

# **Nebraska Mental Health Centers Psychology Residency Program (NMHC-PRP)**

Nebraska Mental Health Centers is a member of APPIC. Applicants can expect that the NMHC-PRP meets APPIC membership standards. APPIC Membership insures the postdoctoral applicant that the APPIC member site has met a certain level of quality and training standards, such as having due process procedures in place, and providing adequate and qualified supervision. APPIC Member sites are required to provide an organized sequence of training experiences that meet or exceeds membership criteria for APPIC. Training materials should accurately reflect the training experiences at that site. Members are reviewed by the APPIC Postdoctoral Membership Committee every 3 years to ensure that programs continue to meet APPIC standards.

The NMHC-PRP provides residents the opportunity to assume a comfortable, yet challenging degree of responsibility for carrying out major professional psychological functions while maintaining a high level of supervisory support, professional role modeling, mentorship, guidelines for ethical practice and awareness of administrative structures.

## **Mission**

It is the goal of NMHC-PRP to provide a spirited and safe environment enabling the further development of an early career psychologist through advance training experience by emphasizing culturally sensitive comprehensive, systemic, and intensive training in the areas of assessment, intervention, consultation, education, administration, and supervision. To accomplish this goal, a philosophy of progressive development and comprehensive supervision serves as the basis to train residents to be competent, worthy practitioners able to adapt and thrive in the ever-burgeoning field of psychology.

## **Director of Residency Program**

The NMHC clinical director, Dr. Leland Zlomke, serves as the Director of NMHC-PRP and is responsible for coordinating and directing all activities of the residency program and resources, including resident supervision, evaluation of program goals and activities, and documentation and maintenance of resident records.

In addition to Dr. Zlomke, two (2) additional licensed psychologists participate in the training committee processes, such as monitoring the progression of each resident toward training goals, determining appropriate policies and procedures, and in the recruitment and selection of future residents.

## **Training Model**

Residents will be asked to integrate theoretical, clinical, and professional issues in psychology into the service delivery model of Nebraska Mental Health Centers. A developmental apprentice-practitioner model provides the guiding framework for the transition from student to professional

by capitalizing on prior strengths, experience, and expertise while supporting the attainment, expansion, and implementation of conceptual, professional, and pragmatic skills. Additionally, to ensure the transition to autonomous practicing professional, specific supervision and training goals have been set in each of the relevant areas including group supervision, case consultation, professional development, and didactic activities.

In coordination with the philosophy of training and the stated goals of NMHC-PRP, specific objectives central to the professional development of residents have been identified. These objectives have been integrated into the planned, programmed sequence of training to maximize the quality and quantity of the learning experience of each resident. The objectives cover the areas of relationships, assessment, intervention, crisis services, management/supervision, consultation/education, and evaluation.

## **The Program**

It is the goal of NMHC-PRP to provide high quality, advanced training to professional psychologists who meet the demands and qualifications of the program. To accomplish this goal, a philosophy of individualized development and supervision serves as the basis to train its residents not only to be competent practitioners, but also to arm them with the ability to adapt and thrive in the ever-burgeoning field of psychology. As training is highly valued and regarded, NMHC-PRP provides a true learning experience by offering knowledge and guidance in clinical activities. With a wide variety of populations served including all ages, socio-economic classes, and clinical presentations, NMHC-PRP has a breadth of opportunity for residents to choose from in order to suit their specialty interests. Additionally, the residency program fulfills the licensure requirements for postdoctoral supervised practice in its jurisdiction. A unique contribution that NMHC-PRP provides through our close ties with the medical community is a truly interdisciplinary residency experience.

The residency program is designed to be completed over a twenty-four month period. It is intended to prepare the resident in a great many of the facets of clinical psychology that cannot be accomplished in a 1-year residency program. The first year serves as the post-doctoral year required by most states for licensure. The second year offers increased opportunity to provide supervision and training to interns and other behavioral health professionals, participate in mental health administration, while receiving supervisory support. The program will prepare the resident in greater depth in the areas of psychological assessment, diagnosis, psychotherapy, psychotherapy supervision, consultation/liason, clinical team management, and mental health administration. A graduate of this program will be well prepared to serve as a leader of a treatment team in number of environments.

