

CLINICAL PSYCHOLOGY POSTDOCTORAL BROCHURE

Phoenix VA Health Care System

Clinical Psychology Postdoctoral Fellowship Program
Psychology Section (116B)
650 East Indian School Road
Phoenix, Arizona 85012



Director of Training: Matthew Weyer, Ph.D.
Chief of Psychology: Kris Kratz, Ph.D., ABPP-CL/CN



Application Due Date: December 16, 2018

Start Date: September 3, 2019

Clinical Psychology Postdoctoral Fellowship Program

Fellowship Training Brochure | 2019 - 2020 Training Year

Executive Group

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Chief, Psychology Service

Matthew Weyer, Ph.D.
Director of Training, Clinical Fellowship Program

Training Group

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Primary Care-Mental Health Integration

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Chronic Pain Management

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PROGRAM OVERVIEW

Dear Applicant,

Thank you for your interest in the Phoenix VA Health Care System Psychology Postdoctoral Fellowship Programs! It is a true honor to work with our Veterans, and to provide high quality services to them as a token of our appreciation for what they have done for us. The clinical services we provide afford excellent training opportunities to develop advanced competencies in clinical psychology, further preparing psychologists to serve within the VA or the nation at large.

We are offering seven (7) positions in our **Clinical Psychology Fellowship Program** that will begin September 3, 2019. These positions are in the following areas of emphasis:

- General Mental Health (2 fellows)
- Posttraumatic Stress Disorder (1 fellow)
- Primary Care-Mental Health Integration (PC-MHI)/Health Psychology (3 fellows)
- Chronic Pain Management (1 fellow)

The Fellowship are organized with a goal of producing advanced competencies in the practice of clinical psychology so graduates have the requisite knowledge, skills and abilities necessary to assume the role of an independent, professional psychologist. Our Fellowship also provides a depth of experience within an area of emphasis. We believe that graduating Fellows should exhibit behavior that is consistent with professional standards and be able to provide competent assessment, interventions, consultation, and supervision. Additionally, Fellows will become highly trained in working with Veterans. Our Fellows are well-positioned to continue their professional careers in areas of high need within the VA system.

We are excited about your interest in our clinical psychology Fellowship program and look forward to reviewing your application! Please feel free to contact us with questions as you progress through the application process.

Very Respectfully,

The Psychology Fellowship Training Committee

APA ACCREDITATION STATUS

The Postdoctoral Fellowship at the Phoenix VA Health Care System (PVAHCS) had its initial self-study and site visit in 2017 and was recently accredited by the American Psychological Association (APA) in May of 2018. The program was review by the Commission on Accreditation (CoA) and was awarded the maximum 10 years of full accreditation. The next site visit will be during the academic year 2027. Questions related to the program's accredited status should be directed to the Commission on Accreditation at:

Office of Program Consultation and Accreditation
American Psychological Association
750 1st Street, NE
Washington, DC 20002
Phone: 202-336-5979
E-mail: apaaccred@apa.org
www.apa.org/ed/accreditation

APPIC MEMBERSHIP

The PVAHCS is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). Our Fellowship site agrees to abide by the APPIC postdoctoral selection guidelines.

COMMITMENT TO DIVERSITY

Our Fellowship site maintains a strong commitment to diversity among staff and trainees, as exemplified by our past success in the recruitment and retention of individuals of diverse backgrounds at the Intern, postdoctoral, and staff levels. As a federal employer, our facility and department of Psychology strongly adhere to policies on non-discrimination and accommodations to facilitate success in our Fellowship. As an equal opportunity training program, our Fellowship welcomes and strongly encourages applications from all qualified applicants, regardless of racial, ethnic, religion, sexual orientation, disability, or other minority status.

The Phoenix VA Psychology Department believes that diversity presents in multiple facets. As a program, we place high value on diversity recognition and sensitivity. The Phoenix VA is proud to be part of fourteen postdoctoral psychology VA training sites across the country that participates in a collaborative effort to provide specialized diversity training at the postdoctoral level. This is a monthly VTEL presentation facilitated by a range of practitioners and researchers from a variety of VA settings. Each presentation includes a brief but substantive didactic presentation and embeds opportunities for group discussion among all participating sites throughout the presentation. In addition to the VTEL seminar, postdoctoral residents will lead one Diversity Journal Club discussion that is attended by psychology doctoral Interns and faculty.

In addition to the diversity training, our department hosts Diversity Action Committee meetings where hospital staff and trainees are invited to join in the promotion of diversity awareness and programming throughout the Phoenix VA Health Care System. We feel we have successfully cultivated an atmosphere of respect in moving towards enhanced diversity knowledge, awareness and skills.

APPLICATION & SELECTION PROCEDURES

Application materials are due by midnight EST **December 16th, 2018**. All applications must be submitted via APPA CAS, except under unusual circumstances and consultation with Dr. Weyer.

Eligibility Criteria:

1. United States Citizenship
2. Verification of Selective Service Registration (Male applicants born after 12-31-1959 must sign a pre-appointment Certification Statement for Selective Service Registration) and consent to participate in a background verification check to verify your application information and/or criminal history
3. Completion of all degree requirements from an APA or CPA accredited doctoral program in Clinical or Counseling Psychology prior to the start of postdoctoral training.
4. Completion of an APA accredited doctoral Internship
5. Consent to complete a pre-employment physical and fingerprinting and submit a completed TQCVL form, which is provided after accepted into the program

Application Materials:

1. **Personal Statement of Interest:** Applicants typically apply to one track. However, if interested, applicants can apply up to two different tracks (eg., PC-MHI and Pain or General Mental Health and PTSD, etc). If you are applying to more than one track, you must submit a separate statement of interest for **each track**. Please upload your Personal Statement under Documents and title it "Personal Statement – (Emphasis Area)". If you are submitting more than one personal statement, submit additional statements under the "Other Documents" option and add the alternate emphasis area to the title of your personal statement (e.g., "Personal Statement – PTSD"). The personal statement should contain the following information:
 - a. The history of your interest in the area of emphasis
 - b. Any relevant educational, clinical, and/or research experience

- c. A self-assessment of your training needs and goals for the Fellowship year
 - d. A statement of your overall career goals
2. **Postdoctoral Fellowship Application Face Sheet:** Please upload under the “Other Document” option and title “Fellowship Application Face Sheet.” This is available on-line at http://www.phoenix.va.gov/docs/Phx_Psychology_Fellowship.docx.
 3. **A detailed Curriculum Vitae**
 4. **Official Graduate Transcripts**
 5. **Three Letters of Recommendation:** One must be from a faculty member personally familiar with your graduate school performance, and at least one from a primary clinical supervisor during the doctoral Internship. Letters of recommendation from two clinical supervisors are encouraged.

Application Submission Procedure:

1. Submit all application materials electronically no later than **11:59 PM EST on December 16, 2018**. All materials should be uploaded to the APPA CAS system.
2. We encourage applicants to be selective and thoughtful when considering submitting applications to multiple areas of emphasis. As indicated above, if you do submit an application for more than one area of emphasis, **you must submit a separate statement of interest to be considered.**
3. Clinical Psychology Fellowship Applicants will be notified of interview offers by Thursday, January, 17, 2019. Clinical Interviews may be conducted in-person or by telephone during the first two weeks of February 2019. Selection guidelines for APPIC will be followed for the Clinical Psychology Fellowship Program. Offers will be made for the Clinical Psychology Fellowship Program on February 25, 2019 at 10:00am EST. We will be prepared to make reciprocal offers in advance of this, if necessary. We will notify applicants when they are no longer under consideration, or when all positions to which they have applied have been filled.
4. Please contact Dr. Weyer with specific questions about the Clinical Psychology Fellowship Training Program, or the above eligibility criteria and application procedures. He can be reached at matthew.weyer@va.gov or 602-277-5551, ext. 7890.

PHOENIX VA HEALTH CARE SYSTEM

The Phoenix VAHCS has been providing services to Veterans in Maricopa County since 1951. In 2018, the medical center had a total enrollment of over 91,000 Veterans, over 21% of which had a confirmed mental health disorder. The hospital is a tertiary care and training facility with 129 medical/surgical beds, 48 psychiatric beds, and a 102-bed community living center. The hospital is a well-equipped urban facility located in central Phoenix. The hospital's computer system supports fully automated patient records, facilitating interprofessional communication. The VA medical library can provide literature searches for education or patient care. In addition, literature searches through Medline and PsycINFO can be conducted by psychology Fellows from their office desktop.

Department of Psychology

The Psychology Service of the Phoenix VAHCS is committed to excellence in training and service. The Psychology Service has grown significantly in the last few years, which reflects the commitment of the Phoenix VA to quality mental health service delivery and training. The faculty members are heterogeneous in terms of evidence-based treatment modalities, which makes possible a wide range of orientations for instruction, observation, role modeling, and professional development. The Psychology Service faculty contributes to the larger community through donation of personal and professional services to community groups, participation in university and professional activities, and private practice outside the Medical Center. Several faculty currently hold elected and appointed leadership positions in local, state and national professional associations and groups.

Program Administration

Matthew Weyer, Ph.D. is the Director of Training of the Clinical Psychology Postdoctoral Fellowship Program. Jennfier Averyt, Ph.D. and Tim S. Ayers, Ph.D. are Assistant Directors of Training. Together, they are responsible for the coordination, oversight, and day-to-day operations of the Clinical Psychology Fellowship Program and the Psychology Internship Program. An Executive Training Committee periodically reviews all aspects of the training program, and when necessary, recommends changes in procedures and policy. Additionally, each area of emphasis training has a track leader who is a member of the Training Committee. This committee meets monthly to monitor the progress of Fellows, and to address issues as they surface in the training program. The committee also attempts to ensure continuity of training among various rotations and training settings. Final decisions regarding the Clinical Psychology Postdoctoral Fellowship and Internship Programs are the responsibility of the Chief of Psychology, Kris Kratz, Ph.D., ABPP-CL/CN.

OVERALL TRAINING MODEL AND PROGRAM PHILOSOPHY

The Clinical Psychology Postdoctoral Fellowship Program at the Phoenix VAHCS offers training for seven (7) Fellows across the following areas of emphasis ("tracks"):

- General Mental Health (2 fellows)
- Posttraumatic Stress Disorder (1 fellow)
- Primary Care-Mental Health Integration (PC-MHI)/Health Psychology (3 fellows)
- Chronic Pain Management (1 fellow)

Within the Clinical Psychology Fellowship Program, our approach includes training Fellows to inform their practice through review of relevant scholarly literature, program development, ongoing program evaluation, and when possible, participation in ongoing research projects in the medical center. We aim to provide training consistent with APA's Standards of Accreditation for programs in professional psychology at the postdoctoral level. Fellows develop advanced competence in several areas, to include the integration of science and practice, legal and ethical issues, individual and cultural diversity, assessment, intervention, consultation, and supervision. We aspire to train future psychologists who will bring these skills to the VA system and further strengthen our changing health care environment.

