



**JAMAICA HOSPITAL
MEDICAL CENTER**

**DEPARTMENT OF PSYCHIATRY
DIVISION OF EDUCATION**

**CLINICAL PSYCHOLOGY POSTDOCTORAL
FELLOWSHIP PROGRAM**

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DIVISION OF EDUCATION
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ABOUT JAMAICA HOSPITAL MEDICAL CENTER (MISSION AND VISION):

Jamaica Hospital Medical Center (JHMC) is a 424-bed, community teaching hospital with a large network of community-based ambulatory care centers. MediSys Health Network is the not-for-profit parent organization of Jamaica Hospital Medical Center as well as several other healthcare provider organizations, including Flushing Hospital Medical Center, Trump Pavilion, and Advanced Center of Psychotherapy located at Forest Hills and Jamaica Estates. JHMC offers a full array of acute inpatient, rehabilitation, and mental health services. It is the largest voluntary hospital ambulance fleet serving the City's 911 system, and a Level I trauma center. The hospital provides general medical, pediatric, and psychiatric emergency services, ambulatory care on and off campus, ambulatory surgery, and a broad spectrum of diagnostic and treatment services. JHMC has brought high quality, accessible services to the underserved residents of the neighborhoods that we serve. Jamaica Hospital's services fill a void for the people in our community, many of whom speak limited or no English, are underinsured or have no health insurance. Our mission is to serve our patients and community in a way that is second to none.

DEPARTMENT OF PSYCHIATRY

The Department of Psychiatry at Jamaica Hospital Medical Center provides Inpatient psychiatry services, outpatient services, consultation/liaison services and has a Comprehensive Psychiatric Emergency Program which is comprised of a psychiatric emergency room, mobile crisis outreach team, and an extended observation unit.

The division of psychology is currently comprised of licensed psychologists working on the inpatient units and outpatient clinic. The psychologists work closely with psychiatrists, social workers, creative arts therapists, nursing staff, and staff from other disciplines to provide quality, evidence-based practices to patient care. Psychologists also play a key role in educating and supervising both clinical psychology graduate students and psychiatry residents.

DESCRIPTION OF FELLOWSHIP

The Clinical Psychology Fellowship Program at Jamaica Hospital Medical Center offers a robust learning experience which allows the Fellow to gain knowledge about various psychological services that can be provided in urban hospital settings. Our Fellow has placements on an acute inpatient unit and the outpatient mental health clinic. Additionally, fellow is able to do one month electives on the Consultation/Liaison (C/L) team and in the Comprehensive Psychiatric Emergency Program (CPEP).

Our program allows our Fellow to have exposure to all four types/levels of mental health services that are typically offered in general medical centers. On the inpatient unit, the Fellow is able to gain advanced skills to provide brief psychotherapies, help patients cope with involuntary admissions, work with families in distress, and provide group psychotherapy with frequently changing group members. They also learn about resources available for low income individuals seeking treatment in overcrowded health care systems; learn how to work effectively with other agencies, and understand/identify factors which contribute to relapse. Additionally, the

multidisciplinary setting allows for the development of skills to work effectively in teams and to learn how to integrate the input of individuals from various disciplines. In the outpatient clinic, the Fellow is able to provide relatively long term psychotherapies for both children and adults with both mild mental health issues as well as severe and persistent ones. They are able to work with families, educate patients about their treatment, and work effectively with psychiatrists and other mental health providers. The fellow also learns to supervise psychology Interns and externs.

If the fellow chooses to do electives, they are able to gain the following experiences. On the C/L rotation, the Fellow learns to assess, diagnose, and provide bedside psychotherapy to individuals suffering from medical problems requiring hospitalization. In the Emergency room and the extended observation unit, the Fellow learns to obtain advanced skills to assess/interview patients experiencing acute, severe, and urgent mental health needs. They also learn to provide brief, supportive psychotherapies when possible.

