Salt Lake City Clinical Psychology Postdoctoral Fellowship: Addiction Treatment Track
SALT LAKE CITY CLINICAL PSYCHOLOGY
POSTDOCTORAL FELLOWSHIP: ADDICTION
TREATMENT TRACK

George E. Wahlen Veterans Affairs
Salt Lake City Health Care System
Primary Care Behavioral Health Service, (111BH)
500 Foothill Drive
Salt Lake City, UT 84148
(801) 582-1565

Application Due Date: January 1, 2019

Co-Director of Clinical Psychology Postdoctoral Fellowship: Heather Pierson, Ph.D.
Heather.Pierson@va.gov

Psychology Training Director: Leland “Ben” Swanson, Ph.D.
Leland.Swanson@va.gov

Assistant Psychology Training Director: Cicely Taravella, Ph.D.
Cicely.Taravella2@va.gov

Chief of Psychology: Patrick Miller, Ph.D.
Patrick.Miller@va.gov
Applications are currently being accepted for the APA accredited Salt Lake VA Healthcare System Postdoctoral Psychology Fellowship Addiction Treatment Track. The fellowship year begins September 3, 2019. This is a one year fellowship and will be primarily clinical in nature, providing training in Addiction Treatment in inpatient, residential, and outpatient hospital settings. The primary goal of this fellowship is to train psychologists to effectively partner with treatment teams and veterans to develop and implement a collaborative and coordinated approach to addiction recovery.

Fellows will work with multiple healthcare teams comprised of physicians, physician assistants, pharmacists, nurses, social workers, addiction therapists, etc. to provide assessment, brief and longer-term individual therapy, consultation, and group therapy. Fellows have the opportunity to learn alongside residents and trainees from psychology as well as other disciplines in hospital settings and interprofessional seminars. The mission of the fellowship is to train clinical psychology postdoctoral fellows to be future psychologists who are especially equipped to work within the Veteran’s Affairs Medical Center in clinical, and leadership roles.

The Psychology Department of the Salt Lake City VA Healthcare System will offer five fellowship positions for 2019-2020:

- One fellowship position will be in Addiction Treatment;
- Two fellowship positions will be in Health Psychology/ Geropsychology (not described here);
- Two positions in PTSD (not described here).

The fellowship will share many of the same supervisors, settings, and training experiences in which fellows provide clinical care. Additional areas of emphasis include program evaluation and development, administrative/team building, and will also allow for the fellow to develop their own specific interests.

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POSTDOCTORAL FELLOWSHIP TRAINING DIRECTOR LETTER

Dear Prospective Postdoctoral Fellowship Applicant:

We appreciate your interest in the Clinical Psychology Postdoctoral Fellowship Program at the George E. Wahlen Department of Veterans Affairs Salt Lake City Health Care System (VASLCHCS). We are very excited to continue offering the track specializing in addiction treatment.

We know the postdoctoral fellow year is a year that often solidifies the next phase in one’s career path as an early psychologist. This is a year where one’s specialization often takes root. Although this track offers specialized addiction treatment, as you will see in the different training opportunities described later, this track also offers a great deal of general psychology training. Addictions impact many areas of life and in turn impact many areas of treatment throughout the hospital. Most Veterans diagnosed with an addiction disorder are also diagnosed with one or more other co-occurring mental health diagnoses, medical problems, and/or significant psychosocial stressors. Because of this we have or are establishing relationships throughout the medical center. This includes medical clinics, like acute inpatient medicine, primary care, pain service, and integrative medicine. We have also established many collaborations within other mental health clinics, including the PTSD clinical team, general mental health, inpatient psychiatric unit, homeless services, and the Dialectical Behavioral Therapy team. These collaborations and liaison roles provide many opportunities to postdoctoral fellows who complete the addiction treatment track, which in turn can open a variety of career opportunities after the postdoctoral training year both within and outside addiction treatment settings.

The VA Salt Lake City Healthcare System offers excellent postdoctoral training from a community of highly trained and compassionate providers in one of the most beautiful corners of the country. This is a wonderful place to live and work and we look forward to reviewing your application soon.