The philosophy of our program is grounded in the practitioner scholar model, which emphasizes clinical practice and the importance of using theory and research to inform practice. In addition, the practitioner scholar model emphasizes the delivery of psychological services that take into account individual, cultural, and societal considerations.

Clinical training is focused on evidence-based interventions. The Phoenix VAHCS Department of Psychology has a number of staff members who are national trainers and consultants for the VA's evidence-based treatment programs, including Cognitive Processing Therapy (CPT), Cognitive Behavioral Therapy for Insomnia (CBT-I), CBT for Chronic Pain (CBT-CP), Prolonged Exposure (PE), and Motivational Interviewing (MI). Fellows have the opportunity to take part in training initiatives, including ongoing consultation groups, with staff members during the year.

Our training philosophy emphasizes a collaborative approach. An important component of all training experiences is the development of skills to work with other psychologists and members of other disciplines. Our Fellows routinely collaborate with psychiatry, social work, pharmacy, nutrition, and primary care staff.

There is a focus in our program on creating a safe environment for learning. We value open discussions and processing of challenging experiences that Fellows might face as they grow into their roles as autonomous practitioners.

Program Aim and Competencies

The overall aim of the Clinical Psychology Fellowship Program is for Fellows to develop advanced competence in clinical psychology for independent practice and board eligibility. This is accomplished through training in specific areas of emphasis that are currently a high priority for our Veterans. To accomplish the above aim, several Level 1 and Level 2

competencies were developed, with behavioral exemplars for each competency informed by several publications related to APAs benchmark competencies and the Standards of Accreditation profession-wide competencies. Together, the advanced competencies that Fellows are expected to develop over the course of the Clinical Psychology Fellowship Program include the following:

A. Level 1 Competencies (required of all programs)

1. Develop advanced competence in the interface of science and practice.
2. Develop advanced competence in individual and cultural diversity.
3. Develop advanced competence in legal, ethical and professional standards.

B. Level 2 Competencies (program specific)

1. Develop advanced competence in professionalism, to include professional values and attitudes, reflective practice, and self-care.
2. Develop advanced competence in communication and interpersonal skills in all aspects of one's professional responsibilities.
3. Develop advanced competence in the assessment of adult Veterans presenting with diverse psychological problems and treatment needs.
4. Develop advanced competence in psychological interventions, to include empirically-based interventions, for adult Veterans with diverse psychological problems and treatment needs.
5. Develop advanced competence in consultation.
6. Develop advanced competence in education to include supervision and didactic instruction.
7. Develop advanced competence in interdisciplinary system, management and administration.

Clinical Areas of Emphasis

Fellows can expect to spend a minimum of 25% of their time in direct patient care. While each area of emphasis will equally focus on the advanced competencies noted above, the specific clinical experiences are distinctive. For example, Fellows will have an opportunity to provide evidence-based psychotherapies relevant to their area of emphasis (e.g., PE, EMDR, and CPT for PTSD or CBT for chronic pain). Fellows will triage patients, complete diagnostic interviews, provide relevant treatment, measure treatment progress, and

complete other more formalized assessment batteries relevant to each area of emphasis. Consultation will occur frequently across disciplines within each clinic setting and, when relevant, across clinic settings and training tracks. Further information regarding each area of emphasis is provided below:

1. **General Mental Health.** The Phoenix VAHCS has a dynamic, large outpatient mental health program devoted to serving the needs of the Veteran population in Phoenix. Trainees in the General Mental Health area of emphasis have the opportunity to complete experiences in the General Mental Health Outpatient Clinic or in the Women Veteran's Program. Fellows in this area of emphasis can explore and evaluate the implementation of evidence-based psychotherapies (EBPs) for the treatment of PTSD, depression and many other general mental health issues. Fellows also gain experience with diagnostic evaluation and both individual and group psychotherapies. Fellows participate in regular interprofessional huddles in a team-based treatment model for a panel of patients (Behavioral Health Interdisciplinary Program [BHIP] teams). This follows the national model for behavioral health interdisciplinary teams, with each team including two to three psychiatrists, a nurse, a psychologist, a social worker and a pharmacist. Each BHIP team works collaboratively to plan for the overall mental health care of the veterans on their panels. Fellows on this rotation also spend one day a week in our Opal walk-in clinic that provides emergency care and triages veterans in crisis.

The Women Veteran's Program (WVP) is currently co-located in our gynecology/mammography departments in the Main Hospital. Fellows have the unique ability to develop programming for the women veterans in this growing service. Group options include co-facilitating our Women Veterans mindfulness-based chronic pain class, Breathe, It's Ok. Fellows may participate in the gynecology clinic interprofessional monthly team meetings, as well as sit on the hospital-wide Women Veterans Health Committee. Further, Fellows will work closely with the hospital's Intimate Partner Violence (IPV) Coordinator, who is tasked with building resources, developing community partnerships, and educating the hospital about issues related to intimate partner violence in veteran populations. Fellows will be able to experience a dynamic training experience that includes elements of both primary care mental health integration services and general mental health.

Finally, Fellows in this area of emphasis will have the opportunity to participate in two evidence-based psychotherapy trainings and consultation groups throughout the year. They are required to receive training in Dialectical Behavior Therapy (DBT) and attend weekly consultation group meetings. The Fellow can then choose to participate in one of the following trainings/consultations as their second option: Cognitive Processing Therapy, Cognitive Behavioral Therapy-Chronic Pain, or Motivational Interviewing.

2. **Posttraumatic Stress Disorder.** Fellows in this track can expect to receive a rich and diverse experience in the assessment and treatment of PTSD. The training experience is located within the Posttraumatic Stress Disorder Clinical Team (PCT),

at the Midtown Clinic (located less than 3 miles from the main hospital). The PCT provides evaluation and treatment for Veterans with PTSD related to combat and/or military sexual trauma (MST). This training experience emphasizes evidence-based training in the following areas: 1) diagnostic evaluations, 2) individual psychotherapy, and 3) group psychotherapy. Fellows will learn and utilize evidence-based psychotherapies (EBPs) through in-person and telehealth modalities. As part of this training experience, Fellows will consult with and learn from faculty with a wide range of knowledge in a variety of EBPs for the treatment of PTSD. Specifically, faculty include a national and regional trainer for Cognitive Processing Therapy (CPT), a national trainer for Cognitive Behavioral Conjoint Therapy for PTSD (CBCT-PTSD), and a national trainer for Prolonged Exposure Therapy (PE). Fellows have the opportunity to attend a local 3-day CPT training and begin working toward CPT provider status within the VA. Additionally, Fellows may have opportunities to gain experience in the use of Eye Movement Desensitization-Reprocessing (EMDR), Dialectical Behavioral Therapy (DBT), Cognitive Behavioral Therapy for Insomnia (CBT-I), Imagery Rehearsal Therapy for nightmares (IRT), Acceptance and Commitment Therapy (ACT), Skills Training in Affect and Interpersonal Regulation (STAIR), and Seeking Safety. Fellows will also function as a member of the PCT, attending interdisciplinary team meeting weekly to build programming, address clinical issues, and improve clinic functioning. During team meetings, staff regularly consult with one another about challenging cases and integrate professional articles relevant to the work of the clinic.

3. **Primary Care-Mental Health Integration (PC-MHI)/Health Psychology emphasis.** The PVAHCS has a blended PC-MHI program with a Health Psychology consultation service. Fellows will work at both the Main Hospital and the Midtown Clinic (located less than 3 miles from the main hospital). The PC-MHI program combines co-located collaborative care and evidence-based care management components. Fellows are an integral part of the primary care-based interprofessional team and provide assessment and psychosocial treatment for a variety of problems, including depression, anxiety, adjustment issues, and problem drinking. In this track, Fellows work as part of the Primary Care Patient Aligned Clinical Team (PACT) and work closely with Depression Care Managers (Nursing), PC-MHI Psychiatry, Pharmacy, and Social Work. Fellows provide same-day access appointments for PACT patients new to mental health or referred for brief psychotherapy (4-6 30-minute sessions). Fellows in this area also provide assistance with behavioral health issues (e.g., smoking cessation, medication adherence). Fellows provide individual and group therapy, including brief evidence-based treatments relevant for this care setting, such as Problem-Solving Training, Motivational Interviewing, Mindfulness-Based Stress Reduction and CBT for Insomnia or Chronic Pain. Fellows complete diagnostic assessments and triage Veterans to the appropriate levels of care in collaboration with PC-MHI Depression Care Managers (DCMs) and other PACT team members.

Fellows are also part of the Academic PACT team that incorporates Internal medicine residents, social workers, dieticians, nurses, pharmacists and attending

physicians. They participate in shared medical appointments (e.g., Hypertension SMA), joint consultations, and provide residents with informal interprofessional trainings as requested. Fellow also work as part of the Health Psychology consultation team. This includes individual therapy referrals from specialty care services (e.g., Oncology, Endocrinology) and pre-surgical mental health evaluations for transplant surgery (e.g., kidney, liver, stem-cell) and bariatric surgery. Fellows co-facilitate interdisciplinary group programs for chronic health conditions, such as sleep apnea, tinnitus, obesity (e.g., MOVE! Weight Management program and Bariatric Surgery program), and tobacco use.

Finally, Fellows with prior experience and training in the treatment of eating disorders will have the opportunity to participate in the interdisciplinary Eating Disorder Treatment Team. This team consists of staff from Psychology, Psychiatry, Nutrition and Primary Care. Fellows who participate on this team will have the opportunity to complete assessment and individual/group treatment for a variety of eating disorder diagnoses.

4. **Chronic Pain Wellness.** Fellows selected for the Chronic Pain Wellness Center (CPWC) are an integral part of this innovative interdisciplinary program designed to enhance the quality of life and functioning of Veterans coping with chronic pain. Our team includes psychology, medicine, nursing, pharmacy, addictions psychiatry, physiatry, physical therapy, nutrition, health coaching, chiropractic, and recreational therapy. As an integrated program, we utilize a biopsychosocial treatment approach influenced by an acceptance and commitment therapy (ACT) framework. Fellows in this emphasis area develop a deeper understanding of interdisciplinary treatment planning, and the role that each discipline plays in the treatment of complex chronic pain. Fellows conduct both individual intake assessments and integrated intakes with other disciplines (e.g., nurse practitioners, physicians, pharmacists) in order to refine case conceptualization skills to generate maximally effective treatment plans.

