

**PMDB PSYCHOLOGICAL SERVICES, PLLC
CENTER FOR COGNITIVE AND DIALECTICAL BEHAVIOR THERAPY
POSTDOCTORAL FELLOWSHIP TRAINING PROGRAM**

INTRODUCTION TO THE POSTDOCTORAL FELLOWSHIP AT CCDBT

Postdoctoral training occurs onsite at CCDBT which is located at 2001 Marcus Ave, Lake Success, New York. We are a private therapy center specializing in CBT, DBT, and Marriage and Family therapy. We treat clients throughout the lifespan with the shared goal of helping them build a life worth living.

Trainees attend Consultation Team (2 hours weekly) and have 2 supervisors who each provide one hour of face-to-face supervision as well as one hour each of video review of trainees' sessions. Postdocs attend numerous didactics including DBT intensive seminar, CBT seminar, Family Therapy Seminar, Parent Behavior Management Consultation Team, and Trauma Therapy Seminar. Post doctoral fellows are expected to see 22 patients weekly, co-lead a DBT Adolescent & Family Skills Group and an Adult DBT group. Additionally, fellows are expected to participate in at least one intake a week and help with the diagnostic assessment and write-up of the initial intake.

Fellows are also expected to spend 2-6 hours weekly on research and administrative responsibilities. These responsibilities may include overseeing CCDBT's Quality Assurance program, research database management, involvement in data analyses and manuscript and poster presentations. Fellows are encouraged to establish their own research goals and pursue their own projects.

Postdoctoral fellows are treated as equal members of the Consultation Team, and the Center. Their development as professional, independent, ethical, and effective providers of psychotherapy are core values of CCDBT. Patients are assigned to fellows gradually to build on the clinicians' initial skillset as well as gradually increasing the demands to try new therapies and work with new, or more challenging clients and populations.

POST DOCTORAL FELLOWSHIP TRAINING PROGRAM AIMS & GOALS

The overarching goal of the postdoctoral fellowship program at CCDBT is to help foster professional, ethical and thoughtful clinicians, diagnosticians, researchers, and peer colleagues.

Post doctoral fellows will gain a facility with fully adherent Dialectical Behavior Therapy (DBT) and be able to provide all four components of DBT to both adolescents and families as well as to adults. These components include providing fully adherent individual DBT, co-leading DBT

skills groups, providing telephone consultation to patients, and participating as equal members of the Consultation Team.

Post Doctoral Fellows will be able to provide Cognitive Behavior Therapy to individuals throughout the lifespan. Fellows will be fluent in the provision of empirically validated treatments for Depression, a wide range of anxiety disorders which include, but are not limited to OCD, GAD, PTSD, and Specific Phobias.

Fellows will learn to provide specific trauma treatments including PE, DBT-PE, CPT, and TF-CBT, and EMDR for specific single-incident traumas and developmental traumas. Fellows will provide couples and family therapy as the main treatment mode and as an adjunct to individual therapy. Fellows will participate as peers and equals on CCDBT's Consultation Team, developing the skills to confidently ask for help and provide suggestions to other team members. Fellows will be active members of the research team, furthering the Center's mission to contribute to empirical research in clinical psychology.

EXPECTED PROFESSION WIDE COMPETENCIES

Fellows are expected to have the following Profession Wide Competencies (PWC's) by the end of their yearlong fellowship:

1. Accurate assessment and diagnostic evaluation of incoming clients (evidence based assessment)
2. Ability to engage in Motivational Interviewing and use of DBT Commitment Strategies to engage ambivalent clients in therapy (competency in Evidence Based Interventions).
3. Ability to teach manualized adolescent and adult DBT skills in the skills group format (competency in Evidence Based Interventions).
4. Ability to co-lead DBT skills groups and help with management of therapy interfering behaviors or emotional dysregulation of clients during group sessions (competency in Evidence Based Interventions).
5. Competency to provide fully adherent individual DBT to adolescents, young adults, and older adults, including effective telephone consultation (skills coaching) (competency in Evidence Based Interventions).
6. Skills to provide effective family therapy and couples therapy.
7. Foundational training in providing evidence-based trauma treatments, taught and supervised by CCDBT senior staff psychologists (competency in Evidence Based Interventions).
8. Experience participating in DBT Consultation Team, demonstrating competency in the realm of consultation and interdisciplinary collaboration as well as communication and interpersonal skills.

