

# Postdoctoral Fellowship Training Program



2023-2024 Brochure

## **Table of Contents**

Agency and Program Description.....	3
Application Requirements.....	4
Aims of the Program.....	5
Fellowship Program Competencies.....	6
Evaluation of Competencies.....	7
Program Structure.....	8
Didactic Seminars.....	8
Track Descriptions .....	9
Training Resources.....	12
Interview and Selection Process.....	12
Additional Information.....	13
Commitments to Diversity, Equity & Inclusion..... Non-Discrimination Policy	14
Postdoctoral Fellowship Training Committee.....	15
Summary of Financial and Other Benefit Support.....	17
Previous Cohorts.....	18

Aurora Mental Health Center (AuMHC) 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).

AuMHC is proud to be a Certified Community Behavioral Health Clinic (CCBHC), based on the standards defined by the federal Substance Abuse and Mental Health Services Administration (SAMHSA). CCBHCs provide person - and family-centered, integrated services. AuMHC was the second community mental health center in Colorado to achieve this designation.

Services at the Center are tailored to fit the needs of everyone from infants to seniors. In 2020, the Center served over 19,000 unique individuals and provided over 410,000 services. Approximately 31% of the clients were children and adolescents and 69% were adults. The client population was also diverse in its racial and ethnic makeup. Approximately 10.0% self-identified as Hispanic of all ethnicities, 11.5% identify as Mexican, 5.7% as African American, 4.7% identify as multi-racial, 2.1% identify as Asian/Pacific Islander, and 52% identify as White. The diversity of the Center's client population is underscored by the work of the Colorado Refugee Wellness Center and the Center's close affiliate - the Asian Pacific Development Center. Based on the number of primary languages spoken by students in the Aurora Public School District, the city of Aurora is considered to be among the most diverse cities in the United States for its size.

AuMHC works closely with Colorado Access, the company that oversees Medicaid funding for the Aurora area and the majority of clients served by trainees are covered by Medicaid or other state funding for indigent care.

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 has two tracks. One track has a focus on International and Refugee client populations and the other track has a focus on Adult Intensive Services programming. The program will be accepting **two Fellows** for the 2023-2024 training year. There is one position per track. The Fellowship is full-time for 12 months and based on a five-day work week. The Fellowship year begins **on Tuesday September 12, 2023 and ends on Friday September 13, 2024.**

The Fellow receives an annual stipend/salary of \$55,000. 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 \$5,500 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 of sick leave, nine paid holidays, and two floating 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 is December 9, 2022**

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.
- Submitted application to the State of Colorado for psychology candidate status to begin accruing hours for licensure beginning on the first day of Fellowship.

## 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.

In the specialty training area of Clinical Psychology, successful completion of the AuMHC postdoctoral fellowship program requires Fellows to demonstrate competency in the following areas:

- Assessment and Diagnosis that is grounded in scientific theory and research. Training activities that will support the attainment of this competency include: conducting diagnostic intake evaluations; testing interviews, test selection and administration; test result interpretation and report writing.
- Case Conceptualizations and Interventions that are empirically supported and use of outcome measures to guide the continuation or modification of the interventions. Fellows will conduct individual, family, and/or group psychotherapy; review theoretical and intervention literature; develop treatment plans; and measure outcomes (e.g., outpatient teams use measurement based care tools).
- Consultation that demonstrates knowledge of the relevant professional literature and which is informed by attention to individual and cultural diversity, ethical guidelines, and legal standards. Training activities that will support the attainment of this competency may include: testing feedback to clients/guardians; supervised experience consulting with other public and private human service and social service organizations (e.g. hospitals, medical clinics, schools, department of human services, probation department, and nursing homes); and collaboration with multidisciplinary staff in the development of treatment plans.
- Evidence-based Practices (Research) which includes scholarly inquiry and the application of scientific knowledge in the provision of clinical care, consultation and supervision. Each fellow engages in demonstration of evidence-based practices in their clinical work, case consultations, and delivery of content in formal presentations to the doctoral psychology interns.
- Interdisciplinary Collaboration with medical staff, social workers, counselors, and case managers which demonstrates good communication, effective team planning, and respect for the contributions and perspectives of other disciplines. All treatment teams are interdisciplinary and therefore practice in this area of competency is a daily occurrence, with formal collaboration taking place during weekly clinical team meetings.
- Professionalism and Reflective Practice as demonstrated by behaviors and values that adhere to professional standards and indicate ongoing attention to increasing self-awareness and knowledge, including through the use of supervision and consultation. Supervisors will support, monitor, and evaluate the professional deportment and self-awareness of Fellows, and as appropriate utilize the observations and feedback from other staff members who regularly interact with the Fellows.