Our program allows for breadth and depth of experience with a diverse population. Our Fellow works with both adults and children with varying degree of mental health needs. Diagnoses treated include but is not limited to Schizophrenia, Bipolar Disorder, Major Depressive Disorder, Anxiety Disorders, Personality Disorders, ADHD, Adjustment Disorder, etc. Many of our patients also have legal/criminal histories, substance abuse problems, and chronic medical illnesses. The population served at Jamaica Hospital is exceptionally ethnically, racially and religiously diverse. Majority of our patients come from the neighborhood in which we are located, Queens, NY, one of the most diverse places in the world. Additionally, our proximity to 2 major International airports brings us patients from other U.S states and even other countries. Queens county's population is 25% non-Hispanic White, 28% Hispanic, 27% Asian, 20% Black or African American, 1.3% Native American or Alaskan Native, 0.2% Native Hawaiian or Pacific Islander and 2.9% multiracial. 47.5% of the residents of Queens are Foreign born. Approximately 12.2% of people are in poverty, and 10% of people under the age of 65 are uninsured. The patient population that our Fellow works with also reflects this diversity, which allows them to gain a rich learning experience.

As we are a teaching hospital, our fellow has the opportunity to collaborate with a number of other trainees such as psychiatry residents, creative arts therapy Interns and Externs, medical students, nursing students, and clinical psychology Externs and Interns. The Fellow also has opportunities to learn from staff from other disciplines who provide didactics, informal supervision, consultation, and opportunities to observe.

FELLOWSHIP AIM, COMPETENCIES, AND LEARNING ELEMENTS

The Jamaica Hospital Medical Center Clinical Psychology Fellowship program aims to advance the skills of post-doctoral Psychologists to integrate theory and practice in the provision of a broad range of psychological services offered in urban hospital settings to a diverse and underserved population experiencing a wide range of mental health issues.

The program's competencies and learning elements are as follows:

1. Research

- a. Fellow will demonstrate the independent ability to critically evaluate and disseminate research or other scholarly activities via professional publication or presentation at the local, regional, or national level.
 - b. Fellow will utilize scholarly literature and other resources to inform practice with diverse clients
2. Ethical and Legal Standards
 - a. Fellow will demonstrate knowledge of and act in accordance with each of the following:
 - i. The current version of the APA Ethical Principles and Code of Conduct
 - ii. Relevant laws, regulations, rules, and policies governing health service psychology at the organizational, local, state, regional and federal levels
 - iii. Relevant professional standards and guidelines
 - b. Fellow will recognize ethical dilemmas as they arise and apply ethical decision-making processes to resolve them.
 - c. Fellow will conduct self in an ethical manner in all professional activities.
 3. Individual and Cultural Diversity
 - a. Fellow will demonstrate an understanding of how one's own personal/cultural history, attitudes, and biases may affect how one understands and interacts with people different from oneself
 - b. Fellow will demonstrate knowledge of the current theoretical and empirical knowledge base as it relates to addressing diversity
 - c. Fellow will integrate awareness and knowledge of individual and cultural differences in the conduct of professional roles
 - d. Fellow will demonstrate the ability to independently apply their knowledge and approach in working effectively with the range of diverse individuals and groups encountered during Fellowship.
 4. Professional Values and Attitudes
 - a. Fellow will behave in ways that reflect the values and attitudes of psychology
 - b. Fellow will engage in self-reflection regarding personal and professional functioning
 - c. Fellow will engage in activities to maintain and improve performance, well-being, and professional effectiveness
 - d. Fellow will actively seek and demonstrate openness and responsiveness to feedback and supervision.
 - e. Fellow will respond professionally in increasingly complex situations with a greater degree of independence as they progress across levels of training.
 5. Communication and Interpersonal Skills
 - a. Fellow will develop and maintain effective relationships with a wide range of individuals
 - b. Fellow will be able to produce and comprehend oral, nonverbal, and written communications
 - c. Fellow will demonstrate effective interpersonal skills and the ability to manage difficult communication well
 6. Assessment
 - a. Fellow will demonstrate current knowledge of diagnostic classification systems and functional and dysfunctional behaviors

