

2014-
2015

Salt Lake City Clinical Psychology
Postdoctoral Fellowship:
Integrated Primary Care
Health Psychology

George E. Wahlen Department of Veterans
Affairs Medical Center
2014-2015

SALT LAKE CITY CLINICAL PSYCHOLOGY POSTDOCTORAL FELLOWSHIP: INTEGRATED PRIMARY CARE HEALTH PSYCHOLOGY



George E. Wahlen Veterans Affairs
Salt Lake City Health Care System
Primary Care Behavioral Health Service, (111BH)
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Salt Lake City, UT 84148
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Application Due Date: January 2, 2014

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VA FELLOWSHIP PROGRAM IN INTEGRATED PRIMARY CARE HEALTH PSYCHOLOGY SALT LAKE CITY VA HEALTHCARE SYSTEM

Applications are currently being accepted for the APA accredited Salt Lake VA Healthcare System Postdoctoral Psychology Fellowship in Integrated Primary Care Health Psychology. The program is projected to commence August, 25 2014. This is a one year fellowship and will be primarily clinical in nature, providing integrated behavioral health care within a primary care setting (e.g., Patient Aligned Care Teams, Geriatric Primary Care, Women's Clinic, etc.). The primary goal of this fellowship is to train psychologists to partner with treatment teams and veterans through a collaborative and coordinated approach with shared decision-making.

Fellows will work with multiple healthcare teams comprised of physicians, physician assistants, pharmacists, nurses, social workers, dietetics, etc. to provide brief interventions, short-term counseling, assessment, and to facilitate interdisciplinary health behavior groups (i.e., obesity/weight loss, tobacco cessation, diabetes management). Additional areas of emphasis will be on providing integrated behavioral healthcare to geriatric and rural populations through home-based primary care and geriatric assessment clinics. Fellows have the opportunity to learn alongside Pharmacy residents, social work students, and nursing students in regular interprofessional seminars. The ultimate goal of the fellowship is to train clinical psychology postdoctoral fellows to be future psychologists who are especially equipped to work within the Veteran's Affairs Medical Center in clinical, and leadership roles.

The Psychology Department of the Salt Lake City VA Healthcare System will offer *three* fellowship positions for 2014-2015:

- Two fellowship positions will be in Primary Care/Behavioral Health and Health Promotion and Disease Prevention (HPDP);
- One position will offer Geropsychology within Primary Care.

The fellowship will share many of the same supervisors, settings, and training experiences in which fellows will provide clinical care. Additional areas of emphasis include rural populations, program evaluation and development, and will also allow for the fellow to develop their own specific interests.

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POSTDOCTORAL FELLOWSHIP TRAINING DIRECTOR LETTER

Dear Prospective Postdoctoral Fellowship Applicant:

We appreciate your interest in the Clinical Psychology Postdoctoral Fellowship Program at the George E. Wahlen Department of Veterans Affairs Salt Lake City Health Care System (VASLCHCS). The postdoctoral training year is an exciting, yet challenging time as fellows continue their growth as professionals, focus on specialization in a chosen area of interest, and prepare to enter the job market. We take great joy in being a part of this process and place education and training as a top priority in our program. We value the collegial working relationships with fellows, the opportunity to teach and supervise, and strive to create a positive environment for learning and growth. The following brochure describes the philosophy and goals of the Integrated Primary Care Health Psychology, possible clinical experiences, requirements, and application procedures. We hope that this brochure provides you with a sense of the training experience at the VASLCHCS.

The VASLCHCS has a long history of clinical psychology training. The internship program was established in 1952 and has been APA accredited since 1979. In 2007, the VASLCHCS was awarded 2 clinical psychology postdoctoral positions for PTSD. We also offer a two-year GRECC-funded post-doctoral fellowships in Geropsychology and a two-year postdoctoral position at the MIRECC, with an emphasis in suicide. In 2013 the VASLCHCS was awarded 3 post-doctoral fellowship positions for Integrated Primary Care Health Psychology which consists of two tracks: Primary Care/Behavioral Health & Health Promotion and Chronic Disease Prevention (HPDP) and Geropsychology within Primary Care/Behavioral Health.

In addition to the benefits of the training program, living the Salt Lake City comes with many perks. The close proximity of Salt lake City to several major mountain ranges offers all the benefits of city living with easily accessible outdoor recreation. We hope that you enjoy the area as much as we do.

Thank you for your interest in this fellowship program and we wish you the very best during this exciting time. Please do not hesitate to contact me with any questions or concerns.

Sincerely,
Renn Sweeney, PhD
Clinical Psychology Postdoctoral Fellowship Co-Director
VA Salt Lake City Healthcare System
caroline.sweeney@va.gov

GEORGE E. WAHLEN VETERANS AFFAIRS SALT LAKE CITY HEALTH CARE SYSTEM

The Clinical Psychology Postdoctoral Fellowship is sponsored by the VA Salt Lake City Health Care System (VASLCHCS) located in Salt Lake City, Utah.

The main facility is located on an 81-acre campus adjacent to the Salt Lake City Veterans Affairs Regional Office and the University of Utah. It's a midsized primary and tertiary care facility with 133 beds providing a full range of patient care services. Comprehensive health care is provided through medicine, surgery, psychiatry, physical medicine and rehabilitation, neurology, oncology, dentistry, geriatrics, and extended care.



The VASLCHCS is part of VA Network (VISN) 19, which encompasses the largest geographic area in the 48 contiguous states. We serve an area covering the entire state of Utah, the majority of Montana, Wyoming and Colorado, and portions of Idaho, Kansas, Nebraska, Nevada, and North Dakota. We have eleven Community Based Outpatient Clinics (CBOCs) and two Outreach Clinics in remote areas of Utah, Idaho and Nevada. During fiscal year 2010, the VASLCHCS served 45,2829 Veterans in over 500,000 outpatient visits.

