

# 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 **one Fellow** for the 2021-2022 training year with a focus on International and Refugee client populations. 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 \$40,000. An additional \$2,400 compensation is possible for a bilingual Fellow. To qualify for 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 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, and ten paid holidays.

## **Application Process**

Applicants should submit the following through the APPIC affiliated online APPA CAS application portal (<https://portal.appicpostdoc.org>):

1. A cover letter describing interest in the Fellowship program
2. A Curriculum Vita (CV) clearly listing internship and practicum experiences
3. Three letters of recommendation, preferably one from a current clinical supervisor
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: December 11, 2020**

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.
- Fellow receives at least two hours of weekly individual supervision from a licensed psychologist
- Fellow participates in weekly interdisciplinary team meetings at each site, many of which include a group supervision component
- Fellow 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

- Fellow is required to present two didactic trainings to the Center’s psychology interns with the trainings evaluated by the Training Director
- Fellow 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
- Fellow participates in the interview and selection process for the Center’s APA-Accredited psychology internship program
- Fellow 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

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

	Monday	Tuesday	Wednesday	Thursday	Friday
8:00a-12:00p	CRWC	8:00-9:00a at CRWC team meeting  9:30a-10:30a Didactic Seminar with Training Director	CRWC	APDC including didactic seminar	APDC
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 at the beginning of January. Due to unknowns about how COVID-19 will continue to impact travel or ongoing social distancing guidelines, **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 or the Training Director to learn more about the Fellowship program.
- Applicants will also be provided time to connect with the current Fellow.
- Interviews will begin in January and conclude first week of February. Interviews will be offered during normal business hours of 8:00a.m. to 6:00p.m. (Mountain Standard Time Zone) Monday to Friday and scheduled on an individual basis.

Following the completion of the interviews, the supervising psychologists for each program and the Training Director meet to rank order applicants based on both the submitted application 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. 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!

Applicants with a strong interest in working with refugees, immigrants, asylees and underserved populations would be a good fit for this fellowship; with preference for those with demonstrated experience with these populations from practicum and/or internship training. Bilingual capacity and international experience are additional assets, but not required.

### **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.

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### **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. No group therapy services are provided in-person.
- 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, do not occur in person but rather via video conference.
- 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.

### The Federal Labor Standards Act (FLSA) and Postdoctoral Fellowship

In 2020, Aurora Mental Health Center made the determination based on the FLSA and agency standards that psychology Fellows are considered non-exempt, hourly staff. The Fellow for the 2021-2022 training year will be considered a non-exempt status employee eligible for overtime pay. Non-exempt status will not change benefit packages or the training stipend provided the Fellow routinely works 40 hours a week.

- Fellow is required to complete daily timesheets, receive daily paid break times, and take an unpaid lunch break each day.
- Fellow is expected to work five days a week, Monday to Friday, with standard work hours aligned with clinical teams and agency standards.
- Fellow uses sick time for reasons stated in the Employee Handbook
- Fellow is required to use their paid vacation time for travel to and from job interviews and for taking the EPPP exam.

It is of high importance to the fellowship training program and the agency that the psychology fellow is supported with work-life integration. As such, the Fellow is encouraged to keep work hours within the 40 hour requirement Monday to Friday and to minimize the need to work excess hours in the evenings or on weekends. **However, it is highly likely that at certain times of the fellowship year the Fellow will surpass the 40 hour work week and receive overtime pay.** These instances will be approved by the Training Director, or designee, in advance.

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## 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
<b>S. Eri Asano, Ph.D.</b> The Wright Institute  Clinic Director, APDC	Refugee and Immigrant Mental Health; Multicultural Issues; Program development	Didactic facilitator at APDC
<b>Myoung Ah Hohm, Ph.D.</b> University of Denver	Immigrant and Refugee Behavioral Health care; Trauma; Chronic Pain; CBT; Mindfulness; EMDR	Supervisor at APDC
<b>Jan Jenkins, Ph.D.</b> University of Colorado  Director of CRWC	Refugee Mental Health; Integrated Care; Global Mental Health; Health Equity	Supervisor at CRWC
<b>Jackie Kuykendall, Psy.D.</b> Alliant International University	Forensic Psychology and First Responder/Law Enforcement Mental Health	Supervisor at CRWC
<b>Monica Gerber, Ph.D.</b> University of North Texas  Coordinator of Clinical Services - APDC	Refugee and immigrant health; Multicultural psychology; Systemic oppression; Trauma	Staff Psychologist at APDC
<b>Nai Chieh (Geri) Tien, Ph.D.</b> University of Northern Colorado	Individual; Couples and Family Therapy; Multicultural Issues	Supervisor at APDC

## Summary of Financial and Other Benefit Support

<b>Annual Stipend/Salary for Full-Time Postdoctoral Fellow</b>	<b>\$40,000</b>
<b>Program provides access to medical insurance for Fellow</b>	Yes
<b>Fellow contribution to cost of medical insurance required</b>	Yes
<b>Coverage for family member(s) available</b>	Yes
<b>Coverage for legally married partner available</b>	Yes
<b>Coverage of domestic partner available</b>	Yes
<b>Hours of annual paid vacation (accrued over 12 months)</b>	96 hours
<b>Hours of annual paid sick leave (accrued over 12 months)</b>	96 hours
<b>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?</b>	Yes
<b>Other Benefits:</b>	
Bilingual Stipend (if meet requirements)	\$2,400
Dental, Life Insurance, Professional/Liability Insurance, Long-Term Disability Insurance, EAP	