those patients are considered “total care,” those and may suffer from dementia or have a medical condition that complicates treatment. For patients who are experiencing psychosis, are dangerous to themselves or others, or who benefit from a smaller and structured environment, there is also an 8-bed unit that provides intensive supervision. For patients who function more independently, our 17-bed open unit provides more freedom and social interaction among patients. All patient rooms have windows overlooking the St. John’s River, which contributes to a soothing milieu.



We employ a multidisciplinary team of psychiatrists, psychologists, nurses, social workers, recreational therapists, and mental health technicians that provide 24/7 care. Multidisciplinary team meetings occur twice weekly to review patient status and plan for discharge. Various evidence-based groups are conducted each day to educate patients about their condition and increase their coping skills. Master’s level therapists on the unit, and from our IOP department, run the groups, as well as supervised interns when they are present. In collaboration with the University of Florida Medical School, psychiatry residents often rotate on the unit as well. In addition to medication management on the unit, psychiatrists provide consultation services at all hospital locations and perform ECT.

CHILD & ADOLESCENT INPATIENT BEHAVIORAL HEALTH UNIT

Our children’s inpatient unit is located in the Weaver Tower in Wolfson Children’s Hospital on the Downtown Campus. This unit was designed with children and teens in mind. While comfortable with a homelike feel, both facilities offer state-of-the-art features that meet the therapeutic needs of our patients. Special care is taken with patients to provide a welcoming and secure environment, including restricted access for patient safety and privacy. Wolfson Children’s Hospital provides pediatric behavioral health services in partnership with Nemours Children’s Specialty Care and Baptist Behavioral Health.



This 14-bed unit specializes in the care of children and adolescents who are experiencing acute emotional and behavioral problems that disrupt their ability to function in multiple domains of life. Separate care environments and interventions are provided for children (ages 6-11) and adolescents (ages 12-17). There is a daily schedule allowing patients to attend group therapy, art and music therapies, group meetings with the Child Life specialist, yoga, and other recreational therapies.

Parents or legal guardians may visit twice a day and children are allowed a phone call home each night. Treatment may involve stabilization, ongoing assessment, crisis intervention, medication management, individual, family and group therapy, as well as discharge planning and follow-up care. Average length of stay is approximately 3-5 days depending on a child’s progress and needs.



DAY STAY PROGRAMS

Baptist Health offers an array of intensive treatment options for individuals requiring outpatient treatment for psychiatric disorders and chemical dependency.

ADULT PARTIAL HOSPITALIZATION & INTENSIVE OUTPATIENT PROGRAMS

This program provides care to adults who do not need the structure of an inpatient setting, yet require more intensive therapy than outpatient services. Patients participate in both group and individual therapy sessions that operate Monday through Friday, from 8:30 AM to 2:30 PM for approximately 7 to 10 days.

CHILD & ADOLESCENT PARTIAL HOSPITALIZATION

This program at Wolfson Children's Hospital includes an intensive outpatient program designed to provide family-centered care to children and adolescents who require intensive therapy yet do not meet criteria for admission to the inpatient unit. Therapeutic goals focus on helping patients and families develop strengths and make positive choices.



ACUTE CRISIS MANAGEMENT

EMERGENCY CENTER EVALUATIONS

When someone arrives at a Baptist Health emergency center with a mental health crisis, our registered nurses and behavioral health clinicians perform assessments to determine the appropriate level of care and psychiatric treatment.

BAPTIST CRISIS MANAGEMENT

The Behavioral Care Management Department (BCM) is the primary entry point for patients admitted to the ED. They also furnish an invaluable service to the community by providing a 24-hour crisis answering hotline and serve as an after-hours call service for providers and patients in the Outpatient Behavioral Health Department.

BCM is comprised of three staff teams. The first team, Crisis Response Counselors, consists of bachelors-level staff that answers the phones 24/7 and triage patients to services that best fit their needs. They are also responsible for obtaining pre-authorizations for services. The second team of Mental Health Evaluators performs mental health assessments on all adult and child psychiatric admissions to the ED. They make level of care determinations and assist in placing patients either at one of the Baptist facilities or at another facility in the community depending on bed availability and other resources. Utilization nurses make up the third team and are responsible to obtain authorization for continued stay.

THE BAPTIST HEALTH BRIDGE PROGRAM

The Baptist Health Bridge Program serves patients in the Baptist Health system and surrounding community who require emergent mental health treatment. Services include psychiatry, psychotherapy, and risk/lethality assessments. Depending on acuity, patients may have same day, scheduled urgent and transitional appointments. This approach promotes continuity of services, efficiency in care, and overall improved well-being for our patients and their families. The Bridge is designed to serve pediatric and adult patients that are:



- Transitioning from higher level, inpatient psychiatric care to outpatient mental health treatment, requiring follow-up appointments post-hospital discharge
- Established within Baptist Outpatient Behavioral in need of more immediate assistance with their care coordinated with their outpatient provider.
- Not currently a danger to themselves or others but are experiencing an increase in mental health symptoms, placing them at higher risk of becoming a danger to themselves or others, needing more urgent support.

SPECIALTY SERVICE LINES

NEUROPSYCHOLOGY

Baptist Health employs several pediatric and adult neuropsychologists. They offer a wide variety of personalized testing services for patients across the lifespan. Baptist Health's neuropsychologists utilize standardized assessments to understand the relationship between the brain, cognitive function, and observable behavior. The focus of such assessments vary, depending on the injury or suspected neurological disease and neuropsychological sequelae. Common reasons for a neuropsychological testing referral include: traumatic brain injury (TBI), neurodegenerative disease (i.e., dementias), stroke, in addition to neurodevelopmental and learning disorders.



HOSPITAL BASED CONSULTATION/LIAISON SERVICE

Baptist Health provides psychological and psychiatric care to medical patients admitted to Baptist Medical Center Jacksonville and Wolfson's Children Hospital. These behavioral health clinicians provide services for various health-related concerns, including spinal cord injury (SCI) traumatic brain injury (TBI), cerebrovascular accident (e.g., ischemia, hemorrhage), other neurological disorders, acute stress responses, chronic pain, and general maladjustment to injury/disease and hospitalization.

TREATMENT RESISTANT DEPRESSION (TRD) CLINIC

Baptist Behavioral Health offers various specialized interventions for treatment resistant depression. These include Electroconvulsive Therapy (ECT) and Transcranial Magnetic Stimulation (TMS). TMS uses targeted magnetic pulses, similar to those used in an MRI machine, to alter the patterns of the brain to decrease symptoms of depression. TMS works by stimulating and awakening areas of the brain that are usually less active in depressed patients. This specialized intervention can alleviate the symptoms of depression and improve a patient's quality of life. Baptist Health is also a certified treatment center for administering SPRAVATO (esketamine) for Treatment Resistant Depression. SPRAVATO nasal spray is an FDA approved medication to treat depression.

BAPTIST MD ANDERSON CANCER CENTER – HEMATOLOGY & ONCOLOGY

Our psychologists at Baptist MD Anderson Cancer Center provide behavioral healthcare to patients and their family members. This service helps individuals cope with the physical and emotional issues that often become consequences of cancer diagnosis and treatment. These clinicians are skilled at treating a range of emotions and physical changes associated with a cancer diagnosis. Common foci of psychological treatment include anxiety, depression, grief, pain, appetite and sleep disturbances.





BARIATRIC & EATING DISORDERS

Baptist Behavioral Health has a team dedicated to caring for bariatric patients. Our psychologists and other licensed mental health professionals have specialized training and expertise in performing pre-bariatric surgery psychological evaluations. We work closely with other members of the bariatric team, including the surgeon, physician assistants, dietitians, and bariatric coordinator to ensure the patient is receiving comprehensive care. The behavioral health team also provides psychological treatment for behavioral weight management and eating disordered behaviors.

MATERNAL MENTAL HEALTH (MMH)

Baptist Behavioral Health created a specialized service line to address the growing mental health concerns associated with the perinatal and postpartum periods. Our Maternal Mental Health specialty is designed to identify and manage emotional challenges that are related to all aspects of maternal health. Baptist Behavioral Health focuses on early detection of mothers' emotional distress and any changes in functioning. To promote mothers' psychosocial well-being, BBH employs various evidence-based treatments, either in individual or group therapy format.



APPLIED BEHAVIOR ANALYSIS (ABA) PROGRAM

Baptist Health offers an Applied Behavior Analysis (ABA) program. ABA is an evidence-based treatment for autism spectrum disorders or developmental disabilities. The principles associated with ABA are extensions of behavioral methodologies (i.e., operant conditioning) incorporated into practical settings. Variations of ABA include behavior modification or behavior therapy, both designed to aid patients with communication challenges, in addition to a reduction of abnormal or problematic behaviors.

BEHAVIORAL SLEEP MEDICINE PROGRAM

The providers at Baptist Health Behavioral Sleep Medicine Program are experts in the assessment, diagnosis, and treatment of sleep disorders. Our BBH clinicians are a part of the multidisciplinary sleep centers team, providing consultation and liaison services. Following a comprehensive evaluation, recommendations are provided, including behavioral (non-medication) treatments for a variety of sleep problems. The clinic focuses on behavioral treatments that are effective and longer lasting than traditional medication options. In fact, both the American College of Physicians and American Academy of Sleep Medicine recommend behavioral interventions as the first line of treatment for adults with insomnia.