In terms of demographics, 94% of the veterans served by VASLCHCS are male; 6% are female. Ninety-one percent identify as Euro-American, 5% as Latino, 2% as African-American, less than 1% as Asian American, and less than 1% as Native American. The socioeconomic statuses of the veterans vary widely.

As a Dean's Committee Medical Center, VASLCHCS is closely affiliated with the University Of Utah School of Medicine, located less than one mile away. In addition to this longstanding affiliation, VASLCHCS maintains active affiliations with several other Utah colleges and universities and serves as a training site for students, interns, residents, and fellows from a variety of health care professions. VASLCHCS is also home to the Salt Lake City Geriatric Research, Education, and Clinical Center (GRECC), Mental Illness Research, Education, and Clinical Center (MIRECC), and the VHA Office of Rural Health Resource Center (RHRC). Finally, VASLCHCS serves as the location for the VHA funded Mental Health Strategic Health Care Group Informatics Section.

In 2006, VASLCHCS was designated a Level III Polytrauma Center to respond to the needs of Veterans of the Afghanistan and Iraq conflicts who have suffered multiple traumatic injuries, including TBI and PTSD.

Further information about the VA Salt Lake City Health Care System is available at <http://www.saltlakecity.va.gov>.

MENTAL HEALTH SERVICE

Although officially designated a General Medical and Surgical facility, the VASLCHCS also provides mental health treatment through a variety of inpatient, residential, and outpatient services and programs. The various programs of the Mental Health Services provide comprehensive mental health care by a multidisciplinary staff including psychiatrists, psychologists, clinical social workers, advanced practice nurses, vocational specialists, addiction therapists, and mental health associates. There are more than 700 admissions per year to the Inpatient Psychiatry Unit, with an average daily census of 18. More than 7,000 unique patients per year are seen on an outpatient or consultation basis by Mental Health Services personnel, resulting in over 50,000 patient contacts.



CLINICAL PSYCHOLOGY POSTDOCTORAL FELLOWSHIP: INTEGRATED PRIMARY CARE HEALTH PSYCHOLOGY

The Clinical Psychology Postdoctoral Fellowship is a full-time, 12-month continuous appointment. Fellows typically work 40 hours per week and complete a total of 2080 hours of training. The usual tour of duty is 8:00 – 4:30PM, although this schedule adjusts to accommodate evening groups or other programs activities if needed. The parameters each training experience are detailed the first week of orientation.

ACCREDITATION STATUS

The Clinical Psychology Postdoctoral Fellowship Program at the VA SLC HCS is currently accredited by the American Psychological Association. For information regarding APA accreditation of this or other accredited training programs, please contact:

Commission on Accreditation (CoA)
American Psychological Association
750 First Street, NE
Washington, DC 20002-4242
Phone: (202) 336-5979
FAX: (202) 336-5978

TRAINING PHILOSOPHY

The Postdoctoral Fellowship ascribes to the practitioner-scholar model of training. As such, the goal of the fellowship program is to train psychologists to function in an informed, competent, independent, and ethical manner across a wide range of health care settings. The program's structure allows for both breadth and depth of clinical experiences, as well as exposure to a variety of intervention approaches and professional issues. Fellows are here for training and professional development, not service delivery; consequently, didactics, training seminars, and any other educational activities take priority in a fellow's schedule.

FELLOWSHIP GOAL AND OBJECTIVES

This clinical psychology postdoctoral fellowship provides advanced interdisciplinary education and training across a variety of settings in outpatient mental health for the purpose of training future psychologists who are capable of providing the next generation of psychological services within Veterans Affairs. Even though this is classified as a general *clinical* fellowship training, this program emphasizes the provision of integrated primary care to veterans.

Within this goal, there are several training objectives:

1. ASSESSMENT

Fellows understand, select, implement, interpret, and integrate effective methods of assessment in veterans accessing mental and medical care services through the VA Salt Lake City Health Care System.

2. INTERVENTION

Fellows implement effective psychological interventions in group and individual within the framework of interdisciplinary team involvement.

3. SUPERVISION AND CONSULTATION

Fellows develop and deepen their skills in receiving and giving supervision, and providing consultation.

4. SCHOLARLY INQUIRY

Fellows demonstrate an ability to access and understand research. Fellows also share their knowledge by conducting professional presentations for psychologist, lay audiences, and other members of the healthcare community.

5. ADMINISTRATIVE ABILITIES

Fellows demonstrate understanding of the organization and mission of psychology within Veterans Affairs. They further exhibit organization, management, and administration skills pertinent to psychological service delivery, training, and research.

6. INDIVIDUAL AND CULTURAL DIVERSITY

Fellows demonstrate awareness, sensitivity, and skills in working professionally with diverse individuals, groups and communities who represent various cultural and personal background and characteristics defined broadly and consistent with APA policy.

7. PROFESSIONALISM

Fellows demonstrate awareness of their identity as developing psychologists to include professional deportment, self-regulation, integrity, accountability, and adherence to professional conduct, ethics and law, and other standards for providers of psychological services.

FELLOWSHIP TRAINING EXPERIENCES

The Psychology Department of the Salt Lake City VA Healthcare System will offer *three* fellowship positions for 2013:

- Two fellowship positions will be in general Primary Care/Behavioral Health and Health Promotion and Disease Prevention (HPDP);
- One position will offer Geropsychology within Primary Care.