9. Ability to create their own agenda for supervision. bringing an equal balance of questions about cases with questions and issues related to their own professional development, demonstrating competency regarding self-reflection and use of supervision.
10. Demonstration of facility with the treatments that are taught in yearlong seminars and didactics.
11. Experience collecting and analyzing Quality Assurance and research data from consenting clients and ability to provide data-driven clinical care as well as opportunities to participate in the preparation and presentation of research manuscripts and conference posters/panels (Evidence Based Research)
12. Possess a clear understanding of ethical and legal standards in the practice of clinical psychology
13. Possess a clear understanding of social and cultural diversity as it comes into play in the practice of clinical psychology.

DIRECTOR OF TRAINING

The Director of Training (DOT), Adam Payne, Ph.D., has functioned as the Director of Training beginning anew in 2025. Dr. Payne is a founding member of CCDBT, which originated in 2006 and has been an ongoing clinical supervisor at CCDBT since its inception. Prior to the formation of CCDBT, he provided training to interns, externs and postdocs while at Schneider Children's Hospital (now, Cohen's Children's Hospital, part of the Northwell Health System in New York). In total, Adam Payne has 29 years as a DBT/CBT therapist and supervisor as well as team member.

Dr. Payne is a Senior Trainer for Behavioral Tech Institute, LLC, the training company founded by Marsha Linehan, Ph.D., ABPP. Dr. Payne is a [DBT – Linehan Board of Certification](#), Certified DBT Clinician. Dr. Payne provides DBT Intensive Trainings for [Behavioral Tech Institute, LLC](#). Within his role as a Behavioral Tech Trainer, he has provided DBT training to clinicians across the nation and internationally. Dr. Payne has served as a Clinical Supervisor for the Behavioral Research and Therapy Clinics (BRTC) at the University of Washington in Seattle, the clinical research center led by Marsha Linehan, Ph.D., ABPP. Dr. Payne was the Program Chair for the [ISITDBT Conference](#) for 2012 and 2013.

Dr. Payne aims to foster a training program that encourages trainees to grow into their areas of competency through a safe and open team-based learning experience. Dr. Payne collaborates with the other individual supervisors at CCDBT and sustains dialogue about how trainees are developing throughout their fellowship year.

The Director of Training reviews all incoming applicants and screens as many as possible to see if the applicant might be a good fit for the fellowship at CCDBT. The Director of Training helps to assign individual supervisors to each applicant with an emphasis on building on each fellow's individual strengths as well as areas in need of improvement and supervisory concentration. The Director of Training helps orient incoming fellows and remains a point person to ensure that each fellow is developing in accordance with the goals and objective of the training program.

INFORMATION FOR APPLICANTS

Profession Wide Competencies (PWC's) are addressed by the training methods and specific didactics offered.

Training methods emphasize interactive didactic experiences, one-on-one supervision by two expert psychologists, additional supervision of therapy sessions via video review, participation in consultation team, and working in a milieu that encourages and supports peer supervision and case consultation. Other training experiences include participation in diagnostic intake assessments and participation in research and the Quality Assurance program.

Didactics include:

- Family Therapy Didactic
- Parent Coaching Didactic & Consultation
- DBT Didactic
- CBT Didactic
- Trauma Didactic & Supervision

All supervisory staff are senior psychologists, most of whom have 25-30 years of clinical experience. Postdoctoral fellows work at our Lake Success office with the potential opportunity to see some patients in our satellite NYC office. Every clinician at CCDBT has received at least two years of training and supervision at CCDBT. The entire clinical team is supportive of each other and of all trainees, having familiarity with some of the inherent challenges of being a new clinician.

CCDBT is located at 2001 Marcus Avenue, Suite E128 in Lake Success, New York. All didactics, supervision, team consultation, and patient care are provided at this site. Occasionally, when there is a need for additional clinicians at the New York City office at 1115 Broadway, in New York, NY, a fellow may be offered the opportunity to work one day in New York City.

The Director of Training has regular informal check-ins with all postdoctoral fellows and leads monthly discussions with supervisors about the progress of each supervisee throughout their

training at CCDBT. The DOT is available to all trainees at any time to address questions or concerns.

Post Doctoral Fellows must have completed all of the degree requirements of an APA Accredited Doctoral Graduate program in Psychology and fulfilled the hours required at a clinical internship which meets APPIC standards (see page 12 of this brochure) in order to obtain a Limited Permit in Psychology from the New York State Department of Education, Office of the Professions.

