

Postdoctoral Fellowship Training Program



2021-2022 Brochure

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Aurora Mental Health Center

Aurora Mental Health Center is deeply rooted in its commitment to the community and delivers state-of-the-art care impacting emotional well-being and addiction recovery. Toward this end, the Center provides acceptance, respect, and care that restores dignity, nurtures relationships, and enriches lives. Aurora Mental Health Center (AuMHC) created a full-time formal Postdoctoral Fellowship program in 2015. The Fellowship program is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC).

Services at the Center are tailored to fit the needs of everyone from infants to seniors. In 2019, the Center served 21,000 unique individuals and received over 101,000 calls. Approximately 31% of the clients were children and adolescents and 69% were adults. The client population is also diverse in its racial and ethnic makeup. Approximately 27.5% self-identify as Hispanic of all races, 18.5% as African American, 66% as White, and 2.6% identify as Asian/Pacific Islander. The diversity of the Center's client population is underscored by our close affiliation with the Aurora-based Asian Pacific Development Center and the Colorado Refugee Wellness Center. According to the number of primary languages spoken by students in public schools, the city of Aurora is considered to be among the most diverse cities in the United States.

The nature of funding to serve community members covered by Medicaid and other health plans in the State of Colorado, places AuMHC in close affiliation with a managed care company, Colorado Access. The relationship between the two organizations provides the Fellow with experience in a managed care environment, with emphasis on providing rapid assessment, treatment planning, acute care in an interdisciplinary setting, and solution-oriented treatment.

The Postdoctoral Fellowship is located in Aurora, Colorado, which is part of the Denver metropolitan area. Our facilities are located within 30 minutes of central Denver and are less than one hour from the Rocky Mountains. There are several excellent colleges and universities in the area, state-of-the-art medical facilities, numerous cultural and sports attractions, and abundant sunshine for year-round recreational activities.

Program Description

The postdoctoral Fellowship program will be accepting **two Fellows** for the 2021-2022 training year. There is one position per track. One track has a focus on International and Refugee client populations and the other track has a focus on Adult Intensive Services programming. The Fellowship is full-time for 12 months and based on a five-day work week. The Fellowship year begins **on September 14, 2021 and ends on September 14, 2022**.

The Fellow receives an annual stipend/salary of \$40,500. An additional compensation is possible for a bilingual Fellow. To qualify for bilingual compensation, the Fellow must be fluent

in English, able to conduct therapy in a second language, pass an oral language proficiency assessment provided by the agency, and utilize their skills on a regular basis as part of clinical service delivery. The additional bilingual stipend compensation is 10% of the stipend, so approximately \$4,000 for the year. The fringe benefits include Center contributions toward health and dental insurance, a flexible benefit plan, life insurance, professional liability insurance, long-term disability insurance, an EAP program, up to 12 days of paid time off/vacation, up to 12 days sick leave, 8 paid holidays, and two floating holidays.

Application Process

PLEASE NOTE: The International & Refugee Track has been filled. The Adult Intensive Track is currently open for applications as of Monday March 29, 2021.

Applicants should submit the following directly to the Postdoctoral Fellowship Training Director via email (erikamcelroy@aumhc.org):

1. A cover letter describing interest in the Fellowship program Adult Intensive Track
2. A Curriculum Vita (CV) clearly listing internship and practicum experiences
3. Three letters of recommendation, preferably one from a current clinical supervisor
 - a. Letter writers can send confidential letters of recommendation directly to the Fellowship Training Director via email.
4. A letter from graduate program's Director of Clinical Training attesting to standing in graduate program and expected date of graduation and date degree conferred.
5. A letter from internship Training Director attesting to your standing in the program
6. An official graduate school transcript
7. A two to three page document answering the following questions:
 - a. What experiences influenced your interest in becoming a psychologist?
 - b. What do you consider to be two of your greatest strengths and area(s) of relative growth?
 - c. What are your professional goals and how would the Fellowship support achievement of these goals?

APPLICATION DEADLINE for Adult Intensive Track:

The Adult Intensive Track position will remain opened till filled, but applicants should aim to submit materials no later than April 16, 2021

By the start of the Fellowship, applicants must have:

- Completed all requirements for the doctoral degree in clinical, counseling or school psychology from an APA-Accredited program.
- Successfully completed an APA-Accredited doctoral psychology internship program.
- Possession of the doctoral diploma by the first day of Fellowship or have submitted a letter from the doctoral program's Director of Clinical Training verifying the completion of all degree requirements pending the institution graduation ceremony.