Sincerely,
Heather Pierson, Ph.D.
Clinical Psychology Postdoctoral Fellowship Co-Director
VA Salt Lake City Healthcare System
heather.pierson@va.gov
The Clinical Psychology Postdoctoral Fellowship Program is sponsored by the VA Salt Lake City Health Care System (VASLCHCS) located in Salt Lake City, Utah.

The main facility is located on an 81-acre campus adjacent to the Salt Lake City Veterans Affairs Regional Office and the University of Utah. It’s a midsized primary and tertiary care facility with 133 beds providing a full range of patient care services. Comprehensive health care is provided through medicine, surgery, psychiatry, physical medicine and rehabilitation, neurology, oncology, dentistry, geriatrics, and extended care.

The VASLCHCS is part of VA Network (VISN) 19, which encompasses the largest geographic area in the 48 contiguous states. We serve an area covering the entire state of Utah, the majority of Montana, Wyoming and Colorado, and portions of Idaho, Kansas, Nebraska, Nevada, and North Dakota. We have eleven Community Based Outpatient Clinics (CBOCs) and two Outreach Clinics in remote areas of Utah, Idaho and Nevada. During fiscal year 2010, the VASLCHCS served 45,2829 Veterans in over 500,000 outpatient visits.

In terms of demographics, 94% of the veterans served by VASLCHCS are male; 6% are female. Ninety-one percent identify as Euro-American, 5% as Latino, 2% as African-American, less than 1% as Asian American, and less than 1% as Native American. The socioeconomic statuses of the veterans vary widely.

As a Dean’s Committee Medical Center, VASLCHCS is closely affiliated with the University of Utah School of Medicine, located less than one mile away. In addition to this longstanding affiliation, VASLCHCS maintains active affiliations with several other Utah colleges and universities and serves as a training site for students, interns, residents, and fellows from a variety of health care professions. VASLCHCS is also home to the Salt Lake City Geriatric Research, Education, and Clinical Center (GRECC), Mental Illness Research, Education, and Clinical Center (MIRECC), and the VHA Office of Rural Health Resource Center (RHRC). Finally, VASLCHCS serves as the location for the VHA funded Mental Health Strategic Health Care Group Informatics Section.

In 2006, VASLCHCS was designated a Level III Polytrauma Center to respond to the needs of Veterans of the Afghanistan and Iraq conflicts who have suffered multiple traumatic injuries, including TBI and PTSD.

Further information about the VA Salt Lake City Health Care System is available at [http://www.saltlakecity.va.gov](http://www.saltlakecity.va.gov).
MENTAL HEALTH SERVICE

Although officially designated a General Medical and Surgical facility, the VASLCHCS also provides mental health treatment through a variety of inpatient, residential, and outpatient services and programs. The various programs of the Mental Health Services provide comprehensive mental health care by a multidisciplinary staff including psychiatrists, psychologists, clinical social workers, advanced practice nurses, vocational specialists, addiction therapists, and mental health associates. There are more than 700 admissions per year to the Inpatient Psychiatry Unit, with an average daily census of 18. More than 7,000 unique patients per year are seen on an outpatient or consultation basis by Mental Health Services personnel, resulting in over 50,000 patient contacts.
**Clinical Psychology Postdoctoral Fellowship: Addiction Treatment Track**

The Clinical Psychology Postdoctoral Fellowship is a full-time, 12-month continuous appointment. Fellows devote a minimum of 40 hours per week, to the training program. The usual tour of duty is 8:00 – 4:30 pm, although this schedule adjusts to accommodate evening groups or other program activities. The completion of clinical duties may require working extra hours. The parameters of each training experience are detailed the first week of orientation.

**Accreditation Status**
The Clinical Psychology Postdoctoral Fellowship Program at the VA SLC HCS is currently accredited by the American Psychological Association. For information regarding APA accreditation of this or other accredited training programs, please contact:

- Commission on Accreditation (CoA)
  American Psychological Association
  750 First Street, NE
  Washington, DC 20002-4242
  Phone: (202) 336-5979
  FAX: (202) 336-5978

**Training Philosophy**
The Postdoctoral Fellowship ascribes to the practitioner-scholar model of training. As such, the goal of the fellowship program is to train psychologists to function in an informed, competent, independent, and ethical manner across a wide range of health care settings. The program’s structure allows for both breadth and depth of clinical experiences, as well as exposure to a variety of intervention approaches and professional issues. Fellows are here for training and professional development, not service delivery; consequently, didactics, training seminars, and any other educational activities take priority in a fellow’s schedule.