Veterans in the CPWC present with chronic pain and a variety of comorbid medical and mental health issues, such as diabetes, obesity, sleep disorders, substance use disorders, depression, anxiety, PTSD, and personality disorders. Fellows develop skills in providing chronic pain education, enhancing patient engagement while managing distress, crisis management, and interprofessional consultation. Fellows are supervised in evidence-based treatment approaches, specifically motivational interviewing, cognitive behavioral therapy for chronic pain (CBT-CP), CBT for insomnia (CBT-I), ACT for chronic pain, and behavioral management of migraines. In addition, Fellows co-facilitate innovative group programs, including mindfulness-based groups for women Veterans and interdisciplinary rehabilitative programs for Veterans with various levels of functionality. As indicated, Fellows conduct pre-spinal cord stimulator psychological evaluations, receive supervision in providing clinical hypnosis, and cover the Inpatient Health Psychology Consult Service.

Training Methods

Personalized Training Plans:

The Phoenix VAHCS has created different options to provide a comprehensive clinical psychology training experience for our Psychology Fellows. At the start of the training year, Fellows meet with their primary supervisor to develop a specific training plan which takes into account: 1) previous clinical experiences, 2) level of knowledge, 3) initial competencies, 4) clinical interests, and 5) supervisor availability. If desired, the training plan can be revised at the completion of each trimester. Fellows are required to spend a minimum of 60% of their time in their primary area of emphasis (“track”) throughout the year.

We have included samples of potential training schedules for a Fellow selected for the PC-MHI/Health Psychology track. Similar training schedules can be developed for Fellows in each of our tracks.

Option 1:

Trimester 1	Trimester 2	Trimester 3
PC-MHI/Health Psych (100%)	PC-MHI/Health Psych (100%)	PC-MHI/Health Psych (100%)
Required Fellowship activities that include: Assessment lab, diversity seminar, supervising an Intern, didactics, mentorship, journal clubs, clinical supervision and other administrative tasks.		

In option 1, a PC-MHI Fellow spends all clinical time in their primary track.

Option 2:

Trimester 1	Trimester 2	Trimester 3
PC-MHI/Health Psych (80%)	PC-MHI/Health Psych (80%)	PC-MHI/Health Psych (80%)
General Mental Health - DBT/CPT/MI (20%)	General Mental Health - DBT/CPT/MI (20%)	General Mental Health - DBT/CPT/MI (20%)
Required Fellowship activities that include: Assessment lab, diversity seminar, supervising an Intern, didactics, mentorship, journal clubs, clinical supervision and other administrative tasks.		

In option 2, the Fellow arranges for elective training in General Mental Health for the full year.

Option 3:

Trimester 1	Trimester 2	Trimester 3
PC-MHI/Health Psych (100%)	PC-MHI/Health Psych (80%)	PC-MHI/Health Psych (60%)
	Chronic Pain Wellness Center (20%)	Chronic Pain Wellness Center (40%)
Required Fellowship activities that include: Assessment lab, diversity seminar, supervising an Intern, didactics, mentorship, journal clubs, clinical supervision and other administrative tasks.		

In option 3, after spending Trimester 1 in their primary track, the Fellow develops a plan to integrate elective training in the Chronic Pain Wellness Center for the remainder of the training year.

Pre- and Post- Assessment:

Fellows will undergo a pre-and post- assessment of their assessment/diagnostic/writing skills. At the beginning and end of the training year, Fellows will be paired with a member of the training committee and will have 60 minutes to conduct a mock intake interview. Following the interview, Fellows will be provided with personality assessment data related to the case (e.g., MMPI-2RF, PHQ-9, GAD-7). Fellows will be given three hours to integrate data gathered from the interview and the test results. They will write up a one page summary of their findings to include diagnostic impressions and treatment recommendations. Fellows will then present their findings and receive feedback on their interview, diagnostic, and writing skills. The purpose of this exercise is twofold. First, it is to assist Fellows with an appraisal of their assessment skills at the beginning of the year which is useful in guiding their training plan for the year. Second, the exercise will help Fellows prepare for board certification as it is modeled after the ABPP process.

Supervision:

Fellows will receive a minimum of 2 hours of individual face-to-face supervision with one's primary supervisor each week. Individual supervision will involve clinical case supervision (i.e., case conceptualization, didactics on specific interventions), collaborative input regarding administrative duties and projects, team interactions, research opportunities that are explored, and career planning/career development. Fellows will receive formative feedback throughout individual supervision, as well as summative feedback at the end of each trimester.

In terms of group supervision, Fellows receive an hour of monthly group supervision related to their experience supervising Doctoral Interns. Fellows also have the option to attend an advanced psychotherapy seminar in which they can learn innovative therapy skills and techniques to adapt evidence-based protocols for their current caseload. This seminar emphasizes the "art" behind effective psychotherapy.

One of the strengths of our Fellowship program is the variety and quality of supervision offered. We have a training committee that consists of seasoned clinicians with diverse clinical expertise. The majority of the training committee has received formal training in one or more of the evidenced-based therapies (e.g., Cognitive Behavioral Therapy (CBT), Cognitive Processing Therapy (CPT), Prolonged Exposure (PE), Eye Movement Desensitization and Reprocessing (EMDR), Motivational Interviewing (MI), Problem-Solving Training (PST), CBT for Insomnia (CBT-I), Interpersonal Processing Therapy (IPT), Dialectical Behavior Therapy (DBT) and Acceptance Commitment Therapy (ACT)). Furthermore, we are proud to have faculty that serve as national trainers in PE and CPT. This type of quality supervision affords the Fellow an exposure to a variety of theoretical orientations, techniques, and skills.

Audiotapes, direct observation, role-plays, and co-therapy are among the tools used to aid in supervision. Fellows receive supervision on their clinical work, reports, case presentations, consultative/supervisory work, and overall professional conduct. Fellows should expect to be assigned readings and literature reviews as part of their supervision. The supervision provided meets the requirements for licensure as a psychologist in the state of Arizona.

Interprofessional Training:

Interprofessional training and experience is a vital component of the Fellowship and is considered a strength of our program. Examples of interprofessional experiences include the Academic PACT clinic collaboration, interdisciplinary work in the Chronic Pain Management clinic, the BHIP team huddles/meetings, and attending didactic trainings with one's respective interprofessional teams. Additional interprofessional activities may include collaboration with joint Health Promotion Disease Prevention/PCMHI ongoing projects, including Employee Stress Management and Healthy Living programs.

Team Meetings:

In each area of emphasis, the Fellow will participate in an interdisciplinary treatment team that meets weekly to discuss shared cases, program development, collaborative treatment planning, and interdisciplinary topics. This will provide a unique opportunity for Fellows to learn from professionals in different disciplines and fine-tune their understanding of the role of a psychologist in the specific area of emphasis in which they are being trained.

Development of Administrative Skills:

Fellows will attend administrative meetings within the Psychology Department and within one's area of emphasis. Fellows may choose to complete a program evaluation project over the course of the Fellowship. Projects will be evaluated based on their thoughtfulness, link to relevant theory, attentiveness to specific areas of concern to our hospital, plan for evaluation, ability to disseminate the findings, and likelihood to make substantive changes that are maintained within our system. The Fellows will also be asked to, periodically, manage consults, lead team meetings and/or consult with other programs in the hospital. Opportunities will be provided for Fellows to become familiar with facility and program performance metrics and quality improvement efforts.

Assessment:

At the beginning of the year, Fellows will participate in a mock interview with a faculty member. This baseline assessment of the Fellow's interviewing, diagnostic and assessment skills assists Fellows early on with determining their strengths and weaknesses in assessment and can guide training throughout the year.

All Fellows complete comprehensive personality assessment batteries assigned to them through the General Mental Health clinic throughout the year, regardless of their area of emphasis. Additionally, Fellows will regularly complete the types of assessment done within their area of emphasis (e.g., Fellows with a PCMHI/Health Psychology emphasis completes Transplant Evaluations or Bariatric Surgery Evaluations and Fellows with a Chronic Pain emphasis area completes Spinal Cord Stimulator Evaluations). Fellows also complete weekly diagnostic intake interviews in their respective clinics and utilize measurement based care instruments to monitor treatment progress in their ongoing psychotherapy cases.

In addition to receiving individual supervision for assessment cases, Fellows attend a monthly assessment lab to ensure an adequate knowledge base for various assessment instruments and a chance to integrate assessment findings.

Research:

Fellows may participate in ongoing research and/or work towards publishing a manuscript based on their dissertation or other prior research. Current research projects within the psychology department include an investigation of traumatic brain injury screening within a primary care setting, the role of social support in treatment adherence with veterans who are engaging in CPT or PE therapies). Given the clinical nature of the Fellowship, limited time may be allocated toward this based on one's interest.

Mentorship Program:

A mentorship program has been developed and instituted to support our Fellows' professional development in a non-evaluative and collegial environment, which is independent of the supervisory relationship, program evaluation process/procedures, and any communication with training committee members. Primary aspects of the mentor's role are to foster the Fellow's personal and professional development, help the Fellow negotiate the Fellowship program, and plan for entry into the profession at the conclusion of training.