Non-Discrimination Policy

AuMHC is an equal opportunity, Affirmative Action employer. Minority candidates for the Fellowship program are strongly encouraged to apply. The Center's non-discrimination employment policy applies to the Fellowship program. We are dedicated to the principles of equal employment opportunity in any term, condition or privilege of employment. We do not discriminate against applicants or employees on the basis of race, color, national origin (ancestry), gender, sexual orientation or expression, genetic testing, religion (creed), political affiliation, citizenship status, age 40 and over, size, genetic information, marital status, disability or military status, or any other status protected by state or local law, in any of its activities or operations. This prohibition includes unlawful harassment based on any of these protected classes.

Aims of the Fellowship and Expected Competencies

The overall aims of the Fellowship are to help early career psychologists:

1. Develop advanced knowledge and skills in the assessment and treatment of a diagnostically and culturally diverse client population
2. Meet all of the supervisory and clinical requirements for licensure eligibility in Colorado
3. Solidify professional identity as an early career psychologist and be prepared to practice independently, and in leadership positions, as clinical psychologist within community health settings.

By the conclusion of the Fellowship, in order to meet the **first aim** related to assessment and treatment of a diverse client population, it is expected the Fellow will achieve advanced competency in the following areas:

- Awareness of their own individual and cultural diversity characteristics, including personal biases;
- Achieve good rapport with most clients;
- Collaboratively develop service plans with achievable goals and measurable objectives;
- Provide culturally sensitive services;
- Conduct a thorough risk assessment and document appropriately; independently develop case conceptualizations that are based on preferred theoretical orientation; and
- Provide well-timed and culturally appropriate evidence based interventions; and
- Demonstrate positive clinical outcomes

In order to meet the **second aim** of being eligible for licensure as a psychologist in Colorado by the conclusion of the Fellowship, the Fellow will have accumulated 2,000 hours of practice, received at least 100 hours of individual supervision from licensed psychologists over a 12 month period, and will have passed or be prepared to pass the EPPP.

In reference to the **third aim** of solidifying professional identity as an early career psychologist who is able to practice clinical psychology independently and be prepared for leadership roles in community health settings, the Fellow will be expected to demonstrate advanced competencies in the following areas:

- Professional interpersonal behavior such as having smooth working relationships and be able to resolve differences in an open, tactful and effective manner;
- Use positive coping techniques to manage personal stress and thus maintain professional functioning and high quality client care;
- Demonstrate compliance with documentation standards within required timelines;
- Demonstrate good knowledge of ethical principles and state law;
- Demonstrate an ability to accomplish administrative tasks in a timely and professional manner;
- Demonstrate a high level of self-awareness and to recognize and respectfully account for differences between self and others as it relates to cultural background and variances in values and beliefs;
- Display necessary self-direction in gathering clinical and research information necessary to integrate science and clinical practice; and
- Demonstrate good knowledge and application of supervision skills.

Evaluation of Fellow Performance

The professional competencies are addressed in didactic seminars, individual and group supervision, use of case presentations, and Fellow's application of evidence-based knowledge in their provision of psychological services. The Fellow will be evaluated based on what's demonstrated in written records and reports, review of cases in supervision, participation in didactic seminars, and interactions with clients and interdisciplinary staff. Progress in the attainment of competencies is evaluated in weekly supervision, monthly reviews by the Training Director and Fellowship Program Training Committee, and in mid-year and end-of-year written performance evaluations by each supervisor.

