



# **NATIONAL ALLIANCE**

for Eating Disorders

[www.allianceforeatingdisorders.com](http://www.allianceforeatingdisorders.com)

4400 North Congress Avenue #100  
West Palm Beach, FL 33407

## **NATIONAL ALLIANCE FOR EATING DISORDERS POSTDOCTORAL FELLOWSHIP TRAINING PROGRAM**

# ABOUT THE PROGRAM

FELLOWSHIP YEAR  
**SEPTEMBER  
2021-2022**

## Training Program Provided

The Alliance Postdoctoral Fellowship is a unique program that offers Fellows, who have completed their graduate education, predoctoral psychology internship, and received their doctoral degree prior to the fellowship, the opportunity to work with individuals with eating disorders. Outpatient Postdoctoral Fellows will work with adults and families who are dealing with Anorexia Nervosa (AN), Bulimia Nervosa (BN), Binge Eating Disorder (BED), Avoidant/Restrictive Food Intake Disorder (ARFID), and Other Specified Feeding or Eating Disorders (OSFED), which includes subclinical eating disorders and atypical eating disorders (e.g., exercise bulimia, purging disorder, etc.). The program offers training for the conditions that are seen in patients co-occurring with eating disorders (including, but not limited to, substance abuse/dependence, trauma, personality disorders, anxiety disorders, mood disorders, and dissociative identity disorder), which contribute to the existence of the eating behaviors.

Postdoctoral Fellows will be involved in individual therapy, family therapy, group therapy, couples therapy, support groups, weekly didactics, and working with a multidisciplinary team. Postdoctoral Fellows will also provide presentations in the community to professionals and community members. Postdoctoral Fellows will offer supervision to non-clinical interns as well. Fellows will also learn about, and be involved in, working with a non-profit organization including, but not limited to, events, fundraising, community training, advocacy, and other activities.

# APPLICATION PROCESS AND REQUIREMENTS

FELLOWSHIP YEAR  
**SEPTEMBER  
2021-2022**

As part of the application process, applicants are expected to submit:

1. A letter from the director of the graduate program stipulating that, by the start date of the Postdoctoral Fellowship Program, applicant has completed all requirements for their doctorate and will graduate
2. Verification and Eligibility of Readiness Letter from the predoctoral internship training director to begin a fellowship program
3. A current curriculum vita
4. Three (3) letters of recommendation from clinical supervisors sent under separate cover to [jhendelman@AllianceforEatingDisorders.com](mailto:jhendelman@AllianceforEatingDisorders.com)
5. Official transcripts
6. Written work sample completed in the last 2 years, preferably during internship.
7. Letter of interest

Successful applicants will have experience in the field of Clinical or Counseling Psychology and preferably have experience with the treatment of eating disorders. They must have finished all requirements to complete their doctorate by the beginning of the Fellowship.

National Alliance for Eating Disorders Postdoctoral Fellowship application may be obtained via [AllianceforEatingDisorders.com](http://AllianceforEatingDisorders.com) or from Dr. Hendelman at [jhendelman@AllianceforEatingDisorders.com](mailto:jhendelman@AllianceforEatingDisorders.com). The applicant must demonstrate excellent potential for being a creative and productive team member and work well with the National Alliance for Eating Disorders. Although the fellowship is for 13 months, fellows are able to consider a two-year fellowship (not required). Decisions for two-year fellowships are made by the 5th month of the first fellowship year.

Applicants must have completed all requirements for the doctoral degree before beginning their postdoctoral training, and that they must have received the doctoral degree from an APA/CPA accredited program. Including an APA/CPA-accredited internship.

## INTERVIEW PROCESS

The Alliance prides itself on being a unique training program. As an applicant reaches the interview process, they will be given the option to join The Alliance for an all-day interview, either in-person or virtual.

### In-person Interview Process

If an applicant has chosen to do an in-person interview they are required to have a negative COVID test with results no earlier than 72 hours prior to their arrival onsite.

As part of an in-person interview, The Alliance will cover the cost for both lunch and dinner on the interview day. All other travel expenses will be the responsibility of the applicant.

We ask that all applicants wear masks and maintain physical distance at all times while on the premises unless they are vaccinated.

During the onsite interview, the applicant will meet with different staff members for interviews, participate in both lunch and dinner with staff, do a walk-through of the training space, and attend an Alliance support group.

We encourage applicants to choose this option, if they are able, in order to get a better understanding of the training site, curriculum, and to meet those they will be working with during their training.

### Virtual Interview Process

If an applicant has chosen to do a virtual interview they will receive information on the different interviews, meetings, and other events throughout the day, as well as the links to join.

During the virtual interview, the applicant will meet with different staff members for interviews, participate in a virtual lunch with staff, do a virtual walk-through of the training space, and attend a virtual Alliance support group.

We understand that joining in person for an interview may not be an option for all applicants. The decision will not be swayed based on the method of interview and the process is designed to be similar in both virtual and in-person.

### COVID Guidelines

The Alliance is a forward-facing healthcare non-profit organization. Psychological Services (the training site) and the Postdoctoral Fellows who are in training will see patients in person.

