

# Postdoctoral Fellowship Training Program



2020-2021 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. Annually, the Center serves over 26,000 unique individuals and receives over 106,000 calls. Approximately 29% of the clients are children and adolescents and 71% are adults. The client population is also diverse in its racial and ethnic makeup. Approximately 71.5% identify as Caucasian, 28.6% as Latino(a) of all races, 16.7% as African American, 8.6% as Multi-Racial, and 3.2% 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 2020-2021 training year for either the Pediatric Clinical Psychology or International and Refugee track. **One Fellow is accepted per track.** The Fellowship is full-time for 12 months and based on a five-day work week. **The Fellowship year begins on September 8, 2020 and ends on September 8, 2021.**

Fellows receive an annual stipend/salary of \$40,000. An additional \$2,400 compensation is possible for bilingual Fellows. To qualify for compensation, bilingual Fellows 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 vacation, up to 12 days sick leave, and ten paid holidays. All Center staff are required to get an annual flu vaccine, unless otherwise indicated for medical reasons. Each Fellow is allotted \$100 for attendance at external workshops or conferences approved by Training Director.

## **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
  - a. Please identify which track you are applying to in your letter
  - b. If applying to both tracks, state why you think you would be a good fit with either track
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
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 2, 2019**

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 that Fellows 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, Fellows 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, Fellows 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 maintaining 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 Fellows 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 affiliated with the track.

## Program Structure

The Fellowship program has two tracks: one in Pediatric Clinical Psychology and the other in International and Refugee populations. **There is one available Fellowship position in each track.** The tracks consist of two placements which are pre-determined based on the specialty focus of the track. Each track consists of the following experiences:

- Provision of direct psychological services averaging 25 to 30 hours each week
- 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 with the Training Director
  - Average of one hour a week from the psychologists affiliated with the site and/or track. More time will be needed at the beginning of the Fellowship.
- Each week the Fellows are given formal time to meet for peer consultation and support
- Each Fellow is required to present two didactic trainings to the Center’s psychology interns with the trainings evaluated by the Training Director
- Each Fellow will co-facilitate a foundational didactic seminar series with a licensed psychologist for the Center’s psychology interns. Potential seminar series are ethics in practice and supervisory competence
- Fellows participate in the interview and selection process for the Center’s psychology internship program
- Fellows may attend AuMHC sponsored training conferences and workshops with approval from track 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. Fellows may also assist in interview and selection of graduate students seeking practicum placements with the Center.

**A note about EPPP:** The Fellows are expected to plan accordingly, with consultation from the Training Director, about how to meet this professional milestone over the course of the Fellowship year. Fellows are not given time off from Fellowship hours for EPPP study and preparation.

## Didactic Seminars

The Fellows meet for didactics seminars with the Training Director each week. 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

Each Fellow also participates in didactics as part of their track and/or sites. These didactic focus on topics and knowledge specific to the track. Didactic experiences may include use of material gathered from webinars, podcasts, regional and national learning collaborative groups, research literature, and regional experts. For example:

- The Fellow on the Pediatric Clinical Psychology track will receive didactic experiences (group and individual) specific to topics of early childhood, and individual didactic experience focused on integrated care with an underserved, highly diverse pediatric population.
- The Fellow on the International and Refugee track will receive didactic experiences (group and individual) specific to work with AAPI clients and advanced instruction about global mental health.

## **Track Descriptions**

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### **Pediatric Clinical Psychology:**

The postdoctoral Fellow in this track will divide clinical time between working with the AuMHC Early Childhood and Family Center and the community partner agency, Every Child Pediatrics - Aurora Clinic.

The Early Childhood and Family Center (ECFC) provides comprehensive mental health treatment for families with infants and children up to age 6. Many of these children have experienced child abuse and neglect, psychological abuse, and been exposed to interpersonal and community violence. As a result, they experience emotional and behavioral difficulties which often interfere with learning and in developing relationships. Individual, family, and group therapies are integrated to best serve the needs of each child and family. A variety of parenting classes for new and teen parents are provided. The program uses a number of evidence-based models including Parent-Child Interactional Therapy, Child-Parent Psychotherapy, The Incredible Years, Nurturing Parenting Program, Trauma Focused – CBT, and Relational Assessments. Some evening work may be required.

At Every Child Pediatrics – Aurora Clinic, postdoctoral Fellows have the opportunity to work as a part of a multi-disciplinary team of healthcare professionals serving underserved populations in a pediatric integrated primary/behavioral care clinic. Fellows will assist in meeting the whole health person-centered needs of a diverse population presenting a wide range of medical and mental health conditions. Activities include: screening and brief assessment, providing anticipatory guidance during well-child checks, consultation with medical staff and patients, short-term behavioral health treatment, and referrals for additional mental health care. Fellows can expect to increase their knowledge of and experience in inter-professional work, medical conditions and their interface with mental health conditions, and also will be able to participate in the integrated care innovations taking place in Colorado.



