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Revised July 1, 2020
WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology

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

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

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

Philhaven’s doors opened in 1952 as an agency of the Lancaster Conference of the Mennonite Church. Philhaven became affiliated with a network of Mennonite mental health facilities, all dedicated to providing the highest quality mental health services within a Christian environment where everyone is treated with dignity and respect. Over the years, Philhaven grew into a large behavioral health system with many programs and services, offering a full continuum of mental health care.

The vision that created Philhaven has remained alive and relevant and continues to guide
the organization. Today, Philhaven is part of WellSpan Health, enabling us to expand our reach of behavioral health services to the communities in southcentral Pennsylvania and to maintain and broaden training opportunities for psychology interns, psychology residents and other mental health and health care disciplines.

**PROGRAM DESCRIPTION**

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

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

Philhaven began doctoral internships in professional psychology in 1974. In the intervening years, 145 psychology interns from 50 different graduate programs received training at this facility. In addition to psychology, WellSpan Philhaven has trainees from other professional disciplines.

During the 2016-17 year, our internship program adopted the new Standards of Accreditation in Health Service Psychology (SoA), developed by the American Psychological Association Commission on Accreditation. The Office of Program Consultation and Accreditation can be contacted at 750 First St., NE, Washington, DC 20002-4242, or by calling (202) 336-5979. This contact information should be used for questions related to the program’s accredited status. Profession-wide competencies have been identified as part of the SoA, and the internship program has structured its training along the lines of these nine competencies. The competency domains include:

I. Research

II. Ethical and Legal Standards
The Standards of Accreditation clarify that by the end of the internship, each intern must demonstrate achievement of the profession-wide competencies. Therefore, psychology intern evaluations include direct observation of interns’ work by their supervisors to assess demonstration of competencies. The expectation for demonstration of competencies increases as the training year progresses. All competencies must be rated at least a “3” (demonstrates readiness to enter independent practice) on the program’s evaluation forms by the end of the year for successful completion of the internship.

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

1. **Professional Identity/HSP Discipline-Related Aim:**
   Competency performing various roles consistent with those of Health Service Psychologists and the science/empirical base that underlies psychology practice, including effective collaboration with other mental health professionals in a large, practice-oriented setting. These roles include health service provider/therapist, evaluator and consultant.

2. **Whole Person/Patient-Related Aim:**
   Competency in identifying, honoring and shaping clinical services to account for the uniqueness of each individual, considering aspects of the whole person: physical/health, psychological, social, spiritual, etc. This includes providing competent clinical services for clients representing various aspects of individual and cultural diversity.

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

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

- Experience in individual, family and group psychotherapy
- Experience in acute, inpatient setting(s)
- Experience with children, adolescents and families (General Track involves a wide age span)
- Psychological Testing experience
- Experience with clients representing broad diagnostic categories and functioning levels
- Training in the integration of religion/faith/spirituality in psychology practice, including the ability to be part of WellSpan Philhaven’s Center for Spiritually Integrated Care
- Engagement with a strong psychology staff, including internship supervisors who are highly collaborative, supportive, growth-oriented and mission/service inspired
- Exposure to treatment approaches that are well grounded in science and tailored to the needs of consumers
- Exposure to roles for Health Service Psychologists in organizational structures, including clinical and administrative leaders, trainers, change agents, outcomes specialists, program development contributors, ethical leaders, supervisors, etc.
- Experience in interdisciplinary teams that drive program services
- Exposure to working in a large system
- Opportunity to be part of implementing current treatment models in healthcare, flowing out of a culture of innovation
- Exposure to work with Plain Community clients (Amish and Mennonite)

CLINICAL ASSIGNMENTS/ROTATIONS

The WellSpan Philhaven Hospital Doctoral Psychology Internship program is planning to offer three General Track internship positions and one Child and Adolescent Specialty Track position in the 2020-2021 training year.

GENERAL TRACK

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

**SPECIALTY TRACK**

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

Interns carry outpatient psychotherapy cases throughout the year. Two days per week are allotted for outpatient assignments. We are planning to utilize several WellSpan Philhaven outpatient clinics and programs for intern training, including our offices serving our local cities and towns, our Plain Communities Outpatient Clinic on our Mt. Gretna campus and our Shared Care Service. Our outpatient service is in the process of redesign, and we expect internship training opportunities to expand as we develop team-oriented approaches to care and expand individual and group therapy modalities.