## **Basic Requirements**

The residency programs require a 45-50 hour workweek for a total of approximately 2000+ hours each year, including 1,000 or more hours of direct service hours. All residents are expected to attend the program full-time and reach completion in 24 months for the advanced clinical program. Residents shall maintain certification and/or licensure required by the State of Nebraska to meet the requirements of their professional activities and professional or business

needs of NMHC. Additional requirements are to be licensed within the first 16 months of residency. Approximately 28 hours of each week are spent in direct face-to-face service delivery. On average, four hours of supervision/training per week will be provided. The remainder of each week is spent in providing training activities, mentoring and supervising others, case conferences, didactic seminars, grand rounds, writing evaluations, and community outreach.

## **The Evaluation Process**

The Director of the Residency Program will meet semi-annually with residents to evaluate progress of meeting goals and the evaluation forms (signed by both the Training Director and resident) will be maintained in the resident's training file. The process is designed to provide both evaluative feedback and suggestions and recommendations for improvement. It is also at this time the resident can discuss their perceptions and any concerns on their experience within the program and to call attention to any problems felt with their supervisors.

## **Core Competencies**

- **Competencies in Psychological Intake, Evaluation and Assessment**

Residents will be able to independently and proficiently gather and organize clinical material and formulate accurate diagnoses, conceptualize problems within theoretical framework, and develop relevant treatment plans based on initial reviews. Residents will be able to evaluate dangerousness, suicide, abuse and other reporting concerns. Residents will demonstrate consideration of cultural/ethnic context in evaluating and assessing clients. Residents will be able to independently and proficiently administer, interpret and synthesize data from psychological assessments and prepare written reports effectively and with high quality. Residents will engage in providing appropriate feedback to clients based on evaluation and assessment.

- **Competencies in Clinical Intervention**

Residents will be able to independently establish therapeutic alliances with a wide range of clients, communicate empathy, warmth and genuineness, and demonstrate understanding and skill in working with diverse clients (e.g., gender, ethnicity, disability, sexual orientation, class, and lifestyle). Residents will be able to apply theoretical/conceptual understanding to interventions, identify therapeutic problems and work toward their resolution, and show flexibility and creativity in clinical work. Residents will demonstrate understanding and management of professional boundaries with clients and be able to provide appropriate help to clients under their care. Residents will demonstrate ability to terminate therapy appropriately and effectively. Residents will perform effectively in crisis situations.

- **Competency in Professional Roles and Behavior**

Residents will execute duties and responsibilities in a professional and conscientious manner and demonstrate appropriate professional demeanor. Residents will interact and

communicate effectively with administrative staff and proficiently fulfill all required administrative duties. Residents will maintain cooperative working relationships with peers. Residents will engage in active and helpful participation in training and case conferences, and provide organized and quality presentations. Finally, residents will demonstrate responsible handling of ethical and legal issues in accordance with ethical standards of psychologists.

- **Competency in Self Examination and Development**

Residents will demonstrate openness to new learning about the professional practice of psychology and to continue to develop a professional identity. Residents will be able to engage in self-reflection and self-examination regarding clinical work. Residents will demonstrate awareness of personal issues which could interfere with professional roles and to manage/make use of personal reactions to clinical work. Residents will be able to examine and utilize personal reactions to multicultural differences. Finally, residents will be able to assess and address limits of their own skills and abilities, and develop increasing independence as their skills and knowledge increase over the residency.

- **Competency in Supervision**

Residents will engage in supervision that is open and collaborative and take initiative in developing the content of supervisory sessions. Residents will demonstrate ability to use supervision feedback to improve clinical effectiveness and actively seek out clinical and professional consultation when appropriate. Residents will examine and demonstrate the ability to attend to multicultural issues in supervision. Residents will further his or her leadership skills and enhance communication skills needed within the supervisor/supervisee relationship. Finally, residents will learn how to assess the developmental levels of supervisees and determination of what they require.

## **Range of Training Opportunities**

The following training opportunities are provided to ensure that each resident will be provided the opportunity to develop through both experience and training, as they further develop their breadth as a psychologist. The objectives for each training opportunity are described below.

### **General Psychological/Psychometric Assessment and Diagnostic Interviewing Objectives**

- To enhance skills in utilizing and understanding various tests, test battery selection, and writing skills
- To gain an interactive grasp and appreciation for the assessment mentality which characterizes clinical psychology
- To further develop an ability to utilize the information generated by testing for specific requested purposes
- To enhance familiarity with a variety of assessment instruments, processes, and applications

- To enhance skill in applying assessment findings to assign accurate diagnoses
- To provide support and training on psychological/psychometric assessment and diagnostic interviewing to interns and other behavioral health professionals.

Residents will conduct and interpret a wide array of psychological assessments for all ages and the entire range of psychological presenting problems.