**Fellowship Goal and Objectives**
This clinical psychology postdoctoral fellowship provides advanced interdisciplinary education and training across a variety of medical settings for the purpose of training future psychologists who are capable of providing the next generation of psychological services within Veterans Affairs. Even though this is classified as a general *clinical* fellowship training, this program emphasizes the provision of addiction treatment services to veterans.

Within this goal, there are several training objectives:
1. **Assessment**
Fellows understand, select, implement, interpret, and integrate effective methods of assessment in veterans accessing mental and medical care services through the VA Salt Lake City Health Care System.

2. **Intervention**
Fellows implement effective psychological interventions in group and individual within the framework of interdisciplinary team involvement.

3. **Supervision and Consultation**
Fellows develop and deepen their skills in receiving and giving supervision, and providing consultation.

4. **Scholarly Inquiry**
Fellows demonstrate an ability to access and understand research. Fellows also share their knowledge by conducting professional presentations for psychologist, lay audiences, and other members of the healthcare community.

5. **Administrative Abilities**
Fellows demonstrate understanding of the organization and mission of psychology within Veterans Affairs. They further exhibit organization, management, and administration skills pertinent to psychological service delivery, training, and research.

6. **Individual and Cultural Diversity**
Fellows demonstrate awareness, sensitivity, and skills in working professionally with diverse individuals, groups and communities who represent various cultural and personal background and characteristics defined broadly and consistent with APA policy.

7. **Professionalism**
Fellows demonstrate awareness of their identity as developing psychologists to include professional deportment, self-regulation, integrity, accountability, and adherence to professional conduct, ethics and law, and other standards for providers of psychological services.

**Fellowship Training Experiences**
Postdoctoral fellows will train within Addiction Treatment Services (ATS), which has multiple interdisciplinary teams focused on caring for those with addiction and co-occurring mental health, medical, and psychosocial issues. The main placement will be in the Services for Outpatient Addiction Recovery (SOAR) team, which provides initial assessment and referral, ongoing care coordination/case management, intensive outpatient, and general addiction outpatient programming. Throughout a Veteran’s course of treatment, the SOAR team provides care coordination through our stepped care model. The stepped care model includes increasing and decreasing the level of intensity of care based on the Veteran’s needs, and may include any or all of the following: assessment/evaluation, inpatient admission for medically monitored
withdrawal, residential rehabilitation program(s), intensive outpatient, and supportive through maintenance outpatient.

Involvement throughout the year will include the intake clinic and care coordination for a subset of Veterans that present for treatment. This allows for the experience of the full range of Veterans that present for addiction treatment and to experience multiple examples of treatment courses through the stepped model of care. Also throughout the year, the postdoctoral fellow will be involved in leadership opportunities. This may involve leading team meetings, helping to organize the annual team retreats, discussion regarding team dynamics and team building, program evaluation and development, among other possible opportunities that may arise based on interest and experience. Depending upon previous experience and future career goals, the postdoctoral fellow and primary supervisor will select among the specialized training opportunities listed below. Regardless of which specialized training opportunities are selected, assessment, care coordination/case management, individual therapy, and group therapy will be part of a postdoctoral fellow’s training experience throughout the year and will include a focus on familiarity with the entire continuum of addiction care.

Specialized Training Opportunities

Addictions and Behavioral Health supervised by Spencer Richards, Ph.D.: Evidence-based group and individual interventions for co-occurring behavioral health and addictive disorders (e.g., insomnia, pain, tobacco cessation, chronic disease management); Treatment of addiction for chronically and severely medically ill Veterans; Assessment and brief intervention within the medical inpatient setting; Liaison for Addiction Treatment Services in the medical center for acute medicine, telemetry, surgery, and other medical specialty clinics; Interdisciplinary group facilitation with addiction pharmacy providers; Acceptance and Commitment Therapy for co-occurring addictive and medical conditions.

