

POST-DOCTORAL FELLOWSHIP PROGRAM

The post-doctoral program in Clinical Psychology is sponsored by Aurora Community Mental Health Center (AuMHC), in Aurora, Colorado. AuMHC is a private, non-profit agency which has been serving the Aurora community since 1975. Last year we served over 20,000 clients ranging in age from infancy to over age 90. These services take place in outpatient clinics, schools, medical clinics, hospitals, assisted living facilities and nursing homes throughout our catchment area. The city of Aurora is among the most culturally and ethnically diverse cities in the United States. For further information about Aurora Mental Health, please visit our website: www.aumhc.org.

The fellowship program has two tracks: one in Pediatric Clinical Psychology and the other in International Populations and Refugees. There is one available fellowship position in each track.

Pediatric Clinical Psychology:

The post-doctoral fellow in this track will divide his or her clinical time between working with the Early Childhood and Family Center and the Every Child Pediatrics - Aurora Clinic.

The Early Childhood and Family Center is an Aurora Mental Health Center program that provides comprehensive mental health treatment for infants and children up to age 6. Many of these children have experienced complex, developmental trauma and out-of-home placements. As a result, many of these children experience emotional and behavioral difficulties which interfere with development and with forming and maintaining relationships with others. Individual, family, and group therapies are integrated to best serve the needs of each child and family. The program uses a number of Evidence Based Treatments including Parent-Child Interactional Therapy, Child-Parent Psychotherapy, The Incredible Years, Nurturing Parenting Program, Trauma Focused – CBT, and Relational Assessments. A therapeutic parenting time group, for parents and infants/toddlers involved with child welfare, is offered at the Department of Human Services, and the post-doctoral fellow would have the option to participate in this group experience. As available, the fellow could also experience comprehensive psychological assessment and research opportunities during this placement.

At Every Child Pediatrics – Aurora Clinic, Post-Doctoral 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 interprofessional 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, which is one of the states leading the way in integrated care.

International and Refugee Populations:

Aurora Mental Health Center is closely affiliated with two agencies that provide medical and behavioral healthcare to individuals and families from around the world. The post-doctoral fellow in this track will divide their clinical time between the Asian Pacific Development Center and the Colorado Refugee Wellness Center.

Asian Pacific Development Center 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 the 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 Metro Community Provider Network. 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 Colorado Refugee Wellness Center offers a rare opportunity for fellows wanting experience working with refugees from around the world. All newly arriving refugees in Aurora receive medical and mental health screenings through our refugee center. It is a collaboration between multiple partners, including Metro Community Provider Network, Aurora Mental Health Center and other

community organizations involved in refugee healthcare. We are a culturally responsive integrated primary and behavioral health clinic, with wrap around services offering refugees multiple resources in a single location. We utilize health navigators as interpreters, cultural brokers, and care coordinators. Fellows will have the opportunity to participate in cultural trainings, and get experience working with interpreters and staff who are multidisciplinary and from diverse cultures. They will learn to do mental health screenings including the use of a culturally sensitive assessment tool, provide consultation to medical staff, and conduct short-term holistic integrated care with refugees, which addresses both physical and mental health. Since many of the refugees have also experienced trauma, a trauma-informed orientation is utilized. Opportunities to participate in grant research are often available for interested fellows.

Supervision and Didactics

Fellows receive at least two hours of weekly individual supervision from a licensed psychologist. They also participate in at least two hours of weekly interdisciplinary group supervision team meetings, which include clinical and administrative group supervision. Fellows will supervise a graduate practicum student or pre-doctoral intern and receive supervision of supervision. There are weekly didactic trainings that focus on professional development, ethics, multicultural competence, and the development of supervision skills. Additional training components include case conferences with the Training Director; participation in grant writing, program evaluation, or program development; attendance at AuMHC sponsored training conferences and workshops, and the provision of didactic training in supervisory competencies to the pre-doctoral psychology interns.

Aims of the Fellowship and Expected Competencies

The overall aims of the fellowship are to help early career psychologists: (a) develop advanced knowledge and skills in the assessment and treatment of a diagnostically and culturally diverse client population; (b) meet all of the supervisory and clinical requirements for licensure eligibility in Colorado; and (c) solidify their identity as a professional psychologist and be prepared to practice independently and in leadership positions as clinical psychologists 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; provide well-timed and culturally appropriate evidence based interventions; and demonstrate positive clinical outcomes.

In order to meet the second goal 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 goal 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 follow 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.

Training Resources

Fellows have access to AuMHC testing materials to evaluate cognitive, emotional, and personality functioning in people of all ages. Some, but not all, of the clinics where fellows receive training have video recording equipment and one-way mirrors for live observation. Audio recording devices are available at each site. A variety of treatment manuals are available to fellows and training staff, such as The Skills Training Manual for Treating Borderline Personality Disorder, Overcoming Trauma Workbook, Building Motivational Interviewing Skills, Relaxation and Stress Reduction Workbook, and the Mind Over Mood Workbook. The training director has several APA and other training videos that are viewed and discussed with the fellows, including Competency-Based Supervision, Critical Events in Psychotherapy Supervision, Mindfulness for Anxiety, and The Ten Principles of Effective Couples Therapy. Each of the child programs have a variety of toys, puppets, board games, and sand trays for play therapy.