### **Outpatient Psychotherapy Objectives**

- To enhance skills in rapport building, psychotherapy, consultation, emergency intervention, and supervision
- To continue to familiarize the psychological resident with a wide array of psychological disorders.
- To increase knowledge and enhance skills required for practice in an outpatient setting
- To provide support and training to others in the application of theoretical, scientifically validated models of treatment and on a wide array of psychological disorders

Residents will manage a patient caseload throughout the entirety of the residency

### **Child, Adolescent and Family Specialization Objectives**

- To further understanding of accurate diagnosis of children within the influence of a dynamic family structure
- To enhance ability to identify the sequence of behaviors in individual and family functioning and intervene for therapeutic change
- To provide support and training to others on family therapeutic interventions and on the administration of neuropsychological, psychoeducational and psychological assessments of children and adolescents

Residents will involve themselves in behavioral interventions, psychotherapy, school involvement, and family therapeutic interventions. Also, they will complete the administration of neuropsychological, psychoeducational and psychological assessments of children and adolescents.

### **Alcohol and Substance Abuse Assessment, Diagnosis and Treatment Objectives**

- To gain a greater understanding of dual diagnosis patients and underlying pathology that serves to maintain substance abuse disorders
- To further enhance skills of group psychotherapy
- To enhance skill in utilizing strategies of intervention for substance abusing patients
- To gain further experience in teaching patients about the medical, psychological, and social implications of substance abuse
- To provide support and training to others in alcohol and substance abuse assessment, diagnosis and treatment

Residents will be able to participate in chemical dependency evaluations, drug/alcohol education classes, as well as outpatient and intensive outpatient substance abuse programs.

### **Mental Health Administration Objectives**

Includes involvement in the day-to-day operations, policy and procedure development, budget planning, program/service development, and staff oversight.

- To further develop leadership skills
- To gain a greater understanding of management/clinical structures
- To enhance skills in relation to employee development, enhancement, and management
- To gain a global understanding of how departments work together for the common good of the organization
- To prepare residents for the idiosyncrasies of administrating a mental health practice
- To engage in a scheduled and consistent community outreach program

### **Supervision Objectives**

Includes involvement in both group and individual supervisory roles as over the course of the residency year.

- To learn how to assess the developmental levels of supervisees and determination of what they require
- To further knowledge of transference and counter-transference issues
- To further leadership skills
- To understand and practice effective communication skills when problems arise with supervisees or within the supervisor/supervisee relationship

### Additional Training Opportunities

### **Domestic Violence Treatment Objectives**

- To learn the history of domestic violence and the Duluth Model of Training and Intervention
- To refine skills of group psychotherapy and communicating psychoeducational information
- To provide support and training to others in skills utilized in group psychotherapy

Residents will lead psychoeducational groups through a program of domestic violence intervention based upon the Duluth Model. The Family Violence Council, a division of the Lincoln Medical Education Foundation, accredits the Domestic Violence Program of NMHC.

### **Rural Behavioral Health Practice Objectives**

- To gain a greater appreciation for the diversity of culture in rural populations

- To gain a greater understanding of ethical principles of practice that may differ from traditional outpatient practice
- To provide support and training to others on typical modifications of intervention that are common to rural practice on providing psychological services in nontraditional settings

Residents will participate in the administration of mental health services including therapeutic interventions, psychological assessments, and community based interventions throughout the duration of the residency year.

### **Geriatric Mental Health Objectives**

- To further knowledge of degenerative brain diseases commonly found in long term care populations
- To become proficient at introductory behavioral psychopharm commonly used with the elderly
- To provide support and training to others regarding the specific needs of geriatric individuals and facilities and in planning effective strategies for intervention

Residents will interact with geriatric individuals in all phases of life including short-term rehabilitation to long -term care. Residents will provide therapeutic interventions throughout the duration of the training year and will complete assessments to identify appropriate level of care, consultations, behavior plans, medication recommendations and staff development starting the third quarter of the residency.

### **Developmental Disabilities Objectives**

- To increase knowledge about the symptoms, diagnosis and treatment of common developmental disorders
- To provide support and training to others on providing effective treatment plan strategies with individuals with developmental disabilities.

Residents will provide services to a wide variety of ages of individuals with diverse developmental disabilities. Psychological services provided are coordinated with the rehabilitative services provided by local residential and day treatment service programs.

### **Forensic Psychology Objectives**

Includes involvement with court ordered evaluations, child custody, commitment, parental assessments, competency to stand trial, mediation, risk assessments and other forensic services.