Fellows receive a formal evaluation every six months by their supervisors. Strengths are highlighted and goals for continued growth are emphasized. Informal feedback is provided regularly by supervisors and a formal evaluation can be requested at any time.

The year-long postdoctoral fellowship at CCDBT absolutely fulfills the licensure requirements for the State of New York. Fellows will have received 1840 hours of supervised clinical hours upon completion of their fellowship year.

CCDBT POSTDOCTORAL FELLOWSHIP DUE PROCESS

PMDB PSYCHOLOGICAL SERVICES OF NEW YORK, PLLC (dba CCDBT) is committed to ensuring that all employees and trainees are treated fairly. PMDB PSYCHOLOGICAL SERVICES OF NEW YORK, PLLC will afford each employee Due Process - this means that employees will be provided with fair treatment and be given all avenues to air his or her side prior to imposing a disciplinary action. Employees can use Due Process if they feel they have been treated unfairly. For example, if an employee is suspended or terminated and feel that this has been done wrongfully, they would utilize Due Process to address and appeal the decision. Due process as outlined below provides the procedures and timelines in the case of unsatisfactory performance.

- **Notice:**
 - If a supervisor or Director observes actions by the Postdoctoral fellow in the Postdoctoral fellow's interactions with clients or their families or with members of CCDBT team that are considered to be unethical or harmful, the supervisor will initially seek to discuss their observations with the Postdoctoral fellow and will also inform the team of supervisors of their observations in their weekly Supervisors' meeting.
 - After a meeting of CCDBT supervisors for clarification and discussion, if notice is deemed necessary beyond the initial supervisory discussion, the first level of notice

to the Postdoctoral fellow would include verbal notification by their supervisors that the training program has a concern. A subsequent written Performance Improvement plan will be created collaboratively with the Postdoctoral fellow and their two supervisors. The plan will be reviewed and agreed upon by the full team of supervisors at CCDBT. The Performance Improvement plan will include specific goals and measurable desired outcomes. The resulting outcomes, following the initiation of the plan, will be reviewed monthly for **three months**, giving the Postdoctoral fellow an opportunity to improve before any additional actions are taken. The HR representative will not be involved during this first step in the process.

- At times, an alternative due process may be necessary. If the issue of concern is an issue specifically between the Postdoctoral fellow and either one of their supervisors or the Training Director, the Postdoctoral fellow will have the right to request that the Performance Improvement Plan (and possible Probationary Plan, see below) be reviewed by the team of Supervisors, separate from the supervisor or Director with whom there is conflict.
- If the harm to client care or to team cohesion that is necessary for good client care is deemed to be significantly harmful, termination will be considered at this first step or at any step during Due Process to ensure no harm is permitted towards clients, the clients' families, or towards colleagues. All efforts will be made to avoid precipitous termination. Postdoctoral fellows who face termination at any step during Due Process will be afforded the opportunity to Appeal that decision, as outlined below. If the majority of supervisors have sufficient concerns about client safety, however, the Postdoctoral fellow's interactions with clients or with team members may be suspended awaiting that Appeal.
 - If the employment of a Postdoctoral fellow is terminated during one of the steps of Due Process, they will be asked to complete all relevant paperwork prior to the formal ending of their employment. If that paperwork is completed, the Postdoctoral fellow will be given credit for all clinical hours completed to that point and the Training Director will complete **Form 4: Certification of Supervised Experience** to document the hours completed by the Postdoctoral Fellow.
- After the three-month initial opportunity for improvement, if the Postdoctoral fellow has met the goals and outcomes, they will be informed in writing that the remediation process has been successful and has ended.
- After the three-month initial opportunity for improvement, if the Postdoctoral fellow has not met the goals and outcomes, they will be informed in writing that they will have entered a formal Probationary Period. The HR representative will be informed of the initiation of a Probationary Period at this time. The outline of requirements for remediation during the Probationary Period will be determined by a full panel of

CCDBT supervisors. A new timeline for evaluation will be determined by the panel, with input from the Postdoctoral fellow, based upon the degree of progress made during the initial Performance Improvement plan. After the Probationary period has completed, positive outcomes and improvements will result in the lifting of the probation, which will be reported to the Postdoctoral Fellow in writing. Insufficient progress during the Probationary period will lead to the termination of the Postdoctoral fellow's employment, which will be reported to the Postdoctoral Fellow in writing by the HR representative. The Postdoctoral fellow will be granted the opportunity to appeal this decision.