Didactics:

Didactics take place throughout the Fellowship year, and include shared training across emphasis areas, as well as didactics that take place within one's emphasis area. Didactics support the competencies our program trains, ensuring a firm knowledge-base as well practical opportunities to demonstrate the associated skills during one's rotations. Fellows will also be required to lead didactics. Fellows may also have the opportunity to present at a broader professional setting (e.g., Grand Rounds, the Psychology Department Continuing Education Series, or to other Mental Health staff such as social work or psychiatry). More

specific didactics include the following:

1. **Fellow Didactics.** Topics include assessment, consultation, training or exposure to various empirically-based psychotherapies (CPT, PE, DBT, CBT-I, CBT for depression/anxiety, MI, EMDR), program evaluation, interprofessional training, communicating across disciplines, ethics, leadership/management in the VA, and EPPP preparation. In addition to didactic presentations on the above topics, there will also be a lab portion to some didactics where Fellows can bring cases for advanced integrative learning (e.g. assessment cases with MMPI-2-RF, MCMI-IV, and/or other cognitive or projective testing).
2. **National Psychology Diversity VTEL.** The Phoenix VAHCS is proud to be part of fourteen postdoctoral psychology VA training sites across the country that participate in a collaborative effort to provide specialized diversity training at the postdoctoral level. This is a monthly VTEL presentation facilitated by a range of practitioners and researchers from a variety of VA settings. Each presentation includes a brief but substantive didactic presentation and embeds opportunities for group discussion among all participating sites throughout the presentation. Dr. Alberty is the local coordinator and member of the national planning committee. It is held on the second Wednesday of every month 11:00 am to 12:00 pm Central Time. In addition to the VTEL seminar, postdoctoral residents will be required to lead one Diversity Journal Club discussion that is attended by psychology doctoral Interns and faculty. Postdoctoral residents are welcome to attend any additional Diversity Journal Club sessions if they choose.
3. **Supervision Clinic.** The Phoenix VAHCS Fellowship Supervision Program is designed to give Fellows the opportunity to provide supervision during the training year. Early in the year, Fellows attend a full day Supervision Workshop in which they review supervision skills as well as complete a supervision self-assessment. Shortly after the workshop, they will be paired with a psychology Intern to work with for a 6 month period. Supervision of supervision is provided in two formats: 1) Fellows will receive feedback from their primary supervisors during regularly scheduled supervision and 2) Fellows will attend a monthly group supervision of supervision to get feedback and process their supervision experience.
4. **Psychology Department Continuing Education Series.** The Psychology Department hosts a one-hour monthly APA-approved continuing education series that the Fellows are required to attend. These presentations are designed to meet the needs for licensure within Arizona, as well as the needs of professionals working at the medical center and in the broader community. These CEs include local subject matter experts, as well as outside speakers. On occasion, longer CEs are offered to cover topics in greater detail (e.g. ethics, supervision, domestic violence; 2-4 hours).
5. **Training Director Meeting.** These meetings are one hour a month and are designed to be a place Fellows can more freely discuss topics of professional relevance and meet with the Director of Training. In the past, this has included a time for peer support, informal case consultation, and practical discussions about early career independent practice (e.g. licensure process/procedures, licensure mobility, hospital credentialing, and board certification). This will also be a time for the Director of Training to share relevant information to the Fellows on any Fellowship-related matters, as well as a forum where the Fellows can provide feedback as a class to the Director of Training to address any concerns.

Optional Didactics:

In addition to the didactics noted above, additional didactics opportunities are available within the Fellowship program, within the Phoenix VA Health Care System (PVAHCS) more broadly, or through local/national conferences. Attendance at these can be discussed with one's primary supervisor and factored into one's individual training plan. Optional didactics include:

1. **PVAHCS Medical Grand Rounds.** The Fellows may also attend the Medical Service Continuing Medical Education presentations if the topic is an area of interest.
2. **Approved Absence for Educational Opportunities.** Fellows may take 5 days a year to attend local or national conferences to further their educational objectives. A paper or poster presentation at such conferences is not required, although would increase the likelihood of being funded for the conference.
3. **Alternate PVAHCS Journal Clubs/Specialty Seminars.** Several journal clubs and specialty seminars are available outside one's area of emphasis within the Clinical Psychology Fellowship Program, Clinical Neuropsychology Fellowship Program, and our Doctoral Internship Program. Fellows may discuss attending offerings of interest with one's supervisor.

Progress and Exit Criteria

Fellows are evaluated at three points during the year on the previously described competencies. Copies of the Fellowship evaluation tools and associated policies are available for review upon request. In evaluating a Fellow's performance and progress, applicable policies and procedures concerning due process and fair treatment are followed. In terms of each trimester evaluation, behavioral exemplars for each Level 1 and Level 2 competency are rated as "Entry Level," "Intermediate," "Proficient," "Advanced," or "High Advanced." There is also a rating of "Skill Deficit or Problematic Behavior" that can be used for areas in which significant clinical or ethical concerns are noted. Below is the descriptions of the different rating levels:

Skill Deficit/Problematic Behavior: Intensive level of supervision needed. Lacks ability to benefit from supervision/team feedback. Lacks knowledge of relevant clinical issues and is not demonstrating progress in knowledge/skill development. Evidence of poor decision-making processes. Unethical or illegal behavior. **Triggers a remediation plan.**

Entry Level (Intern entry level): Regular and systematic supervision needed on most straightforward cases/projects. Integrates knowledge acquired with guidance from supervisor. Decision-making facilitated by supervisory process. **Triggers a remediation plan at the fellowship level.**

Intermediate: Regular supervision needed, particularly in new skill areas. Developing solid understanding of relevant clinical issues. Independent decision-making for many clinical issues. **Triggers a remediation plan at the fellowship level.**

Proficient (Intern exit level/Fellow entry level): Supervision needed mainly for unusual, complex situations or for a new clinical skill area. Solid understanding of relevant clinical issues. Independent decision-making for the majority of clinical issues.

Advanced (Fellow exit level): Supervision needed only for unusual, complex situations. Demonstrates more specialized knowledge. Independent decision-making for most clinical issues.

High Advanced: Seeks supervision/consultation as needed. Continues to independently expand knowledge and skills in content area. Demonstrates nuanced decision-making skills in complex clinical situations. Knowledge/skills/attitudes commensurate with board certification level.

The below represents the minimum level of achievement expected by the end of each trimester:

- Trimester 1 Evaluation – 50% of the behavioral anchors rated at the “Advanced” or “High Advanced” level, with none being rated below the “Proficient Level.”
- Trimester 2 Evaluation – 75% of the behavioral anchors rated at the “Advanced” or “High Advanced” level, with none being rated below the “Proficient Level.”
- Trimester 3 Evaluation (Exit Criteria) - 100% of the behavioral anchors rated at the “Advanced” or “High Advanced” level, with none being rated below the “Advanced Level.”

Successful completion of the Clinical Psychology Fellowship Program is determined by the Training Committee and the following requirements.

1. Fellows are required to be on site for the full duration of the one-year Fellowship (52 weeks), complete a total of 2080 hours (13 days of annual leave, 13 days of sick leave, and all federal holidays are included in the 2080 hours).
2. Engage in a minimum of 25% of their time in direct patient care, and meet competency thresholds.
3. In terms of the competency ratings at the end of Trimester 3, 100% of the behavioral anchors rated at the “Advanced” or “High Advanced” level, with none being rated below the “Advanced Level.”

If there is any question that the Fellow may not be on trajectory to graduate, this will be specifically addressed at the appropriate trimester evaluation and the Fellow will be provided timely written notification of any shortcomings, the opportunity to discuss them, and guidance regarding the steps necessary to demonstrate growth in the areas noted. Additionally, written feedback on the extent to which corrective actions are or are not successful will also be provided.

Upon successful completion of the Fellowship, all Fellows will receive a certificate that indicates they have successfully completed a postdoctoral Fellowship in Clinical Psychology.

ADMINISTRATIVE AND PROGRAM STRUCTURE

The Psychology Fellowship Program at the Phoenix VA Health Care System (PVAHCS) currently offers training to seven one-year postdoctoral Fellows in Clinical Psychology. The psychology Fellow's program is individualized to fit their needs and interests. In our program, we encourage Fellows to observe and experience a variety of supervisory and clinical models. As the Fellows progress in the program and their professional skills and duties advance, they assume greater responsibility in the clinical setting.

Funding/Benefits/Leave:

VA-funded psychology Fellows are paid a full-time stipend of \$47,588, and payments are every two weeks for a full year. Health insurance is available at employee copay rates. Training stipends are taxable. The PVAHCS does not offer part-time or unfunded Fellowship positions. See page 37 for tables with additional details regarding benefits.

The official Fellowship year will begin on **September 3, 2019**. Fellows earn four hours of annual leave and four hours of sick leave every two weeks. Additionally, Fellows are granted up to five days of authorized absence (i.e., time allowed for attending or presenting at conferences) for educational opportunities, and receive ten paid federal holidays.

Facility and Training Resources:

The Psychology Department has staff at the Main Hospital, the Midtown Clinic (located less than 3 miles from the main facility) and several Community Based Outpatient Clinics (CBOC), Fellows share a large conference room with computers, phones and a printer. There are dedicated therapy and assessment offices for Fellow use. Fellows have access to a refrigerator and microwave for shared use. The Psychology Department shares a clerk who aids Fellows with the procurement of supplies and various administrative tasks.

Training Program Evaluation:

The Fellows will complete formal rating scales after six months and at the end of the training year to indicate their satisfaction with the training experiences, quality of supervision provided, didactic experiences, and facilities and resources available. The training directors review the Fellows' satisfaction ratings and take reasonable steps to address any areas of concern. At each trimester evaluation, the Fellows also rate their individual supervisor and group supervisors. Exit interviews with the Fellows by the training directors will be completed at the end of the training year in order to gather additional feedback about the training experience and in order to inform the continuous improvement of the postdoctoral training programs. It is expected that Fellows will provide feedback to their supervisors on an ongoing basis, as well, concerning their needs and the extent to which the training activities are fulfilling their goals.

Due Process – Procedures for due process in cases of problematic performance are in place, as are grievance procedures to be followed by residents and staff alike. A copy of this is available upon request from Dr. Weyer.

Time Commitment:

The clinical psychology postdoctoral Fellowship requires a one-year full-time training commitment (2080 hours). To ensure a sufficient breadth of training experience, and that a Fellow meets the training program's defined goals, Fellows may also choose to participate in additional training opportunities as appropriate.

Note: Consistent with APA and the VA's Office of Academic Affiliations, it is expected that postdoctoral Fellows will complete the entire training term without exception.

PHOENIX: A GREAT PLACE TO TRAIN AND LIVE

Phoenix is the fifth largest city in America with a population of more than 1.6 million. Despite its size, it remains affordable compared to other large U.S. cities. Phoenix has striking architecture with Mexican, Spanish and Native American influences. Frank Lloyd Wright and his students designed several local buildings, homes and churches. Phoenix's principal industries are manufacturing of technology products, agriculture, and tourism.

Phoenix has much to offer in terms of culture and arts. Many events are presented by entities such as the Phoenix Symphony Orchestra, the Phoenix Chamber Music Society, Scottsdale Center for Arts, and Ballet Arizona. The Arizona Opera Theater Company presents its season at the Herberger Theater. Phoenix has several specialized theater groups as well. The Heard Museum houses a renowned collection of American Indian art and culture. The Phoenix Art Museum has a fine permanent collection and presents several shows each year.