- b. Fellow will demonstrate an understanding of human behavior within its context
 - c. Fellow will apply knowledge of functional and dysfunctional behaviors including context to the assessment and/or diagnostic process
 - d. Fellow will select and apply assessment methods that draw from the best available empirical literature
 - e. Fellow will interpret assessment results to inform case conceptualization, classification, and recommendations
 - f. Fellow will communicate orally and in written documents the findings and implications of assessment in an accurate and effective manner
7. Intervention
- a. Fellow will establish and maintain effective relationships with recipients of psychological services
 - b. Fellow will develop evidence-based intervention plans specific to the service delivery goals
 - c. Fellow will implement interventions informed by the current scientific literature
 - d. Fellow will demonstrate the ability to apply the relevant research literature to clinical decision making
 - e. Fellow will modify and adapt evidence-based approaches
 - f. Fellow will evaluate intervention effectiveness
8. Supervision
- a. Fellow will demonstrate knowledge of supervision models and practices
 - b. Fellow will apply knowledge of supervision in direct or simulated practice with psychology trainees or other health professionals.
9. Consultation and Interprofessional/Interdisciplinary Skills
- a. Fellow will demonstrate knowledge and respect for the roles and perspectives of other professions.
 - b. Fellow will apply knowledge about consultation in direct or simulated (e.g., role played) consultation

FELLOW SELECTION CRITERIA

The JHMC Clinical Psychology Fellowship Program trains one postdoctoral fellow each year. We accept applications from all individuals who are currently enrolled in a doctoral program in clinical psychology, combined school-clinical psychology, health psychology or a related field and expected to graduate at least one month prior to starting the fellowship. Applicants who have already graduated are also eligible to apply. Fellow **MUST** have a New York State limited permit to begin training at JHMC.

Although we welcome applications from all interested individuals, the following qualifications are preferred:

1. Applicants who have either completed or are currently enrolled in a psychology externship or Internship at JHMC
2. Applicants with prior experience working with patients who have serious and persistent mental illness.
3. Applicants who speak other languages, particularly Spanish

4. Those with experience or special interest in working with diverse populations

Required application materials include

- Curriculum Vitae
- Cover Letter
- Eligibility letter from DCT
- Three letters of recommendation
- Case summary

All applications are accepted via email to the Director of Clinical Psychology Training at JHMC. Applicants receive notification regarding their interview status via email. Interviews are held on-site and in person unless the applicant is not able to travel to the site for a legitimate reason. In such cases, a video interview may be offered.

Please keep in mind, before starting Fellowship at this facility; Fellow must be entirely cleared by Human Resources and meet all the requirements put forth by HR.

Requirements include, but are not limited to, occupational health clearance (which includes drug testing), statewide central registry clearance, etc. For more information, please contact Human Resources at 718-206-7806.

Jamaica Hospital Medical Center is an Equal Opportunity Employer. This program is committed to supporting cultural and individual diversity and does not discriminate on the basis of race/ethnicity, color, religion, sex, marital status, national origin, ancestry, age, sexual orientation, disability, or veteran status in its recruitment and retention of postdoctoral fellows, faculty, and staff. We welcome applicants from various racial, ethnic, sexual orientation, religious and cultural backgrounds, as well as those with physical disabilities.

DURATION OF FELLOWSHIP/COMPENSATION/BENEFITS

The Fellowship program begins on September 1st of the academic year (or the first weekday in September if September 1st falls on a weekend OR as soon as the limited permit is issued if issued after September 1st). Fellowship ends on August 31st of the following year (or the last weekday in August if August 31st falls on a weekend) or one year from the start date (if starting after September 1st). The Fellow is expected to be present on site for a minimum of 37.5 hours per week so that a minimum of 1750 supervised hours can be acquired for the year. Fellow hours can be adjusted to accommodate for religious observance.