Fellows and training staff 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, answer phone calls, file, type letters and other

documents, collect client payments, order office supplies, and ensure the smooth day-to-day operation of the clinics.

The Information and Technology (IT) department of AuMHC provides assistance with computer and phone difficulties, both in person and through a help line. This department ensures that each computer used by staff and fellows is loaded with necessary software programs such as Word, Outlook, Excel, and PowerPoint. In addition, fellows have access to the Aurora Research Institute (ARI), which is a subsidiary of AuMHC. The director of ARI provides consultation on Program evaluation projects conducted by the fellows and ensures that the fellows have access to SPSS.

During orientation, fellows receive approximately six hours of training on how to use the Center’s electronic health record and electronic scheduling systems. Each AuMHC clinical office is equipped with a desk top computer and printer. When fellows work off-site, such as in a medical clinic, they are provided a laptop computer.

Postdoctoral Fellowship Admissions, Support, and Initial Placement Data

Financial and Other Benefit Support

Annual Stipend for Full-time Fellows	\$40,000
Annual Stipend for Half-time Fellows	NA
Program provides access to medical insurance for fellow?	Yes
Trainee contribution to medical insurance cost required?	Yes
Coverage of family member(s) available?	Yes
Coverage of legally married partner available?	Yes
Coverage of domestic partner available?	Yes
Hours of Annual Paid Personal Time Off (Vacation)	96
Hours of Annual Paid Sick Leave	96
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to fellows in excess of personal time off and sick leave?	Yes*
Other Benefits: additional \$2,400 per year for fellows who are able to conduct therapy in a second language or \$4,000 per year if fluent in both English and Spanish; \$15,000 in life insurance; professional liability insurance; long-term disability insurance; an EAP program; ten paid holidays; and an eco-pass which enables free passage on metro area RTD and light rail public transportation.	

*The completion date of the fellowship is extended by the number of unpaid leave days taken.

Initial Post-Fellowship Positions
(Aggregated Tally for the Preceding 3 Cohorts)

	2016-2018	
Total # of resident who were in the 3 cohorts	7	
Total # of residents who remain in training in the residency program	0	
	PD	EP
Community mental health center	7	2
Federally qualified health center	0	0
Independent primary care facility/clinic	0	1
University counseling center	0	1
Veterans Affairs medical center	0	0
Military health center	0	0
Academic health center	0	0
Other medical center or hospital	0	1
Psychiatric hospital	0	0
Academic university/department	0	1
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	0
School district/system	0	0
Independent practice setting	0	0
Not currently employed	0	1*
Changed to another field	0	0
Other	0	0
Unknown	0	0

Note: "PD" = Post-doctoral residency position; "EP" = Employed Position

*Maternity leave

Additional Post-Doctoral Fellowship Outcomes

Fellow ID	Year in Fellowship	Passed EPPP	CO Licensed
Fellow 1a	2014-2015	Yes	Yes
Fellow 1b	2014-2015	Yes	Yes
Fellow 2a	2015-2016	Yes	Yes
Fellow 2b	2015-2016	Yes	Yes
Fellow 3a	2016-2017	Yes	Yes
Fellow 3b	2016-2017	Yes	Yes
Fellow 4a	2017-2018	Yes	Pending
Fellow 4b	2017-2018	Yes	Pending

Fellow 4c	2017-2018	Not yet taken (as of 9/18)	NA (moved out of state)
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Application Procedure

The program accepts two post-doctoral fellows per year. By the start of the fellowship, applicants must have completed all requirement for the doctoral degree in clinical, counseling or school psychology from an APA Accredited doctoral program and have successfully completed an APA accredited pre-doctoral internship. Per APPIC criterion, the fellow must either have 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.

AuMHC is an Equal Opportunity Employer; individuals from diverse backgrounds are encouraged to apply.

Please submit the following through the APPIC affiliated online APPA CAS application portal (<https://portal.appicpostdoc.org>): a cover letter describing your interest in our program; vita; 3 letters of recommendation; a letter from your graduate program’s Director of Clinical Training and your internship Training Director attesting to your standing in the program and expected date of graduation; and an official graduate school transcript. In addition, please answer the following questions in one to two pages: What experiences influenced your interest in becoming a psychologist? What do you consider to be your greatest strengths and area(s) of relative weakness? What are your professional goals?

The AuMHC post-doctoral fellowship program follows the guidelines set for by the Association of Psychology Postdoctoral and Internship Centers (APPIC), including adhering to the uniform notification date of February 25th unless the reciprocal offer option is invoked prior to this date.

Final appointment of applicants to the fellowship at Aurora Mental Health Center is contingent on matched 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 Executive Director will make all determinations regarding any adverse action taken. Finally, all Center staff are required to get an annual flu vaccine.

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.

The application deadline is December 7, 2018. The fellowship starts on September 17, 2019.

Questions can be addressed to:
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Supervisors

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Early Childhood and Family Center
Infant Mental Health, Parent-Child Interaction Therapy, Play Therapy

Margaret Charlton, Ph.D., ABPP, Washington University in St. Louis
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Mental Illness in Youth with Developmental Disabilities, Adapted Treatment, Law and Mental Health, Child Trauma, Disaster Response

Daryl Hitchcock, Ph.D., California School of Professional Psychology – Fresno
Program Director, Early Childhood and Family Center
Infant & Early Childhood Mental Health, Attachment Based Assessment and Therapy, Relationship Assessment

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