As part of the employment process, we require all employees hired to be vaccinated prior to starting their first day. Additionally, all patients are required to either wear a mask and maintain physical distance, unless vaccinated, while on premises.

# TRAINING PHILOSOPHY AND MODEL

In accordance with the Academy for Eating Disorders (AED), evidence-based medicine should be applied resulting in a strong research-practice integration in the field of eating disorders. To this end, the latest research will be addressed in treatment decision making.

The training program uses a practitioner-scholar model with training being sequential, cumulative, and graded in complexity. It is important that training be based on the development of competencies. The Fellow will begin at their individual competency and comfort level and will take on more responsibility as they are able to. The schedule can be revised as the needs of the Fellow changes. They will be expected to perform with increasing autonomy, using increasingly complex skills, critical thinking, and skillful reflection with confidence as the year progresses. Fellows may expect a collegial atmosphere with quality supervision and mentorship.

# Goals, Objectives, and Competencies

**Training Aims:** The National Alliance for Eating Disorders Postdoctoral Fellowship is dedicated to developing competencies in seven areas of professional practice.

**Aim 1:** Fellows will achieve competence in the area of Evidence-Based Practice in Intervention at the independent practice entry level.

**Competencies expected:**

1. Case conceptualization that integrates clinical information
2. Treatment planning with appropriate and reasonable treatment goals
3. Development of therapeutic alliance with sensitivity to diversity
4. Effective and flexible therapeutic skills tailored to the individual
5. Ability to recognize a crisis and intervene as appropriate within Florida laws
6. Ability to coordinate care with treatment team and make appropriate referrals

**Aim 2:** Fellows will achieve competence in the area of Ethical and Legal Standards at the independent practice entry level.

**Competencies expected:**

1. Awareness and adherence to APA ethical guidelines, Florida Statute 490, and professional standards
2. Demonstration of adherence to ethical guidelines and professionalism

**Aim 3:** Fellows will achieve competence in the area of interprofessional and Interdisciplinary Consultation and Supervision at the independent practice entry-level.

**Competencies expected:**

1. Able to effectively communicate psychological information about patients, assessment, and intervention to colleagues, trainees, and professionals from other disciplines
2. Demonstration of participation and leadership as part of a treatment team during group supervision and staffings
3. Demonstration of participation and leadership as part of the patient treatment team made up of many disciplines
4. Contribute to a comfortable and safe atmosphere in supervision allowing for sensitive issues and self-awareness that can impact the therapeutic process
5. Complete and timely clinical documentation
6. Effective case management with appropriate communication with team members and supervisors
7. Understanding of theories and methods of supervision and consultation
8. Demonstration of participation and leadership as part of the National Alliance for Eating Disorders
9. Demonstration of participation and leadership in advocacy.

**Aim 4:** Fellows will achieve competence in the area of Individual and Cultural Diversity at the independent practice entry level.

**Competencies expected:**

1. Demonstration of sensitivity to issues of ethnicity, religion, culture, gender, sexuality, and other aspects of diversity in assessment, treatment, consultation, and supervision
2. Willingness to self-educate as needed when working in diversity area not encountered previously

**Aim 5:** Fellows will achieve competence in the area of Communication and Interpersonal Skills at the independent practice entry level.

**Competencies expected:**

1. Provide clear and effective written communication
2. Present information to audiences in accordance with developmental stage or professional standing as needed
3. Able to develop a presentation in accordance with developmental stage or professional standing as needed
4. Respectful and professional interpersonal skills

**Aim 6:** Fellows will achieve competence in the area of a Professional Identity as a Psychologist at the independent practice entry level.

**Competencies expected:**

1. Seek consultation/supervision as needed and respond with constructive thoughtful action
2. Recognize personal characteristics and how they impact clinical work
3. Be able to articulate own growth and competence as a psychologist
4. Interact effectively and tolerantly with staff and colleagues
5. Be accountable, dependable, and responsible
6. Maintain good time management and efficiency of completing work
7. Actively participate in seminars/didactics

**Aim 7:** Fellows will achieve competence in the area of the Treatment of Eating Disorders.

**Competencies expected:**

1. Develop an understanding of the complexity of working with eating disorders
2. Awareness of the need for competency in many areas including, but not limited to, trauma, personality disorders, mood disorders, anxiety disorders, and substance abuse.
3. Develop comfort working with other disciplines as a treatment team and the need for frequent communication
4. Awareness of the impact of eating disorders on physical wellness and vice versa
5. Gain understanding of the intricacies of the referral process and levels of care
6. Begin the process of certification for working with eating disorders (IAEDP)
7. Develop comfort working with eating disorder patients and the strategies used

# EVALUATIONS

## EVALUATION OF THE FELLOWS

Fellows can expect to receive ongoing formal and informal feedback throughout the training year. Feedback is given by the Clinical Director and all other supervisors. Through the ongoing feedback, problem areas are identified, discussed, and addressed as soon as possible.

Self and supervisor report measures are used throughout the year to provide objective feedback to fellows.

## SELF-ASSESSMENT

This is completed at the start of the training year providing a baseline self-report measure of the Fellow's general knowledge and proficiency levels in many different training domains as outlined in the program aims. Fellows are asked to evaluate their strengths and weaknesses and discuss them with the Clinical Director and Training Supervisor. Further, the Fellow is asked to evaluate their experience in working with eating disorder patients.