### Example of Weekly Schedule for Pediatrics Clinical Track

	Monday	Tuesday	Wednesday	Thursday	Friday
<b>8:00a-12:00p</b>	ECFC	8:00a-9:00a Integrated Care Meeting  9:30a -10:30a Didactic Seminar with Training Director  10:30a-11:30a Fellow peer consult time	Every Child Pediatrics	ECFC including didactic seminar	Every Child Pediatrics including didactics with ECP supervisor
<b>12:00p-1:00p</b>	Lunch	Lunch	Lunch	Lunch	Lunch
<b>1:00p-5:00p</b>	ECFC including supervision of student	ECFC or Every Child Pediatrics	Every Child Pediatrics	ECFC	Every Child Pediatrics

**\*Please note:** The work hours listed may vary slightly. For example, the ECFC may require one or more nights of evening work thus work hours may shift to 9:00a to 6:00p that day. Integrated care work routinely begins at 8:00a.m. Travel time between Center locations averages 5 to 15 minutes.

#### International and Refugee:

The postdoctoral Fellow in this track 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 Fellows seeking experience working with refugees from around the world. All newly arriving refugees in Aurora receive medical and mental health screenings through the refugee center. It is a collaboration between multiple partners, including STRIDE Community Health Center, Aurora Mental Health Center, and other community organizations involved in refugee healthcare. The CRWC is a culturally responsive integrated primary and behavioral health clinic, with wrap-around services offering refugees multiple resources in a single location. The CRWC utilizes health navigators as interpreters, cultural brokers, and care coordinators. Fellows have the opportunity to participate in an advanced seminar on global mental health, and gain experience working with interpreters and staff who are multidisciplinary and from diverse cultures. There are 24 languages spoken by CRWC staff. Training activities include mental health screenings using a culturally sensitive assessment tool, providing consultation to medical staff, conducting short-term holistic integrated care with refugees, addressing both physical and mental health, and conducting therapy groups. A trauma-informed orientation is utilized, and longer-term therapy services are also available. Opportunities to participate in grant research are often available for interested Fellows.

**Example of Weekly Schedule for International and Refugee Track**

	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<b>8:00a-12:00p</b>	CRWC	8:00-9:00a at CRWC  9:30a-10:30a Didactic Seminar with Training Director  10:30a-11:30a Fellow peer consult time	CRWC	APDC including didactic seminar	APDC
<b>12:00p-1:00p</b>	Lunch	Lunch	Lunch	Lunch	Lunch
<b>1:00p-5:00p</b>	CRWC including supervision of student	CRWC or APDC	CRWC including didactic seminar	APDC	APDC

## Training Resources

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

During orientation, Fellows receive 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, printer access, a laptop, and phone.

## Interview and Selection Process

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

All applicants who submitted a completed application will be notified of their interview status by the end of December. Interviews begin end of January and conclude in mid-February. **The program requires that all interviews be on-site and not by telephone. If this is truly a financial hardship, please contact the Training Director for accommodations.**

Following the completion of the interviews, the supervisors for each track 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.

**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.

Additional requirements exist for work in the integrated care settings for both tracks. Fellows may be required to submit to an additional background check for each community partner. All trainings and the tests are provided at no-cost to the Fellow by the community health partner, unless otherwise noted.

- Required to successfully complete CPR training
- Required to successfully complete CPI trainings
- Have a TB screening test
  - Any subsequent testing or medical intervention required for a positive TB test will be the responsibility of the Fellow
- Demonstrate proof of several immunizations for the community health partner
  - Any subsequent testing or immunizations required for proof of immunization will be the financial responsibility of the Fellow
- Orientation to the community health partner electronic record keeping system and agency policies and procedures

### **Additional Information**

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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## Postdoctoral Fellowship Training Committee

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

### Pediatric Clinical Psychology Track

Psychologist	Professional Interests	Role with Fellowship Program
<b>Christy Balentine, Ph.D.</b> IMH-E® (IV) Infant Mental Health Mentor-Clinical University of North Carolina- Greensboro	Early Childhood Mental Health; Trainer for Parent Child Interaction Therapy; Dyadic assessment and treatment; Parenting teens	Psychologist at ECFC
<b>Daryl Hitchcock, Ph.D.</b> California School of Professional Psychology  Program Manager of ECFC	Dyadic (relationship-based) assessments of families; Attachment based therapy; Trauma-informed treatment	Psychologist at ECFC
<b>Amber Olson, Ph.D.</b> University of Denver Counseling Psychology  Division Director of Outpatient Services and Integrated Care	Grief and Loss; Integrated Primary Care; Supervision and Training; Multicultural issues	Supervisor support for Every Child Pediatrics
<b>Lauren Widman-Eggerth, Psy.D.</b> Wheaton College	Infant Mental Health; Immigrant and Refugee Behavioral Health Care; Trauma-Based interventions across the lifespan	Supervisor at Every Child Pediatrics
<b>Jay Willoughby, Psy.D.</b> University of Denver	Infant Mental Health; Early Childhood Trauma Treatment; Treatment of Disruptive Behaviors; Pediatric Behavioral Health Consultation; Culturally Sensitive Supervision	Supervisor at ECFC

## International and Refugee Track

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	Supervisor 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 Postdoctoral Candidate Expected license in 2019	Staff at APDC
<b>Nai Chieh (Geri) Tien, Ph.D.</b> University of Northern Colorado	Individual; Couples and Family Therapy; Multicultural Issues	Psychologist 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>Intern 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 interns in excess of personal time off and sick leave?</b>	Yes
<b>Other Benefits:</b>	
Bilingual Stipend (if meet requirements)	\$2,400
Professional Activity (conference, workshop, etc)	\$100
Dental, Life Insurance, Professional/Liability Insurance, Long-Term Disability Insurance, EAP	