Training Program Model & Philosophy

The Baptist Health Psychology Training Program is a yearlong educational experience, consisting of supervised rotations surveying a myriad of clinical specialties in behavioral health. We offer training at various levels in the field of psychology and counseling, including:

- Postdoctoral Fellowship in Clinical Health Psychology
- Advanced doctoral practicum training
- Mental health counseling practica and pre-graduate internship
- Post-graduate training for registered intern (RMHCI/RCSWI/RMFTI) candidates
- Graduate rotations for medical and nursing students

Our Clinical Health Psychology training program is designed to train future clinicians to provide quality mental health services in an integrative and diversified healthcare setting. The training model is developmental in nature, with consideration given to the varying levels of skill and experience among trainees. Pedagogy is modeled from a biopsychosocial, clinical health psychology, and multiculturally competent perspective. The training is intended to be generalist in nature, in order to cultivate foundational knowledge and skills for a myriad of future clinical roles. The applied training methods also seek to be in accordance with the American Psychological Association Ethical Principles of Psychologists and Code of Conduct (APA, 2017), the Commission on Accreditation (2017), and Standards of Accreditation for Health Service Psychology (APA, 2015). Satisfactory completion of the postdoctoral fellowship meets postdoctoral supervised practice requirements (2,000 hours) for licensure in the state of Florida.



The applied training methods also seek to be in accordance with the American Psychological Association Ethical Principles of Psychologists and Code of Conduct (APA, 2017), the Commission on Accreditation (2017), and Standards of Accreditation for Health Service Psychology (APA, 2015). Satisfactory completion of the postdoctoral fellowship meets postdoctoral supervised practice requirements (2,000 hours) for licensure in the state of Florida.

The program is designed after the practitioner-scholar model, which emphasizes the complementary relationship between professional psychological practice and scientific scholarly inquiry. The program emphasizes the importance of teaching psychological knowledge and methods that are grounded in the existing empirical literature. This integration of science, literature, and clinical work facilitates the development of trainees' profession-wide competencies as outlined in the American Psychological Association Standards of Accreditation for Health Service Psychology (2015).

Baptist Health promotes a welcoming atmosphere to enhance individual and professional growth by offering a series of clinical rotations, extensive supervision, and formal didactics. The program's

philosophical approach to training is trainee-centered, collaborative, and responsive. Consideration is given to each trainee's individual educational goals and clinical areas of interest. There is ongoing dialogue, both informally and formally, to facilitate the accommodation of trainee preferences.

Baptist Behavioral Health offers inclusive mental health care services within outpatient centers, inpatient units, day stay programs, the emergency department, and Bridge Program. In this training environment, trainees are provided an opportunity to work with a wide variety of populations that experience a full range of mental health concerns and diagnoses. These include severe mental illness (SMI), neurocognitive impairments, mood disorders, substance use, eating disorders, and behavioral issues. This well-rounded exposure promotes a comprehensive and robust clinical education experience.

CLINICAL COMPETENCIES, SKILLS, & KNOWLEDGE

CORE COMPETENCIES

Baptist Health defines performance standards based on established profession-wide competencies and training guidelines. This systematic and evidence-based approach is essential to the successful professional development of our trainees. To accomplish such outcomes, our program requires trainees to develop certain competencies that prepare them for professional practice in Health Service Psychology (HSP). In compliance with the Commission on Accreditation (C-8 I., revised July 2017) and the American Psychological Association Standards of Accreditation for Health Service Psychology (2015), the Baptist Health Psychology Training Program emphasizes and evaluates the following nine core competencies:

- i. Professional Values, Attitudes, and Behaviors
- ii. Research Application (Scientific Knowledge, Methods, and Clinical Reasoning)
- iii. Communication and Interpersonal Skills
- iv. Individual and Cultural Diversity
- v. Assessment
- vi. Intervention
- vii. Ethical/Legal Standards and Policy
- viii. Consultation and Intraprofessional/Interdisciplinary/Multidisciplinary Skills
- ix. Supervision

APPLICATION OF SCIENTIFIC RESEARCH—*“Demonstrates the substantially independent ability to critically evaluate and disseminate research or other scholarly activities (e.g., case conference, presentation, publications) at the local (including the host institution), regional, or national level” (CoA, revised July 2017).*

ETHICS, LAW, & POLICY—*“Be knowledgeable of and act in accordance with each of the following: the current version of the APA Ethical Principles of Psychologists and Code of Conduct; relevant laws, regulations, rules, and policies governing health service psychology at the organizational, local, state, regional, and federal levels; and relevant professional standards and guidelines” (CoA, revised July 2017).*

CULTURAL DIVERSITY—*“Demonstrate the ability to independently apply their knowledge and approach in working effectively with the range of diverse individuals and groups encountered during internship” (CoA, revised July 2017).*

PROFESSIONAL VALUES, ATTITUDES, & BEHAVIORS—*“Behave in ways that reflect the values and attitudes of psychology, including integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others” (CoA, revised July 2017).*

COMMUNICATION & INTERPERSONAL SKILLS—*“Develop and maintain effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services; produce and comprehend oral, nonverbal, and written communications that are informative and well-integrated; demonstrate a thorough grasp of professional language and concepts” (CoA, revised July 2017).*

ASSESSMENT SKILLS—*“Demonstrate current knowledge of diagnostic classification systems, functional and dysfunctional behaviors, including consideration of client strengths and psychopathology... Select and apply assessment methods that draw from the best available empirical literature and that reflect the science of measurement and psychometrics” (CoA, revised July 2017)*

INTERVENTION SKILLS—*“Establish and maintain effective relationships with the recipients of psychological services; develop evidence-based intervention plans specific to the service delivery goals; implement interventions informed by the current scientific literature, assessment findings, diversity characteristics, and contextual variables” (CoA, revised July 2017).*

SUPERVISION—*“Demonstrate knowledge of supervision models and practices...Apply this knowledge in direct or simulated practice with psychology trainees, or other health professionals” (CoA, revised July 2017).*

CONSULTATION & INTERDISCIPLINARY SKILLS—*“The intentional collaboration of professionals in health service psychology with other individuals or groups to address a problem, seek or share knowledge, or promote effectiveness in professional activities” (CoA, revised July 2017).*

Clinical Experiences

Trainees have the opportunity to train in a variety of behavioral health settings, use multiple therapeutic interventions, and conceptualize cases from different theoretical orientations. Trainees function as members of the interdisciplinary team, attending and contributing to relevant meetings as scheduling allows. Trainees are encouraged to integrate their prior academic coursework and professional experiences into their clinical training at Baptist Health in order to strengthen their overall learning outcomes.

- **Direct service** — observation of clinical supervisor/other specialty providers, individual therapy, co-facilitate/facilitate group therapy, assessment (observation and administration), and consultation (*approximately 50% of time spent in direct contact*)

- **Indirect service** — didactics, report/note writing, assessment scoring, case presentations, and peer supervision

In line with our developmental training model, trainees begin their year by observing clinical preceptors, behavioral health providers, and ancillary staff. Once acclimated, trainees gradually take on independent responsibilities as deemed appropriate, in accordance with their individual level of training and professional development needs. These responsibilities primarily include conducting intake evaluations, providing individual psychotherapy, group psychotherapy, crisis interventions, consultation/liaison activities, and submitting clinical documentation. In addition, trainees have an opportunity to administer and score assessments, dependent on their rotation's focus, degree program, and interest level. Trainees log all clinical hours using existing software or manual methods (e.g., Time2Track, Tevera, and Microsoft Excel) and submit documentation to their clinical preceptors for attestation. Upon successful completion of this program, trainees are further prepared for advanced clinical experiences and future psychological practice.



ASSESSMENT & INTERVENTION

Trainees receive didactic and supervised training in case conceptualization skills, clinical interviewing, and diagnostic assessment. Training complexity in each area is based on developmental level and degree program. Doctoral trainees gain exposure to various psychological assessments and screening measures. Baptist Behavioral Health has an extensive testing inventory, including assessments focusing on neurocognitive status, mood, personality, and behavioral aspects of functioning. Select tests include: Wechsler Adult Intelligence Scale, Fourth Edition (WAIS-IV), Wechsler Abbreviated Scale of Intelligence, Second Edition (WASI-II), Wechsler Intelligence Scale for Children, Fifth Edition (WISC-V), Delis-Kaplan Executive Function System (D-KEFS), Repeatable Battery for the Assessment of Neuropsychological Status (RBANS), Minnesota Multiphasic Personality Inventory-2-Restructured Form (MMPI-2-RF), Personality Assessment Inventory (PAI), Beck Depression Inventory-II (BDI-II), and Autism Diagnostic Observation Schedule, Second Edition (ADOS-2), among many others.

Treatment and related therapeutic services are guided by evidence-based practice in psychology (EBPP), which integrates empirical research into current clinical work. Treatment decisions are made in the context of individual patient characteristics, preferences, environment, and culture. In addition, interventions are tailored to accommodate these distinctive elements in order to provide client-centered and comprehensive behavioral healthcare. Thus, a primary emphasis of trainees' training is to consider unique lived experiences and diversity to enhance their case formulations and subsequent interventions.

TRACKS & ROTATIONS

The Baptist Health psychology training rotation structure provides trainees with a comprehensive and intensive experience in an integrated healthcare setting. Each semester, trainees have the opportunity to train in outpatient and inpatient health psychology settings, across multiple clinics and units. Therefore, trainees receive exposure to various populations and treatment modalities. In the beginning of each rotation, trainees are supervised intently as they acclimate to rotation settings and expectations. Additionally, across all training environments, trainees regularly communicate with multidisciplinary staff. Trainees may utilize such opportunities for prompt consultation as an additional resource. This interaction fosters their ability to work in collaboration with other clinicians as part of a treatment team.



The program offers three tracks and various specialized rotation opportunities, depending on the trainees' clinical interests, degree program, and preceptor availability. Depending on the trainee's chosen track and rotations, clinical experiences will differ from one environment to another. The Director of Education and Training and primary clinical supervisors maintain ongoing contact with the clinical staff at the supplemental sites to provide guidance as needed. Elective rotations and additional shadowing opportunities

are also available where schedules and supervision allow.

GENERALIST OUTPATIENT TRACK—the generalist track focuses on provision of outpatient psychological treatment in an integrated healthcare setting. During the first semester, trainees spend majority of their time (approximately one and one-half days per week, including didactics and supervision) in their required primary rotation. Trainees also dedicate one day to a supplemental rotation of their choice to experience different modes of treatment and patient populations in the healthcare setting. As the trainee progresses into the second semester, they will independently conduct clinical interviews, implement therapeutic interventions, administer assessments (doctoral), and enhance note-writing skills.