PRIMARY CARE/BEHAVIORAL HEALTH (PC/BH) & HEALTH PROMOTION AND CHRONIC DISEASE PREVENTION (HPDP) TRACK

The PC/BH & HPDP emphasis area allows the fellow the opportunity to develop advanced trainings skills in integrated behavioral medicine in a primary care setting. Fellows will work with primary care Patient Aligned Care Teams (PACT), which consist of a primary care provider (physician or physician's assistant), medicine fellows, RN care manager, medical assistant, and support staff. All PACT teams are supported by an extended team of pharmacists, social workers, nutritionists, diabetes educators, and the behavioral health service. The fellow will partner with PACT teams to address the veteran's healthcare needs through a collaborative approach with shared decision-making. Fellows will have opportunities to

provide brief interventions, short-term counseling, assessment, facilitate interdisciplinary health behavior groups, provide patient centered communication training and consultation, and transplant evaluations. Fellows will also have the opportunity to develop expertise in complementary areas of interest including geriatrics and rural populations. Fellows will work with postdoctoral training staff to customize a training year to meet their individual needs, preferences, and abilities. The general structure is as follows:

Major Emphasis: (approximately 75% of fellow's time):

- Health Promotion and Disease Prevention
- Primary Care Behavioral Health
- MH Consult
- Transplant Evaluations

Minor Emphasis: (approximately 25% of fellow's time):

- Home-Based Primary Care
- Outpatient Geriatrics Clinics

Fellows will select opportunities offered from the areas/supervisors listed above. Experiences can be designated as year-long or time limited. Major emphasis experiences are described below. Please see descriptions for minor emphasis in Home Based Primary Care and Geriatrics Clinics (pages 13-16).

Primary Care/Behavioral Health

The Behavioral Health Service provides mental health primary care services to all primary care clinics at the VAMC Salt Lake City through the Blue Clinic and Women's Clinic. The Behavioral Health Service's role in this clinic is an integrated one, as our service works collaboratively with the primary care providers to enhance treatment of medical and psychological problems presented by clinic patients. We use a blended model to provide both care management and co-located collaborative care to PACT teams and veterans. Our male and female veterans present with a range of often complex psychological and physical health concerns. Chronic pain syndromes, coping with chronic illness, grief, childhood and/or military sexual trauma, PTSD, adjustment disorders, depression, anxiety disorders, compliance issues, and eating/weight disorders are presenting problems that are common to this population.

- Primary Care Consult/Triage: Fellows will conduct Primary Care triage/consult. Fellows will respond to formal and informal (curbside) consults from primary care providers and medical residents for assistance in managing patients who present to the primary care clinic with mental health related issues. Patients are seen immediately during primary care appointments. Consults may require triage to outpatient mental health, assessment for psychiatric hospitalization, recommendations for psychiatric medication management within the primary care setting, immediate brief behavioral interventions, motivational interviewing, or brief follow-up with the behavioral health service. This experience

requires fellows work closely with primary care providers to provide recommendations and support for patients' mental health care needs.

- Brief Outpatient Therapy: Fellows have the opportunity to carry a caseload of patients for brief outpatient therapy. Patients present with a variety of diagnoses, although our primary focus is on adjustment issues (i.e., adjustment to chronic illness, current life stressors), sleep disturbance, and mild depression/anxiety.
- Behavioral Health Psychiatry Clinic: Fellows can participate in the Behavioral Health Clinic which is staffed by Behavioral Health psychiatrists, internal medicine residents and psychiatry residents. The Fellow's role will include conducting diagnostic interviews, assessment, and brief therapeutic interventions. This experience provides a unique opportunity to work closely with a psychiatrist and multidisciplinary team in a medical setting. Fellows will gain valuable knowledge regarding psychopharmacology and how medication decisions are made with medically complex patients.
- Women's Clinic Pain Management Program: Fellows will work collaboratively with Women's Clinic to implement a pain management program. Fellows will be involved in co-leading an orientation class in which a holistic approach to pain management will be discussed. Fellows will conduct evaluations for pain patients as needed and implement a 10-week pain management group.
- Women's Prenatal Clinic: Fellows will work collaboratively with women's clinic physicians to provide care and manage mental health issues that may arise during pregnancy.

Health Promotion and Disease Prevention (HPDP)

The Health Promotion/Disease Prevention (HPDP) program is based in the Behavioral Health Service but serves the entire SLC VA facility. Fellows may be involved in HPDP activities, which focus on:

- Group and individual behavioral medicine/health psychology services for smoking cessation, insomnia, and problems with self-management of chronic disease;
- Consultation and training for primary care RN Care Managers and other PACT team members in motivational interviewing, shared decision-making, and patient engagement;
- Telehealth programs related to HPDP;
- Development of quality metrics for the facility's health promotion/disease prevention efforts, and;

HPDP fellows may develop skills in consultation to primary care providers, program evaluation and development; delivering interdisciplinary health behavior change training;

implementing population-focused approaches to mental health; improving risk-communication; and providing prevention-oriented psychological services.

Inpatient Mental health Consult/Liaison Team (MH Consult)

The Mental Health Consult Team is an interdisciplinary team consisting of Psychology, Psychiatry, Clinical Pharmacy and residents from several other rotating mental health and medical disciplines. This team provides mental health services to patients within inpatient medical settings, including Acute Medicine, Surgery, Neurology, Telemetry, Dialysis, and Intensive Care Units by utilizing a consultation/liaison model. Common referral issues include medical decision-making capacity, cognitive functioning, adjustment to illness, evaluation/management of psychiatric symptoms (e.g., depression, anxiety, psychosis), and substance abuse/detoxification. Post-doctoral fellows, along with the supervising staff psychologist, have several responsibilities, including:

- Participation in patient-centered rounds.
- Conducting diagnostic evaluations.
- Administration of neuropsychological screenings.
- Providing brief psychotherapy.
- Conducting transplant evaluations

GEROPSYCHOLOGY TRACK

This track provides general clinical psychology fellowship training, with an emphasis in geriatrics. Broadly, the geriatric training provided is consistent with the Pikes Peak Model for Training in Professional Geropsychology. Specific geriatric emphases include: 1) evidence-based assessment and treatment of psychological disorders among older adults; 2) neuropsychological assessment and dementia management; 3) behavioral medicine interventions addressing common problems among older adults, such as pain, disability, sleep, weight loss, smoking cessation, and medical compliance; 4) interdisciplinary consultation; 5) capacity assessments when there are questions about a patient's ability to make medical decisions, perform other specific functions, or live independently; 6) development of clinical supervision competencies; and 7) identification of, understanding, and addressing ethical issues common among geriatric populations.