## PROGRAM EVALUATION

Fellows are asked to complete an anonymous formal evaluation of the supervision and training they received. This takes place at the midpoint and end of the year. Upon completion of the program and one year after completion, Fellows are asked to complete an evaluation of the overall training program. Suggestions for change and improvement are encouraged to continue to develop the fellowship program.

# EVALUATIONS

## POSTDOCTORAL FELLOW EVALUATION

There will be a formal evaluation at the midpoint and end of the training year by the Clinical Director. These evaluations assess the Fellow's performance on each of the program's aims and competencies.

All of the Fellow's supervisors provide the Clinical Director with feedback about their performance. Additionally, staff working directly with the Fellows are asked to give verbal feedback on their experiences working with the Fellow to the Clinical Director. The Clinical Director integrates and synthesizes this feedback and prepares one master composite evaluation, which is presented to the Fellow at the midpoint and end of the year.

To successfully complete The Alliance Postdoctoral Fellowship, each Fellow must achieve a satisfactory level of competence in all competency areas. On the mid-year evaluation, Fellows are expected to receive a "Minimal supervision needed/Fellow mid-placement level" on each competency. If competencies are not met at the minimum rating level on the mid-year evaluation, a remediation plan will be implemented. On the end-year evaluation, Fellows are expected to receive a "Supervision rarely needed/Independent practice entry-level" on all competencies. If competencies are not met at the minimal rating level at the end of the year, Fellows will be terminated or may be recommended for another appropriate action, as determined by the program staff.

Fellows can expect to receive ongoing formal and informal feedback throughout the training year. Feedback is given by the Clinical Director and all other supervisors. Through the ongoing feedback, problem areas are identified as soon as possible. Problem areas addressed may include but are not limited to: not completing the necessary paperwork, including charting, letters; not communicating with therapy team members; lateness or excessive unexplained absences, breach of confidentiality; dual role relationships; lack of follow-through with supervisor recommendations regarding patient care, therapeutic interactions, etc. The fellow will be counseled regarding issues at hand and recommendations made. Depending on the nature and severity of the offense, due process may be initiated immediately (e.g., sexual intimacy with a patient), or for other issues a plan of supervision and recommendations will be made (e.g., paperwork issues) including the date at which the issue(s) need to be resolved. For these less immediate issues, the supervisor will check in with the fellow at least weekly regarding the necessary changes needing to be made. If the fellow is unable to make the necessary changes or does not make the changes by the deadline set (with no extenuating circumstances) then due process will be initiated.

# FELLOW PERFORMANCE POLICY AND DUE PROCESS

Although The Alliance follows Florida State law of at-will employment, we do everything to ensure a just process for all fellows and have implemented a due process procedure in the circumstance that a fellow is in jeopardy of not meeting the program's standards.

**Any of the following will be considered specific indications of unsatisfactory Fellow progress or performance requiring the initiation of due process procedures. Difficulty with any area may result in termination of the Fellow from The Alliance's Fellowship training program:**

- Failure to achieve satisfactory competence in clinical responsibilities per the program's goals, objectives, competencies, and training requirements, including, but not limited to: documentation, provision of psychotherapy, understanding of eating disorders, and maintenance of appropriate therapeutic relationships with patients.
- Ethical violation(s) of the American Psychological Association's current Ethical Principles of Psychologists and Code of Conduct (<http://www.apa.org/ethics/code/>). Multiple relationships are considered an especially sensitive area of ethical concern.
- Failure to meet basic workplace standards for Alliance personnel, including, but not limited to: excessive absences, failure to keep appointments, excessive tardiness, and coming to work under the influence of substances.