ROTATIONS

- Outpatient Behavioral Health – Primary Rotation (all levels)
- Bridge Program/Intensive Outpatient (IOP) – Primary Master's Rotation and Elective Doctoral Rotation
- Inpatient Consultation/Liaison – Elective Doctoral Rotation

SUPPLEMENTAL CLINICAL EXPERIENCES

- Baptist Crisis Management (BCM) – Elective Shadowing
- Inpatient Behavioral Health – Elective Shadowing
- Spiritual Care Consultation/Liaison – Elective Shadowing
- Behavioral Sleep Medicine – Elective Doctoral Shadowing
- Geropsychology – Elective Doctoral Shadowing
- Applied Behavior Analysis (ABA) – Elective Doctoral Shadowing
- Hematology/Oncology – Elective Doctoral Shadowing

Generalist clinical experiences include providing individual therapy, facilitating/co-facilitating group therapy, administering psychological assessments (doctoral), conducting crisis intervention/risk assessment, shadowing interdisciplinary staff, engaging in consultation, discharge planning, and inputting clinical documentation into the electronic health record (EHR).

NEUROPSYCHOLOGY TRACK—the neuropsychology track is designed for doctoral trainees and focuses on provision of outpatient neuropsychological assessment services for patients across the lifespan. During the first semester, trainees spend majority of their time (approximately one and one-half days per week, including didactics and supervision) in their required primary rotation alongside their clinical supervisors. Trainees initially observe staff administer assessment batteries. Trainees then develop battery formulation skills and practice test administration. Trainees also dedicate one day to a supplemental rotation of their choice to experience different modes of treatment and patient populations in the healthcare setting. As the trainee progresses into the second semester, they will perform clinical interviews/evaluations, feedback sessions, and report-writing activities more independently.

ROTATIONS

- Outpatient Neuropsychology – Primary Doctoral Rotation
 - Pediatric/Adolescent Neuropsychology
 - Adult/Geriatric Neuropsychology
- Inpatient Consultation/Liaison – Elective Doctoral Rotation

SUPPLEMENTAL CLINICAL EXPERIENCES

- Baptist Crisis Management (BCM) – Elective Shadowing
- Inpatient/Bridge Program (PHP/IOP) – Elective Shadowing
- Spiritual Care Consultation/Liaison – Elective Shadowing
- Applied Behavior Analysis (ABA) – Elective Doctoral Shadowing
- Hematology/Oncology – Elective Doctoral Shadowing
- Geropsychology – Elective Doctoral Shadowing



Neuropsychological clinical experiences include observing supervisors perform intake interviews and staff administering various assessments, shadowing interdisciplinary staff, engaging in consultation, conducting interviews and assessment batteries, interpreting test data, drafting assessment reports, developing diagnostic and treatment recommendations using assessment data, and participating in testing feedback sessions.

INPATIENT TRACK—this track focuses on provision of inpatient psychological treatment in an integrated healthcare setting, either on locked inpatient units or as a consult/liaison psychological service (doctoral). During the first semester, trainees spend majority of their time (approximately one and one-half days per week, including didactics and supervision) in their required primary rotation. Trainees also dedicate one day to a supplemental rotation of their choice to experience different modes of treatment and patient populations in the healthcare setting. As the trainee progresses into the second semester, they will independently conduct clinical interviews, implement therapeutic interventions, administer assessments (doctoral), and enhance note-writing skills.

ROTATIONS

- Inpatient Consultation/Liaison – Primary Doctoral Rotation
- Inpatient Psych/IOP/PHP – Primary Master's Rotation
- Baptist Crisis Management (BCM; Emergency Department) – Primary Master's Rotation and Elective Doctoral Rotation
- Outpatient Behavioral Health – Elective Rotation
- Neuropsychology – Elective Doctoral Rotation

SUPPLEMENTAL CLINICAL EXPERIENCES

- Baptist Crisis Management (BCM) – Elective Shadowing
- Inpatient/Bridge Program (PHP/IOP) – Elective Shadowing
- Spiritual Care Consultation/Liaison – Elective Shadowing
- Behavioral Sleep Medicine – Elective Doctoral Shadowing
- Geropsychology – Elective Doctoral Shadowing
- Applied Behavior Analysis (ABA) – Elective Doctoral Shadowing
- Hematology/Oncology – Elective Doctoral Shadowing

Inpatient clinical experiences include providing individual therapy, facilitating/co-facilitating group therapy, administering psychological assessments (doctoral), conducting crisis intervention/risk assessment, shadowing interdisciplinary staff, engaging in consultation, discharge planning, treatment team meetings, and inputting clinical documentation into the electronic health record (EHR).



ORIENTATION & SCHEDULE

Trainees are introduced to Baptist Behavioral Health through a comprehensive orientation to the hospital system and training program during their first few weeks. Trainees receive provider EHR training in addition to didactics reviewing key components and standards of documentation. Trainees are provided a tour of facilities and introduction to their clinical supervisors. Following this initial onboarding, trainees shadow supervisors, psychologists, and other clinical staff throughout their daily routines. This period of observation serves to develop trainees' familiarity with the department prior to engaging in any independent clinical work. Length of orientation and observation activities is dependent of the trainees' individual skillset and readiness for increased autonomy.

POSTDOCTORAL FELLOWSHIP REFERENCE SCHEDULE

Selected fellows commit to a yearlong postdoctoral experience consisting of a minimum of 2,000 hours. Training aligns closely with the academic calendar:

- Commences early September annually
- Minimum of 40 hours each week to fulfill supervised hours requirements (2,000 hours total)
- Approximately 50% of time spent in direct contact (minimum of 900 hours)
- Group supervision and didactic seminar occur when the entire cohort is on-site (or via zoom) every Wednesday

TENTATIVE FELLOW SCHEDULE (8:30 AM – 4:30 PM)

Monday	Tuesday	Wednesday	Thursday	Friday
Fellow –Primary Rotation	Fellow – Supplementary Rotation	Fellow – Primary Rotation, Didactics, Group Supervision	Fellow – Primary Rotation	Fellow – Supplementary Rotation



POST-MASTER'S (RMHCI/RCSWI/RMFTI) REFERENCE SCHEDULE

Selected RMHCIs commit to a two-year experience consisting of a minimum of 1,500 hours face-to-face contact. Training aligns closely with the academic calendar:

- Commences early September annually
- Minimum of 40 hours each week to fulfill supervised hours requirements
- Approximately 50% of time spent in direct contact (1,500 hours)
- 1 hour of individual supervision every two weeks under the supervision of a Board approved qualified supervisor
- At least 100 hours of supervision (obtained in no less than 100 weeks)
- Group supervision and didactic seminar occur when the entire cohort is on-site (or via zoom) every Wednesday

TENTATIVE FELLOW SCHEDULE (8:30 AM – 4:30 PM)

Monday	Tuesday	Wednesday	Thursday	Friday
Intern – Primary Rotation	Intern – Supplementary Rotation	Intern – Primary Rotation, Didactics, Group Supervision	Intern – Primary Rotation	Intern – Supplementary Rotation



PRE-GRADUATE REFERENCE SCHEDULE

Selected pre-doctoral and pre-Master's trainees commit to a yearlong placement consisting of a minimum of two full semesters. Training aligns with the academic calendar:

- Commences with Fall semester (tentative start date late August/early September annually)
- Concludes at the end of Spring semester (late April); optional Summer rotation for CMHC trainees on internship*
- Minimum of 20 hours each week to fulfill degree requirements
- Group supervision and didactic seminar occur when the entire cohort is on-site (or via zoom) every Wednesday

Monday	Tuesday	Wednesday	Thursday	Friday
Trainee Group 1 – Primary Rotation	Trainee Group 1 – Secondary Rotation	Trainee Group 1 – Virtual Day Didactics, Group Supervision		
		Trainee Group 2 – Virtual Day Didactics, Group Supervision	Trainee Group 2 – Primary Rotation	Trainee Group 2 – Secondary Rotation

Supervision

Supervision is an essential training component emphasized throughout the program, across tracks and rotations. The Baptist Health Psychology Training Program adheres to a developmental and experiential model of supervision, which may be characterized as a “mentor–mentee” approach. Within this framework, clinical supervisors are professional role models that allow trainees to observe their clinical practice, afford various training experiences matched to trainee’s developmental level, and provide feedback on related performance. Whenever possible, supervision is enhanced through direct observation of trainees’ clinical work and Socratic questioning. The supervisor also encourages the growth of trainees’ individual strengths and autonomy over the course of the year. Accordingly, training is structured to promote increasing independence during the academic year to enrich trainees’ evolution as future practitioners.

INDIVIDUAL SUPERVISION

Trainees will receive at least two hours of individual supervision weekly with a primary clinical supervisor either on-site or virtually (Zoom). In practice, trainees are often afforded more than two supervision hour each week, as a result of the program’s training model and teaching philosophy. Trainees have access to supervisors with varied areas of expertise and theoretical orientations. The

number of supervisors and time spent in supervision depends on the established caseload of trainees and chosen supplemental rotation, as well as on developmental need. Primary clinical supervisors (i.e., preceptors) are paired with trainees by considering various factors, such as their clinical interests, skillset, and availability.

The supervision process involves a combination of direct and indirect observation of trainee responsibilities (e.g., performing intake interviews, individual/group treatment, or assessment administration). Trainees seek regular consultation with supervisors to guide clinical decisions. The supervision hour may take on various forms, such as discussing conceptualizations or treatment recommendations, incorporating process-style dialogue, rehearsing clinical interventions, practicing test administration (doctoral), and reviewing documentation. Where indicated and feasible, supervision may incorporate observing sessions *en vivo* or on recording (audio), to allow a thorough understanding of the trainee's work and guide the provision of feedback. This direct observation of trainees provides essential information regarding their development of competencies. As the semester continues, trainees gradually function with less executive oversight; however, the minimum level of supervision is maintained. The program acknowledges the significance of establishing quality supervisory relationships and the impact of such interpersonal dynamics on learning outcomes. Baptist Behavioral Health staff seek to foster an open and safe training environment, in which candid feedback from supervisees is welcomed and integrated into their clinical experiences.

