

**STATE OF NEW JERSEY**  
**DEPARTMENT OF HUMAN SERVICES**  
**DIVISION OF MENTAL HEALTH AND ADDICTION SERVICES**

REQUEST FOR LETTERS OF INTEREST

**Community Psychiatry Residency  
Training Initiative**

January 11, 2023

Valerie L. Mielke, Assistant Commissioner  
Division of Mental Health and Addiction Services

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## I. Purpose and Intent

The Department of Human Services (DHS), Division of Mental Health and Addiction Services (DMHAS) is issuing a Request for Letters of Interest (RLI) to all fully accredited psychiatry residency programs in New Jersey that are currently providing four years of training in adult psychiatry (the Program).

The purpose of the Program is to:

1. Address the shortage of psychiatrists in New Jersey by increasing training opportunities by a total of 22 new adult psychiatry residency positions, including 2 positions at each of the 11 programs.
2. Ensure that new state-funded psychiatry residency training positions provide residents with extensive experience in the public behavioral health system working with individuals in the community who have serious mental illness or a serious mental illness with a co-occurring behavioral health condition such as substance use disorder, intellectual disability or developmental disability.
3. Encourage recruitment of qualified candidates for residency training who are likely to practice psychiatry in New Jersey after graduation.
4. Support the psychiatric residency programs with supplemental funding to support faculty to provide supervision and mentorship of the psychiatry residents.

Psychiatry Residency Programs will:

- Obtain any needed approvals from partnering hospitals and affiliated programs that will support and maintain the new positions that place emphasis on community psychiatry.
- Obtain any needed certifications and approvals from residency accrediting bodies for the additional positions.
- Begin recruiting for the new residency positions and have the positions listed in the National Residency Matching Program (NRMP) for residents beginning their PGY1 terms in July 2023.
- Institute a Community Psychiatry Training track for new residents during Post-Graduate Year (PGY) 2-4 that meets the requirements of this RLI.
- Provide quarterly information on key requirements of the contract with DHS/DMHAS through an online application developed by the state.

DMHAS will:

- Provide the sum of \$800,000 to support two four-year positions in each psychiatric residency program that is selected for funding.

- Provide the one-time funds of \$65,454 to each psychiatric residency program selected to support the training (\$54,545 of which will provide supplemental support that is lost from other clinical services during care in the community, and \$10,909 of which will support dedicated faculty to provide supervision and mentorship of the residents).
- Monitor residency program efforts to recruit and maintain qualified candidates, and to provide extensive training experiences for residents in non-hospital, community based settings in the public sector.
- Work with psychiatry residency programs to support efforts to implement a Community Psychiatry track and assist with retaining program graduates to work in community-based settings in New Jersey.

The RLI timeline is anticipated as follows:

- January 11, 2023: Release of RLI
- January 19, 2023: Deadline for receipt of Letters of Interest (LOI) no later than 4:00 pm EST
- January 25, 2023: Announcement of selected residency programs
- January 27, 2023: Program Start Date

## **II. Background**

The shortage of psychiatrists has been a national and state problem. One major cause is that the number of available residency positions to train psychiatrists has been relatively static, despite the availability of qualified candidates. New Jersey psychiatry residency programs report having significantly more qualified candidates than the number of residency positions available and that they are able to train more individuals if those positions are funded. To support their capacity for training psychiatrists, the New Jersey legislature had included \$4 million for 10 additional four-year positions in psychiatry residencies in the State Fiscal Year (SFY) 2022 budget, which has since been awarded to the ten (10) psychiatry residencies existing at that time. These programs now have psychiatry residents in their first year classes, and these resident positions will be supported through four years of training.

In its SFY23 budget, the N.J. legislature committed an additional \$8 million funding to support two additional positions in each of the ten (10) psychiatry residency programs in the state. The legislative funding included an additional \$760,000 to support administrative components of these training programs; according to the legislative intent was that each program was to receive \$60,000 to provide supplemental support for funding lost to other clinical services while their staff were supervising residents in the community, and \$12,000 to support dedicated faculty who needed to provide supervision and mentorship to the residents.

The state recognizes that the number of psychiatry residencies in the state has grown from 10 to 11 programs since the legislative funding was approved. DHS/DMHAS will use other state appropriations so that all 11 training programs will be funded with stipends for residents in this initiative; thus, each program can apply up to \$800,000 to support two new positions, as well as request the additional one-time funding to support these positions. However, as no

additional funding is available for the latter, the plan is to divide the original amount of this funding among the 11 programs, reducing the amount per program from \$72,000 to \$65,454. Thus, if all programs apply, all of the psychiatry residencies will be funded equally.