Fellows will provide psychological services across a variety of diverse clinical settings, including Home Based Primary Care (HBPC), outpatient geriatric primary care clinics, specialty geropsychiatry-medical clinic, primary care, and outpatient (Geriatric High-Risk Evaluation Program (GHELP)), Medical Foster Home Program, and inpatient geriatric consultation. Fellows will also gain experience working with multidisciplinary programs, including the Geriatric Research, Education, and Clinical Center (GRECC), the Office of Rural Health—Western Region, and the University of Utah, Division of Geriatrics. It is also

anticipated that fellows will cross-train in some of the same training experiences as the PCBH/HPDP fellows, depending on the fellow's interests.

Fellows have the opportunity to participate actively as members of interdisciplinary teams in *HBPC* and *Geriatric Primary Care* clinics. The remaining rotations will be tailored to fit the individual needs and preferences of the fellow. The general structure is as follows:

Major Emphasis (approximately 75% of fellow's time):

- Home-Based Primary Care
- Geriatric Outpatient Clinics

Minor Emphasis (approximately 25% of fellow's time):

- Health Promotion and Disease Prevention
- Primary Care Behavioral Health
- Transplant Evaluations

Fellows will select opportunities offered from the areas/supervisors listed above. Experiences can be designated as year-long or time limited.

Home-Based Primary Care (HBPC)

VA Home-Based Primary Care (HBPC) program provides comprehensive, interdisciplinary primary care services in the homes of veterans with complex and chronic, disabling disease. In addition to primary care interventions, HBPC provides palliative care, rehabilitation, disease management, and care coordination services. HBPC targets veterans in advanced stages of chronic disease, particularly those at high risk of recurrent hospitalization or nursing home placement. Outcome measures have demonstrated HBPC to be effective in managing chronic disease and reducing inpatient days and total cost of care. Our HBPC team includes representatives from medicine, nursing, pharmacy, social work, occupational therapy, and dietetics. HBPC manages (1) patients with multiple interacting chronic medical problems requiring longitudinal intervention to maintain health status or slow functional decline, in order to reduce or delay institutionalization; (2) certain patients with relatively short-term problems, who need health services, home training, and home adaptation until they can be managed in an outpatient clinic; and (3) patients with advanced terminal illness who prefer palliative care.

The postdoctoral fellow provides assessment and intervention to individuals and families to address psychological issues that are interfering with their medical care, compromising their health status and functional capacity, and/or reducing their quality of life. Issues include, but are not limited to: helping patients cope with grief, depression, anxiety, and other psychological issues related to the aging process; coping with chronic medical illnesses, and/or other life stressors; interventions to increase compliance with and adjustment to treatment regimens; and working with caregivers to improve patient well-being and treatment

compliance. The postdoctoral fellow also provides comprehensive psychological, neuropsychological, and capacity evaluations.

Home Based Primary Care also provides primary care to veterans who are admitted to the Medical Foster Home program. Medical Foster Homes are private homes in which a trained caregiver provides services to a few individuals. A Medical Foster Home can serve as an alternative to a nursing home. It may be appropriate for Veterans who require nursing home care but prefer a non-institutional setting with fewer fellows. Medical Foster Homes have a trained caregiver on duty 24 hours a day, 7 days a week. This caregiver can help the Veteran carry out activities of daily living (e.g., bathing and getting dressed). VA ensures that the caregiver is well trained to provide VA planned care.

In addition to the assessment and intervention opportunities that are available in Home Based Primary Care, fellows interested in leadership, advocacy, and interdisciplinary team skill development can work closely with the Medical Foster Home Program. Postdoctoral Fellows will work closely with other professionals to incorporate psychological information into team planning and implementation. Furthermore, fellows will have opportunities to develop knowledge of and ability to display the skills that support effective interdisciplinary team functioning, dealing effectively with disagreements about diagnosis or treatment goals, and supporting and utilizing the perspectives of other team members. Fellows will have opportunities to engage in behaviors that promote and support effective interdisciplinary team functioning. Finally, opportunities for advocacy, to intervene with the client to promote action on factors impacting development and functioning, are common among veterans who are admitted to the Medical Foster Home Program.

Geriatric Assessment Clinic.

This weekly primary care clinic is a consult clinic that 1) triages new patients for referral into geriatric clinics or 2) provides feedback to referring providers on a one-time basis. The clinic is staffed by two geriatric fellows, a pharmacist, speech pathologist, social work intern, medical intern, and psychology intern/postdoctoral fellow. Each patient is seen by every member of the team for a brief evaluation. The team then meets to review findings and to develop recommendations.

Outpatient Geriatric Clinics.

These weekly primary care clinics serve geriatric patients and are staffed by two geriatricians, a geriatric fellow, medical residents, medical students, and a clinical pharmacist, in addition to the psychology intern/postdoctoral fellow. All patients are seen by the medical staff for regular primary care. Postdoctoral fellows serve in a consult/liaison role conducting brief psychological and cognitive assessments of clinic patients as part of the primary care appointment. Fellows may also consult with the team about patient issues or offer instruction to staff on psychological issues. Time-limited interventions may also be incorporated.

Geriatric Medical Psychology Clinic.

This weekly primary care clinic serves geriatric patients with complicated medical and psychiatric needs. In addition to the postdoctoral fellow, the clinic includes an attending physician, a geriatric fellow, medical residents, medical students, and social worker.