Phoenix offers over 300 days of sunshine. Thus, many year-round sporting activities are prevalent including hiking, running, and cycling. Several farmer's markets are available year-round in Phoenix, Scottsdale, and other surrounding communities. Near Phoenix there are six man-made lakes where boating, fishing, and water skiing can be enjoyed. There are ski resorts less than two hours away in northern Arizona. Phoenix is home to four professional sports teams: the Phoenix Suns, Arizona Cardinals, Arizona Diamondbacks, and Arizona Coyotes. Several annual sporting events take place in Phoenix, including PGA and LPGA golf tournaments, and NASCAR auto racing.

Arizona State University is in Tempe, approximately 20 minutes from central Phoenix. The university library system is extensive and includes both an academic and a scientific branch. The Phoenix area also has many community colleges. The area has some private colleges as well, such as Grand Canyon University, University of Phoenix, and the Thunderbird American Graduate School of International Management.

Pine forests and the red rocks of Sedona are a two-hour drive from the city. The Grand Canyon is a four-hour drive to the north. The beaches of Mexico are a four-hour drive to the south. Sky Harbor International Airport provides daily connections to all major International airports. For additional information about the Phoenix metropolitan areas please go to: www.visitphoenix.com.

**PHOENIX VA HEALTH CARE SYSTEM
PSYCHOLOGY FELLOWSHIP TRAINING COMMITTEE**

JULIE ALBERTY, Ph.D.
Loma Linda University, 2012
Licensed Psychologist in Arizona
(Diversity Site Coordinator for Fellowship; General Neuropsychology)

Dr. Alberty is a bilingual (Spanish/English) neuropsychologist whose primary interests lie in cultural aspects of neuropsychological assessment and adult outpatient neuropsychological assessments. Dr. Alberty's expertise includes assessment of dementia, seizure disorders, movement disorders, TBI, and stroke. She enjoys the wide variety of patients one can see in an outpatient clinic and currently conducts neuropsychological assessments of veterans from various referral sources including Psychiatry, Neurology, and the Specialty Clinics. Additionally, she is the local coordinator for the National Psychology Diversity V-TEL which is a training program for postdoctoral psychology residents across the country. Dr. Alberty received her doctorate from Loma Linda University in clinical psychology and completed her Internship at the Veterans Affairs Ann Arbor Health Care System, Michigan. She completed her post-doctoral Fellowship at Barrow Neurological Institute in Phoenix. Prior to joining the Phoenix VA staff in 2017 she was a faculty neuropsychologist at Barrow Neurological Institute. She is a mentor in the Hispanic Neuropsychological Society.

JENNIFER AVERYT, Ph.D.
Ohio University, 2012
Licensed Psychologist in Arizona
(Health Psychology, PC-MHI)

Dr. Averyt is a psychologist in Primary Care Mental Health Integration (PC-MHI) and Health Psychology. After completing her Internship at the Phoenix VA, Dr. Averyt completed a two-year Fellowship in clinical health psychology at Tripler Army Medical Center. She has also completed a postdoctoral M.S. in Clinical Psychopharmacology at the University of Hawaii College of Pharmacy. Dr. Averyt has training and experience in a variety of evidence-based psychotherapies including CBT for depression and anxiety, CBT for Insomnia, Cognitive Processing Therapy (CPT), Acceptance and Commitment Therapy (ACT), Enhanced CBT (CBT-E) for eating disorders, and Motivational Interviewing. Her interests include self-management of chronic illness, health behavior change, psycho-oncology, chronic pain, sleep disorders, weight management, and eating disorders.

TIM S. AYERS, Ph.D.
Arizona State University, 1991
Licensed Psychologist in Arizona
(PTSD Clinical Team)

Dr. Ayers' theoretical orientation is cognitive-behavioral, with an emphasis on empirically-based treatments. He provides evaluation and individual and group psychotherapy to veterans with warzone-related PTSD. His primary interests are in the anxiety disorders, particularly OCD and PTSD. Dr. Ayers also has a background in prevention programming and clinical child psychology and prior to joining the VA held faculty appointments at Yale University and Arizona State University. He has interests in program evaluation, and the development of family-based interventions. In the past, he has received federal grants to carry out research on the impact of major stressors on families and the evaluation of prevention programs. Dr. Ayers is currently the Principal Investigator for a NIMH grant on a fourteen year follow up of a preventive intervention program called the Family Bereavement Program. Due to the efficacy of this program in long term follow up studies, Dr. Ayers has been contacted by the US Army Medical Research and Material Command expressing their interest in the redesign and delivery of this program to military families where there has been the death of a serviceperson.

ASHLEY BREEDLOVE, Psy.D.
Nova Southeastern University
Licensed Psychologist in Louisiana
(PC-MHI)

Dr. Breedlove provides individual and group psychotherapy in the primary care clinic setting. She was trained in Cognitive Behavioral Therapy and Interpersonal Therapy over the course of her doctoral training at Nova Southeastern University and clinical Internship at Dayton VA Medical Center. Her Internship and postdoctoral Fellowship at the Phoenix VA prepared Dr. Breedlove to provide brief treatment in the context of primary care. In her role as a staff psychologist in primary care, Dr. Breedlove provides brief evidence-based treatments for a wide array of mental health problems, including anxiety, depression, insomnia, PTSD, and difficulties with adjustment. She also works with veterans in making health behavior changes related to chronic pain, substance use, and management of chronic illness. Her training has enhanced her proficiency in multiple treatment approaches, including Cognitive Behavioral Therapy (CBT), Motivational Interviewing (MI), Cognitive Behavioral Therapy for Insomnia (CBT-I), Mindfulness Based Stress Reduction (MBSR), Interpersonal Therapy (IPT), Cognitive Processing Therapy (CPT), and Dialectical Behavior Therapy (DBT). Her primary interests include sleep disorders, anxiety disorders, women's health, and trauma treatment.

SPENCER BECK, Psy.D.
 Arizona School of Professional Psychology, 2010
 Licensed Psychologist in Colorado & Utah
 (Outpatient Mental Health)

Dr. Beck currently serves as the Local Recovery Coordinator. Prior to that he was the DBT program director for the Phoenix VA and has overseen the implementation and training of staff interested in working with Veterans with Borderline Personality Disorder. He conducts individual DBT sessions and skills training groups as well as a Mindfulness based group in the Outpatient Mental Health clinic. Dr. Beck is interested in suicide prevention and is active on the Suicide Emergency Committee (SEC) and the Suicide Root Cause Analysis (SRCA) committee. He completed his Internship at the Colorado Mental Health Institute at Pueblo, Institute for Forensic Psychology where he was trained in DBT, risk evaluations, and competency evaluation. Dr. Beck maintains a limited consult service in Utah for Forensic Competency Evaluations.

LISA BURGESS, Ph.D.
 Arizona State University, 2005
 Licensed Psychologist in Arizona
 (Health Behavior Coordinator)

Dr. Burgess is a Health Psychologist whose role is primarily with the Health Promotion and Disease Prevention Team as the Health Behavior Coordinator. The Health Behavior Coordinator develops and evaluates programs to enhance wellness for primarily Veterans, but also for VA employees. Involvement with facility-level policy and decision-making is integral to the role. There is also a clinical component consisting of smoking cessation, fitness and nutrition, and transplant evaluations. Dr. Burgess completed her predoctoral Internship in Geropsychology at the Palo Alto VA Health Care System and then went on to a postdoctoral Fellowship at this facility in Health Psychology. She was previously employed both in a local group practice and at the Southern Arizona VA Health Care System. Dr. Burgess's orientation is primarily cognitive behavior with a focus on empirically supported treatments and common factors. Her interests include: adaptation to illness, healthy aging, stress and coping, grief and loss, motivational interviewing, and mindfulness-based interventions.

LEONARDO CARABALLO, Psy.D., ABPP
 La Salle University 2013
 Licensed Psychologist in Arizona
 (Psychosocial Rehabilitation and Recovery Center)

Dr. Caraballo works as part of an interdisciplinary recovery team in the PRRC and Mental Health Intensive Case Management (MHICM) program. His theoretical orientation is Cognitive-Behavioral with an emphasis in utilizing evidence-based practice focusing on psychosocial rehabilitation and recovery (PSR & R) for serious mental illnesses. He is board certified in Clinical Psychology and serves as a regional trainer/consultant for VA employees seeking provider status in VA-Social Skills Training for serious mental illnesses.

He also serves as a LGBT Veteran Care Coordinator and assists in the development of LGBTQ+ inclusive services for Veterans. He is the Secretary for the Phoenix VA Diversity Action Committee and the Chair of the Arizona Psychological Association LGBTQ Committee. Dr. Caraballo completed a one-year post-doctoral VA Fellowship in clinical psychology focusing on PSR & R for serious mental illnesses. Dr. Caraballo engages in research and program evaluation projects focusing on PSR & R and serious mental illness.

RHONDA S. CASILLAS, Ph.D.
 Arizona State University, 2010
 Licensed Psychologist in Arizona
 (PC-MHI Thunderbird CBOC – Mentorship Lead)

Dr. Casillas is a psychologist in Primary Care Mental Health Integration (PC-MHI). Dr. Casillas completed her Internship at Denver Health Medical Center (DHMC) and completed a two-year Fellowship in clinical health psychology at the Medical College of Georgia, Georgia Health Sciences University (GHSU). At GHSU Dr. Casillas specialized in behavioral medicine consultation services in HIV/AIDS, multiple sclerosis, eating disorders, bariatric, memory and oncology clinics. Before joining the VA, Dr. Casillas provided psychology and community outreach services at Arizona State University Counseling and Consultation Services and was adjunct faculty for ASU Department of Behavioral Health. Her primary interests are women's health, self-management of chronic illness, health behavior change, caregiver's stress, geriatrics psychology, cross-cultural assessments, chronic pain, sleep disorders, depression, adjustment and anxiety disorders. Dr. Casillas is currently the lead facilitator of the Mentorship Program.

KATHRYN W. DOYLE, Ph.D.
 Arizona State University, 2000
 Licensed Psychologist in Arizona
 (Intimate Partner Violence Program/Women's Health Clinic)

Dr. Doyle is the Intimate Partner Violence Coordinator for the medical center. In this role, she develops programming for Veterans experiencing and using intimate partner violence (IPV) behaviors. Her treatment approach is primarily Cognitive Behavioral Therapy (CBT) and she specializes in using Evidence-Based Practices. She is a therapist in the Strength at Home program for Veteran's who use or are at risk of using aggression in their intimate relationship. She also responds to positive screens and meets individually with Veteran's experiencing IPV. She works administratively to increase awareness of IPV, train medical center providers, and build community relationships with providers who also serve our Veterans who experience/use IPV behaviors. She currently is also acting as the Women Veteran's MH champion within the Phoenix VA Women Veterans Program. Previously, she served as the women Veteran's psychologist, hospital evidence-based psychotherapy coordinator, and as the director of the postdoctoral psychology Fellowship. Dr. Doyle completed a two-year post-doctoral research residency in public health and two-years of postdoctoral clinical training in utilizing CBT to treat obsessive-compulsive disorder and other anxiety disorders. She worked for several years as research faculty at Arizona State

University's Prevention Research Center prior to starting at the VA. That work focused on program development, evaluation and dissemination. During that time, she also successfully managed a private practice in Scottsdale.