Program Structure

The Fellowship program consists of the following experiences:

- Provision of direct psychological services averaging 25 to 30 hours each week, which includes client appointments, care management, working with collaterals, and consultation services.
- Fellows receive at least two hours of weekly individual supervision from a licensed psychologist
- Fellows participate in weekly interdisciplinary team meetings at each site, many of which include a group supervision component

- Fellows will supervise a graduate practicum student or psychology intern and receive supervision of supervision
- Weekly didactic seminars
 - One hour each week with the Training Director or other agency psychologist
 - One hour a week from the psychologists or other clinical staff affiliated with the assigned teams
- Fellows are required to present two didactic trainings to the Center’s psychology interns with the trainings evaluated by the Training Director
- Fellows will co-facilitate a foundational didactic seminar series with a licensed psychologist for the Center’s psychology interns. Potential options are ethics or supervision of supervision seminars
- Fellows participate in the interview and selection process for the Center’s APA-Accredited psychology internship program
- Fellows may attend AuMHC sponsored training conferences and workshops with approval from supervisors

Additional Fellowship opportunities that are not required components of the program, but may be of interest include participation in grant writing, program evaluation, and program development activities. The Fellow may also assist in interview and selection of graduate students seeking practicum placements with the Center.

A note about EPPP: The Fellow is expected to plan accordingly, with consultation from the Training Director, about how to meet this professional milestone over the course of the Fellowship year. The Fellow is not given extra time off from Fellowship hours for EPPP study and preparation. Use of paid time off is required when taking the exam.

Didactic Seminars

The focus of the didactics are broadly focused on professional identity and skills-set, aligned with the third aim of the training program, for an early career psychologist:

- Ethics
- Research
- Multicultural competence
- Case consultation and presentations
- Supervision of supervision
- Professional development

The Fellow also participates in didactics as part of their teams. Didactic experiences may include use of material gathered from webinars, podcasts, regional and national learning collaborative groups, research literature, and regional experts.

Fellowship Description

Adult Intensive Track

The postdoctoral Fellow will divide their clinical time between the Community Living Program and the Aurora Center for Life Skills.

An array of coordinated services and programs are managed under the umbrella of "Adult Intensive Services" programming. This clinical umbrella is designed for adults with severe and persistent mental illness who are best served by a high frequency of services in order to stabilize their mental health needs and facilitate their recovery and growth. This opportunity allows the Fellow to work with clients presenting with a wide range of complex mental health needs and to gain skill in assessment, making a complex differential diagnosis, and providing comprehensive collaborative interventions. The Fellow will work in a multidisciplinary collaborative model that includes therapists, a peer support specialist, a hospital liaison, case managers, psychiatrists, nurses, vocational services, and residential programs. Skills for working with internal and external care and resource systems will be developed. This Fellowship track also provides the opportunity for learning risk assessment and intervention for working with high risk adult clients. A range of treatment options are offered including assessment, diagnosis, intensive outpatient services, individual and group therapy, case management, medication management, and psychosocial rehabilitation. The Fellow will gain exposure to, and learn about, assessing clients for "level of care" needs for their mental health recovery.

Community Living Program (CLP). Clients receiving services in this program tend to carry a diagnosis of a major mental illness, such as schizophrenia, schizoaffective disorder, bipolar disorder, PTSD, and borderline personality disorder. The CLP serves clients who are at high risk of inpatient psychiatric hospitalization and through intensive services supports clients to stabilize within the community and to engage in outpatient therapy for their recovery. This intensive outpatient program is available for clients needing several hours of group therapy per week, as well as frequent individual therapy. Therapy sessions, case management, outreach, crisis intervention, and medication management are oriented toward helping clients develop better coping skills, improved understanding of their mental illness, and for clients to develop a treatment plan specific to their recovery needs. Substance abuse programming may be a focus of recovery for those with co-occurring mental health and drug/alcohol abuse problems. A recreational component teaches leisure time activities and social skills. The Fellow works within a multidisciplinary team that includes behavioral health therapists, medication management, a peer support specialist, a representative payee, recreation therapy. This program rotation will support the development of complex therapeutic interventions. The Fellow will learn and gain experience working collaborating with a variety of agencies and systems in order to coordinate care for clients including working with hospital systems. Lastly, interested Fellows may have the opportunity to be trained in a competency restoration model and receive supervision in implementation of this model with clients who meet program criteria.