Postdoctoral fellows function in a variety of capacities in this clinic. They may provide direct patient care in the form of brief psychological and cognitive assessments as part of the patient's primary care appointment. They may provide brief intervention in clinic or arrange for an appointment at a later date to address clinical concerns that require follow-up. Fellows also function in a consultation capacity by providing the team with observations, impressions, and treatment recommendations. The fellow also consults with medical interns about psychological and cognitive issues.

POSTDOCTORAL FELLOWSHIP DIDACTICS

Several hours each month are designated for attendance at required didactic activities. Attendance and participation in these activities takes precedence over service delivery activities or other meetings. In addition to the didactics listed below there are many opportunities for participation in grand rounds, intern presentation series, round tables, and education conference calls.

PSYCHOLOGY POSTDOCTORAL FELLOWSHIP SEMINAR SERIES

The Psychology Postdoctoral Fellow Seminar Series is conducted by psychology staff members, other disciplines from the medical center, and community professionals, with topics varying from year to year depending on programmatic issues and postdoctoral fellow needs/interests.

INTERPROFESSIONAL SEMINAR

Trainees from Pharmacy, Social Work, and Psychology will attend an Interprofessional Seminar Series. Each discipline will be responsible for developing a presentation around a chosen topic for one seminar meeting and leading case discussions.

DIVERSITY DIDACTIC SERIES

Recognizing the need for continuing education and training in the area of multiculturalism and diversity for both psychology staff and trainees, VA training programs have partnered together to develop a Diversity VTEL Seminar Series to increase each site's access to a variety of presenters and presentations focused on the development of cultural competence in working with diverse Veteran populations. The VTEL presentations are directed at the postdoctoral training level and are given by a range of practitioners and researchers employed in a variety of settings throughout the region. Each presentation includes a brief but substantive didactic presentation and embeds opportunities for group discussion among all participating sites throughout the presentation.

SUPERVISION SEMINAR

In addition to regular supervision by your rotation supervisor, this seminar will include readings and discussions highlighting issues in clinical supervision.

PRESENTATIONS

Postdoctoral Fellows will have multiple opportunities throughout the year to provide presentations.

PSYCHOLOGY INTERN PRESENTATION SERIES

Fellows will develop presentation and teaching skills by preparing and delivering at least one independent seminar for the Psychology Intern Seminar Series. Fellows will review the topics that have been presented in the past, and try to offer training that will contribute meaningfully to the series.

PUB CLUB

Pub Club is an informal gathering of interns, postdoctoral fellows, and professional staff to critically evaluate recent peer reviewed articles in the scientific literature. Postdoctoral fellows will rotate in selecting an article of interest and leading a discussion based on the article. Fellows should provide a copy of the article to participants for review prior to the meeting.

POSTDOCTORAL PROJECT PRESENTATION

Over the course of the year, fellows will engage in a yearlong project (see below). Fellows are responsible for delivering a formal presentation of this project to the Psychology Staff, fellows, and psychology interns.

POSTDOCTORAL FELLOWSHIP PROJECT

Over the course of your training year, fellows will develop or contribute substantially to a yearlong Postdoctoral Fellowship Project. This project should exemplify the use of the Practitioner-Scholar model of psychology and be based on a clinical topic about which you are interested in learning more. Fellows will work with a specific supervisor-mentor for the project and ensure that the project meets the following goals/objectives:

- Is based on research
- Increases your knowledge and expertise in a topic of interest
- Contributes to the knowledge-base and/or improves clinical practice in Behavioral Health, Integrated Care, Health Promotion and Disease Prevention, Geropsychology, or Rural Health.
- Provides you with a foundation and/or skill set that will increase your opportunities for VA employment.

Fellows are responsible for delivering a formal presentation of this project to the Psychology Staff, fellows, and psychology interns. Fellows should be considering topics for the fellowship project early in the training year and have a solid idea of their project within three months after starting the fellowship.

COMPETENCY EVALUATION

Evaluation is an ongoing, continuous, and reciprocal process. The Postdoctoral Training Committee encourages and supports open and thorough communication between supervisors and fellows regarding training needs, objectives, and competencies. In addition, scheduled, formal evaluation processes occur throughout the postdoctoral year.

Evaluation forms used throughout the training year

- Professional Competency Assessment of Fellows
- Fellow Self Evaluation
- Fellowship Presentation Evaluation
- Fellow Evaluation of Training Site
- Fellow Evaluation of Training Supervisors

PSYCHOLOGY PROFESSIONAL COMPETENCIES

In June 2007, the following document was released for public comment: Assessment of Competency Benchmarks Work Group: A Developmental Model for the Defining and Measuring Competence in Professional Psychology. In concert with the shift to a "culture of competence" (Roberts, Borden Christiansen, & Lopez, 2005) in professional psychology, the VASLCHCS Postdoctoral Clinical Psychology Program provides training experiences to enhance the Core Competency Domains identified in this document.

Based on these recommendations, the VASLCHCS Psychology Training Committee has identified the following Core Competencies as being central to Psychology Training programs. They are organized under the training objectives of the postdoctoral fellowship

OBJECTIVES WITH COMPETENCIES

1. ASSESSMENT

Fellows understand, select, implement, interpret, and integrate effective methods of assessment in veterans:

- 1A. Knowledge of assessment methods*
- 1B. Conducting assessments*
- 1C. Information gathering*
- 1D. Interpretation*
- 1E. Conceptualization*
- 1F. Diagnosis*
- 1G. Recommendations*
- 1H. Communication of assessment findings*

2. INTERVENTION

Fellows implement effective psychological interventions in group and individual formats for veterans within the framework of interdisciplinary team involvement:

- 2A. Knowledge of interventions*
- 2B. Intervention planning*

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- 2C. Intervention implementation*
- 2D. Progress evaluation*
- 2E. Clinical skills and judgment*
- 2F. Interpersonal relationships*
- 2G. Affective skills*
- 2H. Communication skills*