WellSpan Philhaven’s inpatient hospital at Mt. Gretna is a 118-bed licensed facility. The general inpatient program offers brief assessment and stabilization for patients in south central Pennsylvania. WellSpan Philhaven provides longer term extended acute inpatient programs as well. The inpatient programs operate within a multidisciplinary treatment model which includes roles for psychology, psychiatry, social work, nursing, therapeutic activities, pastoral services, etc. Day hospital and intensive outpatient programs are located both within the WellSpan Philhaven hospital building in Mt. Gretna and at other locations in the community. The organization also provides outpatient and community-based programs. Interns will be based at the Mt. Gretna site (hospital building), and they will have some assignments in outpatient locations. Because of the work at various sites interns are expected to have access to their own vehicle.
In WellSpan Philhaven’s varied treatment settings, interns have opportunities to work with adults, adolescents, children and families in individual and group modalities. Short-term treatment approaches are emphasized in most programs consistent with current mental health care practices.

**SKILL DEVELOPMENT AND SPECIALTY AREAS**

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

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

**CASELOAD**

While caseload responsibilities are added as interns increase in skill and efficiency, the typical psychotherapy caseload includes approximately 15–25 hours of direct treatment/evaluation per week. This includes individual therapy, marital/family therapies, group therapy, psychological assessment and other treatment modalities. Case management activities are also part of overall caseload responsibilities. While a minimum of 10 psychological assessment batteries is expected for each intern, the range of full batteries is typically between 10 and 20.

**SUPERVISION**

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

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

A mid-rotation written evaluation summarizes intern strengths and growth needs. The Psychology Intern Competency Assessment, a written summary evaluation, is conducted at the end of each rotation by the intern’s primary supervisor. During the rotation, supervisors complete up to three Competency Observation Reviews, conducting observations and completing appropriate written evaluation forms. Interns must successfully “pass” competency benchmarks to progress through the program. At the end of each year, competency ratings on all Competency Observation Review forms must be “3” or more for successful completion of the program, indicating the intern has demonstrated basic competency to enter professional practice in each profession-wide competency domain.

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

Psychology Interns are regularly involved in individual supervision, group supervision and education seminars and can expect to spend 6 hours per week or more in supervision and educational activities.

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

The Internship Training Committee holds regular meetings for supervisors to report the progress of interns, discuss concerns, improve effectiveness of supervision, etc. Mid-year and end-of-year competency evaluations are conducted collaboratively by a primary supervisor and the internship director, and these evaluations are shared with the graduate program. Ultimate supervisory responsibility resides with the internship director who submits reports to graduate programs, licensing boards, etc.

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

EDUCATIONAL OPPORTUNITIES
Didactic seminars are designed for interns, involving lectures, discussions and readings on professional topics and training issues, and are presented on about a weekly basis. Seminar topics relate to the profession-wide competencies identified in the SoA for Health Service Psychologists. Some didactic trainings may be shared with WellSpan’s other psychology internship cohort (based in York, PA) and/or provided by training staff in this program. While the majority of didactics are provided by in-person presenters, we were able to transition to presentations via video conferencing (live) during the COVID-19 pandemic, and expect to continue to utilize this method when in-person presentations are not safe or practical.

WellSpan Philhaven is approved by the American Psychological Association to sponsor continuing education for psychologists. WellSpan Philhaven maintains responsibility for these programs and their content. Throughout the year, our Training and Community Center sponsors a variety of educational features related to professional and treatment issues. Interns are encouraged to attend many of these events. The organization’s Center for Spiritually Integrated Care also offers several trainings per year. Within the psychology department, staff meetings include case presentations, journal article discussions and brief trainings. Organizationally, WellSpan Philhaven acknowledges the importance of cultural competency and therefore provides multiple trainings related to diversity-related issues, including privilege and oppression, cultural biases, racism, and microaggressions. By developing cultural competencies, we improve our ability to serve individuals who are politically, economically or socially disadvantaged. The organization seeks to provide safe spaces to have the difficult conversations surrounding aspects of identity and multiculturalism. Professional development opportunities are also available, including a county-wide Diversity Conference. These various opportunities train us to be more effective service providers.

STIPEND AND BENEFITS
The stipend for the 12-month internship is $26,500 for the 2020-2021 year. Interns are entitled to overtime pay ($19.11) for hours exceeding 40 per week, consistent with the Fair Labor Standards Act (FLSA) related to non-exempt employees, although training activities can often be completed within a 40-hour work week. In general, intern work times vary between 40-45 hours per week, including one evening.

Interns may elect to enroll themselves and eligible dependents in the facility’s comprehensive health, vision and dental plans, with modest payroll deductions required.
Interns accrue 12 days of Paid Time Off (96 hrs.) and receive six paid holidays. Additional wage continuation benefits may be available in the event of extended illness or injury.