# Due Process Procedures

1. Fellow performance will be monitored continuously via supervision with The Alliance's clinical staff. Supervisors will maintain communication with The Alliance's Clinical Director regarding Fellows' progress and performance. Performance will be formally evaluated twice during the fellowship year: at midterm and at the end of the year. A written evaluation will be provided by the Clinical Director to the Fellow.
2. If at any time a supervisor observes substantial deficiency, lack of progress, or poor performance, they shall immediately report this to the Clinical Director. If the Clinical Director feels that the concern constitutes conduct unacceptable for a Fellow, they shall request that the supervisor place his/her concerns in writing within 5 days.
3. On receipt of the supervisor's written concerns, the Clinical Director will solicit additional information as necessary to determine the extent of deficiency, lack of progress, or poor performance. The Clinical Director will call a meeting with the Fellow to initiate a period of fact-finding. This process may include, but is not limited to: interviewing other supervisory staff familiar with the Fellow's work; reviewing chart documents which might be relevant to assessment of conduct, progress, or performance; interviewing non-supervisory staff; and, if necessary, interviewing any Alliance patients who may have information pertinent to the Fellow's conduct. During this investigative process, the fellows can provide responses to the issues brought forth in the due process. This process is not to exceed two weeks.
4. Upon completion of this fact-finding process, the Clinical Director and The Alliance's CEO shall meet again for consultation within 10 business days. Within 2 weeks the fellow will be notified of the outcome. Three (3) possible decisions may result from this consultation:
  - a. Continue to monitor the Fellow's work closely in supervision and increase level of supervision as needed for 60 to 90 days.
  - b. Institute a period of probation for the fellow for 60 to 90 days, which will include:
    - a remediation plan,
    - modification of the Fellow's duties, if appropriate, and
    - stipulation of length of probation and development of a schedule to review Fellow progress on the remediation plan.
  - c. Terminate the Fellow, with a proposed date of termination.
5. In the event of a recommendation to terminate the Fellow, all efforts will be made to ensure quality and continuity of care to the Fellow's patients. Until the effective date and time of termination, the Fellow is still considered an Alliance Fellow and is expected to behave according to The Alliance's training requirements/policies and the APA Code of Conduct.
6. In the event of a recommendation for probation, the Clinical Director and the CEO shall meet to review the Fellow's progress according to the established schedule of 60 to 90 days. If at the end of the probationary period the Fellow is performing satisfactorily, they shall be informed that the period of probation is concluded. If at the end of the probationary period the terms of probation have not been met, the Clinical Director, with input from the CEO, may recommend termination or another appropriate action.
7. If the Fellow wishes to formally appeal any action taken by the Clinical Director, the Fellow must, within five (5) working days of receipt of the Clinical Director's decision, inform the Clinical Director, in writing, of such an appeal. When an appeal is made, the Fellow must provide the Clinical Director in writing with information supporting the Fellow's position or concern. Within five (5) working days of receipt of this notification, the Clinical Director will convene a hearing in which the appeal is heard and relevant material is presented. The Fellow has the right to hear all facts and to dispute or explain the performance concerns. The following attendees will be asked to attend the hearing: the Fellow complainant, Clinical Director, The Alliance's CEO, and at least two other clinical supervisors at The Alliance's Psychological Services. The Hearing Committee will review all material presented and has the authority to render a final decision regarding the Fellow's status/recommendations. The Hearing Committee must notify the Clinical Director of their final decision in writing within three (3) days of the hearing. The Clinical Director will then notify the Fellow what action is to be taken within 3 days.

# GRIEVANCE POLICY FOR CLINICALLY RELATED ISSUES

## **Policy:**

The Alliance for Eating Disorders Awareness gives serious attention and consideration to all postdoctoral fellow grievances and attempts to establish appropriate resolutions. All fellow grievances are subject to a period of hearing and fact-finding. Fellows will not be discriminated against, harassed, intimidated, or suffer any reprisal as a result of filing a grievance or participating in the investigation of a grievance. The process mentioned below is to be used for general and/or specific grievances such as complaints about evaluations, supervision, stipends/salary, harassment, etc. Any non-typical grievance will be dealt with on a case-by-case basis. In most cases, the Operations Manager will be the Human Resources representative responsible for assisting the Clinical director in the grievance process. At times, based on the grievance's severity the CEO may also be involved in the process.

## **Procedures:**

If possible, fellows should attempt to resolve the problem promptly and informally with the Clinical Director. If an informal solution cannot be reached, fellows may present a formal grievance in the following manner:

### **Step 1: Initiation of the grievance procedure**

A fellow with a grievance shall first bring this grievance to the attention of the Clinical Director to alert them of the need to address a grievance. The Clinical Director should always be notified in writing by the fellow that a grievance exists and needs to be addressed. In the event that the fellow's grievance directly involves the Clinical Director, the fellow should bring the grievance to The Alliance CEO. In such cases, the CEO serves in the capacity of the Clinical Director in this process.

### **Step 2: Hearing Process**

A face-to-face meeting between the fellow and the Clinical Director shall be held within three (3) working days of the fellow's report of a grievance. If the fellow believes the grievance has been resolved after this meeting, then the fellow should inform the Clinical Director and Operations Manager of this fact in writing. If, after the meeting between the fellow and the Clinical Director, the fellow believes the grievance issue has not been resolved, the below procedure should be pursued.

### **Step 3: Next Level of Review**

The fellow must report the fact of an unresolved grievance to the Clinical Director who shall then report to The Operations Manager. The Clinical Director and the Operations Manager shall then meet within five (5) working days to propose a resolution to the grievance. Once such a resolution has been developed, it will be presented to the fellow in a meeting with the Clinical Director, which will occur within three (3) working days after the meeting with the Operations Manager.

If the fellow finds the proposed resolution to the issue is acceptable, this fact shall be signified by the fellow in writing and filed with the Clinical Director. If the proposed resolution to the issue is NOT acceptable to the fellow, this fact shall be communicated by the fellow in writing.

This policy gives fellows certain rights. It also obliges them to follow the grievance procedure when a problem arises. Fellows are encouraged to avail themselves of this policy if problems arise and avoid malicious discussions or conversations with coworkers, trainees, and volunteers to prevent the spreading of rumors.

# Competancy and Objective Archiving Activities

The National Alliance for Eating Disorders and The Alliance's Psychological Services will provide fellows with two weeks of intensive orientation and training at the beginning of the training year to address clinical and administrative procedures as well as significant mental health/eating disorder topic review. Fellows will receive information regarding The Alliance's policies and procedures, a review of the clinical interview/intake process, and a review of the client-centered model. All fellows will receive, in writing, all relevant Alliance policies, including emergency procedures and grievance procedures.