GROUP SUPERVISION

Trainees will participate in one hour of group supervision each week. This meeting is held on-site or virtually (Zoom). Group supervision is a valuable teaching and mentoring experience for trainees. Trainees practice observational learning, perspective taking, and modeling professionalism. Further, this unique structure of supervision provides opportunities to build upon critical professional skills such as peer feedback/supervision, public speaking/presenting, and interpersonal effectiveness. Through a group format, trainees may also participate in an active dialogue about ethical issues and case conceptualization. During group discussions, trainees are asked to consider peer and multidisciplinary perspectives in order to maximize the effectiveness of social learning opportunities.



The training program's group supervision primarily focuses on:

- Orientation to Baptist Behavioral Health
- Acclimation to Training
- Training Questions/Concerns
- Ethics in Psychology/Counseling
- Culture and Diversity
- Empirical Literature Review
- Clinical Case /Assessment Presentations
- Professional Development
- Trainee Wellness

Group supervision includes informal presentations that review treatment and assessment cases. The meeting also address updates related to the hospital/department and current events that may affect clinical practice. Possible professional development topics to be covered are preparing for next steps in training or education, careers in psychology/counseling, and balancing work/health as a mental health professional. In line with Baptist Health's appreciation for culture and individual difference, diversity discussions regarding current EBPP and trainees' personal experiences/insights may occur.

Group meetings are held weekly on Wednesdays from 2:00 PM to 3:00 PM in a Baptist Health conference room, a private office, or virtually (Zoom) unless otherwise noted. This schedule is subject to change **trainees are provided advanced notice of any scheduling adjustments**



Didactic Seminar

Didactics and related trainings are an integral part of the Baptist Health Psychology Training Program. This curriculum provides trainees a strong foundation of scientific knowledge that may be integrated into their clinical training. Trainees participate in a weekly, hour-long didactic seminar, held either on-site or virtually (Zoom). This educational forum provides an overview of both psychological theory and related clinical applications. Didactic subjects survey a range of evidence-based practice and case material in the fields of health psychology, neuropsychology, and counseling. Particular attention is given to specialty psychological services provided within Baptist Behavioral Health. In addition, topics related to culture, diversity, and multidisciplinary professions are presented. Trainees are required to attend all didactics, as well as any supplemental training opportunities the hospital system requires. Trainees who are unable to attend a didactic will inform the Director of Education and Training in advance. If the didactic is not rescheduled, trainees will complete an alternative activity to supplement missed material. To ensure pedagogical quality and relevance, following each scheduled didactic, trainees complete an electronic survey, which is submitted to the Director of Education and Training. Behavioral Health Grand Rounds are also held regularly throughout the year. Additional details and dates of these events will be shared system wide.

CURRICULUM & GUEST PRESENTERS

All didactics are scheduled weekly on Wednesdays from 12:00 PM to 1:00 PM in a Baptist Health conference room, a private office, or virtually (Zoom) unless otherwise noted. Topics included within this schedule are subject to change **trainees are provided advanced notice of any scheduling adjustments**

FALL	Topic
	Introduction to Baptist Behavioral Health – Providing Psychological Services in a Healthcare Setting
	Ethics in Health Service Psychology – <i>Ethical Principles of Psychologists and Code of Conduct (APA, 2016)</i>
	Mental Status Exams, Clinical Interview, and Documentation Standards
	Health Psychology – Special Focus on Working in a Multidisciplinary Setting
	Foundational Therapy Skills and Clinical Approaches
	Multicultural Considerations in Psychological Assessment
	Intro to Neuropsychology – Special Focus on Concussion
	Intro to Dialectical Behavior Therapy – Part I.
	Intro to Personality Assessment – Special Focus on PAI and Forensic Case Data
	Intro to Acceptance and Commitment Therapy
	Cultural Awareness in Psychological Practice
	Intro to Psychopharmacology – Part I.
	Medical Consultation/Liaison Services – Special Focus on L&D/MMH
SPRING	Topic
	Intro to Neuroanatomy – Special Focus on TBI
	Psychological Considerations in Hematology Oncology
	Overview of Neurodevelopmental Disorders – Special Focus on ASD and ABA
	Working With Diverse Populations – Special Focus on assessment

Neurodevelopmental Assessment and Differential Diagnosis – Special Focus on Psychiatric Diagnoses

Psychology of Aging – Special Focus on Mood Disorders

Eating Disorders and Pre-Surgical Assessment

Dialectical Behavior Therapy – Special Focus on EBPP and Behavior Chain Analysis (Part II.)

Psychological Assessment – Special Focus on ADHD

Rehabilitation Psychology – Special Focus on SCI, Amputation, and Chronic Pain

Intro to Psychopharmacology – Part II.

Projective Personality Assessments – Special Focus on Rorschach and TAT

Neurobiology of Bipolar Disorder

Professional Development – Special Focus on Careers in Psychology



BEHAVIORAL HEALTH GRAND ROUNDS AND CONTINUING EDUCATION

Our Grand Rounds series focuses on evidence-based practice in psychiatry and psychology. Presentations are held regularly throughout the year and cover a variety of topics germane to behavioral health which promote a standard of excellence in patient care. Qualifying attendees may receive Continuing Medical Education (CME) credit and Continuing Education (CE) credit dependent on their discipline. In addition, Baptist Behavioral Health trainees are offered a variety of continuing education opportunities sponsored by the department. These include specialty trainings, conferences, and symposiums.



Evaluation of Competencies

Baptist Health views evaluation and feedback as essential components of the learning process. Ongoing evaluation of trainees occurs informally and formally, through regular supervision, review of written work, feedback from multidisciplinary staff, patient report, self-evaluations, direct observation data, and summative evaluations. In collaboration with trainees', Baptist Health's clinical supervisors identify training goals at the beginning of the year and discuss evaluation processes. Consistent evaluation practices serve to address specific training needs that may arise and encourage the trainee's overall professional growth.

FORMATIVE, SUMMATIVE, & PROGRAMMATIC EVALUATIONS

Trainees are evaluated throughout each semester rotation to ensure their performance levels match Baptist Health quality expectations and patient needs. Areas of evaluation include the nine domains of profession-wide competencies as outlined by the American Psychological Association Standards of Accreditation for Health Service Psychology (2015).

Formative evaluations are less structured means of skill appraisal and occur across rotations. These include making documentation revisions, supervision dialogue focusing on training goal progress, and informal feedback following indirect or direct observation (e.g., one-way mirror observation of client contact, in room during an intake or test feedback session). Additionally, an ongoing discourse with the trainee's program is sought throughout the year, as appropriate, to inform evaluations.

Summative evaluations are the formal and measureable assessments of trainee competencies, which occur at the end of each semester. This is a benchmark rating for overall progress and serves as an opportunity to highlight areas of potential growth. Summative evaluations are informed by multiple sources of data (e.g., direct observation, supplemental rotation performance, case/research presentations, supervision participation, professionalism, and competency rating scales). The evaluation rating measure uses a **5-point Likert scale**, ranging from "0" ("Unsatisfactory") to "4" ("Exemplary"). The scale requires that raters objectively assess the relationship between a competency area and the trainee's observable behavior.

The training program conducts regular programmatic evaluations to inform annual quality performance assessments. Trainees are asked for feedback regarding their training experience throughout the academic year, during regular supervision and summative reviews of competency. At each formal evaluation period, trainees complete summative evaluations of their primary clinical supervisors, supplemental rotations, and the overarching training program. Trainees also complete an electronic survey rating form at the end of each didactic.

Supervisors will review summative evaluations with trainees. In addition, the trainee's supervisor, the Director of Clinical Training, and/or the Director of Education and Training communicate with academic departments regarding trainee progress as indicated. Records of all completed evaluations are then provided to the program administrator, trainee, primary supervisor, and the university's clinical training director. The Director of Education and Training compiles all evaluations and reports these findings to the Director of Clinical Training (Vice President, Behavioral Health). This quality performance assessment serves to provide data for continual improvement and enhancement of the training program.

CASE PRESENTATIONS

Trainees engage in formal case presentations at the end of the academic year. Presentations focus on an assessment case (doctoral) or individual treatment conducted during their rotations. Additional guests, including staff psychologists, counselors, administrators, and other multidisciplinary staff may be invited to attend. Trainees are provided written feedback on their presentations through clinical supervisors' completion of the presentation rating form. Areas of evaluation include content, organization, and delivery. Specifically, oration style, knowledge base, presentation structure, effectiveness of visual aids/supplementary materials, use of empirical literature to support assessment/intervention choices, and ease of answering discussion questions will be assessed.

Clinical Training Faculty

The Training Program Faculty is composed of the Director of Education and Training, the Vice President of Behavioral Health, the Director of Outpatient Operations, the Director of Inpatient Operations, the Associate Directors of Outpatient Operations (Administrative and Clinical), Clinical Training Committee, and additional licensed faculty involved in the direct individual supervision of the trainees during each academic year. All Baptist Behavioral Health staff may be involved in direct teaching or supervision of interns. Additionally, Social Workers, Psychiatric Nurses, and Psychiatrists are available to enhance training and supervision experiences.



ADMINISTRATION

The Baptist Health Psychology Training Program is directed by a dynamic leadership team. Each member provides programmatic insight and ensures a high standard of training. The program is continuously improved through various evaluation and development activities.