Aurora Center for Life Skills (ACLS). This program provides outpatient-level mental health treatment to adult clients with a developmental disability, such as an intellectual disability, autism diagnosis, or Down syndrome, who also have a co-morbid mental illness. Treatment is specialized and adapted to meet the needs of individuals with a developmental disability to assist with managing mental health symptoms. ACLS is a multidisciplinary program that incorporates case management, vocational support, recreational therapy, socialization support, crisis drop-in and intervention, individual and group therapy services, payeeship to manage finances, psychoeducation, and medication management. All the aspects of care may be used to support recovery and strengthen independent living skills and overall functioning. The Fellow will have the opportunity to provide individual and group therapy while learning how to modify and adapt interventions to this specialized population. The Fellow will gain experience working with a variety of community based partners including community centered boards, services agencies, and host home providers.

Example of Weekly Schedule for the Adult Intensive Track

	Monday	Tuesday	Wednesday	Thursday	Friday
8:00a-12:00p	CLP Support psychology intern didactic seminars	9:30a-10:30a Didactic Seminar with Training Director Peer time with other Fellow Paperwork/Care coordination time	ACLS	CLP clients and group therapy	CLP
12:00p-1:00p	Lunch	Lunch	Lunch	Lunch	Lunch
1:00p-5:00p	ACLS including supervision of student	CLP	ACLS	Adult Intensive team meetings	ACLS

***Please note:** The work hours listed may vary slightly. Travel is minimal as both programs are located in the same building.

International and Refugee Track – POSITION HAS BEEN FILLED FOR 2021-2022

The postdoctoral Fellow will divide their clinical time between the Asian Pacific Development Center, an affiliate of AuMHC, and the Colorado Refugee Wellness Center.

The Asian Pacific Development Center (APDC) has been providing culturally competent, community-based, and consumer-driven mental health services to Asian American Pacific Islander (AAPI) communities in Colorado since 1980. APDC is designated by the State as a specialty clinic and our target population is primarily underserved refugees, immigrants, and

multi-generational AAPIs in Colorado. The vision is for our diverse communities to be healthy and empowered and we use a holistic approach to address the total well-being of individuals, families, and communities. At APDC, integrated care services means blending our existing mental health and other services with primary medical care services provided by STRIDE Community Health Center. Fellows have the opportunity to be part of a multidisciplinary team that includes nurse practitioners, a health care coordinator, psychiatrists, psychologists, social workers, counselors, case managers/navigators, and community outreach workers most of whom are bicultural and bilingual with close ties to their AAPI communities. Fellows provide a variety of services to clients who present with a wide range of mental health issues from brief, transitory conditions to more acute and chronic psychiatric symptoms and disorders. These include major mental illnesses such as major depression, bipolar disorder, schizophrenia and post-traumatic stress disorder. Clients are also seen who have adjustment disorders, family difficulties, marital problems, and occupational or academic problems. Fellows learn how to tailor their interventions to address the needs of refugee and immigrant status clients. Issues involving cultural adjustment, such as language, values, customs and behavioral differences, are often intimately associated with the client’s presenting problem. Services that Fellows provide at APDC include intake evaluations, psychotherapy (individual, group, family and couples) across the lifespan, case management, psychosocial skills training/wellness groups, home visits, community outreach/education, and refugee mental health screenings. The Fellow will have opportunities to use their growing expertise to develop programming and/or community engagement.

The Colorado Refugee Wellness Center (CRWC) offers an opportunity for the Fellow seeking experience working with refugees from around the world. It is a culturally responsive behavioral health clinic staffed by mental health clinicians and Health Navigators working collaboratively in a team based, trauma-informed, holistic model. Mental health, social services, resources, physical health, cultural and linguistic needs are all facets considered important in assisting the multinational refugees. The Health Navigators are from the primary countries of origin of the clients served. They are key staff central to linguistically and culturally tailoring client care in their roles as interpreters, cultural brokers, and care coordinators. 17 languages are spoken in the center. The Fellow has the opportunity to participate in cultural trainings, and to gain experience working with interpreters and staff from diverse cultures. Training activities include: individual, family, couples and group therapy. There are opportunities for screening or evaluating clients using culturally and language sensitive assessment instruments, and for performing evaluations specific to refugees seeking citizenship. Multiple grants are ongoing and opportunities to participate in grant research are often available if the Fellow is interested.