- Knowledge, sensitivity, and skill in working with individuals, groups, and communities that are representative of Individual and Cultural Diversity. Fellows have abundant opportunities to assess and treat Latinx, African American, and Caucasian individuals and families, and refugees from Asia, Africa, and the Middle East. Fellows expand their knowledge of individual and cultural differences by reviewing the literature and receiving supervision and consultation.
- Ethical and Legal Practice that is demonstrated by the knowledge and application of APA ethical principles and standards of practice, and Colorado mental health law in decision making and practice implementation. Ethical dilemmas and legal standards are reviewed during supervision and case conferences.
- Knowledge and teaching of Supervision roles, models, and procedures to pre-doctoral psychology interns. Fellows assist in facilitating the Supervision of Supervision group that is conducted for the pre-doctoral interns. Fellows review theories and research on supervision and delineate the supervision competencies that are required for good practice. Fellows apply this knowledge and skill in their provision of supervision to graduate practicum students.

## 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, which include a group supervision component. Additional case conference meetings on teams add additional opportunities for group supervision, ensuring the Fellows have at least one hour of group supervision per week.
- Fellows will supervise a graduate practicum student or psychology intern and receive supervision of supervision

- Weekly didactic seminars
  - Two hours each week with the Training Director or another agency psychologist
- 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 Track Descriptions

### **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**

	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<b>8:00a-12:00p</b>	CLP  Support psychology intern didactic seminars	9:00a-11:00a Didactic Seminar with Training Director  11:00a – 12:00p Peer time with other Fellow	ACLS  Paperwork/Care coordination time	CLP clients and group therapy	CLP
<b>12:00p-1:00p</b>	Lunch	Lunch	Lunch	Lunch	Lunch
<b>1:00p-5:00p</b>	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

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

***Asian Pacific Development Center (APDC).*** The 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. 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.

***Colorado Refugee Wellness Center (CRWC).*** The CRWC offers an opportunity for the Fellow seeking experience working with **adult and youth** 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**

	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<b>8:00a-12:00p</b>	CRWC  Support psychology intern didactic seminars	9:00a-11:00a Didactic Seminar with Training Director  11:00a – 12:00p Peer time with other Fellow	CRWC	APDC including didactic seminar	APDC
<b>12:00p-1:00p</b>	Lunch	Lunch and travel	Lunch	Lunch	Lunch
<b>1:00p-5:00p</b>	CRWC including supervision of student	CRWC or APDC	CRWC including weekly team meeting	APDC	APDC

**\*Please note:** The work hours listed may vary slightly. For example, the APDC hours are 9:00a to 6:00p, but the CRWC may start at 8:00a. Travel time between Center locations averages 5 to 15 minutes.

**Training Resources**

The Fellow has the same 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 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, as available.

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. Clients involved with CLP and ACLS are also part of other programs at the agency. 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.

- Per public health mandate all agency staff, including paid trainees, are required to receive an annual flu vaccine or provide documentation to request an exemption.
- AuMHC has prioritized the health and safety of our clients and staff and all employees are required to be fully vaccinated against COVID-19. Proof of vaccination will be required upon the first day of internship. Medical and religious exemptions may be requested.

For further information about the Fellowship program, including but not limited to program policies and procedures with regard to evaluation, remediation, due process, grievances, and criteria to successfully complete the Fellowship, please contact the Fellowship Training Director, Tiffany Erspamer PsyD, LP. She can be reached by email at [tiffanyerspamer@aumhc.org](mailto:tiffanyerspamer@aumhc.org) or by phone at (303) 923-6849. Email is the preferred method of correspondence.

**Service Delivery.** Fellows program can expect to provide in-person and telehealth services via phone or video conference – commonly referred to as hybrid service delivery. The agency provides Fellows with an agency laptop and office work space with phone and printer access. Should Fellows find it necessary to provide telehealth services from their home, they are expected to use their personal telephone and internet services at their expense. The agency expects the same of staff and is mindful of the burden this could place on a Fellow.

### **Commitments to Diversity, Equity, and Inclusion**

The Postdoctoral Fellowship Training Committee views the commitments to DEI and social justice as a critical, essential and fluid process requiring humility, courage, trust, and openness. We consider the process of increasing social justice and anti-racism efforts to be ongoing endeavors and opportunities for the professional and personal development of trainees. To this end we are committed to: challenging the biases and assumptions built into many of our systems of mental health care; ongoing work responsive to evolving community and agency circumstances; accepting responsibility for our learning as psychologists and supervisors; training from a cultural and trauma-informed lens; and respecting the inherent diversity of opinions and experiences that is part of any training program.

AuMHC is committed to the values of diversity, equity, and inclusion and strives to ensure they are interwoven in the fabric of the organization. AuMHC supports and nourishes an inclusive and welcoming environment for employees from diverse backgrounds, and welcomes diverse and unique viewpoints of employees. The agency aims to champion and promote staff engagement, peer networking, and leadership development. Under the umbrella of the Director of DEI, these are some of the ongoing efforts within the Center:

- Employee-membered Equity and Inclusion Council
- LGBTQ+ Employee Resource Group
- Helping Your People Excel (HYPE) Employee Resource Group

- Black Indigenous People of Color Employee Resource Group
- Anti-Racism Summit
- Workshops focused on creating safe spaces for LGBTQ+ peoples
- Ongoing efforts for peer networking spaces for all employees

AuMHC’s commitment to serving the community and working collaboratively with community partners on DEI and social justice efforts occurs in a variety of ways. When appropriate, these partnerships leverage sharing of evidence-based practices to further culturally responsive work and engagement within the Aurora community. A few examples of the collaborations: Crisis programs work with first responders and law enforcement; child programs work closely with department of human services; partnering with a community agency to provide a LGBTQ+ youth support group in Aurora; the APDC and CRWC providing culturally appropriate care; and collaborations with community partners to address social determinants of health and health disparities.