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

**COVID-19 PROGRAM MODIFICATIONS**

In response to the Covid-19 pandemic in 2020, modifications to clinical work were enforced by our State and by the WellSpan Health system in order to reduce the risk of staff infection. Outpatient mental health services provided by psychology interns transitioned to remote (video or telephone) services and day hospitals also transitioned to all-remote services. However, because therapists for patients on our psychiatric inpatient units were considered essential, some in-person inpatient services were provided continuously by interns. These included psychotherapy with hospitalized patients and some limited psychological testing. Most weeks interns only provided inpatient services about 2-3 hours and were able to work from home the rest of the time. It should be noted that our psychiatric hospital did not treat Covid-19 patients, and all staff were screened before entering the hospital building. Masks have been provided and required, and social distancing enforced wherever possible. Additionally, all internship supervisions and seminars were provided via Zoom, with no in-person meetings conducted during the Covid-19 pandemic (which is still the case at the time of this handbook update in early July).

We were able to provide essentially the same program, including three rotations for General Track interns, ongoing outpatient experiences, etc., during the pandemic. The only internship experience that was restricted was the group therapy experience at the Plain Communities Clinic (2 hours per week for one intern) related to this program continuing in-person services throughout the pandemic. The overall volume of direct services provided by interns reduced for some interns during the height of the pandemic, but our program was able to involve interns in other projects associated with the Covid-19 emergency such as staffing our WellSpan employee support call line and participating on various committees and work groups involved in providing behavioral health support to employees, patients and families most impacted by Covid-19.

The organization has policies and procedures for employees who have been exposed to or suspect they may have Covid-19. In this case, the employee calls WellSpan Employee Health and Safety. The Employee Health and Safety nurse conducts a screening and then determines whether Covid-19 testing is recommended. If so, the employee is referred for testing. In the event of a Covid-19 infection, employees are restricted from work until 1) they are free of fever for 72 hours and 2) 14 days from the onset of the symptoms.
The organization plans to begin a process of opening up for in-person mental health services in our outpatient offices, likely a phased reopening starting sometime in July. Other programs will also begin plans for reopening, following guidelines from the WellSpan organization and assuming we don’t have a resurgence of Covid-19 requiring extended safety measures for staff and patients.

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

For 2020-21 interns, it is likely that you could be providing psychotherapy both in-person and via telemedicine (video visits). This relates to our reliance on remote services during the Covid-19 pandemic, but also reflects the likelihood that many clients will prefer at least some degree of telemedicine services even when risks are reduced. We will be enhancing our 2020-21 training program by adding training on telepsychology. Additionally, please note it is possible that some aspects of your orientation could be conducted remotely as well. We will provide these details in communications regarding your orientation.

For 2021-22 candidates, please note in the Internship Application Process section that this year’s interview process will be conducted remotely. Those offered interviews will be given instructions explaining how to participate in interviews by video (such as via Zoom).

**INTERNSHIP ADMISSIONS, SUPPORT AND INITIAL PLACEMENT DATA**

**INTERNSHIP PROGRAM TABLES**
Date Program Tables are updated: July 1

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

The WellSpan Philhaven Hospital Doctoral Internship in Health Service Psychology Program is known for its strong clinical training within a multidisciplinary, hospital-based setting, now part of a large health system, WellSpan Health. The internship program includes exposure to diverse clientele including children, adolescents, and adults from urban, suburban and rural areas, representing many ethnic groups and all socio-economic classes. The program offers a variety of clinical experiences for interns in multiple levels of care, such as inpatient, day hospital and outpatient services. Interns are also exposed to services emphasizing spiritual integration, including work with our clients from Plain Communities (Amish, Mennonite, etc.).
Due to our organization’s emphasis on clinical service delivery and meeting the needs of our local communities, candidates who represent a good fit will have solid training background that includes experience in psychotherapy and psychological assessment, as well as an interest in providing spiritually-integrated professional services.

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

<table>
<thead>
<tr>
<th>Requirement</th>
<th>N</th>
<th>Y</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Direct Contact Intervention Hours</td>
<td>N</td>
<td>Y</td>
<td>300</td>
</tr>
<tr>
<td>Total Direct Contact Assessment Hours</td>
<td>N</td>
<td>Y</td>
<td>n/a</td>
</tr>
</tbody>
</table>

Describe any other required minimum criteria used to screen applicants:

From Criteria for Selection Section of Handbook:
To be accepted for internship, applicants must have:
- Completed all graduate course work for the Doctoral degree
- Passed doctoral comprehensive exams
- Completed a minimum of 300 intervention and assessment hours in supervised practica, including Child and Adolescent clinical experience
- Obtained a Master's degree in a mental health related field
- Demonstrated interest in integration of spirituality and faith with clinical practice

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

Financial and Other Benefit Support for Upcoming Training Year*

<table>
<thead>
<tr>
<th>Benefit Type</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Stipend/Salary for Full-time Interns</td>
<td>$26,500 for 2020-21</td>
</tr>
<tr>
<td>Annual Stipend/Salary for Half-time Interns</td>
<td>n/a</td>
</tr>
</tbody>
</table>

Program provides access to medical insurance for intern? Yes No

If access to medical insurance is provided:
- Trainee contribution to cost required? Yes No
- Coverage of family member(s) available? Yes No
- Coverage of legally married partner available? Yes* No
- Coverage of domestic partner available? Yes* No

*Coverage only available if individual is not eligible for health insurance through their employer.