- **Appeal Steps:** If the Postdoctoral fellow is unsatisfied with the outcome of any of the above procedural steps, they have the right to appeal and are entitled to an impartial hearing during Due Process if they feel that they have been treated unfairly. This appeal must be made in writing to Human Resources within **two weeks** of the Supervisors' written notice given to them. This hearing, where the Postdoctoral fellow will be afforded the opportunity to outline their case for a change in decision, will take place in front of the full component of CCDBT supervisors and will take place within **two weeks** of the Postdoctoral fellow's request for an appeal. The HR representative will also be present at this meeting. The final decision will need to be agreed upon by a simple majority of the CCDBT supervisors. The final decision will be presented to the Postdoctoral fellow in writing by the HR representative.

To file a due process appeal, contact our Human Resources Representative, Lindsay Feinman, at 516-390-3525 ext. 1 or at lfeinman@ccdbt.com.

CCDBT POSTDOCTORAL FELLOWSHIP GRIEVANCE POLICY

To foster sound employee-employer relations through communication and reconciliation of work-related problems, PMDB PSYCHOLOGICAL SERVICES OF NEW YORK, PLLC (dba CCDBT) provides postdoctoral fellows with an established procedure for expressing employment related concerns.

In situations where a Postdoctoral fellow feels a complaint about the CCDBT treatment programs or the CCDBT training program is in order, the following steps should be taken:

- If a postdoctoral fellow believes that they have a legitimate work-related complaint, the employee is encouraged to first attempt to resolve the issue(s) through informal discussions with their immediate supervisor.
- If the situation is not resolved to the satisfaction of the Postdoctoral fellow within **five working days** from the time the complaint is discussed with the employee's immediate supervisor, barring extenuating circumstances, a formal grievance should be brought in

writing to the attention of the President and/or a Managing Partner of PMDB, PLLC and to our Human Resources Representative, Lindsay Feinman at 516-390-3525 ext.1 or lfeinman@ccdbt.com with written documentation. Our Human Resources Representative will assist the employee in finding appropriate resources to address their grievance.

There is no limit to the time frame in which the Postdoctoral fellow can make a complaint.

- The President of PMDB PSYCHOLOGICAL SERVICES OF NEW YORK, PLLC and the team of supervisors will attempt to resolve the complaint within **two weeks** while preserving the confidentiality and privacy of those involved to the extent feasible. The outcome of the complaint will be provided in writing by the HR Representative.

If the Postdoctoral fellow's grievance is an issue specifically between the Postdoctoral fellow and either one of their supervisors or the Training Director, the Postdoctoral fellow will have the right to request that the grievance be reviewed by the team of Supervisors, separate from the supervisor or Director with whom there is conflict.

If the Postdoctoral fellow is unsatisfied with the outcome of any of the above procedural steps, they have the right to appeal and are entitled to an impartial hearing if they feel their grievance has not been resolved successfully. This appeal must be made in writing to Human Resources within **two weeks** of the Supervisors' written resolution. This hearing, where the Postdoctoral fellow will be afforded the opportunity to outline their case for a change in action, will take place in front of the full component of CCDBT supervisors and will take place within **two weeks** of the Postdoctoral fellow's request for an appeal. The HR representative will also be present at this meeting. The final decision will need to be agreed upon by a simple majority of the CCDBT supervisors. The final decision will be presented to the Postdoctoral fellow in writing by the HR representative.

DIDACTIC TRAINING SCHEDULE

All didactics/seminars begin the week of September 15th and end the week of September 8th

Family Therapy Didactic

Tuesdays 3-4 PM

Family Therapy Didactic focuses on the origins of family systems therapy, influential family systems theorists and their contributions. The different schools of family therapy (Structural, Bowenian, Strategic, Narrative, Internal Family Systems, Solution- Focused, etc.) are defined and illustrated using case studies. Videos of therapists from these schools of thought further demonstrate systems work in action. Armed with the understanding of systems theories and interventions, trainees work on conceptualizing their family cases from a systems perspective, navigating challenging family case dynamics, and shaping their identities as family therapists.