Example of Weekly Schedule for the I/R Track

	Monday	Tuesday	Wednesday	Thursday	Friday
8:00a-12:00p	CRWC	8:00-9:00a at CRWC team meeting	CRWC	APDC including didactic seminar	APDC

		9:30a-10:30a Didactic Seminar with Training Director			
12:00p-1:00p	Lunch	Lunch and travel	Lunch	Lunch	Lunch
1:00p-5:00p	CRWC including supervision of student	CRWC or APDC	CRWC including didactic seminar	APDC	APDC

***Please note:** The work hours listed may vary slightly. For example, the APDC may require late afternoon/early evening work thus work hours may shift to 9:00a to 6:00p that day. Travel time between Center locations averages 5 to 15 minutes.

Training Resources

The Fellow has the same clerical, technical, and electronic support that is available to other clinical staff. Each facility where the Fellow receives training has administrative support staff to greet clients and ensure the smooth day-to-day operation of the clinics.

During orientation, the Fellow receives training on the Center’s electronic health record, clinical documentation standards, compliance policies, and a general overview of the philosophy and care model of the Center. The Fellows are provided with office equipment which may include a desktop computer or laptop, printer and scanner access, and desk phone.

Interview and Selection Process

All applications from students in APA-Accredited doctoral programs that are completed and electronically submitted by the application deadline will be reviewed by two members of the Postdoctoral Fellowship Training Committee and the Training Director.

All applicants who submitted a completed application will be notified of their interview status by the Training Director. **All interviews will be held via video conference.**

- Invited applicants can expect to meet with 2 or more members of the Postdoctoral Fellowship Training Committee for a 2 hour individual interview.
- Applicants can request individual meetings with any member of the Postdoctoral Fellowship Training Committee
- Applicants are also offered an individual meeting with the Training Director to learn more about the Fellowship program.
- Applicants will also be provided time to connect with the current Fellow.

Following the completion of the interviews, the supervising psychologists for each track and the Training Director meet to rank order applicants based on both the submitted applications and the interview. The final ranking order is determined by consensus.

Who makes a good fit?

A frequent question of applicants is “what would make me a good fit with the fellowship program?” Applicants with a strong interest of working within the community will find our fellowship program offers training that is embedded in the neighborhoods where clients live. It is an everyday occurrence for clients of the APDC and CRWC to walk to their appointments and meetings at both locations. The CLP and ACLS programs work closely together and are part of a larger clinical division with other programs at the agency that serve young adult and adult clients with severe and persistent mental illness. Past trainees have found the fellowship offers a very different experience compared to a medical setting or government agency. Experience and interest in community involvement, working in partnership with other agencies, and social and health equity also align well with both programs.

The Postdoctoral Fellowship Training Committee looks for several qualities in a Fellow. Cultural humility, flexibility, and the ability to work well with multinational staff and clients are considered pre-requisites. Past Fellows have been quick learners who are comfortable learning new EHR systems and bring creativity to how the programs respond to the ever changing needs of the communities served. Clear communication skills, both written and verbal, are necessary. We see Fellows who are able to balance working independently with being a team player as great additions to the teams and programs. Lastly, positive energy and engagement and contribution with meetings, trainings, and social settings (such as team lunches) is a big plus!

Additional Information

Acceptance of a Fellowship position at AuMHC is contingent on selected applicants passing a criminal background investigation. This includes a name search through bureau of investigation units in states where the individual has lived for the past seven years. A search will also be conducted through the Department of Human Services. If adverse information is received, the applicant will be required to provide evidence of disposition. If an applicant has a drug-related offense, the individual will be required to provide evidence of disposition and may be required to submit to a drug screen upon hire and periodic drug tests. Each situation will be handled on a case-by-case basis. The AuMHC CEO will make all determinations regarding any adverse action taken. All Center staff are required to get an annual flu vaccine, unless otherwise indicated for medical reasons.

For further information about the Fellowship program, including but not limited to program policies and procedures with regard to evaluation, remediation and due process, and criteria to successfully complete the Fellowship, please contact the Fellowship Training Director. Email is the preferred method of correspondence.