- To increase knowledge and skills related to psych/legal testimony and court practice
- To provide support and training to others on the use of psychometrics of assessment instruments of forensic psychology and how to format evaluations to be used in the court system

## Neuropsychology/Rehabilitation Objectives

Includes outpatient and inpatient assessments in all NMHC clinics in addition to long term care facilities, and area hospitals.

- To enhance understanding of neuroanatomy, neuropathology, and neurotransmitter function
- To increase knowledge regarding the most common neuropsychological symptoms associated with traumatic brain injury, neurodegenerative disorders, neurotoxic exposure, developmental disorders and more
- To provide support and training to others on the intricacies of neuropsychological tests and psychometric properties and including their limitations

## Training Resources

**Lee Zlomke, Ph.D.** is a licensed psychologist and serves as the NMHC Clinical Director, Director of Resident Training and one of the primary supervisors for the NMHC-PIP Program. He received his doctorate from the University of Nebraska-Lincoln. He has 25-plus years of experience in the provision of psychological services and providing professional leadership and training. Dr. Zlomke specializes in behavioral psychology and interventions for a wide array of clinical presentations. He has specialty in child/family, developmental disabilities and forensic psychology.

**Lisa Logsdon, Psy.D.** is a licensed psychologist and serves as a primary supervisor. Dr. Logsdon completed her doctorate at California School of Professional Psychology at Alliant University in San Francisco. She provides treatment and psychological evaluations at both the Lincoln and Fremont offices. She specializes in children and families, adolescents, autism spectrum disorders (particularly Asperger's Disorder), severe and persistent mental illness, and substance abuse treatment. Dr. Logsdon coordinates the services provided at the Fremont office.

**Sean Thomas, Psy.D.** is a licensed psychologist with several years of experience assessing and treating persons with sexual offending behaviors and dangerous aggressive behaviors. He has expertise and interests in neuropsychological assessment and treatment planning for persons with cognitive impairments. Dr. Thomas serves as a secondary supervisor with the NMHC-PRP.

**Natalie Swift, Psy.D.** is a provisionally licensed psychologist. She has expertise in developing helping relationships and specialized interventions with culturally diverse clients. Dr. Swift currently works with persons with developmental disabilities and co-occurring mental health challenges and forensic assessments of patient's with behavioral health disabilities.

**Cindy Miller, MA, PLP** is a provisionally licensed psychologist who served her internship at NMHC during the 2011-2012 year and is in her first year in the NMHC residency program. She received her doctoral degree in clinical psychology from Marshall University in Huntington, WV in December 2012. Her doctoral program emphasized training generalist practitioners equipped to deal with the unique challenges facing rural and under-served populations. Ms. Miller coordinates the services provided at the Beatrice office and also sees patients in the Lincoln and



Fremont offices. Ms. Miller has previous specialized experience in the diagnosis and treatment of traumatic brain injury and other neurologically based disorders. She has a specific research interests related to traumatic brain injury, non-epileptic seizures, and other neurological impairments.

**Jill Zlomke McPherson, MA, LIMHP**, is a Licensed Independent Mental Health Practitioner and graduated with a Masters in Educational Psychology-Community Counseling from the University of Nebraska in 2005. She began her career as a therapist at NMHC before serving as Treatment Coordinator at Excelsior Youth Centers in Aurora, Colorado and later Director of Outpatient Therapy for Pediatric Psychology Associates in Beatrice. Her areas of specialization include cognitive behavioral therapy, interpersonal relationships and healthy communications, PTSD, and general mental health services surrounding issues of depression, anxiety, and adjustment disorders.

### **Additional Training Resources**

The residency program utilizes NMHC's Practice Administrator to ensure all office, information technology, and other administrative responsibilities of the program are met. Additionally, NMHC's Quality Assurance (QA)/Credentialing Manager assists in assuring that program documentation and records' requirements are met, and monitoring clinical documentation, patient satisfaction and NMHC QA data.

To increase the diversity of professional theoretical orientations and experience, the residency program also employs adjunct faculty to lead didactic interactions and increase the resident's exposure to the complex professional interactions occurring as a full-time clinical psychologist (e.g., medical doctors).

### **Supervision**

Residents receive one (1) hour of scheduled, face-to-face individual supervision from their primary supervisor per week as well as clinical group supervision and residency group supervision adds to an overall total of 3-4 hours of supervision per week. Additionally, much of the work is initially accomplished alongside a supervisor, to address resident questions. Such activities as briefing and debriefing group therapy, team meetings, treatment and discharge planning conferences provide rich learning and supervisory experiences. Supervision will be flexible and oriented around the learning interests of the individual resident while ensuring that all basic professional competencies are achieved.