Parent Coaching & Consultation Seminar

Tuesdays 1-2 PM

Parent Coaching & Consultation Seminar is aimed at providing trainees the opportunity to learn about our parent coaching program, to differentiate between behavioral principles involved in creating behavior plans for parents, and to provide support for parents and families in DBT outside of multifamily skills group. This seminar also affords trainees the opportunity to discuss and receive peer supervision regarding parent-related challenges they may be experiencing with their adolescent and young adult patients.

DBT Didactic

Tuesday 9-10 AM

The DBT Didactic provides an in-depth review of Dialectical Behavior Therapy. Topics covered include: the biosocial theory of Borderline Personality Disorder, the use of Dialectics in DBT, primary targets of treatment, strategies for use of behavior chain analysis and solution analysis, and secondary targets of treatment/dialectical dilemmas, practical applications for individual DBT including the use of commitment strategies, levels of validation, dialectical and stylistic strategies, how to effectively lead DBT Skills Groups, and how to effectively form a DBT case conceptualization with the intention of encouraging trainees to pursue formal DBT Certification through Behavioral Tech.

CBT Didactic

Mondays 2-3 PM

CBT Didactic focuses on the application of Cognitive Behavioral Therapy principles and empirically validated treatments to address different presenting problems including Depression, Anxiety, Specific Phobias and Obsessive-Compulsive Disorder. This interactive didactic will also focus on the role of the therapeutic relationship, how to set an agenda and how to effectively structure individual therapy sessions.

Trauma Didactic

Mondays 3 PM

Trauma didactic provides training on implementing evidence-based trauma treatments including DBT-PE, Cognitive processing therapy (CPT), and Trauma-Focused CBT (TF-CBT). Trainees also participate in consultation on clients who have experienced trauma and how trauma themes affect the course of DBT and other individual therapy treatments.

CLINICAL SUPERVISORS

Aaron D. Drucker, Psy.D., Licensed Clinical Psychologist

Dr. Drucker has been a member of the DBT team since 2001. He attended various training by Behavioral Tech, LLC. Prior to helping form the CCDBT team, Dr. Drucker was a staff psychologist at the Division of Child and Adolescent Psychiatry, at Schneider Children's Hospital where he provided treatment for adults, children, adolescents and their families. In addition, Dr. Drucker was the consulting psychologist for the Cystic Fibrosis Clinic and the Allergy and Immunology Clinic at Schneider Children's Hospital during his tenure. Dr. Drucker received his M.A. and Ed.M from Teacher's College, Columbia University in 1995 and his Psy.D. from the California School of Professional Psychology- Alameda in 2000.

Julia B. Marks, Ph.D., Licensed Clinical Psychologist

Dr. Marks is a founding Partner of CCDBT and serves as the Managing Director of CCDBT Manhattan. Dr. Marks is the head of the CCDBT Family Therapy Program. Dr. Marks has 22 years of clinical experience working with adolescents, adults, families, and couples, and she has expertise in Dialectical Behavior Therapy, Cognitive Behavior Therapy, Family Therapy, Couples Therapy, and Insight-Oriented Psychotherapies. Dr. Marks received her Ph.D. in Clinical Psychology at the California School of Professional Psychology, after completing a B.A. in Psychology and Classics at Swarthmore College. Dr. Marks has a background in social work with adopted and foster children. Additionally, she worked as a special education teacher for teenagers with learning and emotional issues. Dr. Marks was a staff psychologist within the Division of Child and Adolescent Psychiatry at Schneider Children's Hospital where she specialized in psychotherapy with adolescents and families. She has been practicing Dialectical Behavior Therapy since 2002.

Elizabeth Moses, Psy.D., Licensed Clinical Psychologist

Dr. Moses is a Senior Staff Psychologist at CCDBT and serves as the head of trauma supervision for CCDBT's trauma treatment program. Dr. Moses has received extensive training in treatments for PTSD, Complex PTSD and traumatic exposure, including Prolonged Exposure Therapy (DBT-PE), Cognitive Processing Therapy (CPT) and Eye Movement Desensitization and Reprocessing Therapy (EMDR). She has experience integrating trauma treatment with patients in the Dialectical Behavior Therapy program. In addition, Dr. Moses has received training in evidence-based treatments including Dialectical Behavior Therapy (DBT), Cognitive Behavior Therapy (CBT), Exposure and Response Prevention (ERP) for Obsessive-Compulsive Disorder, and completed an intensive training in Dialectical Behavior Therapy (DBT) offered by Behavioral Tech, LLC. She received her Psy.D. in Clinical Psychology from Rutgers Graduate School of Applied and Professional Psychology in 2016. She completed her pre-doctoral internship at Maimonides Medical Center in Brooklyn, NY. She currently provides individual and family therapy, and co-leads DBT skills groups for adolescents and adults.