Hours of Annual Paid Personal Time Off (PTO and/or Vacation) 96

Hours of Annual Paid Sick Leave Included in PTO

In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave? Yes No
Other Benefits (please describe)  6 Paid Holidays

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

<table>
<thead>
<tr>
<th>Initial Post-Internship Positions</th>
<th>2016-2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total # of interns who were in the 3 cohorts</td>
<td>12</td>
</tr>
<tr>
<td>Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree</td>
<td>0</td>
</tr>
<tr>
<td>Community mental health center</td>
<td>PD: 0</td>
</tr>
<tr>
<td>Federally qualified health center</td>
<td>PD: 0</td>
</tr>
<tr>
<td>Independent primary care facility/clinic</td>
<td>PD: 0</td>
</tr>
<tr>
<td>University counseling center</td>
<td>PD: 1</td>
</tr>
<tr>
<td>Veterans Affairs medical center</td>
<td>PD: 0</td>
</tr>
<tr>
<td>Military health center</td>
<td>PD: 0</td>
</tr>
<tr>
<td>Academic health center</td>
<td>PD: 0</td>
</tr>
<tr>
<td>Other medical center or hospital</td>
<td>PD: 5</td>
</tr>
<tr>
<td>Psychiatric hospital</td>
<td>PD: 0</td>
</tr>
<tr>
<td>Academic university/department</td>
<td>PD: 0</td>
</tr>
<tr>
<td>Community college or other teaching setting</td>
<td>PD: 0</td>
</tr>
<tr>
<td>Independent research institution</td>
<td>PD: 0</td>
</tr>
<tr>
<td>Correctional facility</td>
<td>PD: 0</td>
</tr>
<tr>
<td>School district/system</td>
<td>PD: 0</td>
</tr>
<tr>
<td>Independent practice setting</td>
<td>PD: 0</td>
</tr>
<tr>
<td>Not currently employed</td>
<td>PD: 1</td>
</tr>
<tr>
<td>Changed to another field</td>
<td>PD: 0</td>
</tr>
<tr>
<td>Other</td>
<td>PD: 0</td>
</tr>
<tr>
<td>Unknown</td>
<td>PD: 2</td>
</tr>
</tbody>
</table>


**INTERNSHIP PROGRAM ADMINISTRATION**

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

Operational aspects of the internship are handled by a training committee that plans and oversees all aspects of the internship program, including program and policy development, admissions, supervision of interns, rotations, completion of requirements, etc. The Training Committee is comprised of internship supervisors. The director of the internship convenes the Training Committee as frequently as needed to ensure the smooth, effective operation of the program, and three subcommittees meet routinely to carry out Training Committee Projects. These include our Outcomes Subcommittee, Diversity Subcommittee, and Evaluation Subcommittee. In the absence of the director, other Training Committee supervisors handle questions, issues and problems that may arise.
In addition to its accreditation by the American Psychological Association noted earlier (The APA Office of Program Consultation and Accreditation can be contacted at 750 First St., NE, Washington, DC 20002-4242, or by calling 202-336-5979 for questions about the program’s accredited status), the Internship Program has been a member of the Association of Psychology Postdoctoral and Internship Centers since 1982. The program seeks to comply with all APA and APPIC standards and policies regarding intern selection and training.

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

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

**FACILITIES AND SUPPORT SERVICES**

**CAMPUS**

WellSpan Philhaven’s inpatient hospital at Mt. Gretna is located on approximately 200 acres of open and woodland campus. The hospital is situated against a low ridge of mountains overlooking Lebanon Valley and is within convenient commuting distance to Lebanon, Lancaster and Harrisburg cities, as well as many smaller towns, such as Lititz, Elizabethtown and Hershey. The main campus lies five miles north of the Lebanon exit of the Pennsylvania Turnpike. The modern hospital facility fosters a
therapeutic atmosphere, including aesthetically coordinated skylights, courtyards, plants and trees, paintings and wall hangings. A gracious dining room has large colonial style windows with scenic farmland views. Food services are available in the cafeteria to employees at a reasonable cost.