Fellows' duties include providing psychotherapy in individual, group, and family/couples formats, as well as intake, interviewing, outreach, psychological testing, and program development services. Fellows have the opportunity and freedom to pursue personal interests coinciding with The Alliance's goals and objectives. Fellows are expected to contribute to the educational workshops presented at/by The Alliance in a way consistent with their personal interests and goals.

Opportunities are available to experience many different types of groups and individual patients who have eating disorders. Fellows will provide psychotherapy as group leaders, family, marital and individual therapists. Fellows will be able to enhance their skills through weekly training and supervisory meetings. Fellows spend at least one hour weekly in supervision and training focused on group work.

Fellows are encouraged to gain experience in the administrative process and working in a non-profit setting. They are encouraged to explore and assume responsibilities as program planning and development, grant-writing, fund-raising, community education, and consultation with patients, families, and professionals via phone, email, and face to face.

# TRAINING ACTIVITIES

## INDIVIDUAL SUPERVISION

Fellows receive a minimum of two (2) hours of weekly face-to-face individual supervision. This is routinely supplemented by other discussions after professional activities including, but not limited to, professional presentations at schools or with community professionals by supervisors or other fellows as appropriate.

- Clinical Director who does biweekly supervision is a licensed psychologist
- Clinical Director qualifications/responsibilities
  - i. Doctorate in psychology
  - ii. Completion of an internship in clinical or counseling psychology
  - iii. Licensure under Florida Statute 490 as “Psychologist”
  - iv. Knowledge and experience in the activities to be supervised
  - v. Responsible to complete Fellow evaluations with verbal feedback from all other supervisors and staff of The Alliance
  - vi. Supervises administrative issues (e.g., time off, etc.)
- All individual supervision and group supervision will be done by licensed psychologist.
- Primary Training Supervisor: Monitors achievement levels of Fellow performance, productivity, and activity (e.g., hours, number of intakes, attendance at didactics, etc.) and coordinates with all other clinical and Alliance staff
- Secondary supervisors may include Psychologists, Marriage and Family Therapists, Mental Health Counselors, Dietitians, and/or Alliance Staff

## GROUP SUPERVISION

Fellows meet as a group at least one (1) hour per week with the Clinical Director and Head Training Supervisor for supervision on clinical and administrative issues. Other group supervision will also take place following support groups, therapy groups, case staffings, etc. Fellows will receive extra supervision on complex cases or issues from the Clinical Director and /or other supervisors, as needed.

Fellows will attend group supervision with Individual Support Group facilitators for one (1) hour per month and with Family and Friends Support Group facilitators for one (1) hour per month.

## SUPERVISION OF NONCLINICAL INTERNS (WHEN AVAILABLE)

Fellows will offer supervision to nonclinical intern(s) each week. Fellows receive guidance and feedback during supervision with the Clinical Director regarding their supervision of the nonclinical intern(s).

## GROUP THERAPY AND SUPPORT GROUPS

Group therapy has been shown to improve response to treatment of eating disorders. Group assignments reflect a deliberate effort to expose the Fellow to different types of experiences with different groups and different group leaders. Development of new groups by the Fellow is possible and encouraged.

# TRAINING ACTIVITIES

## **SEMINARS AND CASE CONFERENCES (ATTEND 1-2 HOURS PER WEEK, PRESENT AT LEAST 2 PER YEAR):**

Fellows spend a minimum of 50 hours per year attending didactic seminars designed to expose the Fellow to a broad range of theories, techniques, and issues of relevance to the practice of professional psychology. The majority of seminars are provided onsite or virtually by professional staff and invited guests who are experts in a specialized area of psychology. Fellows are required to give a one-hour presentation on a therapy case and a one-hour presentation on an area of interest that they have delved deeper into regarding the research and implications for practice. One further presentation will be their choice with the approval of the Clinical Director.

## **COMMUNITY SERVICE**

Fellows will be expected to speak in the community to various groups about some aspect of eating disorders and related issues. Fellows may also get involved in community groups with approval by the Clinical Director.

## **PROGRAM DEVELOPMENT AND MANAGEMENT (MAXIMUM OF 1 HOUR PER WEEK):**

Within the realm of program development and management, contributions and involvement may be arranged according to personal interest and skills. From time-to-time, Fellows have the opportunity to develop programs designed to meet the needs of specific groups in the community. The Alliance has numerous programs that involve acquiring grants and offers Fellows opportunities to hone skills in grant writing and program evaluation. Fellows have the opportunity to participate in various aspects of management of a nonprofit agency, including sitting on various committees.

## **SPECIAL PROJECTS (MAXIMUM OF 1-2 HOUR PER WEEK) 1 PROJECT PER YEAR**

Each Fellow has the opportunity and freedom to pursue personal interests in relation to The Alliance's mission and goals. These special projects can be as varied as the Fellow's interests, including pursuit of research at The Alliance.

## **INVOLVEMENT IN NOT-FOR-PROFIT ACTIVITIES OF THE ALLIANCE**

Each Fellow is required to be involved in various Alliance activities throughout the year including, but not limited to, The Alliance Walk(s), Fundraising Events, advocacy, etc.