The annual stipend is \$30,000 with benefits (which includes but is not limited to paid time off and health insurance).

It is mandatory for the fellow to have a limited permit prior to starting the fellowship. It is the fellow's responsibility to ensure he/she has worked at least 1750 hours by the end of their one year training in order to meet NY state requirements for licensure. As employees of Jamaica Hospital Medical Center, Fellow receive comprehensive health benefits, as well as ten paid vacation days, 12 paid sick days, 4 paid personal days, and eight paid state holidays. If approved by the department, Fellow is also eligible for four paid educational days. The Fellow attends a

benefits orientation during which they are provided with specific details about their benefits and able to ask questions. Questions regarding specific benefits packages can be directed to Jamaica Hospital Medical Center's Benefits department at benefits@jhmc.org or 718-206-8423.

JHMC observes the following holidays. Aside from the 12 permitted days off, the Fellow also has the following paid days off:

- Independence Day
- Labor Day
- Thanksgiving
- Christmas
- New Year
- Martin Luther King Day
- President's Day
- Memorial Day

CLINICAL EXPERIENCE

Inpatient Services (15 hours/week for 10 – 12 months)

Jamaica Hospital Medical Center has two psychiatric inpatient units with 28 beds each that admit males and females aged 18 and above. The units provide services to patients experiencing acute psychiatric symptoms that impair their ability to function safely in the community. The units consist of patients who are admitted on both voluntary and involuntary emergency basis. The inpatient units' treatment teams are comprised of psychiatrists, psychologists, social workers, creative arts therapists, nurses, and trainees from various disciplines.

On this rotation, the Fellow gains advanced skills to provide brief psychotherapies, help patients cope with involuntary admissions, work with families in distress, and provide group therapy with frequently changing group members. They also learn about resources available for low income individuals seeking treatment in overcrowded health care systems, learn how to work effectively with other agencies, and understand/identify factors contributing to relapse. Additionally, the multidisciplinary setting allows for the development of skills to work effectively in teams and to learn how to integrate the input of individuals from various disciplines. The fellow also learns the criteria for a successful discharge.

The Fellow is assigned to one of the inpatient units, and the unit psychologist is assigned as their supervisor. The fellow is assigned to approximately 3 to 4 individual psychotherapy patients at a time and 1 group therapy session/week. The Fellow also works with families when possible. Additionally, the Fellow may be asked to cover group or individual therapy as needed, conduct psychological evaluations, and write comprehensive treatment plans and reviews for their assigned patients. Fellow also participates in multidisciplinary team meetings and collaborates with team members. Fellow is also able to observe evaluations and group therapy sessions conducted by other treatment team members.

Outpatient Mental Health Clinic (12 months –22.5 hours/ week)

The outpatient mental health clinic at Jamaica Hospital Medical Center treats adults and children aged 5 and above with a wide range of diagnoses/mental health needs. The patient population is quite diverse in age, race, ethnicity, socioeconomic status, and carry a wide range of diagnoses. The services provided at the clinic include, but are not limited to, medication management, psychiatric assessments, psychosocial evaluations, individual psychotherapy, and group therapy. Clinicians also work with families.

The Fellow's responsibilities in the outpatient clinic include treatment and evaluation of adults and children. Services provided by the fellow include; individual psychotherapy, group psychotherapy, intake evaluations, and treatment planning. With oversight from the supervisors, Fellow is responsible for scheduling their patients, ensuring compliance, making outreach when compliance issues arise, determining safe terminations, and making appropriate referrals in urgent emergencies (calling EMS, Mobile crisis, etc.).

SUPERVISION EXPERIENCE

The fellow has the opportunity to provide peer supervision to Psychology Interns and assessment supervision to Psychology Externs. The fellow may also provide informal supervision/guidance to externs.