Erika McElroy, Ph.D.,
Training Director, Postdoctoral Fellowship Program
1290 Chambers Road, Aurora, CO 80011
ErikaMcElroy@aumhc.org; (303) 923-6880

COVID-19 Impact

Like many agencies, AuMHC experienced significant impact to service delivery with the onset of the coronavirus in early 2020. AuMHC is considered an essential business. The majority of clinical services quickly shifted to telehealth with services provided by clinicians from their homes or select office locations via phone or video to clients. Although it is unknown how the agency will be impacted for the 2021-2022 training year by the virus, the following precautions implemented in 2020 may still remain in place:

- All clients and staff in an AuMHC building are required to wear a face covering. Staff are expected to provide their own face coverings.
- All clients and staff must participate in temperature and symptoms checks each time they enter the building. Staff complete a daily tracking log.
- Clients unable or unwilling to meet the above two requirements to receive services in an AuMHC facility are offered an alternative mode of service delivery.
- All staff who test positive or suspect they were exposed to COVID-19 may be required to self-quarantine for up to 14 days. Human Resources is informed of the exposure or positive test and works with the staff and their supervisor. Use of sick time, paid vacation time, or COVID-19 sick leave are potential options.
- Social distancing guidelines are in place for all AuMHC facilities and office spaces. At the time of this brochure these guidelines include 6 feet distance in offices, one-way traffic in hallways, use of plexi-glass barriers at check-in desks, and 6 feet distance in break rooms. Some group therapy services are provided in-person with safety precautions.
- The agency is using enhanced cleaning schedules for all general areas (i.e., waiting rooms, break rooms) and individual offices.
- Large meetings, including team meetings, may occur in person but video conference may be preferred.
- The Fellow and supervisors may choose to not meet in an office, but rather a private outside location on an AuMHC property that allows for 6 feet of separation. Telesupervision may be the preferred method.

Telehealth Services

The Fellow can expect to provide in-person and telehealth services via phone or video conference – commonly referred to as hybrid service delivery – during the Fellowship year. Should the Fellow find it necessary to provide telehealth services from their home, they are expected to use their telephone and internet services at their expense. The agency expects the same of all staff and is mindful of the burden this could place on a Fellow.

Postdoctoral Fellowship Training Committee

Unless otherwise noted, the majority of the psychologists working with the Fellowship actively engage in training and supervision of the Fellow.

Psychologist	Professional Interests	Role with Fellowship Program
S. Eri Asano, Ph.D. The Wright Institute Clinic Director, APDC	Refugee and Immigrant Mental Health; Multicultural Issues; Program development	Didactic facilitator at APDC
Myoung Ah Hohm, Ph.D. University of Denver	Immigrant and Refugee Behavioral Health care; Trauma; Chronic Pain; CBT; Mindfulness; EMDR	Supervisor at APDC
Jan Jenkins, Ph.D. University of Colorado Director of CRWC	Refugee Mental Health; Integrated Care; Global Mental Health; Health Equity	Supervisor at CRWC
Jackie Kuykendall, Psy.D. Alliant International University	Forensic Psychology and First Responder/Law Enforcement Mental Health	Supervisor at CRWC
Jennifer Lucchesi, Psy.D. University of Denver - GSPP Program Manager of ACLS	Autism Spectrum Disorder; Psychological/Therapeutic Assessment; DBT	Supervisor for ACLS
Monica Gerber, Ph.D. University of North Texas Coordinator of Clinical Services - APDC	Refugee and immigrant health; Multicultural psychology; Systemic oppression; Trauma	Staff Psychologist at APDC
Dawn O'Neil, Ph.D. University of Cincinnati Director, Adult Intensive Programs	SPMI; Crisis Intervention; Women's Empowerment; DBT	Supervisor at CLP
Nai Chieh (Geri) Tien, Ph.D. University of Northern Colorado	Individual; Couples and Family Therapy; Multicultural Issues	Supervisor at APDC

Summary of Financial and Other Benefit Support

Annual Stipend/Salary for Full-Time Postdoctoral Fellow	\$40,500
Program provides access to medical insurance for Fellow	Yes
Fellow contribution to cost of medical insurance required	Yes
Coverage for family member(s) available	Yes
Coverage for legally married partner available	Yes
Coverage of domestic partner available	Yes
Hours of annual paid vacation (accrued over 12 months)	96 hours
Hours of annual paid sick leave (accrued over 12 months)	96 hours
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to Fellows in excess of personal time off and sick leave?	Yes
Other Benefits: Bilingual Stipend (if meet requirements) Dental, Life Insurance, Professional/Liability Insurance, Long-Term Disability Insurance, EAP	10% of stipend (approximately \$4,000 year)