**Non-Discrimination Policy.** Aurora Mental Health Center and its subsidiaries comply with applicable federal and state civil rights laws. Aurora Mental Health is an equal opportunity employer and an Affirmative Action employer and supports cultural diversity and inclusiveness. The Center does not discriminate against qualified applicants or employees because of race, color, religion (creed), national origin (ancestry), gender, sexual orientation, political affiliation, age, size, marital status, veteran status, mental or physical disability, or any other status protected by state or local law. We are committed to maintaining an environment that respects the dignity of each individual in our community. We do not tolerate discrimination in any form or context including harassment or exclusion.

### **Postdoctoral Fellowship Training Committee**

**Kirsten Anderson** (she/her/hers) graduated from the University of Denver, Graduate School of Professional Psychology Psy.D. Program, and is the Chief Clinical Office for the Center. Dr. Anderson’s professional interests are disaster response, leadership, and therapy with at-risk adolescents.

**S. Eri Asano, Ph.D,** (she/her/hers) is a graduate of the Wright Institute and a clinical supervisor at the APDC. She is also a staff psychologist at the APDC. Dr. Asano speaks conversational Japanese and has interest in AAPI, refugee and immigrant, multicultural issues and program development.

**Tiffany Erspamer** (she/her/hers) graduated from the Regent University Clinical Psychology Psy.D. program. Dr. Erspamer also serves as the Training Director for the fellowship program. Her professional interests include training, supervision, DBT, suicide prevention, and child/family services.

**Monica Gerber** (she/her/hers) earned her Ph.D. from the University of North Texas, is a staff psychologist with the APDC and serves as the Coordinator of Clinical Services at the APDC. Dr. Gerber is also a staff psychologist at the APDC. She is also a proud graduate of the AuMHC doctoral internship program! Dr. Gerber's professional interests focus on refugee and immigrant health, multicultural psychology systemic oppression, and trauma.

**MyoungAh Hohm** (she/her/hers) graduated from the University of Denver Counseling Psychology Ph.D. program. She a staff psychologist at the APDC. Originally from South Korea, she is bilingual in Korean and English. Dr. Ah Hohm has interests in immigrant and refugee behavioral health care, trauma, chronic pain, CBT, mindfulness and EMDR.

**Jackie Kuykendall** (she/her/hers) obtained her Psy.D. from Alliant International University. In addition to her role as staff psychologist with the CRWC, she also serves as a supervisor for fellows. Dr. Kuykendall's current professional interests include refugee and immigrant mental health, multicultural psychology, and providing trauma-informed care. She has received specialized training and has experience in the fields of correctional psychology and First Responder/Law Enforcement mental health.

**Dawn O'Neil**, Ph.D. (she/her/hers) earned her degree from the University of Cincinnati and is the director of all adult intensive services programs at the agency. She frequently leads seminars and also serves as the supervising psychologist for fellow in the CLP program. Dr. O'Neil is passionate about serious and persistent mental illness interventions, risk assessment and crisis interventions, women's empowerment, and DBT. She unwinds by taking walks, camping, hiking, skiing, and overall just being outside in this beautiful state! Dr. O'Neil enjoys cats and a dog, which are essential to her self-care time. As a practicing vegetarian, she enjoys cooking as well.

**Christine Rufener** (she/her/hers) obtained her Ph.D. from Saint Louis University four score and seven years ago. She has specialized in mental health program development and implementation with refugees and migrants in multiple countries around the world and has continued interests in supporting these populations with evidence-informed interventions. Dr. Rufener provides professional development training, as well as administrative and clinical supervision to trainees and interns in both our youth and adult refugee mental health programs and works as the clinical manager of the CRWC program.

**Nai Chieh (Geri) Tien** (she/her/hers) earned her Ph.D. from the University of Northern Colorado. She is the clinical program manager at the APDC and facilitates seminars as well. Originally from Taiwan, Dr. Tien is fluent in Mandarin Chinese. She is also a proud graduate of the AuMHC doctoral internship program! Dr. Tien's professional interests are focused on individual, couples, and family therapy and multicultural issues.



## Summary of Financial and Other Benefit Support

<b>Annual Stipend/Salary for Full-Time Postdoctoral Fellow</b>	<b>\$55,000</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)	10% of stipend (approximately \$5,500 year)
Dental, Life Insurance, Professional/Liability Insurance, Long-Term Disability Insurance, EAP	

## Previous Cohorts Post Fellowship Employment Settings

Setting	2017-2018	2018-2019	2019-2020	2020-2021
Community Mental Health Center	0	0	0	0
Medical School	0	1	0	0
State/County/Public Hospital	0	1	0	1
Private Practice Setting	0	0	1	0
University/Teaching	1	0	1	0
University/Counseling	1	0	0	0
Continuing job search	1	0	0	0