Adam C. Payne, Ph.D., Licensed Clinical Psychologist

Dr. Payne is a [DBT – Linehan Board of Certification](#), Certified DBT Clinician. Dr. Payne provides DBT Intensive Trainings for [Behavioral Tech Institute, LLC](#). Within his role as a Behavioral Tech Trainer, he has provided DBT training to clinicians across the nation and internationally. Dr. Payne has served as a Clinical Supervisor for the Behavioral Research and Therapy Clinics (BRTC) at the University of Washington in Seattle, the clinical research center led by Marsha Linehan, Ph.D., ABPP. Dr. Payne was the Program Chair for the [ISITDBT Conference](#) for 2012 and 2013. Dr. Payne served as the Clinical Coordinator of the DBT Program at NSLIJ Schneider Children's Hospital for seven years prior to starting the CCDBT with his colleagues. Dr. Payne currently provides individual DBT and CBT as well as serving as a DBT Skills Group Leader at CCDBT. Dr. Payne received his Ph.D. in Clinical Psychology from the State University of New York at Stony Brook in 1996.

APPLICATION REQUIREMENTS

Applicants will be eligible for consideration of the post-doctoral fellowship at CCDBT if they meet the following criteria:

- Successful completion of an APA accredited Doctoral Program in Psychology (Ph.D. or Psy.D. programs only).
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- Successful completion of an internship which either be an APA accredited or, must meet APPIC standards for internship. These standards include:
 1. A psychology internship is an organized training program which, in contrast to supervised experience or on-the-job training, is designed to provide the intern with a planned, programmed sequence of training experiences. The primary focus and purpose is assuring breadth and quality of training.
 2. The internship agency has a clearly designated doctoral level staff psychologist who is responsible for the integrity and quality of the training program. This person is actively licensed, certified, or registered by the State Board of Examiners in the jurisdiction where the program exists and is present at the training facility for a minimum of 20 hours a week.
 3. The internship agency training staff consists of at least two full time equivalent doctoral level psychologists who serve as primary supervisors and who are actively licensed, certified, or registered as a psychologist by the Board of Examiners in the jurisdiction where the program exists.
 4. Intern supervision is provided by staff members of the internship agency or by qualified affiliates of that agency who carry clinical responsibility for the cases being supervised. Regularly scheduled individual supervision is provided by one or more doctoral level licensed psychologists, at a ratio of no less than one hour of supervision for every 20 internship hours. Supervision is provided with the specific intent of dealing with psychological services rendered directly by the intern.
 5. The internship provides training in a range of psychological assessment and intervention activities conducted directly with recipients of psychological services.
 6. At least 25% of trainees' time is in face-to-face psychological services to patients/clients.
 7. The internship must provide at least two hours per week in didactic activities such as case conferences, seminars, in-service training, or grand rounds.
 8. Internship training is at post-clerkship, post-practicum, and post-externship level, and precedes the granting of the doctoral degree.
 9. The internship agency has a minimum of two interns at the predoctoral level of training during any training year. These interns must be at least half-time (i.e., 20 hours per week). The minimum

number of interns must be on site and in training at the time of the initial application for APPIC membership.

10. The internship level psychology trainees have a title such as "intern," "resident," "fellow," or other designation of trainee status.
11. The internship agency has a written statement or brochure which provides a clear description of the nature of the training program, including the goals and content of the internship and clear expectations for quantity and quality of the trainee's work. It is made available to prospective interns.
12. Internship programs have documented due process procedures that describe separately how programs deal with (1) concerns about intern performance, and (2) interns' concerns about training. These procedures include the steps of notice, hearing, and appeal, and are given to the interns at the beginning of the training period.
13. The internship experience (minimum 1500 hours) must be completed in no less than 9 months and no more than 24 months.
14. APPIC member programs are required to issue a certificate of internship completion, which includes the word "Psychology," to all interns who have successfully completed the program.
15. At least twice a year the internship program conducts formal written evaluations of each trainee's performance.
16. The program has the necessary financial resources to achieve its training goals and objectives. Intern stipends shall be reasonable, fair, and stated clearly in advance. Unfunded internship positions are allowable only in unusual and infrequent circumstances.