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

TESTING SERVICES
A centralized psychological testing and assessment service houses a wide range of test instruments and provides support staff to assist with testing processes. This service receives referrals from various clinical programs and levels of care to provide psychological testing and consultation for the organization. The test inventory includes the most commonly used testing instruments in the area of personality, intelligence, achievement, behavioral rating and neuropsychology. In addition, computerized scoring is available for many instruments such as the MMPI-2/MMPI-A, MCMI-IV/MACI, Rorschach (Exner and R-PAS systems), Wechsler intelligence/achievement/memory tests, BASC-3, and NEPSY-2.

OFFICES AND EQUIPMENT
Interns are provided with fully furnished office space and assigned administrative support. Telephone system dictation equipment is utilized for preparation of reports. Interns also have access to personal laptops and Internet. Available software includes Microsoft Office Suite: Word, Excel, PowerPoint and Access. LCD projector, video cameras, web cams, TV monitors, teleconference equipment, scanner, and DVD players are available for use.

CRITERIA FOR SELECTION OF INTERNS
Statement of Non-Discrimination
WellSpan Health values the diversity of the communities that we serve. It is the policy of WellSpan Health to not discriminate in the hiring and selection of employees, including psychology interns, or in providing access to or delivery of healthcare services on the basis of any legally protected category. WellSpan Health hires individuals and offers healthcare services to patients without regard to their:

- Age
- Sex
• Religion, creed
• Race, ethnicity, national origin, color, limited English proficiency
• Mental or physical disability
• Medical condition, medical history, genetic information
• Evidence of insurability, claims experience, source of payment, income status
• Sexual orientation, gender identity
• Any other legally protected category

This policy applies to all entities that are part of the WellSpan Health system. WellSpan Health facilities are available to patients, visitors and customers without discrimination on the basis of any legally protected category. WellSpan Health expects all persons and organizations that do business with WellSpan Health, or that refer or recommend patients for WellSpan Health services, to do so without discrimination on the basis of any legally protected category. Persons who experience or become aware of discriminatory behavior toward patients, visitors or customers are encouraged to notify the WellSpan Health Compliance Officer. Reports of discriminatory behavior will be investigated and corrective action taken, as appropriate.

Criteria for Selection
The criteria employed in selecting interns involve both objective and subjective assessment of information provided by applicants. To be accepted for internship, applicants must have:
• Completed all graduate course work for the doctoral degree
• Passed doctoral comprehensive exams
• Completed a minimum of 300 intervention and assessment hours in supervised practica, including Child/Adolescent clinical experience
• Obtained a Master’s degree in a mental health related field
• Demonstrated interest in integration of religion and spirituality with clinical practice

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

The subjective assessment of applicants involves consideration of many factors, such as professional goals, interests and experiences, as well as identifying those individuals who have the kind of stability, maturity and interpersonal effectiveness needed for the practice of Health Service Psychology. The applicant’s candidacy is strengthened by evidence of several of the following:
• Experience with a wide diversity of patients in terms of age, gender, diagnosis, etc.
• Exposure to various treatment modalities (individual, group, marital/family, brief
therapy modalities, etc.)
- Exposure to diverse theoretical perspectives
- Comfort in working with patients at various functioning levels
- Solid training and experience in assessment
- A plan to graduate in a timely manner (dissertation requirements are not included as internship hours)
- Interest in further training with children and adolescents

**INTERNSHIP APPLICATION PROCESS**

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

I. The deadline for receiving ALL completed application documents is November 1, 2020, for the 2021-2022 internship year.

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

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

II. The training staff review applications in November and determine which candidates will be invited to interview. Those who are excluded from consideration prior to the interview are informed by email. We plan to inform applicants of their interview status by December 15.

III. Personal interviews are scheduled between mid-December and mid-January. While on-site interviews have been preferred, for the 2020-21 interview season the program will follow APPIC recommendations to conduct interviews remotely.

IV. If necessary, the Internship Director or designated psychologist will conduct telephone interviews, request additional references and/or require additional documentation to gather information for completing the selection process. Due to time constraints, we will be unable to notify applicants we choose to eliminate from consideration after the interview. In our experience this only
affects about one candidate per year.

V. Finalists who are matched to the WellSpan Philhaven Hospital internship program must also complete the WellSpan application. An online application should be completed immediately upon acceptance of an internship. After matching, instructions include:

- Go to www.joinwellspan.org
- Select the ‘Behavioral Health’ tab and ‘View Available Opportunities’
- Select the position you are interested in and click on ‘Apply Now’
- Select “Create a new account”
- Read through and accept or decline our “Commitment to Community Health and Wellness”
- Choose how you would like to apply:
  - Upload a resume/CV
  - Copy a resume/CV
  - Proceed without resume/CV (complete an online application)
- Follow the instructions from there and submit

VI. A Human Resources representative will contact interns by phone to confirm the job offer and e-mail information that includes:

- Formal Confirmation Letter
- The second e-mail will come from a company in York called CBY Systems. This e-mail pertains to the background check. Matched interns will need to give them authorization to conduct the verification as well as information regarding past work history and education. They will also conduct a criminal history report.
- The third e-mail will be a “Red Carpet” e-mail and will contain a series of tasks for matched interns to complete prior to starting the internship. One of the most important tasks will be to schedule a physical and drug screening. This needs to be completed prior to the start date. They will provide information about our Wellness Program and our nicotine and tobacco policy as well as our flu shot policy.
- Red Carpet e-mails will also include details about the WellSpan orientation such as the address, time and location or orientation. Interns are instructed to dress is business casual and to bring two forms of ID for employment eligibility.
- Interns will also be required to bring two separate child abuse clearances; PA Child Abuse Clearance from the Department of Human Services and an FBI Fingerprint Child Abuse Clearance. This will be the fourth e-mail received and will contain detailed instructions on how to go about obtaining each clearance and a certificate of completion
verifying completion of the Child Abuse Mandated Reporter online training. When interns come to orientation, they must bring the original clearances. If the clearances are less than five years old, interns are required to bring the original clearances to orientation on Day 1.

VII. The 2020-2021 internship year will begin with orientation on August 17, 2020. The year encompasses 52 weeks.

**CRITERIA FOR COMPLETION OF INTERNSHIP**

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

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

**Minimum Experience Criteria:**

A. 3 clinical rotations (4 months each-Not applicable for Child and Adolescent Specialty Track)
B. a minimum of 150 hours of individual/family/martial therapy experience
C. a minimum of 25 hours of group therapy experience
D. a minimum of 10 psychological test batteries
E. a minimum of 10 initial evaluations
F. attendance at 90% of required psychology staff meetings and seminars
G. a minimum of 1 formal presentation that integrates religion/spirituality and psychology
H. completion of program self-evaluation activities and documentation
I. a minimum of 2080 total hours (one year including benefit time);
   a minimum of 700 hours must be in direct service activities, including psychotherapy, psychological assessment, consultation, case management, etc.

**Minimum Performance Criteria:**

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

B. Successful Completion of the Internship
   Interns must achieve a rating of at least “3” (demonstrates readiness to enter independent practice) for all competencies as assessed on two of each
of the end of year Competency Observation Reviews.

**Rating Key:**
5 – Demonstrates advanced preparation for practice
4 – Demonstrates strength in this competency
3 – Demonstrates readiness to enter independent practice
2 – Partially demonstrates competency
1 – Emerging evidence of competency

II. Additional requirements may be added, based on specific training needs.

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

**TRAINING FACULTY**

**Melanie A. Baer, Psy.D.**
*Chief Psychologist, Director, Psychology Internship Program*
Dr. Baer received her master's degree (1984) and doctorate (1987) from Rosemead School of Psychology. She has particular interest in women's issues, trauma treatment and professional ethics. Dr. Baer received her Pennsylvania license in 1988 and is a member of the American Psychological Association, the Pennsylvania Psychological Association and the Lancaster-Lebanon Psychological Association. In addition to her administrative and supervisory responsibilities related to the psychology internship program, she serves as the Psychology Discipline Chief, provides leadership for several organizational initiatives and provides outpatient treatment with primarily an adult and adolescent population.

**Thomas Crotty, Ph.D.**
Dr. Crotty received his master's degree from Villanova University in 1986 and Ph.D. in counseling psychology from the University of Pennsylvania in 1992. He completed a child and adolescent post-doctoral fellowship in Child and Adolescent Services at Philhaven in 1993. He has worked in a variety of community and school-based Wraparound services for almost 10 years in Pennsylvania and his home state of Kentucky, where he lived and worked from 1997-2008. He is currently providing office-based outpatient therapy to
adults, children, adolescents and families, providing supervision and doing program consultation to WellSpan Philhaven’s Intensive Behavioral Health Services (IBHS). He has particular interest in mindfulness practices in clinical settings, motivational interviewing and integration of faith and spirituality into clinical practice. Dr. Crotty is a member of the American Psychological Association and the Pennsylvania Psychological Association. He has been licensed in Pennsylvania since 1993.

**Brittany Dancy Caro, Ph.D.**
Dr. Dancy Caro completed her Master’s in Counseling Psychology from Boston College in 2012 and her Doctorate of Philosophy in Counseling Psychology from Howard University in 2017. She completed both her doctoral internship and postdoctoral psychology residency at WellSpan Philhaven and is licensed psychologist working mainly in outpatient. Her theoretical orientation is psychodynamic, but she utilizes a variety of frameworks for interventions dependent on the client, including CBT, ACT, and mindfulness. Areas of interest include working with underserved, marginalized, and oppressed groups. She currently serves as co-chair for the WellSpan Philhaven Diversity Council and on the WellSpan Health Diversity & Inclusion Steering Committee. Dr. Dancy Caro provides individual, family therapy, and group therapy for adolescents and adults in our outpatient locations. Dr. Dancy Caro is a member of the Pennsylvania Psychological Association, American Psychological Association, and the Association of Black Psychologists.