NATALI EDMONDS, Psy.D., ABPP
Arizona School of Professional Psychology, 2008
Licensed Psychologist in Pennsylvania
(Home Based Primary Care)

Dr. Edmonds provides therapy and assessment to home bound medically complex veterans as part of the Home Based Primary Care (HBPC) program. She is board certified in geropsychology and has interests in dementia and capacity assessment, as well as dementia caregiver intervention. Her primary theoretical orientation is cognitive-behavioral therapy. Prior to joining the Phoenix VA in 2015, she worked at the Pittsburgh VA as part of an interdisciplinary geriatric assessment clinic and co-created a dementia driving safety clinic as well as a tele-dementia assessment clinic providing geriatric assessments via telehealth modalities. She currently serves on a national VA committee tasked with developing guidelines to help guide other VA's who want to form tele-assessment clinics in the future.

LEANNE FIERSTEIN, Psy.D.
California School of Professional Psychology, 2006
Licensed Psychologist in Arizona
(Outpatient Mental Health Clinic, Assessment Lab Coordinator)

Dr. Fierstein works in the General Mental Health Clinic (Jade/Opal). Her treatment approach is primarily humanistic, utilizing interventions from Cognitive Behavioral Therapy (CBT) and Dialectical Behavior Therapy (DBT). She specializes in using Evidence-Based Practice to treat anxiety disorders, depressive disorders, and Borderline Personality Disorder, in both individual and group formats. Dr. Fierstein has previously worked at Arizona State University, in the Counseling Center, and has experience supervising Interns and post-doctoral residents. Dr. Fierstein also has extensive experience in treating PTSD with survivors of sexual assault/abuse and domestic violence in a community mental health program. Dr. Fierstein is the Assessment Lab Coordinator for the Internship and Fellowship programs.

JENNA GRESS SMITH, Ph.D.
Arizona State University, 2014
Licensed Psychologist in Arizona
(PC-MHI - Southeast CBOC)

Dr. Gress Smith provides evidence based care & consultation with the Primary Care Mental Health Integration team at the SE CBOC in Gilbert. She is primarily trained in Cognitive Behavioral Therapy and has worked in a variety of medical settings (e.g. rehabilitation facilities, inpatient hospitals, oncology units, family medicine departments, and primary care) during her training at Arizona State University and Internship at the Phoenix VA Medical Center. Dr. Gress Smith utilizes several cognitive behavioral treatments, especially

for chief complaints of insomnia, chronic pain, depression, and anxiety. She also works with patients with chronic medical diseases and utilizes motivational interviewing and behavioral activation to increase self-management and adherence of medical symptoms. Dr. Gress Smith also has strong research interests in women's health, parenting, correlations among physical and mental health factors, and stress.

MARIA HAMILTON, Psy.D.
The Forest Institute of Professional Psychology, 2002
Licensed Clinical Psychologist in Arkansas
(Outpatient Mental Health – Southwest CBOC)

Dr. Hamilton works in the Outpatient Mental Health Clinic at the SW CBOC. Her theoretical orientation is predominantly Humanistic, utilizing a mix of interventions from the Cognitive Behavioral, Interpersonal, and Insight Oriented disciplines based on the needs of the individual being treated. Dr. Hamilton's diverse career as a psychologist includes working in the areas of addiction, child and adolescent treatment, rural mental health care, psychological testing, crisis management, clinical supervision, community mental health, correctional mental health, and inpatient mental health. While at the VA she has worked in the Jade/Opal Outpatient Mental Health Clinic, the Inpatient Mental Health Unit, and now at the SW CBOC. Prior to joining the psychology department at the Phoenix VA she managed the substance abuse treatment programs for the Federal Bureau of Prisons here in Phoenix. She is well versed in the Therapeutic Community model of substance abuse treatment, having developed and implemented the Modified Therapeutic Community Residential Drug Abuse Program at the medium security federal institution in Phoenix. Dr. Hamilton also has extensive treatment experience working with psychopathy using the work of Samenow to identify and treat criminal thinking patterns in male and female offenders. In addition, she participated in the National Health Service Corp (NHSC) program, whose mission is to provide needed health care to underserved populations. Dr. Hamilton is a recognized clinical supervisor by the Arkansas Board of Psychology and has an interest in the areas of depression, parenting, program development, and clinical supervision.

ERIC R. HANSON, Ph.D.
Loma Linda University, 2013
Licensed Psychologist in California
(Chronic Pain Wellness Center; Health Psychology)

Dr. Hanson is an interdisciplinary team member in the Chronic Pain Wellness Center. Prior to coming to the VA, he completed his clinical Internship at the Greater Los Angeles VA Health Care System at Los Angeles Ambulatory Care Center and he went on to a clinical Fellowship in Behavioral Medicine at Harbor UCLA Medical Center. His treatment approaches are primarily from an Acceptance and Commitment and Cognitive Behavioral Frameworks; he has had prior training in dynamic, interpersonal, and humanistic psychotherapies and incorporates these perspectives into his case conceptualizations. Dr. Hanson is a VA CBT-CP National Trainer and Consultant and teaches trainees this evidence based model of treatment. Additionally, Dr. Hanson has had additional training in clinical hypnosis.

DANIELLE HERNANDEZ, Ph.D.
West Virginia University, 2005
Licensed Psychologist in Arizona
(PTSD Clinical Team – Southeast CBOC)

Dr. Hernandez provides individual and group psychotherapy as part of the PTSD Clinical Team and treats patients at both the main hospital and the Southeast Extension Clinic, located in Mesa, AZ. Her theoretical orientation is cognitive behavioral, with a focus on empirically validated treatments. In addition to clinical duties, Dr. Hernandez is a Prolonged Exposure consultant for the National Center for PTSD Prolonged Exposure Initiative and provides consultation to clinicians who are in the process of being certified to use Prolonged Exposure therapy to treat PTSD. Before joining the PTSD Clinical Team, Dr. Hernandez was the Home Based Primary Care team (HBPC) psychologist and provided psychotherapy and brief cognitive assessment for home bound veterans who received care from the multidisciplinary HBPC team. Prior to working for the VA, Dr. Hernandez had a variety of experiences, which included pre-employment psychological assessment for local law enforcement agencies as well as in home psychological services and behavior planning for individuals with serious mental illness and developmental disabilities.

CARL ISENHART Psy.D., ABPP
University of Denver, Denver, Colorado, 1984
Licensed Psychologist in Minnesota, Wisconsin, and Illinois
(Outpatient Mental Health)

Dr. Isenhardt has been at the Phoenix VAMC since October, 2015, and is a psychologist in the Jade/Opal clinic. In addition to a client-centered approach in working with clients, he has specific training in Motivational Interviewing, Rational-Emotive Therapy, Interpersonal Psychotherapy, and Cognitive-Behavior therapy. He also facilitates two therapy groups: a Co-occurring group (for veterans with both substance-related and other mental disorders) and the Self-Assessment (Contemplation) group (a group that applies a Motivational Interviewing approach to a group setting and that also integrates principles from the Transtheoretical Model of behavior change for veterans who are ambivalent about their substance use). He also co-facilitates a Wellness Recovery group. He has held clinical, supervisory, and managerial positions at the VAMCs in Danville, IL, and Minneapolis, MN. He has also conducted and published research in the areas of Motivational Interviewing, substance abuse assessment and treatment, and masculine gender issues. He was a clinical assistant professor in the Departments of Psychology and Psychiatry at the University of Minnesota and an adjunct profession at St. Mary's University of Minnesota. He holds Specialty Board Certification in Clinical Psychology, is a Fellow of the American Academy of Clinical Psychology, has a Certificate of Proficiency in the Treatment of Alcohol and Other Psychoactive Substance Use Disorders, and is a member of the Motivational Interviewing Network of Trainers.

ANDREW C. JONES, Ph.D.
Illinois Institute of Technology, 2000
Licensed Psychologist in Arizona
(Chronic Pain Wellness Center; Health Psychology)

Dr. Jones has committed his career to VA Health Care, working in pain management the entire time. Upon completion of Internship in 2000, he was hired into the Pain Clinic at the Louis Stokes Cleveland VA Health Care System and completed his postdoctoral training as a permanent staff member. In 2003, he transferred to the Southern Arizona VA Health Care System in Tucson, Arizona, and was a founding member of the Chronic Pain Management Clinic at that facility. In 2018 he then joined the Chronic Pain Wellness Program team at the Phoenix VA Health Care System.

He strongly believes in the power of providing the best education possible concerning the pain-brain connection and enjoys teaching patients and providers alike. His theoretical orientation is strongly ACT influenced, with an intertwining of CBT and mindfulness principles. Beyond initial evaluation and assessment of motivation and stage of change, he prefers group-based interventions as he finds the interaction between patients to significantly enhance self-efficacy. He has also undergone training in biofeedback interventions; has many years of experience completing spinal cord stimulator evaluations; and also enjoys incorporating his improv comedy training and experience into patient and trainee interactions.

BRANDI L. LUEDTKE, Psy.D., HSPP
University of Indianapolis, 2010
Licensed Psychologist in Indiana
(PTSD Clinical Team)

Dr. Luedtke is a Clinical Psychologist in the Posttraumatic Stress Disorder Clinical Team (PCT Team). Her main interests are in complex mental illness, particularly PTSD, and in the integration of third-wave behavior therapies, such as Mindfulness-based interventions, into evidence-based psychotherapies. Following Internship at the Cincinnati VA and prior to coming to the Phoenix VA in 2015, she served as Project Director/Co-Investigator of a VA-grant funded study entitled, "Mindfulness-based Cognitive Behavioral Conjoint Therapy for PTSD and Relationship Function" in which she assisted in the development and implementation of a randomized control trial of a mindfulness-based cognitive behavioral couples therapy intervention for OEF/OIF/OND veterans and their intimate partners at the Roudebush VA Medical Center in Indianapolis, IN. She has published in the areas of PTSD and schizophrenia disorders. Dr. Luedtke also serves as a National Cognitive Behavioral Conjoint Therapy for PTSD Trainer for the Veterans Affairs Office of Mental Health and travels nationwide conducting workshops for the dissemination of CBCT throughout the VA system, as well as the Department of Defense.