## **PROFESSIONAL PSYCHOLOGICAL SERVICES**

During the fellowship, the time spent on professional psychological services will be broken up into about fifty percent individual therapy, and less than fifty percent on group therapy/skills groups (DBT Emphasis), Group Therapy: Acceptance and Commitment Therapy and Eating Disorders Virtual Support Group/Individual or Family and Friends

# THE ALLIANCE POSTDOCTORAL TRAINING STAFF



## Director(S)



**Joann Hendelman, PhD, MA, BSN, RN,  
FAED, FAPA CEDS-S, CEDRN**  
Clinical Director

## Supervisors



**Mark Krontorad, LMFT**  
Head Training  
Supervisor



**ALLISON WEISER, PSYD, MS**  
Postdoctoral Advisor



**Ashley Chin, PsyD**  
Training Supervisor  
and Support Group,  
Presenter



**Lisa Delaney, RD, MS, CEDRD**  
Nutrition Group Leader and  
Nutrition Therapy Advisor



**Gillian Bush, PsyD**  
Training Supervisor and  
Support Group, Presenter

# THE ALLIANCE POSTDOCTORAL TRAINING STAFF



**Joann Hendelman, PhD,  
MA, BSN, RN, FAED, FAPA  
CEDS-S, CEDRN  
Clinical Director**

Dr. Joann Hendelman (She/Her) is the Clinical Director of the National Alliance for Eating Disorders. She is also Clinical Director of The Alliance Psychological Services which provides therapy for those who are uninsured or underinsured, those who historically have not had access to care. The program is staffed by Postdoctoral Fellows under Dr. Hendelman's supervision. Dr. Hendelman also trains and supervises Alliance Support Group Facilitators and groups that are currently held across the country.

Dr. Hendelman is the author of "Eating Disorders: A Maladaptive Coping Mechanism," in Stress in the Modern World, published 2017. Dr. Hendelman has spoken on many areas of eating disorders to professional and lay audiences nationally and internationally since 1981.

Dr. Hendelman is a licensed Clinical Psychologist and Registered Nurse. Dr. Hendelman is a Fellow in the Academy for Eating Disorders (FAED) and a Fellow in the American Psychological Association (FAPA). She is a Certified Eating Disorders Specialist (CEDS), a Certified Eating Disorders Registered Nurse (CEDRN), and an iaedp Approved Supervisor for those seeking certification. Dr. Hendelman maintains a private practice in West Palm Beach, Florida.



**Mark Kruntorad, LMFT  
Head Training  
Supervisor**

Mark Kruntorad (He/His) is the Training Supervisor for Psychological Services of the National Alliance for Eating Disorders. He brings with him over thirty years of experience as a licensed psychotherapist specializing in eating disorders work and marriage and family therapy. Mark is also a licensed supervisor for the state of Florida. He has been supervising and training future psychotherapists for over twenty-five years.

Mark received his Bachelor's degree in Psychology from Covenant College and his Master's degree in Marriage and Family Therapy from Reformed Theological Seminary.

Mark is a native Floridian, but you will find him hiking in the mountains at every opportunity.



**ALLISON WEISER,  
PSYD, MS  
Postdoctoral Advisor**

Dr. Allison Weiser (She/Her) is the Education and Resources Manager and Postdoc Advisor at The Alliance and a licensed Clinical Psychologist. She earned her Masters's and Doctoral degree in Clinical Psychology from Nova Southeastern University. Dr. Weiser completed two years of post-doctoral residency at The Alliance's Psychological Services. During the time, she gained experience in providing evidence-based psychotherapies and administering psychological evaluations to a wide range of diverse individuals and families across the lifespan. Dr. Weiser's passion for the prevention and treatment of eating disorders was solidified during her time at Psychological Services and at a South Florida hospital, where she worked as a member of the multidisciplinary eating disorders treatment team. Dr. Weiser also has a special interest and specialized training in the treatment of obsessive-compulsive and related disorders. Dr. Weiser looks forward to continuing to advocate for all individuals experiencing eating disorders, providing education to community members and providers, and connecting individuals/families to treatment. In addition, she maintains a private practice in West Palm Beach, Florida. When not working, you can find Dr. Weiser at the beach.

# THE ALLIANCE POSTDOCTORAL TRAINING STAFF



**Ashley Chin, PsyD**  
Training Supervisor  
and Support Group,  
Presenter

Dr. Ashley Chin received specialty training while in graduate school under eating disorder professionals, working at the University of Illinois at Chicago in the Eating Disorder Clinic. She completed my internship within the Eating Disorder Partial Hospitalization Program at Alexian Brothers Behavioral Health Hospital in Illinois. She worked as a postdoctoral fellow at Insight Behavioral Health Centers, in their adolescent IOP and adult residential program, working primarily with eating disorders. Currently, D. Chin provides outpatient eating disorder services to clients in need, and also treat individuals struggling with co-morbid self-injury, personality issues, trauma, and anxiety/depression.