Terrie Andrews, Ph.D. (Vice President - Behavioral Health, Director of Clinical Training) is a licensed clinical psychologist with a distinguished background in business operations and clinical development. Dr. Andrews received her Doctorate of Philosophy (Ph.D.) from Florida State University in Tallahassee, Florida. She also earned her Master of Science (M.S.) in Psychology and a Specialist in Psychology (Psy.S.) from Nova Southeastern University in Ft. Lauderdale, Florida. Dr. Andrews is fellowship-trained in the provision of psychological services within trauma and acute care settings. She has worked at Baptist Health since 2013 in both clinical and administrative capacities. Dr. Andrews has been instrumental in expanding consultative services at Wolfson Children's Hospital, in addition to providing psychological testing and psychotherapy to children and adults across the region. In her current role as System Administrator of Baptist Behavioral Health, Dr. Andrews provides direction and oversight in clinical, operational, financial, and strategic planning for Northeast Florida's largest healthcare system. Dr. Andrews' dedication to improving mental healthcare in Jacksonville, FL is evident in her consistent and collaborative approach to organizational leadership. Currently, Dr. Andrews' professional affiliations include Florida Psychological Association, the National Academy of Neuropsychology, and the National Register of Health Service Psychologists.

Francesca Varallo Sims, Psy.D. (Director of Education and Training) graduated from Medaille College in Buffalo, N.Y. with her doctoral degree in Clinical Psychology. Dr. Varallo Sims has trained in acute and outpatient neurorehabilitation settings that specialized in the provision of neuropsychological assessment. She completed her doctoral internship at Central New York Psychiatric Center, which focused on Forensic Psychology in maximum-security correctional settings. Dr. Varallo Sims completed a postdoctoral fellowship in Clinical Health Psychology at UF Health Jacksonville, in affiliation with the University of Florida College of Medicine. There, she provided consultation and liaison psychological services within a Level I Adult and Pediatric Trauma Center. Populations served included patients of all ages with traumatic brain injury, stroke, spinal cord injury, and other critical illnesses. In addition to her role at Baptist and Wolfson Children's Hospital, Dr. Varallo Sims serves on the examining committee for the Fourth and Seventh Judicial Circuit Courts of Florida. She is also a professor of psychology, on adjunct faculty in the Department of Social and Behavioral Sciences at FSCJ.

Kendra Wagner, M.A., ATR-BC, ATCS, LMHC (Director Baptist Behavioral Health, Outpatient) is a board-certified Art Therapist as well as a Licensed Mental Health Counselor with extensive clinical experience across multiple inpatient settings. Throughout her career, Kendra has worked with various populations, age ranges, and mental health diagnoses. With this comprehensive clinical background, she launched an administrative career in 2010 and became an Associate Director of a 250-bed inpatient psychiatric hospital in New Jersey. Kendra later transitioned into a Director position at this facility in 2013. In 2015, Kendra joined Baptist Behavioral Health in a clinical administration capacity. She became the Director of Baptist Behavioral Health (Outpatient) in 2017, and since that time, advanced both the clinical and operational offerings of the department. Specifically, Kendra

has developed six distinct specialty service lines to address the unique treatment needs of various behavioral health populations. Over the past three years, Kendra has successfully doubled the department's size, improving community access to mental healthcare. In addition, she has served as a mentor to emerging leaders, clinicians, and administrative staff, all in an effort to facilitate their professional growth. Kendra's skilled direction of the outpatient department has resulted in significant advancements for staff and patients.

Rhett Bennie, BSN, RN, MSHA (Director Baptist Behavioral Health, Inpatient) is a Registered Professional Nurse with a background in psychology and inpatient operations management. Following his career in medical surgical units, home health, and acute psychiatric settings, Rhett received an advanced degree from St. Francis University, in Joliet, Illinois. There, he graduated with a Master of Science in Healthcare Administration. Prior to joining Baptist Health, Rhett served as the Behavioral Health Program Director at Memorial Health University Medical Center in Savannah, GA. Throughout his career, Rhett has championed clinical quality and patient safety initiatives, performance improvement, customer and employee satisfaction, in addition to facilitating the integration of behavioral health service lines in existing health systems. His current direction of the Baptist Behavioral Health inpatient units has advanced the standard of patient care and led to improved psychiatric outcomes across the region.

Amanda Brown, BS (Associate Director of Outpatient Operations – Administrative) graduated from Eastern Illinois University with her Bachelor's degree in Biology. With this foundation, she went on to explore the field of Zoological Sciences, and later, mental health administrative operations. Amanda has worked in various administrative roles for Baptist Behavioral Health since 2009. Throughout the past 11 years, Amanda's supervision and organizational guidance has been integral to the department's growth and success within the Jacksonville community. Her leadership of administrative staff is an essential factor in maintaining efficient outpatient mental health operations and provision of quality healthcare.

Carol Visconti, LMHC (Associate Director of Outpatient Operations – Clinical) graduated from LaSalle University with a Master of Arts focused in Clinical-Counseling Psychology. Since then, Carol has excelled within the mental health care industry across various roles. She joined Baptist Behavioral Health in 2015 as a Licensed Mental Health Counselor. In this position, her areas of expertise included: Crisis Intervention, Clinical Supervision, Anger Management, DBT, and Cognitive Behavioral Therapy (CBT). In her administrative career at Baptist Health, Carol has worked as the Manager of Acute and Crisis services in the Behavioral Care Management department. She is now serving as the Associate Director of Outpatient Operations (Clinical) and has demonstrated strong leadership in mental healthcare services.

Kristi Keidel Seybolt, LMHC (Manager of Inpatient Social Services) graduated from the Florida State University with a Bachelor's Degree in Psychology, and minors in Criminology and Early Education. She continued her education at FSU to earn a Master of Science degree in a dual track for Rehabilitation Services and Mental Health Counseling. She became a Licensed Mental Health Counselor in 1997. Early in her career, she worked with at-risk families, trainees and youth in various programs. Kristi provided clinical and respite services in the home, juvenile detention centers, and in vocational and educational settings. As a military spouse and with frequent relocations, she was able to attain clinical coordinator roles in county and state agencies in Maryland, Virginia and Florida.

Once settled back in Florida, she supported the foster care system through parent education, community fundraising, and family preservation. Along her career, she has contributed to her organizations in administrative positions. Kristi served as a Lower School Guidance Counselor for six years before returning to management. In 2017, she joined Wolfson Children's Hospital as the Team Lead for the pediatric inpatient behavioral health unit, and the adolescent Intensive Outpatient Program and Partial Hospitalization Program. Since, she has advanced to the Manager of Inpatient Social Services for the Baptist behavioral health system. Kristi's supervision and oversight now includes the adult behavioral health unit. With expansion of pediatric inpatient services, her leadership has broadened to build her therapy team to implement and facilitate clinical programming and care across the service line.

Linda Spadaro, LMHC (Manager of Baptist Crisis Management) is originally from Lexington Kentucky but has been in the Jacksonville area for 30 years. She graduated with a Bachelor's degree in Psychology from Jacksonville University in 1993 and a Master's in Counseling Psychology degree from the University of North Florida in 2004. Linda did her clinical internship at the Women's Center of Jacksonville in 2005. Over the years, Linda has worked with children in foster care, with juvenile justice involvement, and children and adolescents with both mood and psychotic disorders in various levels of care. Linda has also worked with adults in settings such as emergency rooms, inpatient, outpatient and incarcerated individuals with acute mental health needs. Linda has a small private practice and is a qualified supervisor for LMHC registered interns. Therapeutic orientation includes exploration of early attachments, Mindfulness training, and Narrative therapy. Professional interests include trauma focused CBT, DBT, CISM. Personal interests include Hatha and Nidra yoga, horseback riding, hiking and how stress impacts health outcomes.



CLINICAL TRAINING COMMITTEE

A variety of theoretical orientations and clinical interests are represented within the Clinical Training Committee (CTC), which is comprised of licensed psychologists and neuropsychologists, in addition to licensed Master's-level clinicians and Psychiatrists. Trainees will have opportunities for exposure to diverse treatment perspectives via supplemental and elective rotations, in addition to shadowing experiences. Members of the CTC work collaboratively with multidisciplinary teams, providing inpatient and outpatient treatment, psychological assessment, as well as rehabilitative and consultative-liaison services.

OUTPATIENT PSYCHOLOGY & BRIDGE PROGRAM

Andrew King, Ph.D. is a licensed psychologist with more than 20 years of experience with adults, including serving as a director of college counseling services. He believes in encouraging and empowering his patients to make the necessary changes for a fulfilling life without increased distress or loss. His areas of expertise include: Depression, Men's issues, Collegiate issues, Grief counseling, Marital/couple's issues, Abuse and neglect issues, Anxiety and panic disorders, and Post-traumatic stress disorders.

Emily White, Ph.D. is a clinical health psychologist specializing in treating patients who are struggling with their sleep or eating habits. Dr. White leads the development of Baptist Health's Behavioral Sleep Medicine program, where she helps patients improve their sleep using behavioral (non-medication) strategies. Her areas of expertise include: Health psychology, Behavioral sleep medicine, Weight management, Eating disorders, Pre-surgical evaluations, in addition to Adjustment to and coping with illness.

Nicole Winter, Psy.D. is a licensed clinical psychologist with a diverse background in clinical health/medical psychology. Her experience includes working at a Level I trauma center, a VA medical center and a university counseling clinic and medical school. Dr. Winter's philosophy of care is holistic in that she strives to get to know a patient as a whole, integrated person, rather than just treating their presenting complaint and symptoms. Her areas of expertise include: Geriatrics, Aging and Older Adult Behavioral Health, Health/Medical Psychology & Chronic Pain, Grief/Loss, and Adjustment Issues and Phase of Life Problems.

Katie Mahon, Ph.D. is a licensed psychologist that trained as both a clinician as well as a researcher. Dr. Mahon has published numerous academic papers and her knowledge of the brain informs her clinical work allowing her to view psychological distress and functioning from both a neural as well as a person-centered framework. Her areas of expertise include: Anxiety, Obsessive Compulsive Disorder, Depression, Post-Traumatic Stress Disorder, Bipolar Disorder, Schizophrenia, and Adjustment Difficulties.