**Gillian Grannum, Ph.D.**
Dr. Grannum earned a doctorate in clinical psychology from Fuller Graduate School of Psychology in Pasadena, CA and an MDiv from Fuller School of Theology. She is also an instructor in communications at the Wharton School of Business at University of Pennsylvania. She completed her pre-doctoral internship in psychology at Pacific Clinics in Pasadena, CA and her post-doctoral residency at WellSpan Philhaven. Her clinical and research interests include: community psychoeducation, issues related to racial, ethnic, sexual, gender, and religious identities, integration of psychology and spirituality, and diversity and justice concerns. She enjoys working with adults in individual and group therapy from an integrative perspective, drawing on interpersonal, humanistic, cognitive-behavioral, existential, and acceptance and commitment influences.

**Jennifer Hailey, Psy.D.**
Dr. Hailey received her master’s (2009) and doctorate (2014) degrees in clinical psychology from Wheaton College in Wheaton, IL. She also earned a master’s degree in theological studies at Wheaton College. After completing her predoctoral internship at Philhaven (child and adolescent track) in 2014, Dr. Hailey completed a postdoctoral fellowship in integrated primary care/community health psychology in New Britain, CT. She is leading the clinical development of behavioral health services for the Center for Integrated Healthcare at WellSpan Philhaven’s Prince Street location in Lancaster. Dr. Hailey is also working in partnership with the Clinic for Special Children in Strasburg to
develop behavioral health services for children from the Plain Communities who have complex medical disorders. In addition, Dr. Hailey works with WellSpan Philhaven’s medical director on a variety of performance improvement and program development projects. Within the psychology internship program, Dr. Hailey provides supervision and educational seminars. She enjoys working with children, adolescents and adults, and her clinical specialties include integrated behavioral health/primary care psychology, health psychology, pediatric psychology, developmental disabilities, family therapy, psychological assessment and psychology-theology integration. She has been licensed in Pennsylvania since 2016.

**Natalie Hetrich, Psy.D.**
Dr. Hetrich earned her doctorate degree in 2012 from Chestnut Hill College. She completed a pre-doctoral internship at Holcomb Behavioral Health Services. Her post-doctoral fellowship was done at Life Management Associates and Wellsplan. She has been a licensed psychologist in Pennsylvania since 2014. Currently, she is working in one of Wellsplan Philhaven’s outpatient offices conducting psychological and neuropsychological evaluations with children and adults. She also works at the Wellsplan Surgical and Rehabilitation Hospital, providing treatment to patients and their families, as well consultation to interdisciplinary treatment teams. In addition, she is a supervisor for Wellsplan Philhaven’s pre-doctoral and post-doctoral internship programs.

**Benjamin Keener, Psy.D.**
Dr. Keener earned his doctorate in clinical psychology from Baylor University in 2005. He has been a licensed psychologist in Pennsylvania since 2007. He currently works in the Plain Communities Outpatient Clinic and Nursing Home Services.

**Darcy A. Miller, Psy.D.**
Dr. Miller received her Master’s degree (2007) and doctorate (2010) from Fuller Theological Seminary in Pasadena, California. She manages the psychological testing service for WellSpan Philhaven East, provides supervision for psychological testing to both general track interns and the child/adolescent specialty track intern and she provides psychological testing and neuropsychological screening for patients in various programs. She is also the training director for our psychology residency program. In addition, she provides office-based outpatient therapy to adolescent and adults. Her approach to treatment is integrative, drawing largely from attachment/psychodynamic perspectives, cognitive behavioral and third wave CBT as well as feminist theoretical frameworks. She is a member of the American Psychological Association and the Pennsylvania Psychological Association. She has been licensed in Pennsylvania since 2013.

**Kelly Nardella, Psy.D.**
Dr. Nardella completed her master’s (2011) and doctorate (2013) in Clinical Psychology at
Immaculata University, completed her internship with Philhaven’s Psychology Internship Program, and accrued postdoctoral hours through employment with Philhaven. She is a licensed psychologist in Pennsylvania. Dr. Nardella’s clinical interests have included treatment of children, adolescents and adults, evaluation and assessment, parenting and parenting stress, chronic pain and physical health disorders, women’s issues, work-life balance, and group therapy. Her treatment approach is integrative, including evidenced-based approaches including CBT, ACT, DBT and interpersonal therapies. Dr. Nardella currently provides evaluations to children and adolescents for Intensive Behavioral Health Services (IBHS/formerly BHRS), consultation within IBHS including related to program outcomes, and participates in committees and work groups for IBHS, WSP training leadership, and WellSpan Philhaven Hospital Doctoral Psychology Internship Program. Dr. Nardella previously assisted in initiating the use of outcome measures for outpatient clinics and provided outpatient groups for clients with chronic pain. Dr. Nardella is a member of APA and PPA.