**Lisa Delaney, RD,  
MS, CEDRD**  
Nutrition Group  
Leader and Nutrition  
Therapy Advisor

Lisa Delaney is a registered dietitian and licensed nutritionist with more than two decades of experience serving all ages from infancy to -100. Her private practice originally was established in New York and continued in South Florida after her relocation in 1999. She maintains offices in Boca Raton and the Aventura/North Miami Beach areas. Lisa is a Masters-degreed nutrition expert certified (CEDRD) for helping those with eating disorders and she promotes a unique, non-diet strategy for eating. Focusing on the hunger/satiety aspects of each client's eating, her approach effectively treats people with weight issues as well as improving medical conditions that are both chronic and acute in nature.



**Gillian Bush, PsyD**  
Training Supervisor  
and Support Group,  
Presenter

Dr. Gillian Bush is a licensed Florida Psychologist and has a private practice in Palm Beach Gardens. Dr. Bush treats individuals, couples and families and specializes in work with anxiety and eating disorders.

Dr. Bush received her bachelor's degree from Boston College, a master's degree from Teacher's College, Columbia University and her doctoral degree in Clinical Psychology from Nova Southeastern University in Ft. Lauderdale, Florida. She completed her pre-doctoral internship and post-doctoral residency at The Renfrew Center of Coconut Creek, a residential treatment facility for adult and adolescent women diagnosed with eating disorders.

Dr. Bush has been actively involved with The Alliance for years, co-leading one of their weekly gender inclusive support groups and volunteering at many of their events. Dr. Bush is passionate about community outreach and education, helping to increase education about eating disorders and mental health issues as well as demystifying the treatment process.

# Site and Resources Info

The National Alliance for Eating Disorders Psychological Services is located on the first floor of a small office building at 4400 North Congress Avenue, Suite 100 in West Palm Beach, Florida. The office building, situated in an office park off of two secondary roads, also houses other nonprofits on the upper floors. Psychological Services (PS) shares an office with The Alliance executive offices with PS on one side of the office and The Alliance on the other. The offices are brand new after The Alliance needed to enlarge their offices due to the growth of services (2021). PS is an outpatient site that includes a waiting area for patients, individual offices for Postdoctoral Fellows and staff, two group rooms, and library space. There are extra offices available for family therapy, nutrition support, etc. Therapy at the National Alliance for Eating Disorders Psychological Services is provided to ensure that residents of Palm Beach County and surrounding counties have access to quality eating disorder-focused, outpatient treatment. The Alliance's Psychological Services fills the gaps in the availability of psychological care for those with eating disorders in the area who lack the resources needed to obtain care. Support groups, an integral part of the eating disorders treatment, are held in-person at the training site and virtually and have been ongoing at The Alliance for many years. Anyone can attend the support groups free of charge including patients from Psychological Services and/or people from the community.

West Palm Beach, the largest city in Palm Beach County, is part of South Florida. It is 70 miles north of Miami and 170 miles south of Orlando, Florida. West Palm Beach's subtropical climate and great beaches make it a wonderful place to live. The population is about 111,000 covering 57.69 square miles. Tourism is the basis of West Palm Beach's economy with manufacturing (including jet and rocket engines), high technology industries, and citrus also being important. The area has a large retiree population. The Port of Palm Beach is one of the busiest ports in the state. Palm Beach County leads the nation in the production of sugar and sweet corn. Eighteen percent of all sugar in the United States is produced here. The county is also the leading producer in the state of rice, bell peppers, lettuce, radishes, Chinese vegetables, specialty leaf, and celery. There are a number of colleges and universities in the area offering undergraduate and graduate degrees and vocational and technical training. The population includes residents who are white, black and Hispanic or Latino, and Asian of varying socioeconomic levels. Palm Beach County is often referred to as "The Golf Capital of Florida" with more than 150 public and private golf courses. It is the Spring Training home of the Florida Marlins and St. Louis Cardinals, who train at Roger Dean Stadium in Jupiter, and the Houston Astros and Washington Nationals who train at the Ballpark of the Palm Beaches in West Palm Beach.

# Fellows Second Year

Fellows who choose to do a second-year postdoctoral fellowship report that they are eager to get further superior supervision than they have experienced before in their training. They also report wanting to work towards a greater comfort level in the therapy session with continued experience. The second-year postdoctoral fellowship affords further training in a very complicated and all-encompassing illness. Eating disorders are lethal psychiatric illnesses and physical illnesses. Most patients experience multiple co-occurring illnesses including personality disorders, dissociative identity disorder, substance use disorders, etc. which in themselves are difficult to treat and complicate the care of someone experiencing an eating disorder. Although the first-year postdoctoral fellow graduate has advanced to the stage of independent practice, the second year allows them to go much further in their knowledge base and confidence levels. They also have greater comfort working with other professionals and in community outreach and education. The second year of supervision by an iaedp Approved Supervisor (Dr. Joann Hendelman, Clinical Director) also allows the second-year graduate to complete their iaedp Certified Eating Disorders Specialist (CEDS) designation soon after graduation which assists in job placement and insurance coverage.

# Licensure Methods and Requirements

**THE NATIONAL ALLIANCE FOR EATING DISORDERS POSTDOCTORAL FELLOWSHIP MEETS ALL REQUIREMENTS OF FLORIDA LAW 490, PSYCHOLOGY LICENSURE**

## EXAMINATION

This method means the educational and supervised experience requirements for licensure are complete at the time of application. The national Examination for Professional Practice in Psychology (EPPP) and the Florida Laws and Rules examination must be taken and passed prior to licensure.