Kristen Galloway, Ph.D. is a licensed psychologist that has been practicing for nearly a decade and believes that therapy is a balance of accepting things you cannot change and changing the things you can. Dr. Galloway relies heavily on her background in dialectical behavior therapy (DBT) and value-based therapy. Her areas of expertise include: DBT, Anxiety, Depression, Family conflict, Value-based therapy, Impulsive behavior, and Behavior management.

George Royal, Ph.D. is a licensed psychologist, trained in clinical and health psychology. He is currently the Chief of Psychology at Baptist Medical Center Jacksonville and president of the Northeast Florida Chapter of the Florida Psychological Association. His areas of interest include: Medical Issues and Fears, Health Promotion and Cancer Survivorship, Self-Esteem Issues, End of Life Issues and Grief Counseling, Pain, Fatigue, Appetite, and Sleep Problems, Adjustment to, Cancer Diagnosis and Treatment, Depression, Anxiety and Stress Management, in addition to Family, Children and Marital Issues.

Nour Abdelghani, Psy.D. is a licensed psychologist that pursued psychology because of a life-long interest in understanding and connecting with others. Dr. Abdelghani specializes in maternal and infant mental health and is passionate about issues of culture and equality and helping families thrive by strengthening communication within family relationships. Her areas of expertise include: Maternal mental health, Infant mental health, Autism spectrum disorder, Depression, Interpersonal challenges, Family of origin, and Family therapy.

JoAnn Hoza, Ph.D. is a licensed psychologist that graduated from Florida State University in 1989 where she majored in clinical child psychology. Dr. Hoza has always found it easy to connect with children and wanted a career in which she could help children reach their full potential in all aspects of their lives. Her areas of expertise include: Attention-deficit Hyperactivity Disorder, Oppositional Defiant Disorder, Adjustment Disorders Especially Divorce, Adolescent Depression, Parent Training, and Psychological Assessment.

Sarah Robinson, Ph.D. is a licensed psychologist and a board-certified behavior analyst with more than 30 years of experience treating behavior disorders. Dr. Robinson's primary focus is working with people of all ages who have autism spectrum disorders or developmental disabilities. Her areas of expertise include: Parent training, Applied Behavior Analysis, Autism Spectrum Disorders, Childhood behavior disorders, Childhood anxiety disorders, in addition to Intellectual and Developmental disabilities.

Stefanie Schwartz, Ph.D. is a fellowship-trained licensed psychologist with extensive experience working with a variety of medical populations. Dr. Schwartz utilizes a variety of approaches when treating patients, including cognitive-behavioral therapy. She has a research background, having published articles and book chapters and presented at national conferences. Her areas of expertise include: Bariatric surgery evaluations, Eating disorders and behavioral weight management, Women's health, Health psychology, Caregiver stress and burnout, Infertility, Depression, Anxiety and stress management, and Oncology.

Lauren Tressler, Ph.D. is a licensed psychologist who delivers a wide variety of therapeutic techniques, taking a personalized approach and working closely with each client to develop an individualized treatment plan. An advocate of wellness, she focuses her practice on helping clients adjust and thrive through life transitions and difficult times. Dr. Tressler's areas of specialty include: Obsessive Compulsive Disorders, Personality Disorders, Trauma and resilience, Anxiety and stress management, in addition to Depression and adjustment issues.

Mary Lou Prendergast, LMHC is a compassionate and nurturing therapist who helps people cope with the challenges of life. Many patients have described feeling significantly better after opening up to Ms. Prendergast and sharing the issues that brought them in to seek help. In a comfortable and supportive atmosphere, Ms. Prendergast offers a highly personalized therapy experience tailored to each patient's individual needs. Her areas of expertise include: Obesity related issues, Diet and weight loss, Eating disorders, Body dysmorphic disorder, Self-esteem issues, Anxiety, Depression, and the impact of bariatric surgery on psychosocial health.

Pia Ristaino, LMHC, is a seasoned therapist with more than 20 years of experience in the counseling profession. She has worked in a number of settings, including acute care, college, and the workplace. She is also licensed and certified at the highest level in both mental health and addictions. Her areas of expertise include: Workplace employee counseling/management consulting, Addiction and codependency, and Critical incident stress debriefing and critical incident stress management.

Wendy Sheroke-Hughes, LMHC, PMH-C is a hospital-based Licensed Mental Health Counselor focused on providing counseling and support to patients and families of patients admitted to Wolfson Children's Hospital. Wendy holds a BA in Psychology from Kent State University and a MA in Counseling from Webster University. She believes in providing caring, therapeutic support and psycho-education to the patient and their families throughout their health care journey and focuses primarily on supporting NICU (Neonatal Intensive Care Unit) families. Wendy has 20 years of experience working in a variety of community and clinical settings. In addition to providing counseling and support to families, she believes in giving back to the community by volunteering and providing opportunities for Master's trainees to learn from her experience. She has experience using a variety of treatment approaches, including: CBT; Solution-Focused; Short-Term Dynamic and Interpersonal therapies. She also has experience in working with perinatal mood disorders and holds a certificate in Perinatal Mental Health training.

Amy Johnston, LCSW is a Licensed Clinical Social Worker with 22 years of experience in mental health. Amy provides goal-oriented, solution-focused counseling. Amy has experience working with individuals, families, couples, adolescents and group therapy for those struggling with a variety of issues that impact daily living. Her areas of expertise include: Domestic violence, Child abuse, Military life, Anger control, Behavioral problems, Grief/terminal illness, PTSD, and Women's issues.

Tyrenia O. Cross, Ph.D., LMHC, CST is a Licensed Mental Health Counselor and Clinical Sexologist. Dr. Ty has worked with various populations including children, adults, families, and couples. Professional areas of expertise include trauma, family crisis, relationship conflicts, domestic violence, chemical dependence, sex-related issues, and mood disorders, including depression and anxiety.

Dorie Hanson, LMHC is a Licensed Mental Health Counselor and a certified crisis prevention instructor with a history of serving children, adults and couples in both individual and group therapy settings. She is involved in various mental health organizations aimed at collaboration, improvement, and advocating for patients struggling with mental health concerns. Her areas of expertise include: Grief, Anxiety, Trauma, Depression, LGBTQ advocacy, Domestic violence, Stress management, and Major life transitions.

Dylan Cummings, LCSW is a Licensed Clinical Social Worker with a passion for working with adolescents and families. He has a background in cognitive behavioral therapy with training in DBT and solution-focused therapy. Dylan's treatment philosophy is strengths-based, believing that individuals have the potential within themselves to grow and make positive change. He strives to build trust and create an individualized and comprehensive approach with clients. Dylan has worked with children, adolescents, and adults in individual, group, and family therapy across outpatient, hospital, and school-based settings. His areas of expertise include: Depression, Anxiety, Family issues, School related stress, Trauma, and Adolescent adjustment difficulties.

Michelle K. Leon, LMHC is a Licensed Mental Health Counselor who practices from a person-centered therapeutic foundation with a focus on Positive Psychology. Michelle assists her clients in finding purpose and meaning in life while improving one's overall satisfaction and well-being. She utilizes evidenced based interventions specific and individualized to the needs of each client. Her areas of expertise include PTSD, moral injury, sexual trauma, eating disorders, substance use disorders, serving the LGBTQI+ population, and gender identity. Michelle is trained in EMDR, is a Certified Transgender Care Therapist, and is currently working on her certification in eating disorders and PhD in Clinical Sexology.

Ashley Meissner, LMHC (Bridge Therapist, Intensive Outpatient - Pediatric) is a Licensed Mental Health Counselor who specializes in working with children, adolescents and their families. Ashley believes that everyone needs a safe, authentic environment in which they can navigate difficult life circumstances. Through individual and family therapy, she strives to restore authentic connection in relationships and assist each person in finding their own voice, strengths and solutions. Ashley utilizes interventions from a variety of therapeutic orientations including CBT, DBT and Solution-Focused Therapy. Her areas of expertise include anxiety, depression, childhood trauma/abuse, attachment difficulties, adoption/foster care, family conflict and adjustment difficulties.

Samantha Rowan, LCSW (Bridge Therapist, Intensive Outpatient - Pediatric) is a Licensed Clinical Social Worker that received her Bachelor's in Psychology from the University of Florida and a Master's in Social Work from Florida State University. Samantha enjoys working with children, adolescents, and adults through all walks of life. She has provided services in many areas of social work including foster care and geriatric settings. Samantha believes therapy is a wonderful way to learn helpful tools to cope with emotional struggles. She feels that the therapist-client relationship is an essential factor in the success of therapy. Samantha utilizes an eclectic and holistic approach with patients and strives to create a safe, judgement-free, and collaborative therapy environment.

NEUROPSYCHOLOGY

Christopher Rackley, Psy.D. is a board-certified pediatric neuropsychologist. Dr. Rackley has been working with children and adolescents for more than 20 years, first as a clinical social worker and later as a fellowship-trained pediatric neuropsychologist, specializing in the field of Pediatric Brain Injury. He has experience in both inpatient and outpatient rehab settings. His areas of expertise are: Neuropsychological assessment, Pediatric neuropsychology, Traumatic brain injury, Cognitive rehabilitation, Rehabilitation psychology, and Pediatric psychology.

Rebecca Penna, Ph.D. is a clinical neuropsychologist who works with patients across the lifespan and uses a developmental approach to understand her patients and help them and their families navigate life's transitions. Dr. Penna specializes in epilepsy, traumatic brain injury, and other neurological diseases, as well as neurodevelopmental conditions, such as autism, ADHD, and learning disabilities. Her areas of expertise include: Autism assessment, Psychological assessment, and Neuropsychological assessment.