### **Didactic Training Activities**

Structured training is provided weekly during two (2) sixty minute scheduled trainings: (1) didactic training and (2) psychometric testing supervision/consultation.

Didactic training covers a broad spectrum of topics and serves to refresh residents on already familiar topics of clinical practice, provide new and more in-depth knowledge of material in the resident's repertoire and to furnish important information that is essential to the practice of

psychology, but not taught in the traditional graduate program. This material includes understanding managed care, business administration of clinical practice, multicultural issues, functional behavioral assessment, ethical consideration, patient and professional advocacy, etc. The resident will also be expected to lead various seminars of their choice.

Residents are provided the opportunity to provide psychometric testing supervision/consultation for interns covering a broad range of instruments, including neuropsych, cognitive, substance abuse, objective, projective, behavioral, development and adaptive instruments. In addition to instrument review, the schedule will include time allotted for review of testing data as needed.

Additionally, residents are provided the opportunity to lead a weekly professional study and professional issues group. This group will provide an opportunity to present an area of interest, support the development of psychology interns and residents, and develop the role of mentor.

## **Program Locations**

NMHC is a multi-site and multidisciplinary organization. The NMHC clinics (Lincoln, Beatrice and Fremont) are utilized for the residency program that covers eastern and southeastern Nebraska. In addition, the residents will provide services in hospitals, long-term and memory care facilities, residential treatment facilities and day treatment programs. Services are provided under the direction of the NMHC Clinical Director and Director of Resident Training.

A list of long-term and memory care facilities affiliated with NMHC include, but are limited to:

Lancaster Manor - Lincoln, NE	Legacy – Lincoln, NE
The Ambassador - Lincoln, NE	Milder Manor – Lincoln, NE
Wilber Care Center - Wilber, NE	Savannah Pines – Lincoln, NE
Beatrice Manor - Beatrice, NE	Gramercy – Lincoln, NE
Homestead House - Beatrice, NE	Tabitha - Lincoln, NE
Good Samaritan- Beatrice, NE	Tabitha Long Term Care –Crete, NE

Additionally, residents provide services for the following residential treatment facilities and day treatment programs:

Individual Life Choices (ILC) Residential & Day Treatment Services – Lincoln, NE  
Developmental Services of Nebraska (DSN) Residential Facilities – Lincoln, NE  
Labor Solutions Day Services – Lincoln, NE

## **Affirmative Action Policies**

NMHC takes affirmative action to assure fair and equitable treatment of all employees and applicants for training without regard to race, color, religion, national origin, age, gender, physical disability, or political affiliation. Affirmative action policies address, but are not limited to: recruitment, training, promotion, and termination.

## **Diversity Statement**

NMHC is sensitive and committed to the importance of diversity and the richness of human diversity. Services and training focuses on respectful and non-prejudicial treatment to people of all backgrounds. It is of utmost importance that NMHC promote the value and strength of diversity to all employees, applicants, trainees, and individuals served. As a clinical and training facility, NMHC is motivated to addressing issues of prejudice and discrimination and the influence of those issues on the lives of the individuals we encounter in practice and training.

## **Benefits and Stipends**

Salary is evaluated yearly. Residents are provided with malpractice insurance, prorated health insurance, employee assistance program benefits, paid holidays, paid vacation/personal leave and negotiable paid bereavement leave.

## **Application**

NMHC-PRP requires all applicants to have completed all doctoral degree requirements from an APA accredited program and completion of an APA or APPIC-member residency. Qualified applicants interested in the NMHC-PRP should provide the following information to receive consideration to enter the program:

1. The APPIC application form that was submitted for the internship year. No changes need to be made to this document. However, please include an additional document including detailed information of your internship experience as well as ideas for your career plans.
2. Personal Statement
3. An official transcript from graduate institutions
4. Three letters of recommendation
5. A signed consent granting faculty of the NMHC-PRP program to contact references and training directors of both graduate and internship programs. Please provide a list of these individual's names along with their mailing address, phone number, and email address.

Deadline for applications is February 15th. Selection is based upon quality of the application and level of fit between applicant's interest and NMHC-PRP goals and objectives. NMHC-PRP abides by all rules and regulations set forth by APPIC in regard to application for residency as well as the entire conduct of the program. Completed applications should be mailed to the attention of Lee Zlomke, Ph.D. at the Lincoln office with the following address:

Nebraska Mental Health Centers  
Attn: Dr. Lee C. Zlomke, Training Director  
4545 South 86th Street  
Lincoln, NE 68526