## EXAMINATION WITH WAIVER

This method means the educational, supervised experience and EPPP examination requirements for licensure are complete at the time of application. The EPPP must have been passed with a score acceptable to Florida. The Florida Laws and Rules examination must be taken and passed prior to licensure.

## BIFURCATION/EXAMINATION

This method means the educational requirement for licensure has been completed, but the post-doctoral supervised experience will not be complete at the time of application. Applicants under this method are able to proceed with sitting for the required examinations while completing the experience requirement. Verification of the post-doctoral supervised experience and passage of the EPPP and Florida Laws and Rules examinations will be required prior to licensure.

## BIFURCATION/EXAMINATION WITH WAIVER

This method means the educational and EPPP examination requirements have been completed, but the post-doctoral supervised experience will not be completed at the time of application. The EPPP must have been passed with a score acceptable to Florida. Applicants under this method are able to proceed with sitting for the Florida Laws and Rules examination while completing the experience requirement. Verification of the post-doctoral supervised experience and passage of the Florida Laws and Rules examination will be required prior to licensure.

# Licensure Methods and Requirements

**THE NATIONAL ALLIANCE FOR EATING DISORDERS POSTDOCTORAL FELLOWSHIP MEETS ALL REQUIREMENTS OF FLORIDA LAW 490, PSYCHOLOGY LICENSURE**

## EDUCATION

U.S. Trained Applicants: Submission of your official doctoral level (Ph.D., Psy.D. or Ed.D) transcript in psychology as proof of graduation from a program accredited by the American Psychological Association (APA). A list of accredited programs is available on the APA's website at <https://www.accreditation.apa.org/accredited-programs>. Please reference Sections 490.003 and 490.005, Florida Statutes, for further information. Currently, the APA is the only "programmatic" accrediting agency approved by the U.S. Department of Education for doctoral level psychology programs.

## EXPERIENCE

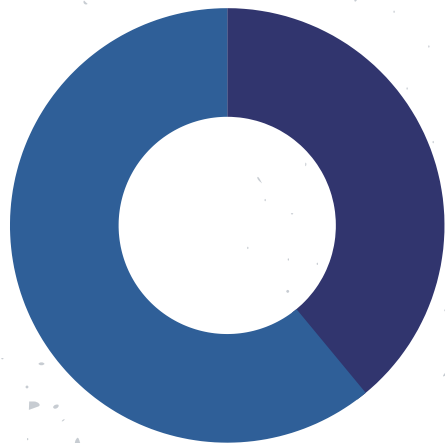
A total of 4000 hours of supervised experience. The Board accepts the doctoral level psychology internship in satisfaction of the first 2000 hours of the required experience. Applicants must complete the remaining 2000 hours as post-doctoral supervised experience according to the requirements of Rule 64B19-11.005, Florida Administrative Code. Bifurcation/Examination applicants may sit for the required examinations while completing any outstanding hours of the required post-doctoral supervised experience.

## EXAMINATIONS

A passing score on the State of Florida's psychology laws and rules examination is required along with passage of the EPPP administered by the Association of State and Provincial Psychology Boards (ASPPB). Please reference Rule 64B19-11.001, Florida Administrative Code, for further information. Applicants who have previously passed the EPPP with a score acceptable to Florida may apply under the Examination with Waiver application method. The waiver concept may also be applied to Bifurcation/Examination applicants who meet these criteria:

# Salary and Benefits Information

## Total Benefits Cost

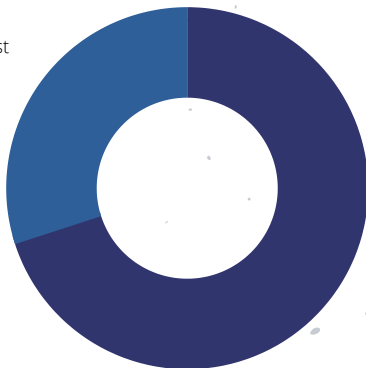


Employer  
61%

Employee  
39%

Benefits	Cost	
Plan	Employer	Employee
Medical PPO	\$4,190.20	\$2,784.13
Medical HMO	\$4,170.12	\$2,520.64
Opt-out Medical	\$0	\$0
Dental	\$0	\$19.05
Vision	\$0	\$12.50
Pet	\$0	\$8.67
Social Security	\$2,687	\$2,687
Medicare	\$628	\$628
Federal Unemployment	\$46	\$0
State Unemployment	\$205	\$0
Total Cost	\$3,550-\$7,740.2	\$3,319-\$6,139.35

## Total Compensation



Employer Benefit Cost  
30%

Annual Income  
70%

Annual Income	\$43,333.33
PTO	\$2,999.88
Floating Holiday	\$153.84
Holiday Pay	\$1,076.88
Relocation Stipend	\$2,500
Total Compensation	\$50,063.99
Total Compensation with Benefits	\$53,613.93
	\$57,804.19

Your Benefits Package Equals 30% of your Total Compensation