Karina Jeifez, Ph.D. is a clinical neuropsychologist that graduated with her degree in 2004. Nearly all of her pre and post-doctoral experience was focused in pediatric neuropsychology and clinical psychology. In addition to her professional achievements and work within these specialties, Dr. Jeifez also provides psychological services in Spanish. Throughout her career, Dr. Jeifez has worked extensively with patients speaking other languages. Dr. Jeifez's areas of special interest include: Neuropsychological Assessment, Autism Spectrum Disorders, Learning Disabilities (ADD/ADHD), Early Childhood and Developmental Concerns, Mood and Anxiety Disorders, Disruptive Behaviors, and Social Skills.

Adeline León, Ph.D. is a bilingual clinical neuropsychologist specializing in the evaluation of adults referred for dementia, stroke, epilepsy, brain injury, and complex medical conditions. Dr. León uses her experience in cognitive rehabilitation to develop individualized recommendations, emphasizing cognitive strategies to improve quality of life for patients and their families. Her areas of expertise include: ADHD, Epilepsy, Neuropsychological testing, Bilingual/Spanish evaluations, Dementia/Alzheimer's disease, Cross-cultural neuropsychology, in addition to Stroke and traumatic brain injury.

Daniel Olsen, Psy.D. is a neuropsychologist passionate about working with adults and the aging population. He enjoys helping patients understand the changes they may be experiencing related to their cognitive abilities and mental health. He uses the information gathered during the evaluation to formulate a tailored treatment plan to assist the patient and their providers in their care. His areas of expertise include: Aging and dementia, Stroke and cerebrovascular disease, Concussion and traumatic brain injury, Movement disorders, Epilepsy, Cognitive functioning related to psychiatric conditions, in addition to Brain tumor and cancer treatment.

HOSPITAL-BASED & INPATIENT PSYCHOLOGY

Sara Bertoch, Ph.D. is a clinical psychologist who has spent the past nine years working to strengthen her expertise in the psychological management of various health-related needs, including traumatic spinal cord and brain injuries, stroke, chronic pain, and other neurological disorders. Her areas of expertise include: Rehabilitation psychology, Health Psychology, Medical consultation/liaison, and Maternal mental health.

PSYCHIATRY

Savitha Puttaiah, M.D. (Medical Director of Baptist Behavioral Health – Adult). Dr. Puttaiah is a board-certified psychiatrist and a fellow of the American Psychiatric Association. She completed her residency at Johns Hopkins Hospital in Baltimore, MD and a Fellowship at Duke University. Dr. Puttaiah has a wide range of experience in various inpatient and outpatient treatment settings, including as an attending hospital psychiatrist for the past eight years. Dr. Puttaiah primarily focuses

in inpatient psychiatry has a particular interest in mood disorders. Her areas of expertise include: Mood disorders, Affective disorders, and Hospital based psychiatry.

Michael De La Hunt, M.D. (Medical Director of Baptist Behavioral Health – Pediatric). Dr. De La Hunt attended medical school at the University of Minnesota and completed his residency at Brown University. He is board-certified by the American Board of Psychiatry & Neurology (Child & Adolescent Psychiatry) and the American Board of Pediatrics (Pediatrics). At Baptist Health, Dr. De La Hunt primarily works as a hospital-based psychiatrist and administrator within the inpatient pediatric unit.

Marek Hirsch, M.D. (ED Service Line Chief, Adult Psychiatry). Dr. Hirsch attended the University of Miami Miller School of Medicine. He is fellowship-trained in Electroconvulsive Therapy. Additionally, Dr. Hirsch is board certified in psychiatry by the American Board of Psychiatry and Neurology. He is a dedicated physician who uses a multi-disciplinary team approach to treating patients with a wide range of psychiatric disorders. His areas of expertise include: Men's Mental Health, inpatient psychiatry, and ECT.

Karen McNeely, DNP, ARNP-BC (Chief ARNP – Baptist Behavioral Health, Bridge Program). Dr. McNeely is a board-certified adult psychiatric-mental health nurse practitioner who provides each patient with an opportunity to “tell their story” in a non-judgmental and supportive environment. Dr. McNeely believes in meeting people where they are and assisting them on their journey towards achieving physical, mental, and social well-being. Her areas of expertise include: Depression, Anxiety-related disorders, ADHD, Mood disorders, Medication management, Partial hospital program, and Tele-behavioral health.



GOALS & EXPECTATIONS OF FACULTY

The goal of our faculty is to provide foundational clinical knowledge to increase trainees' development, and thereby, produce competent, ethical health service psychologists and master's-level clinicians. The Baptist Health psychology staff is committed to guiding trainees toward skill mastery and supporting their autonomy. This is accomplished by continuously assessing trainee needs, level of experience/skill, and areas for growth. Staff consistently afford trainees various opportunities for learning that are matched to their developmental level and clinical interests. Across all of the rotations, there is a strong emphasis on working effectively with diverse populations. To increase appreciation and acceptance of multiculturalism, staff promote a training environment that values diversity, inclusion, and individual differences.

Faculty aim to produce well-trained trainees that go on to secure quality practica, internships, and have professional success in the field of psychology. Their achievement reflects the hospital and training programs' values of providing exceptional healthcare and education. Psychological staff seek to increase trainees' professionalism and familiarity with clinical work in an integrated healthcare setting. This involves working as part of a multidisciplinary treatment team and collaborating with staff to provide comprehensive psychological care. Overall, faculty strives to:

- Increase trainees' knowledge of a wide range of psychopathology and levels of acuity
- Enhance conceptualization and psychodiagnostic skills through exposure to DSM-5 criteria, a variety of assessments, and treatment interventions
- Increase development of therapeutic skills using multiple theoretical perspectives
- Promote trainee membership as an active participant in the interdisciplinary treatment team; encourage formation of collaborative professional relationships to facilitate consultation
- Provide training that incorporates various implications and applications of the ethical principles of psychologists and counselors, as articulated through the Ethical Principles of Psychologists and Code of Conduct (APA, 2016) and the 2014 ACA Code of Ethics.



Hospital Policy and Procedure Compliance

Baptist Health policies and procedures support the organization's mission to provide quality health care services in a safe atmosphere that fosters respect and compassion. This is accomplished through respecting patient rights and acknowledging personal responsibility in upholding an exceptional standard of care. All Baptist Health policies and procedures apply to trainees. Such procedural documentation is provided during trainee onboarding and included in the Training Manual.

PATIENT RIGHTS

Ethics (Code of Conduct)

Baptist Health maintains a respectful, safe, and ethical environment for patients to receive healthcare by endorsing *Medical Ethics*. The four basic concepts of Medical Ethics are:

- *Beneficence*: Healthcare providers have a duty to: Do good, Act in the best interest of patients, Act in the best interest of society as a whole.
- *Non-maleficence*: Healthcare providers have a duty to: Do no harm to patients, Do no harm to society.
- *Respect for patient autonomy*: Healthcare providers have a duty to protect the patient's ability to make informed decisions about his or her own medical care.
- *Justice*: Healthcare providers have a duty to be fair to the community. In particular, providers have a duty to promote the fair distribution of healthcare resources.

Baptist Health respects the patient's:

- Cultural and personal values, beliefs, and preferences
- Right to privacy
- Right to effective communication
- Right to pain management You should put your respect for patient's rights into action by:
- Treating each patient in a respectful manner that supports his or her dignity
- Involving each patient in his or her care, treatment, and services
- Accommodating religious or other spiritual services
- Treating patients with common courtesy



Diversity & Culturally and Linguistically Appropriate Services (CLAS)

Cultural competence means providing care in a way that takes into account each patient's values, beliefs and practices. Culturally competent care promotes health and healing. Baptist Health values the preservation of dignity, respect for persons and their individual autonomy. The training program also recognizes the importance of fostering sensitivity to, and appreciation of, cultural and individual diversity; and thus, offers specific didactics to assist trainees in effectively practicing in multicultural and pluralistic environments.

Respect, Safety and Non-Discrimination: All patients have the right to fair and equal delivery of healthcare services. This is true regardless of:

- Race
- Ethnicity
- National origin
- Religion
- Political affiliation
- Level of education
- Place of residence or business
- Age
- Gender
- Gender identity
- Marital status
- Personal appearance
- Mental or physical disability
- Sexual orientation
- Genetic information
- Source of payment

TRAINEE RIGHTS & RESPONSIBILITIES

Trainees have the right to a coherent and organized description of the psychology training process and relevant standards that are employed to measure their clinical performance. Trainees also have the right to obtain regular and constructive feedback from their supervisors regarding their progress toward goal attainment and clinical effectiveness. Moreover, trainees have the right to work alongside clinical supervisors that respect and adhere to the rules/regulations governed by the State of Florida Board of Psychology, APA Ethical Principles of Psychologists and Code of Conduct (2016), and the 2014 ACA Code of Ethics. Across the training year, trainees have the right to a professional and respectful learning environment that is free from discrimination/bias, all forms of harassment/abuse, inadequate supervision, and any exploitative tasks.

The Baptist Health Psychology Training Program is designed to be supportive of trainees' needs. Trainees have the right to communicate any concerns, questions, or suggestions regarding their clinical experience. If trainees have concerns related to a rights violation, they are expected to notify the Director of Education and Training promptly. In unprecedented circumstances, the program acknowledges the potential for interpersonal conflict among trainees and clinical staff, or that trainees may not meet training expectations. If such situations occur, trainees are granted grievance/due process rights and responsibilities outlined in the Training Manual. The Director of Education and Training is available to assist with any concerns related to program design, training curriculum, and/or trainee rights.

Ensuring Effective Communication with Patients

It is the policy of Baptist Health to ensure effective communication between staff and patients by complying with all applicable laws and regulations relating to the provision of services to patients with a limited proficiency of the English language and patients with disabilities who require the use of auxiliary aids to accommodate special communication needs.

Management of Disruptive Behavior: Patient or Visitor

Baptist Health is committed to providing a safe, therapeutic environment for patients, their families, visitors, physicians, volunteers and team members. Baptist Health is a zero-tolerance zone for: abusive language, disruptive outbursts, harassment, threats, violence, or weapons. Anyone who exhibits any of these behaviors or has a weapon will be removed from the hospital by

Security/Protective Services. If you observe someone exhibiting any of these behaviors or harboring a weapon, notify Security, Protective Services or ask a team member to do so immediately.