The fellow has weekly one hour of group peer supervision scheduled with Clinical Psychology Interns. Fellow discusses their experience and obtains guidance from their inpatient supervisor in order to provide appropriate supervision to the Interns. The fellow is also responsible for supervising psychological evaluations conducted by externs on both units. Final decisions regarding scoring and report writing are made by the extern's supervisor.

ELECTIVES

Fellow has the option to do a one month rotation in one or both of the following areas of psychiatry.

Consultation/Liaison Services (Elective- 15 hours/week for one month)

The Department of Psychiatry provides 24-hour consultation and liaison services (C/L) on the medical, surgical, geriatric, pediatric, and obstetrical units. Referrals are made by the attending physician to determine if psychiatric care is required. The C/L team consists of psychiatrists, psychosomatic fellow, medical students, psychiatry Intern, and if doing an elective, the psychology Fellow. Responsibilities of the C/L team include, but are not limited to, evaluation for safety, treatment of mental health issues which arise while the patient is receiving medical care, capacity evaluations and management of mental health crisis. The C/L team evaluates and/or treats both adults and children.

In Consultation/Liaison services, Fellow has the opportunity to join the C/L team to observe and participate in a number of evaluations conducted on days when the Fellow is present. Additionally, Fellow is able to provide individual psychotherapy to both adults and children

when assigned. Frequency and length of psychotherapy sessions vary based on patient needs and Fellow availability. Fellow may also be requested to do assessments when necessary.

Comprehensive Psychiatric Emergency Program (*Elective- 15 hours/week for one month*)

The Comprehensive Psychiatric Emergency Program (CPEP) consists of three components: a psychiatric emergency room, a mobile crisis outreach team, and a 72 hour hold extended observation unit (EOU). The CPEP receives both walk-in referrals as well as referrals from the community. The treatment team in the CPEP consists of but is not limited to psychiatrists, nurses, social workers, patient care associates, security officer(s) and trainees. On this rotation, Fellow is able to observe and participate in intake evaluations and provide individual psychotherapy. There may also be opportunities to provide group therapy and/or conduct assessments.

EDUCATIONAL ACTIVITIES

Fellow participates in approximately 1.5 hours of departmental educational activities per week. Departmental educational activities include case conferences, journal presentations, grand rounds, and other mental health presentations. This time is reserved for all staff to participate in educational activities. Attendance is mandatory unless otherwise excused by supervisor. Participation is strongly encouraged.

During the academic year, Fellow is required to do one presentation as a department educational activity. The topic must be discussed with and approved by the director of training or supervisor at least one month in advance.

SUPERVISION

Supervision is considered an essential training element of the Fellowship year. Fellow receives two hours of individual supervision per week from two different licensed clinical psychologists. They have one supervisor in the hospital and another in the outpatient mental health clinic. Fellow has protected supervision time carved out for them on a weekly basis. Supervision is a priority and is rescheduled should a supervisor or Fellow need to miss a scheduled session. Individual supervisors maintain full responsibility for the caseloads of Fellow. All documentation is cosigned. Fellow is encouraged to participate in supervision “on the fly” on an as needed basis.

EVALUATIONS

The Fellow is formally evaluated at a 6-month mark and the end of Fellowship. Fellow receives evaluation from each of their supervisors. Fellow is able to review and discuss their evaluation with their supervisor. The purpose of evaluations is to provide Fellow with professional observations and constructive feedback. Evaluations focus on Fellow’s areas of strength and areas that need improvement. Fellow are expected to be open and receptive to feedback, and the evaluations are designed to be supportive of the Fellow’s strengths and facilitate the Fellow’s professional growth as they progress through the training year. The evaluations align very

closely with the Fellowship's aims, competencies, and learning elements listed above, and the Fellow is expected to demonstrate satisfactory progress as the training year progresses.