DHS and DMHAS remain committed to supporting the psychiatry residency programs in the state so that the psychiatry workforce will be meet future demands for services. The greatest shortage of psychiatrists and the most urgent unmet needs will continue to exist in community based clinics and agencies serving individuals with serious mental illness. Thus, because it is vital that residents appreciate the professional and community value of working in the public mental health system, the residency programs shall develop a dedicated community psychiatry track for residents in the funded positions.

DHS/DMHAS had required residency programs enhance and expand the community psychiatry training experience of their residents with the SFY22 funding. Community psychiatry tracks offer enhanced training to residents interested in working in the public sector. Many individuals graduating medical school are looking for opportunities to work with vulnerable populations, and they may, in fact, be attracted to programs offering rotations in community psychiatry programs. Although all psychiatric residences offer some community experience, few programs currently offer a community psychiatry track despite the need for psychiatrists in these settings (Reardon et al., Community Mental Health Journal, 2014).

The Community Psychiatry track must be made available for residents in funded positions in their PGY years 2-4. The track will include a didactic program, reading list, and relevant rotations in non-hospital, community-based behavioral health programs for individuals with serious and persistent mental illness, severe substance use disorders, intellectual/developmental disabilities with behavioral issues, and other underserved and vulnerable populations. The sites available for rotations can include outpatient mental health clinics, programs of assertive community treatment, substance use treatment programs, residential housing and treatment programs, and shelters. These rotations shall be open to all of the residents in the programs, not only to those in the state- funded positions.

### **III. Funding Availability**

Funding for the residency programs will be in the amount of \$800,000 (\$100,000 per position per year) for each program to cover the costs of four years of training (PGY1-PGY4) for the new positions. Selected programs will also receive a one-time payment of \$65,454 to support each program's supervision and mentorship activities for their residents.

### **IV. Application and Proposal Requirements**

All New Jersey-based psychiatry residency programs are eligible to respond to this RLI.

LOI must indicate that the residency program will fully meet accreditation requirements to add the new positions and that it will provide a community training track and support the residents through the four years of their training.

LOI must be written in 12-point Times New Roman font and be no longer than three (3) pages,

not including attachments. The letter must be double-spaced with one-inch margins and numbered. Your letter must describe in the following order:

- Why your residency program wants to add new psychiatry resident positions and has the capacity to make this successful. Include a description of your experience recruiting qualified applicants in the National Resident Matching Program (NRMP) in prior years.
- How your residency program will make efforts to recruit qualified residency candidates who will be likely to remain in New Jersey and practice in the public sector behavioral health system after graduation.
- How your program will complete all required activities to recruit qualified candidates for the positions within the required timeline and to add the new residency positions beginning in July 2023.
- How your program will develop a community psychiatry track and ensure that residents being supported by the funding receive significant clinical experience serving individuals with serious mental illness and a variety of patient populations in rotations in non-hospital, community-based behavioral health programs in the public sector.

## **V. Submission Instructions**

DMHAS assumes no responsibility and bears no liability for costs incurred in the preparation and submittal of the LOI.

In addition to the LOI, all submissions must include the following:

A completed Attachment A – Proposal Cover Sheet, as provided in this RLI.

DMHAS will select residency programs based on the responses to the information outlined in Section IV of this RLI.

All LOI must be submitted no later than 4:00 pm EST on January 19, 2023, by emailing to: Carol Pitonyak, Executive Assistant, Division of Mental Health & Addiction Services [carol.pitonyak@dhs.nj.gov](mailto:carol.pitonyak@dhs.nj.gov).

DMHAS will notify selected respondents by January 25, 2023 after which time, DMHAS will contact the person indicated as the Agency Contact on the Proposal Cover Sheet to begin work on the Program.

**Attachment – Proposal Cover Sheet**

Date Received

**STATE OF NEW JERSEY  
DEPARTMENT OF HUMAN SERVICES  
Division of Mental Health and Addiction Services**

Name of RLI: *Psychiatry Residency Initiative*

Incorporated Name of Bidder: \_\_\_\_\_

Type: Public \_\_\_\_\_ Profit \_\_\_\_\_ Non-Profit \_\_\_\_\_

Address of Participating Agency: \_\_\_\_\_  
\_\_\_\_\_

Program Administrator Name and Title \_\_\_\_\_

Phone No.: \_\_\_\_\_ Email Address: \_\_\_\_\_

Agency Contact Person Name and Title: \_\_\_\_\_

Phone No.: \_\_\_\_\_ Email Address: \_\_\_\_\_

Authorization: Program Administrator (printed name): \_\_\_\_\_

Signature: \_\_\_\_\_