Key Updates to Baptist Health HIPAA Privacy Policies and Procedures

It is the policy of Baptist Health to train all members of its workforce who have access to protected health information (PHI) on its privacy policies and procedures. Baptist Health will comply fully with all HIPAA requirements and all members of the Workforce are expected to comply with Baptist Health's privacy policies and procedures.

Dress Code

Baptist Health issued name badge must be worn at all times. This badge must be worn on the upper torso clipped to the clothes or on a lanyard, not clipped at the lower torso. All personnel are expected to be neat, clean and well-groomed at all times and present a professional/business appearance.

Responsibilities of Trainees:

- Observe clinical and ancillary staff conducting their daily responsibilities. As part of this process, trainees become familiar with the behavioral health administration, staff, clinical operations, and multidisciplinary duties in an integrated healthcare setting.
- Actively participate in weekly individual and group supervision. This includes advanced planning for supervision meetings, such as prior review of cases and assigned literature, preparation of questions/concerns to discuss, provision of work samples (e.g., intervention/treatment recommendations to present for discussion, supporting literature, clinical documentation/test data), as well as overall engagement in supervision discussions.
- Participate in a weekly didactic seminar that surveys psychological theory and clinical applications. Topics include a range of evidence-based practices and specialty areas of psychology.
- Provide psychological services for patients experiencing a range of clinical symptoms (NB: readiness to provide such services independently is based on a continual assessment of the trainee's developmental level).
- With proper training and supervision, trainees:
 - Provide psychological interventions during individual and/or group therapy
 - Perform scoring/interpretation of various psychological assessments
 - Coordinate additional psychological services of patients, including: facilitating consultations with the psychiatry, making referrals to appropriate specialty providers and BBH staff to recommend additional community resources/agencies.
- Maintain appropriate and current documentation of all clinical records in EMR, according to Baptist Health protocols and expectations.
- Trainees may, as appropriate and according to expressed interests, have the opportunity to:
 - Become familiar with and observe multidisciplinary mental health services in varied settings.
 - Attend in-service training or other professional development experiences as scheduling permits.

Program Acceptance Criteria

The Clinical Health Psychology Postdoctoral Fellowship is designed for individuals who have successfully completed their internship, defended their dissertation, and have a doctoral degree in clinical or counseling psychology that is conferred prior to the start of training. It is preferred that applicants have completed at least one practicum/internship year in a hospital setting; however, relevant professional experience will also be considered. Appropriate candidates for this fellowship have completed intensive coursework in psychopathology, clinical interviewing, and psychological assessment. Applicants' writing skill level will be evaluated through a review of de-identified documentation (e.g., sample integrative assessment reports, progress notes, or treatment plans) of their choice. Fellows must also demonstrate the capacity and willingness to actively participate in intensive training and supervision. Furthermore, trainees will be required to obtain additional Professional Liability (Malpractice) Insurance through the Trust ([APA - Pre-Licensure Liability](#)). Fellows are not permitted to begin independent clinical work without verification of coverage.

Overall, it is preferred that candidates demonstrate:

- Successful completion of relevant coursework surveying ethics, diagnosis, and intervention
- Relevant professional experience or clinical interest in health psychology
- Effective written/oral professional communication

Additional information regarding start date, salary, and benefits may be found on our UPPD listing [Baptist Health Psychology Postdoc](#). Satisfactory completion of the postdoctoral fellowship meets postdoctoral supervised practice requirements (2,000 hours) for licensure in the state of Florida.

The Post-Master's Internship is designed for candidates that already hold a Master's Degree in a relevant field of study (Mental Health Counseling/Social Work/Marriage and Family Therapy) and are a registered intern under the Florida Board. It is preferred that applicants have completed practica and pre-graduate internships in a healthcare setting; however, relevant professional experience will also be considered. Appropriate candidates for this two-year internship have completed coursework in risk assessment, clinical interviewing, and counseling. Trainees' writing skill level will be evaluated through a review of de-identified documentation (e.g., progress notes or treatment plans) of their choice. Trainees must also demonstrate the capacity and willingness to actively participate in intensive training and supervision.

The Doctoral Advanced Practicum is designed for graduate psychology trainees who have completed two years of coursework in their current doctoral program or already hold a Master's Degree in a relevant field of study. It is preferred that applicants have completed at least one practicum year prior to applying; however, relevant professional experience will also be considered. Appropriate candidates for this practicum placement have completed coursework in psychopathology, clinical interviewing, and psychological assessment. Trainees' writing skill level will be evaluated through a review of de-identified documentation (e.g., sample integrative assessment reports, progress notes, or treatment plans) of their choice. Trainees must also demonstrate the capacity and willingness to actively participate in intensive training and supervision.

Furthermore, trainees will be required to obtain additional Professional Liability (Malpractice) Insurance through the Trust (The Trust - Trainee Liability). Trainees are not permitted to begin the practicum year without verification of coverage.

The Master's Practicum/Pre-Master's Internship is designed for graduate trainees who have completed one year of coursework in their current program and already hold a Bachelor's Degree in a relevant field of study. Appropriate candidates for this practicum/Pre-Master's Internship placement have completed coursework in human development, ethics, as well as individual and group counseling skills. Trainees must demonstrate the capacity and willingness to actively participate in intensive training and supervision. Trainees will be required to obtain additional Professional Liability (Malpractice) Insurance through their university, the American Counseling Association (ACA), National Association of Social Workers (NASW), or the Healthcare Providers Service Organization (HPSO). Trainees are not permitted to begin the training year without verification of coverage.

The training program also accepts medical trainees (MD/DO) and individuals enrolled in Psychiatric Mental Health Nurse Practitioner (PMHNP) programs for visiting trainee-learning opportunities throughout the academic year. Trainees are placed in either four-week or semester-long rotations that survey the field of psychology, counseling, or psychiatry, depending on their program requirements. PMHNP candidates are encouraged to apply by late March of each year to be included in interviews for Fall psychotherapy rotations.

For all pre-graduate candidates, it is preferred that they demonstrate:

- Successful completion of relevant coursework surveying ethics, diagnosis, and intervention
- Relevant professional experience or clinical interest in health psychology
- Effective written/oral professional communication



APPLICATION REQUIREMENTS

Inquiries and applications are encouraged from all qualified individuals. Suitable fellowship applicants must be in good academic standing at their university/internship and have degree-in-hand upon commencement of postdoctoral training.

Fellowship Application Process

The following application materials are to be provided electronically via email to the Director of Education and Training by midnight (Eastern Time), **January 7, 2022**:

- Unofficial Graduate transcript
- Curriculum Vitae
- Cover Letter including postdoctoral training goals and reasons for applying to this site
- Two letters of recommendation stating your eligibility/readiness for training
- One writing sample of choice (e.g., redacted comprehensive psychological assessment report with case conceptualization and integrated findings; progress note, treatment plan)

Doctoral Practicum and Post-Master's Application Process

The following application materials are to be provided electronically via email to the Director of Education and Training by midnight (Eastern Time), **March 7, 2022**.

- Unofficial Graduate transcript
- Curriculum Vitae
- Cover Letter including training goals and reasons for applying to this site
- One letter of recommendation stating your eligibility/readiness for training
- One writing sample of choice (e.g., redacted comprehensive psychological assessment report with case conceptualization and integrated findings; progress note, treatment plan)

Master's Practicum/Pre-Master's Internship/PMHNP Psychotherapy Application Process

The following application materials are to be sent electronically via email to the Director of Education and Training by midnight (Eastern Time), **March 21, 2022**.

- Unofficial Graduate transcript
- Curriculum Vitae
- Cover Letter including training goals and reasons for applying to this site
- One letter of recommendation stating your eligibility/readiness for training
- One writing sample of choice (e.g., redacted progress note, treatment plan)

Inquiries and applications are encouraged from all qualified individuals. Suitable applicants must be in good academic standing at their university. Students must be cleared for training by their program's Director of Clinical Training prior to applying. All applications and training-related questions should be sent to Francesca Varallo Sims, Psy.D., Director of Education and Training: francesca.varallosims@bmcjax.com (904) 202-4949 (office)

INTERVIEW PROCESS & CANDIDATE SELECTION

Qualified applicants are selected for interviews after a thorough review of application materials. Those candidates under consideration will be contacted by e-mail to schedule a Zoom interview. These virtual meetings are conducted by the Director of Clinical Training, Director of Education and Training, and Clinical Training Committee. The interview process includes:

- Structured interview questions to assess clinical competencies
- Inquiry of clinical areas of interest, training/career goals, and theoretical orientation(s)
- Completion of a sample case conceptualization addressing diagnostic impressions and treatment recommendations (directions provided within initial interview scheduling email; conceptualization submitted via email prior to interview date)

Interviews for each level of training are tentatively scheduled to occur annually as follows:

- **Fellowship** – late January through early February
- **Doctoral Practicum and Post-Master's Internship** – late March through early April
- **Master's Practicum and Pre-Master's Internship** – mid-to-late April

In addition to a review of various application materials and interview screenings, trainee placement at Baptist Health is contingent on the results of background and employee health screenings.

If chosen, pre-doctoral and Master's trainees will also complete the Baptist Health **Graduate Medical Education** (GME) application electronically. GME requires all trainees to be processed through **myClinicalExchange** (mCE). Trainees will receive an email detailing the instructions for sending a rotation request via mCE and creating an account. GME cannot start processing trainees until this request is approved by mCE. Of note, there is an annual fee of approximately \$40 for the use of myClinicalExchange. When you are cleared to start your scheduled rotation, you will be notified (typically the week before) of your approval by GME. This approval communication will contain all of your check-in and orientation information that pertains to the training program.

All correspondence regarding the Baptist Health Psychology Training Program should be addressed to:

Francesca Varallo Sims, Psy.D. | Director of Education and Training
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