KRIS KRATZ, Ph.D., ABPP (CL/CN)
Fuller Graduate School of Psychology, 2000
Licensed Psychologist in Arizona
Chief of Psychology

Dr. Kratz is the Chief of the Psychology Department. He is board certified in clinical psychology and clinical neuropsychology by the American Board of Professional Psychology, a practice sample reviewer for the American Board of Clinical Neuropsychology, and a mentor for the American Board of Clinical Psychology. In addition to his role for the Phoenix VA, Dr. Kratz has 15 years of experience as an Army officer (10 active duty, 5 in National Guard and Reserves). He has served in various military roles, to include psychologist, neuropsychologist, and as a unit commander. He has six combat deployments in support of Operation Iraqi Freedom, and practices CBT when functioning in his role as a military psychologist. Clinical neuropsychology interests include traumatic brain injury, baseline and clinical evaluations for those in high risk occupations (i.e. aviation, special operations), dementia, neuroimaging analysis utilizing FreeSurfer, industrial/organizational psychology, and moral injury.

ADAM MCCRAY, Ph.D.
Arizona State University, 2005
Licensed Psychologist in Arizona
(Director, West Valley Vet Center)

Dr. McCray is the Director of the West Valley Center and maintains oversight of the clinical and administrative operations of that clinic. Dr. McCray was commissioned as a Captain in the US Air Force and completed a Doctoral Internship at Andrews Air Force Base, MD where he provided psychotherapy services to active duty military personnel and their families. He was subsequently assigned as the chief of the Mental Health Clinic at Luke Air Force Base, AZ and continued to treat military personnel for Posttraumatic Stress Disorder and other psychopathology. Dr. McCray then served as the Family Advocacy Officer at Luke Air Force Base, overseeing a prevention and intervention program for family maltreatment offenders. Concurrent with this assignment, he developed a Behavioral Health Optimization Program to offer short-term, solution-focused treatment to active duty military personnel in the family practice medical clinics of the Air Force's 56th Medical Group. Upon completion of his active duty service commitment in, Dr. McCray accepted a position with the Department of Veterans' Affairs Readjustment Counseling Service where he currently serves in Peoria, Arizona as the Director of the West Valley Vet Center, an outpatient mental health clinic for combat veterans and veterans who were exposed to military sexual trauma. Dr. McCray is credentialed as a VA trainer and consultant in Cognitive Processing Therapy. Dr. McCray has also taught doctoral-level courses in clinical psychology at Argosy University-Phoenix and Midwestern University. He leads the monthly group supervision of supervision training of Fellows.

MICHELLE MELTON, Psy.D.
 Arizona School of Professional Psychology at Argosy University, 2009
 Licensed Psychologist in Arizona & Virginia
 (Outpatient Mental Health – Supervision Clinic Lead)

Dr. Michelle Melton received her Doctor of Psychology degree in Clinical Psychology from the Arizona School of Professional Psychology at Argosy University. Dr. Melton is a psychologist in the Jade/Opal mental health clinic. She serves as the Supervision Clinic Lead working with Interns over a 3 month period to learn supervision skills. She has served as the Director of Clinical Training and Associate Professor in the masters and doctoral clinical psychology programs at the Arizona School of Professional Psychology at Argosy University. She has also worked in private practice and inpatient psychiatric hospitals providing individual and group therapy, crisis intervention services, as well as a variety of consultation services including workshops and program development. She is skilled in working within short-term, cognitive-behavioral and solution-focused framework, as well as intensive, insight-oriented approaches in treating a variety of human problems, including persons with substance abuse, adjustment disorders, depression, anxiety, and serious mental illness. Dr. Melton also conducts psychological assessments including intelligence testing, achievement testing, neuropsychological screening, personality assessment, and diagnostic assessment. Her research interests include professional identity development, racial identity, and training and supervision in psychology. Dr. Melton is committed to mentoring students studying psychology and enriching them with knowledge on systemic issues affecting the field, training, and the treatment of clients.

MICHAEL MOORE, Ph.D.
 The University of Southern Mississippi, 2011
 Licensed Psychologist in Arizona
 (PTSD/Outpatient Mental Health– Southeast CBOC)

Dr. Moore works for the Post Traumatic Stress Disorder Clinical Team and is located in the Midtown Clinic. He completed his psychology Internship at the Memphis, Tennessee VA, and a postdoctoral Fellowship in PTSD and trauma related mental health disorders at the Tucson, Arizona VA. Dr. Moore specializes in using Evidence-Based Practices to treat trauma related disorders. He is a Cognitive Processing Therapy (CPT) Regional Trainer for the Department of Veterans Affairs. Dr. Moore has obtained provider status through the Department of Veterans Affairs in CPT, Cognitive Behavioral Therapy for Insomnia (CBT-I), and Cognitive Behavioral Conjoint Therapy for PTSD (CBCT-PTSD). He has also been trained in, and utilizes Prolonged Exposure (PE) and Dialectical Behavioral Therapy (DBT) in his work with Veterans diagnosed with PTSD. Prior to joining the Phoenix VA staff Dr. Moore worked as the Military Sexual Trauma (MST) program coordinator, and as a member of the PCT for the Tucson, Arizona, VA Health Care System.

JOELLE OIZUMI, Ph.D.
 University of North Texas, 1996
 Licensed Psychologist in Arizona
 (Outpatient Mental Health– Southeast CBOC)

Dr. Oizumi currently functions as the psychologist at the SE CBOC in Mesa, Arizona. She primarily provides individual psychotherapy for various mental health issues on an outpatient basis. Her theoretical orientation is cognitive-behavioral and interpersonal. She provides psychotherapy to mental health and Health Psychology patients. She conducts psychological evaluations for diagnostic and treatment purposes. Her primary clinical interest is in working with veterans with warzone-related PTSD and depression. Dr. Oizumi is an adjunct faculty member at Rio Salado and Everest Colleges. She has previously conducted disability evaluations at the VA and in the private sector. She has conducted fitness to parent evaluations for Child Protective Services. She worked in correctional psychology prior to coming to the VA in 1997.

HEATHER A. OKVAT, Ph.D.
 Arizona State University, 2011
 Licensed Psychologist in New York
 (Health Psychology)

Dr. Okvat is a clinical health psychologist in the VA's interdisciplinary Chronic Pain Wellness Center. Within chronic pain, her clinical, program development, and research interests center on the mind-body relationship, mindfulness, and community gardening for overall health and well-being. Dr. Okvat's theoretical orientation is cognitive-behavioral and mindfulness-based. Following Internship at the New Mexico VA, she completed a post-doctoral Fellowship in Behavioral Medicine at the Boston VA. Dr. Okvat is an adjunct faculty member at Rutgers University's School of Health-Related Professions. She previously conducted research in complementary and alternative medicine.

ANDREA SAATHOFF, Ph.D.
 University of Texas at Austin, 2014
 Licensed Psychologist in Arizona
 (PC-MHI)

Dr. Saathoff is co-located in the primary care outpatient Midtown Clinic and provides short-term evidenced based psychotherapy to veterans. Her treatment approach is primarily informed by CBT and Mindfulness/Acceptance based interventions. She mostly treats veterans presenting to the clinic with mild/moderate depression, anxiety, insomnia, chronic pain, as well as issues related to stress, anger, and health-related concerns. Being co-located in the primary care clinic, Dr. Saathoff frequently consults with primary care providers, mental health nurses, and psychiatry. Further, Dr. Saathoff often provides "same day appointments" to veterans presenting to the primary care clinics with a mental health concern. Dr. Saathoff also works with veterans referred to Health Psychology service for longer term therapy to treat issues of adjustment/mood related to a veteran's medical

condition. In addition to individual therapy and consultation with primary care providers, Dr. Saathoff facilitates an 8-week Mindfulness-Based Cognitive Therapy for Depression Class, a 6-week CBT for Chronic Pain Class, participates in SMA's for chronic pain, and facilitates a 4-week Problem Solving Training Class. Further, she provides oversight and supervision of the Interprofessional Trainee Program (ITP) clinic. Dr. Saathoff has provider status in Cognitive Processing Therapy, Problem Solving Training, and has an extensive background in Mindfulness. Dr. Saathoff completed her Internship at the Phoenix VA Health Care System and was hired on as a full-time staff member in 2014.

ARTI SARMA, Ph.D.
Arizona State University, 2014
Licensed Psychologist in Arizona
(Outpatient Mental Health Clinic - Southeast CBOC)

Dr. Sarma works in the Outpatient Mental Health Clinic in the Southeast CBOC. She received her doctorate in Counseling Psychology from Arizona State University (ASU) in 2014 and completed both her doctoral Internship and post-doctoral residency at ASU Counseling Services. Prior to working at the Phoenix VA, Dr. Sarma committed her research, teaching, and clinical work to issues of diversity, utilizing a strengths-based approach to help young adults overcome barriers to academic, personal, and professional success. At the SECBOC, Dr. Sarma has been able to blend her passion for multicultural issues, resilience, trauma, and well-being to serve a culturally rich and diverse population of Veterans using interventions such as Mindfulness, Cognitive Behavioral Therapy (CBT), and Cognitive Processing Therapy (CPT). As co-chair of the Arizona Psychological Association's (AzPA) Membership Committee, Dr. Sarma has been committed to increasing the accessibility, inclusivity, and applicability of AzPA's work to mental health providers, allies, and community members. She has an interest in bolstering support for trainees through community engagement, mentorship, and collaboration.

LINDSAY TRACY, Psy.D.
Nova Southeastern University, 2016
Licensed Psychologist in Arizona
(Inpatient Mental Health)

Dr. Tracy is a psychologist serving the Phoenix VA's inpatient mental health units. She completed her Internship and postdoctoral training at the Cleveland VAMC with an emphasis in Geropsychology. Her theoretical orientation is primarily cognitive behavioral. On inpatient mental health, Dr. Tracy provides both individual and group services based in a recovery-oriented model and as part of an interdisciplinary team. She is currently completing evidence-based training in providing Social Skills Training. Dr. Tracy continues to incorporate her interests related to Geropsychology into her work on inpatient mental health, where a significant proportion of veterans admitted to the units are older adults. These interests include dementia assessment, behavior management for dementia, and staff training and education. Beginning in the 2018-2019 training year, Dr. Tracy will be co-leading the assessment lab for the psychology Fellowship.