3. SUPERVISION AND CONSULTATION

Fellows develop and deepen their skills in receiving and giving supervision, and providing consultation:

- 3A. Knowledge of the supervision role*
- 3B. Seeking supervision*
- 3C. Supervisory practices*
- 3D. Peer supervision*
- 3E. Processes and procedures of supervision*
- 3F. Ethical and legal issues in supervision*
- 3G. Team management*
- 3H. Consultation*
- 3I. Public outreach and education*
- 3J. Program development*

4. SCHOLARLY INQUIRY

Fellows demonstrate an ability to access and understand research with an emphasis on integrating science and practice. Fellows also share their knowledge by conducting professional presentations for psychologist, lay audiences, and other members of the healthcare community:

- 4A. Research knowledge*
- 4B. Research application as a foundation of professional practice*
- 4C. Scientific approach to knowledge generation*
- 4D. Teaching and presenting*

5. ADMINISTRATIVE ABILITIES

Fellows demonstrate understanding of the organization and mission of psychology within Veterans Affairs. They further exhibit organization, management, and administration skills pertinent to psychological service delivery, training, and research:

- 5A. Organizational knowledge*
- 5B. Organizational participation*
- 5C. Organizational leadership*
- 5D. Program development*
- 5E. Generating solutions*

6. INDIVIDUAL AND CULTURAL DIVERSITY

Fellows demonstrate awareness, sensitivity, and skills in working professionally with diverse individuals, groups and communities who represent various cultural and personal background and characteristics defined broadly and consistent with APA policy:

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- 6A. *Individual and cultural diversity and context*
- 6B. *Applying diversity knowledge to assessment*
- 6C. *Applying diversity knowledge to treatment*
- 6D. *Applying diversity knowledge to consultation and supervision*
- 6E. *Applying diversity knowledge to scholarly inquiry*

7. PROFESSIONALISM

Fellows demonstrate awareness of their identity as developing psychologists to include professional deportment, self-regulation, integrity, accountability, and adherence to professional conduct, ethics and law, and other standards for providers of psychological services:

- 7A. *Professional identity*
- 7B. *Deportment*
- 7C. *Self-regulation*
- 7D. *Integrity, honesty, personal responsibility and adherence to professional values*
- 7E. *Accountability*
- 7G. *Professional standards*
- 7H. *Concern for the welfare of others*

Fellows complete a self-assessment of professional competency across various domains in preparation for planning the fellowship.

FELLOW RESOURCES

Fellows have their own private offices for use in assessment and psychotherapy. Fellows have access to computers with a Microsoft Office Suite, printer access, and a nationwide integrated electronic medical chart named CPRS. There is also computer support through IRMS. The VA Salt Lake City has a medical library that provides a wide range of psychology, psychiatry, gerontologic, and other journals consistent with the needs of staff and the training program. Fellows have access to the VA library and may access the libraries at the University of Utah by either personal access or inter-library loan. Fellows receive administrative support from administrative support assistants who help fellows with several aspects of the fellowship.

STIPEND AND BENEFITS

Fellows receive a stipend of \$42,239 paid in equal installments over 26 bi-weekly pay periods. Fellows are not covered by civil service retirement, but are eligible for federal employee group life insurance and health benefits.

Over the course of the year, fellows earn approximately 13 vacation days and 13 sick days, in addition to 10 federal holidays. Fellows who work 40 hours per week can fulfill their commitment and still have time for vacations and sick leave. The VA Salt Lake City Healthcare System's policy on Authorized Leave is consistent with the national standard. You are welcome to discuss this with the Director of Training.

Postdoctoral fellows at the VASLCHCS are provided with all rights, benefits, and responsibilities associated with "Employee" status. As such, they are expected to comply with all medical center policies pertaining to employee behavior, including leave.

Fellows may also apply for limited hourly credit for attendance at national and regional professional meetings and workshops through their primary supervisor and Postdoctoral Training Committee.

DUE PROCESS:

All trainees are afforded the right to due process in matters of problematic behavior and grievances. Due process documents are a part of the orientation manual and are reviewed during orientation. A copy of our due process policy is available on request.

SELF-DISCLOSURE:

We do not require trainees to disclose personal information to their clinical supervisors except in cases where personal issues may be adversely affecting a trainee's performance and such information is necessary to address these difficulties.

APPLICATION PROCESS

ELIGIBILITY REQUIREMENTS

Applicants must meet the following eligibility requirements for the postdoctoral training program:

1. Completion of doctoral degree, including defense of dissertation, from an APA-accredited doctoral program before the fellowship start date.*
2. Completion of an APA-accredited psychology internship program before the fellowship start date or another Veterans Affairs Internship that is in process of APA accreditation.*
3. U.S. citizenship

Those not meeting the eligibility requirements will be notified as soon as possible.

*If you have not yet completed your internship and degree by the time of the application, the Training Directors of both your doctoral programs and internship must verify that you are expected to complete these requirements prior to the start of the postdoctoral fellowship. Applicants must provide verification of a degree prior to an agreed upon postdoctoral training start date. In unique situations, extensions may be applied as deemed appropriately by the training committee.

Failure to meet the above qualifications prior to the fellowship start date could nullify an offer to a candidate.

APPLICANT MINIMUM QUALIFICATIONS

1. United States Citizen (per VA Policy)
2. Completion of an APA accredited predoctoral internship
3. Graduation from an APA accredited Clinical or Counseling Psychology Doctoral Program.