**Nate Rhoad, Psy.D.**
Dr. Rhoad received his master’s (2013) and doctorate (2016) degrees in clinical psychology from Regent University in Virginia Beach, Virginia. He currently provides outpatient services at the Mount Gretna and Oregon Pike clinics. His primary areas of interest include working with mood disorders, trauma, chronic pain, and the integration of faith and psychology. He also conducts Specialty psychological evaluations for those pursuing bariatric surgery and spinal cord stimulator surgery. His approach to treatment is integrative but is typically rooted in CBT and Acceptance and Commitment therapy interventions. He is an avid Philadelphia sports fan and enjoys spending days off with his family, usually somewhere outdoors.

**Meryl Reist Gibbel, Ph.D.**
Dr. Reist Gibbel is a licensed clinical psychologist, serving adult clients with a variety of mental health issues at WellSpan Philhaven’s Mount Gretna Outpatient Clinic. She received her master’s degree (2008) and doctorate (2010) from Bowling Green State University (Bowling Green, OH) where she studied the Psychology of Religion and Spirituality. Dr. Reist Gibbel has particular clinical and research interests in the areas of spiritually integrated psychotherapy and spiritual struggle. She is integrative in her therapeutic orientation and draws on various therapeutic approaches including mindfulness-based treatments, CBT, and attachment-based therapies. Dr. Reist Gibbel co-directs WellSpan Philhaven’s Center for Spiritually Integrated Care, serves as the medical staff representative to WellSpan Philhaven’s Board of Directors, and sits on the Bioethics Committee and WellSpan Health’s Institutional Review Board.
ADDITIONAL INFORMATION ABOUT WELLSPAN HEALTH

As noted, in 2016 Philhaven affiliated with WellSpan Health, an integrated health system that serves the communities of central Pennsylvania and northern Maryland. More information can be obtained at [www.wellspan.org](http://www.wellspan.org).

WellSpan Health Mission

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

Wellspan Health’s Mission Statement reads as follows:

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

WellSpan Health Services

WellSpan Health includes:

- Eight respected hospitals in the central Pennsylvania region
- More than 1,500 employed physicians and advanced practice clinicians
- More than 19,000 employees
- More than 170 care locations
- A full continuum of behavioral health services through affiliation with Philhaven, including psychiatric inpatient facilities in three locations.

Commitment to Community Health and Wellness and WellSpan Hiring Expectations

The WellSpan commitment to community wellness, protecting patients and promoting a healthy environment extends to all Wellspan employees, including psychology interns.

WellSpan Philhaven psychology interns are expected to commit to:

- Being Drug-Free
- Being Tobacco-Free & Nicotine Free*
- Being Fragrance-Free
  (no colognes, perfumes, or scented body products)
- Obtaining an annual flu vaccination

*WellSpan Health has a tobacco-free/nicotine-free hiring policy. All applicants who are offered employment with Wellspan Health will be required to pass a nicotine screening before employment is confirmed. Applicants who test positive for nicotine will not be hired but may reapply for a position after 12 months, provided they are nicotine-free.
Note: Employment/Match offers may be rescinded if one tests positive for nicotine or illegal drugs or fails to obtain a flu vaccine or an acceptable flu vaccine exemption.

**POINTS OF INTEREST**

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

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

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

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

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

Outstanding recreational opportunities are available in York County with the Susquehanna River, several lakes and numerous fishing streams. Parks and camping areas make easy access to trout fishing, white water canoeing, bird watching and deer and small game hunting. The county also boasts nine public golf courses and hosts thousands of snow skiers each year at Round Top.
A multitude of **regional attractions** are accessible within a day’s drive. Professional sports enthusiasts can enjoy baseball, basketball, football and ice hockey. Recreational opportunities are available at the famous Pocono Mountain Resorts, numerous ski areas, state parks and the Appalachian Trail. Farmers markets, auctions and several hundred manufacturers’ outlet stores offer an array of browsing and shopping opportunities. Historic and cultural attractions abound in New York City, Philadelphia, Baltimore and Washington, D.C.

**APPIC’S INTERNSHIP PROGRAM GUIDELINES**

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

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

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

**PROGRAM CONTACT INFORMATION**

For more information about the WellSpan Philhaven Hospital Psychology Internship Program, please contact:

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