ADRIANA TARAZÓN WEYER, Ph.D.
Arizona State University, 2003
Licensed Psychologist in Arizona
(Transition & Care Management Clinic)

Dr. Weyer serves as the Chair for the medical center's Disruptive Behavior Committee (DBC) and Employee Threat Assessment Team (ETAT). She conducts evidence based risk assessments, using a combination of clinical and actuarial methods to identify violence risk and develop risk mitigation strategies. Both the DBC and ETAT consist of multidisciplinary staff throughout the medical center trained in the risk assessment process. Dr. Weyer also provides services in the Transition and Care Management Clinic (TCM), which provides services to Post 911 returning combat veterans. Within the TCM, Dr. Weyer conducts comprehensive mental health evaluations, collaborates with medical providers and specialty clinics to coordinate care, and provide seamless transition services to OEF/OIF/OND veterans.

MATTHEW WEYER, Ph.D.
Arizona State University, 1997
Licensed Psychologist in Arizona
(Health Psychology, PC-MHI)

Dr. Weyer is the Training Director of the Psychology Internship and Fellowship Programs. He has completed evidence based training in Cognitive Behavior Therapy (CBT), Motivational Interviewing (MI) and Eye Movement Desensitization and Reprocessing Therapy (EMDR). His clinical interests include intervention and treatment of medical patients. Clinical responsibilities include assessment, individual psychotherapy, and psycho-educational groups. He is one of the lead therapists in the following Health Psychology Groups: CBT-Insomnia, Progressive Management of Tinnitus, and CPAP Adherence. His theoretical orientation is eclectic with a cognitive-behavioral emphasis. He sub-specializes in clinical hypnosis and EMDR and depending on trainee interest, leads a weekly self-study group for the psychology trainees.

Postdoctoral Admissions, Support, and Initial Placement Data

Date Program Tables were updated: 7/15/18

Postdoctoral Fellowship Program Admissions

Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on resident selection and practicum and academic preparation requirements:

The minimum requirements for entry into the training program include 1) United States citizenship, 2) verification of Selective Service Registration (Male applicants born after 12-31-1959 must sign a pre-appointment Certification Statement for Selective Service Registration), 3) doctoral degree from an APA or CPA accredited Doctoral Program of Clinical or Counseling Psychology, and 4) completion of an APA or CPA accredited psychology Internship program.

Describe any other required minimum criteria used to screen applicants: N/A

Financial and Other Benefit Support for Upcoming Training Year

Annual Stipend/Salary for Year 1 Full-Time Fellow: \$47,588

Annual Stipend/Salary for Half-Time Fellows: N/A

	Yes	No
Program provides access to medical insurance for Fellow?	X	
If access to medical insurance is provided:		
Trainee contribution to cost required?	X	
Coverage of family member(s) available?	X	
Coverage of legally married partner available?	X	
Coverage of domestic partner available?		X

		Yes	No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	4 hours per pay period/ 13 days per year	X	
Hours of Annual Paid Sick Leave	4 hours per pay period/ 13 days per year	X	
In the event of medical conditions and/or family needs that require extended leave, does the program allow		X	

reasonable unpaid leave to Interns/residents in excess of personal time off and sick leave?			
Other Benefits	Administrative leave for dissertation defense, post-doctoral interviews, and conferences (approved by training director)	X	

Initial Post-Fellowship Positions

	2014-2017
Total # of Fellows who were in the 3 cohorts	17
Total # of Fellows who completed the Fellowship	15
Total # of Fellows who left prior to completing Fellowship to accept employment (*1-Academic University, 1- Private Practice)	2*
Total # of Fellows who did not seek employment	0
	Employment Setting
Community mental health center	0
Federally qualified health center	0
Independent primary care facility/clinic	0
University counseling center	1
Veterans Affairs medical center	9
Military health center	0
Academic health center	0
Other medical center or hospital	1
Psychiatric hospital	1
Academic university/department	1
Community college or other teaching setting	0
Independent research institution	0
Correctional facility	0
School district/system	0
Independent practice setting	2
Not currently employed	0
Changed to another field	0
Other	0
Unknown	0

ELIGIBILITY REQUIREMENTS TO WORK FOR THE DEPARTMENT OF VETERANS AFFAIRS

The Department of Veterans Affairs (VA) adheres to all Equal Employment Opportunity and Affirmative Action policies. As a Veterans Health Administration (VHA) Health Professions Trainee (HPT), you will receive a Federal appointment, and the following requirements will apply prior to that appointment:

1. **U.S. Citizenship.** HPTs who receive a direct stipend (pay) must be U.S. citizens. Trainees who are not VA paid (without compensation-WOC) who are not U.S. citizens may be appointed and must provide current immigrant, non-immigrant or exchange visitor documents.
2. **U.S. Social Security Number.** All VA appointees must have a U.S. social security number (SSN) prior to beginning the pre-employment, on-boarding process at the VA.
3. **Selective Service Registration.** Male applicants born after 12/31/1959 must have registered for the Selective Service by age 26 to be eligible for U.S. government employment, including selection as a paid or WOC VA trainee. For additional information about the Selective Service System, and to register or to check your registration status visit <https://www.sss.gov/>. Anyone who was required to register but did not register before the age of 26 will need to apply for a Status Information Letter (SIL) and request a waiver. Waivers are rare and requests will be reviewed on a case by case basis by the VA Office of Human Resources Management. This process can take up to six months for a verdict.
4. **Fingerprint Screening and Background Investigation.** All HPTs will be fingerprinted and undergo screenings and background investigations. Additional details about the required background checks can be found at the following website: <http://www.archives.gov/federal-register/codification/executive-order/10450.html>.
5. **Drug Testing.** Per Executive Order 12564, the VA strives to be a Drug-Free Workplace. HPTs are not drug-tested prior to appointment, however are subject to random drug testing throughout the entire VA appointment period. You will be asked to sign an acknowledgement form stating you are aware of this practice. See item 8 below.
6. **Affiliation Agreement.** To ensure shared responsibility between an academic program and the VA there must be a current and fully executed Academic Affiliation Agreement on file with the VHA Office of Academic Affiliations (OAA). The affiliation agreement delineates the duties of VA and the affiliated institution. Most APA-accredited doctoral programs have an agreement on file. More information about this document can be found at <https://www.va.gov/oaa/agreements.asp> (see section on psychology internships). Post-degree programs typically will not have an affiliation agreement, as the HPT is no longer enrolled in an academic program and the program is VA sponsored.

7. **TQCVL.** To streamline on-boarding of HPTs, VHA Office of Academic Affiliations requires completion of a Trainee Qualifications and Credentials Verification Letter (TQCVL). An Educational Official at the Affiliate must complete and sign this letter. For post-graduate programs where an affiliate is not the program sponsor, this process must be completed by the VA Training Director. Your VA appointment cannot happen until the TQCVL is submitted and signed by senior leadership from the VA facility. For more information about this document, please visit <https://www.va.gov/OAA/TQCVL.asp>
- a. **Health Requirements.** Among other things, the TQCVL confirms that you, the trainee, are fit to perform the essential functions (physical and mental) of the training program and immunized following current Center for Disease Control (CDC) guidelines and VHA policy. This protects you, other employees and patients while working in a healthcare facility. Required are annual tuberculosis screening, Hepatitis B vaccine as well as annual influenza vaccine. *Declinations are EXTREMELY rare.* If you decline the flu vaccine you will be required to wear a mask while in patient care areas of the VA.
 - b. **Primary source verification of all prior education and training** is certified via the TQCVL. Training and Program Directors will be contacting the appropriate institutions to ensure you have the appropriate qualifications and credentials as required by the admission criteria of the training program in which you are enrolled.
8. **Additional On-boarding Forms.** Additional pre-employment forms include the Application for Health Professions Trainees (VA 10-2850D) and the Declaration for Federal Employment (OF 306). These documents and others are available online for review at <https://www.va.gov/oaapp/app-forms.asp>. Falsifying any answer on these required Federal documents will result in the inability to appoint or immediate dismissal from the training program.
9. **Proof of Identity per VA.** VA on-boarding requires presentation of two source documents (IDs). Documents must be unexpired and names on both documents must match. For more information visit: <https://www.oit.va.gov/programs/piv/media/docs/IDMatrix.pdf>

Additional information regarding eligibility requirements for appointment as a psychology HPT can be found at the end of this brochure.

Additional information regarding eligibility requirements (with hyperlinks)

- Trainees receive term employee appointments and must meet eligibility requirements for appointment as outlined in VA Handbook 5005 Staffing, Part II, Section B.

Appointment Requirements and Determinations.

https://www.va.gov/vapubs/viewPublication.asp?Pub_ID=646&FType=2

- Selective Service website where the requirements, benefits and penalties of registering vs. not registering are outlined: <https://www.sss.gov/Registration/Why-Register/Benefits-and-Penalties>

Additional information specific suitability information from Title 5 (referenced in VHA Handbook 5005 – hyperlinks included): *Specific factors.* In determining whether a person is suitable for Federal employment, only the following factors will be considered a basis for finding a person unsuitable and taking a suitability action:

1. Misconduct or negligence in employment;
2. Criminal or dishonest conduct;
3. Material, intentional false statement, or deception or fraud in examination or appointment;
4. Refusal to furnish testimony as required by § 5.4 of this chapter;
5. Alcohol abuse, without evidence of substantial rehabilitation, of a nature and duration that suggests that the applicant or appointee would be prevented from performing the duties of the position in question, or would constitute a direct threat to the property or safety of the applicant or appointee or others;
6. Illegal use of narcotics, drugs, or other controlled substances without evidence of substantial rehabilitation;
7. Knowing and willful engagement in acts or activities designed to overthrow the U.S. Government by force; and
8. Any statutory or regulatory bar which prevents the lawful employment of the person involved in the position in question.

Additional considerations. OPM and agencies must consider any of the following additional considerations to the extent OPM or the relevant agency, in its sole discretion, deems any of them pertinent to the individual case:

1. The nature of the position for which the person is applying or in which the person is employed;
2. The nature and seriousness of the conduct;
3. The circumstances surrounding the conduct;
4. The recency of the conduct;
5. The age of the person involved at the time of the conduct;
6. Contributing societal conditions; and
7. The absence or presence of rehabilitation or efforts toward rehabilitation.

Additional information on VA eligibility:

<https://www.psychologytraining.va.gov/eligibility.asp>