DATES TO REMEMBER

- Application materials due: January 2, 2014
- Interviews of candidates: Late January to early-February
- Offers extended: Late February (any applicant receiving an offer from an alternate site is welcome to call Dr. Sweeney and discuss possible counter-offer)

APPLICATION CHECKLIST

To apply candidates should submit the following:

1. A cover letter that describes your training goals and how our post doctoral fellowship program will help you achieve those goals. In your letter, please describe how your previous training and experiences relevant to the post doc qualify you for this fellowship training. Further, please discuss your general career goals. *Please specify the PC/BH and HPDP track or Geropsychology track (or both).*
2. A curriculum vitae;
3. Three letters of recommendation from faculty members or clinical supervisors who are familiar with your professional development and training;

4. A letter of certification from your Internship Training Director that you are in good standing and they expect you to matriculate on time, in addition to indicating the last day of internship;
5. A brief statement regarding the status of your dissertation or research project and expected graduation date from the program;
6. Graduate transcripts.

Please compile all materials and send your application in **one packet by mail or electronically in one file (with exception for letters of recommendation, which should be sent directly by the authors) to the SLCVA by January 2, 2014**. Please address any questions to and also send applications to:

Renn Sweeney, Ph.D.
Psychology Postdoctoral Fellowship Program Co-Director
Primary Care Behavioral Health Service (111BH)
VA Salt Lake City Health Care System
500 Foothill Blvd.
Salt Lake City, UT 84148
Phone: (801) 585-1565 (Ext. 2088)
e-mail: caroline.sweeney@va.gov

If you would like confirmation of receipt of application, please include a self-addressed, stamped postcard, which will be mailed to you upon our receipt of your information.

Fellows are considered federal employees and, therefore, must meet all federal employee requirements, including a background check, pre-employment physical examination, and drug screening. Other branches of the federal government may also conduct routine background checks at their discretion as well. Official hiring is contingent on meeting all of these federal requirements.

APPLICATION EVALUATION

Each set of application materials received by the due date will be reviewed by members of the selection committee. Independent ratings are based on professional training and experiences thus far, writing, and professional letters of recommendation. The selection criteria focus on all aspects of the application materials, with emphasis placed on background training, experience, and an applicant's clear articulation of training goals and professional aspirations, and overall fit.

After an average score is calculated, the selection committee addresses significant discrepancies in scores, and determines the cut-off score to participate in the interview process.

Interviews are typically planned for mid to late January to early February, but this can vary based on the schedules of applicants. In addition to being interviewed by two members of the Selection Committee, applicants will have the opportunity to meet current interns, fellows, and staff members, as well as participate in a tour of the facility. Telephone interviews are available for applicants who are unable to attend in person.

Following all interviews, the Selection Committee will meet to identify the top candidates and alternates for the two postdoctoral positions. These selections are based on an integration of file and

interview ratings, with the entire list of interviewees being reviewed to ensure that all candidates have received fair and equal consideration.

The Clinical Psychology Postdoctoral Program at VA Salt Lake City Health Care System is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC) and will abide by all APPIC guidelines regarding fellowship recruitment and notification procedures.

Applicants with questions about the postdoctoral fellowship or about the Salt Lake City VA please contact:

Renn Sweeney, Ph.D.
Phone: (801) 585-1565 (Ext. 2088)
e-mail: caroline.sweeney@va.gov

COMMITMENT TO DIVERSITY

The VASLCHCS Psychology Service has made efforts to recruit and maintain a diverse psychology staff in a geographic region with limited ethnic and racial diversity. As such, the Fellowship Program places a high value on attracting a diverse group of interns and on maintaining an awareness of diversity issues during the fellowship year. The program appreciates the fact that attracting a diverse group of fellows is important, not only for the fellowship, but for the staff as well.

Throughout the training year, the training program provides various learning activities and trainings that build upon the multicultural competency from graduate training. For example, the training program schedules a number of seminars directly dealing with a variety of diversity topics. We have speakers discuss issues of multicultural competency, religion/spirituality, gender, sexual orientation, culture, and age. The topics vary year to year, in large part due to the requests of the individual training cohort and their needs as determined by the training director.

EQUAL OPPORTUNITY EMPLOYER

The VASLCHCS is an Equal Opportunity Employer. The Psychology Service actively supports and is in full compliance with the spirit and principle of Affirmative Action in the recruitment and selection of staff and interns. We provide equal opportunities in employment and training for all qualified persons and do not discriminate on the basis of race, color, religion, sex, national origin, age, disabilities, ethnicity, or sexual orientation. In accordance with federal government employment regulations, only citizens of the United States are eligible for training positions funded by the Department of Veterans Affairs.

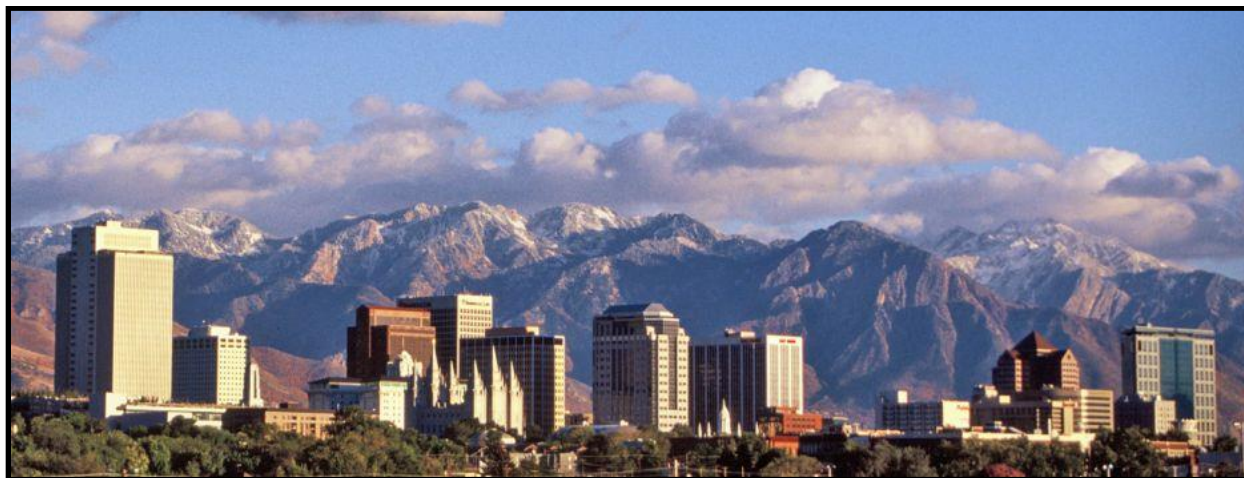
PRIVACY POLICY:

We collect no personal information from you when you visit our web site.

ABOUT SALT LAKE CITY AND UTAH

According to the 2010 census, Salt Lake City has a population of 186,400. The surrounding metropolitan area has over 2 million people. Individuals unfamiliar with Salt Lake City and the state of Utah are often quite surprised at the wealth and variety of things to do and see. Salt Lake City is a montage of modern high-rises, commercial centers, unique sightseeing attractions, classic buildings, historic sites, excellent restaurants, and beautiful shopping malls. The city is also home to acclaimed ballet dance companies, the Utah Opera Company, many fine art galleries, and historical and art museums. Professional sports fans enjoy cheering for the Utah Jazz, Utah Grizzlies and Real Salt Lake. During the summer, baseball fans flock to Franklin Covey Field to watch the Salt Lake Bees, the Triple-A affiliate of the Anaheim Angels. Finally, fans of college sports find one of the NCAA's most entertaining and bitter rivalries between the Brigham Young University Cougars and the University of Utah Utes, both of whom are nationally ranked in football.

For the outdoor recreational enthusiast, Utah is truly a paradise. During the winter months, Utah has "The Greatest Snow on Earth." Eleven resorts are within an hour drive of Salt Lake City. During the summer months, Utahans take advantage of over 1,000 lakes, rivers and streams. Sailing, wind surfing, kayaking, rock climbing and mountain biking are extremely popular during the warmer months as well. Utah has five national parks: Arches National Park, Bryce Canyon National Park, Canyonlands National Park, Capitol Reef National Park, and Zion National Park. We're a short drive to Yellowstone and Teton National Park as well.



TRAINING STAFF

Tracy Black, Ph.D.

Training background: Ph.D., Utah State University

Predoctoral Internship: VA Salt Lake City Health Care System

Postdoctoral Fellowship: Roswell Park Cancer Institute

Current Position: Chief of Primary Care Behavioral Health, Staff Psychologist for Mental Health Consult Service

Areas of interest/expertise: Health psychology, psychosocial oncology, bereavement, and health behavior change.

Email: Tracy.Black-Cecchini@va.gov

Candice Daniel, Ph.D.

Training background: Ph.D., Clinical Psychology – University of Wyoming

Predoctoral Internship: VA Salt Lake City Health Care System

Postdoctoral Fellowship: Geriatrics Research, Education, and Clinical Center, VA Salt Lake City Health Care

Current Position: Staff Psychologist for Home Based Primary Care/Geriatrics, Primary Supervisor

Areas of interest/expertise: Medical regimen adherence among older adults, behavioral medicine interventions, motivational interviewing, capacity assessment, dementia assessment, and behavioral interventions.

Email: candice.daniel@va.gov

Bret Hicken, Ph.D.

Training background: Ph.D., Clinical Psychology – Univ. of Alabama at Birmingham

Predoctoral Internship: VA Salt Lake City Health Care System

Postdoctoral Fellowship: Geriatrics Research, Education, and Clinical Center, VA Salt Lake City Health Care System

Current Position: Health Science Specialist - GRECC, Supervisor for Geriatric Clinic

Areas of interest/expertise: Geropsychology, Capacity evaluation, Dementia Assessment & Treatment, Rural health, Caregiver support.

Email: bret.hicken@va.gov

Tom Mullin, Ph.D.

Training Background: Ph.D., Counseling Psychology, University of Utah

Predoctoral Internship: VA Salt Lake City Health Care System

Current Position: Staff Psychologist PTSD Clinical Team; Clinical Psychology Postdoctoral Fellowship Co-Director (PTSD Track)

Areas of Interest/Expertise: PTSD, readjustment after OEF/OIF/OND deployment, psychological assessment, evidence-based treatment for PTSD, Prolonged Exposure Consultant, veteran outreach programs

Email: Thomas.Mullin2@va.gov

Renn Upchurch Sweeney, Ph.D

Training Background: Ph.D., Clinical Psychology – University of Utah

Predoctoral Internship: VA Salt Lake City Health Care System

Postdoctoral Fellowship: Memphis VA Health Care System

Current Position: Staff Psychologist Primary Care/Behavioral Health; Clinical Psychology Postdoctoral Fellowship Co-Director (Integrated Primary Care Health Psychology Track)

Areas of Interest/Expertise: Primary Care Psychology, Integrative Healthcare, Stress and Coping with Chronic Illness

Email: caroline.sweeney@va.gov

Sarah E. Turley, Ph.D.

Training Background: Ph.D., Counseling Psychology – Southern Illinois University, Carbondale

Predoctoral Internship: Long Beach VA Healthcare System

Current Position: Director of Training for Psychology, Staff Psychologist for Physical Medicine & Rehabilitation

Areas of Interest/Expertise: ACT, Behavioral Medicine, Medical Decision-Making, Palliative Care, Ethics, and Brief Treatment.

E-mail: sarah.turley@va.gov

Edward M. Vara, Ph.D.

Training Background: Ph.D., Clinical Psychology – Saint Louis University

Predoctoral Internship: Albany Psychology Internship Consortium – Albany, NY

Postdoctoral Fellowship: Traumatic Stress Institute/ Center for Adult and Adolescent Psychotherapy, South Windsor, CT

Current Position: Staff Psychologist Outpatient Mental Health

Areas of Interest/Expertise: PTSD, Mindfulness-based psychotherapy, clinical supervision and professional development.

E-mail: : edward.varra@va.gov