Dialectical Behavior Therapy/ Substance Use Disorders supervised by Caitlin MacKay, Psy.D.: The Dialectical Behavior Therapy (DBT)/Substance Use Disorders track provides the opportunity to engage in full program delivery of DBT, an evidence-based psychotherapy for chronically suicidal, self-harming, and/or severely dysregulated individuals. The postdoctoral fellow may elect to join the DBT consultation team, which would include participation in weekly team meetings, facilitation of DBT skills groups, and delivery of individual Dialectical Behavior Therapy to veterans with co-occurring disorders. Additional training opportunities include delivery of services to individuals with co-occurring serious mental illness.

Trauma and Addictions Outpatient supervised by Jonathan Codell, Ph.D.: Training offered to the postdoctoral fellow may include developing expertise in the assessment, case conceptualization and effective treatment of trauma and addiction. Balancing the benefits of Prolonged Exposure
(PE) and/or Cognitive Processing Therapy (CPT) for PTSD with the risk for relapse in the context of co-occurring addiction forms the centerpiece of this specialized training. Additionally, postdoctoral fellows pursuing this track will have the chance to learn Mindfulness Based Relapse Prevention (MBRP), Co-facilitation of the Forgiveness & Recovery group, and opportunities for clinic based program development and evaluation.

**Substance Abuse Residential Rehabilitation Treatment Program (SARRTP) Supervised by Stephen Sheppard, Ph.D., Heather Black, Psy.D., Jacek Brewczynski, Ph.D., or Taylor Plumb, Psy.D.**

SARRTP is a dynamic environment that presents unique learning opportunities. Residential treatment involves daily clinical opportunities related to maintaining a functional therapeutic milieu consisting of veterans with very different skills and clinical presentations. This environment allows the fellow opportunities to develop experience addressing complex interpersonal dynamics and the use of the therapeutic milieu as a forum for promoting psychosocial recovery. There are two tracks for Veterans: Track A provides SUD treatment over the course of ~5 weeks; Track B provides SUD and PTSD treatment for Veterans with co-occurring military related PTSD, and is ~8 weeks in duration. The fellow will function as an integral part of the interdisciplinary treatment team, and will attend approximately 3 team meetings weekly. Evidence-based practices are used on SARRTP, such as CBT for SUD and PE and CPT for trauma and addictions. This rotation is intended to have some degree of flexibility and allow for customization of experiences depending on fit with overall program requirements.

**Postdoctoral Fellowship Didactics**

Several hours each month are designated for attendance at required didactic activities. Attendance and participation in these activities takes precedence over service delivery activities or other meetings. In addition to the didactics listed below there are many opportunities for participation in grand rounds, intern presentation series, round tables, and education conference calls.

**Psychology Postdoctoral Fellowship Seminar Series**

The Psychology Postdoctoral Fellow Seminar Series is conducted by psychology staff members, other disciplines from the medical center, University of Utah professionals, and community professionals, with topics varying from year to year depending on programmatic issues and postdoctoral fellow needs/interests.

**University of Utah Addiction Medicine Seminar Series**

The addiction medicine fellowship series offers many relevant seminar topics and gives an opportunity to interact with psychiatry and medicine fellows receiving advanced training in the treatment of addictions. Psychology fellows are also welcome to give presentations
on seminar topics relevant to an interdisciplinary professional group. For example, psychology staff and fellows have presented on psychotherapies for the treatment of addictions and scales used to assess co-occurring issues, like suicidality. The seminar series is held Wednesday afternoons at the University of Utah.

**DIVERSITY DIDACTIC SERIES**
Recognizing the need for continuing education and training in the area of multiculturalism and diversity for both psychology staff and trainees, VA training programs have partnered together to develop a Diversity VTEL Seminar Series to increase each site’s access to a variety of presenters and presentations focused on the development of cultural competence in working with diverse Veteran populations. The VTEL presentations are directed at the postdoctoral training level and are given by a range of practitioners and researchers employed in a variety of settings throughout the region. Each presentation includes a brief but substantive didactic presentation and embeds opportunities for group discussion among all participating sites throughout the presentation.

**SUPERVISION SEMINAR**
This seminar will include readings and discussions highlighting issues in clinical supervision to support the fellow in developing their own identity as a supervisor. Topics include what makes for good supervision, models of supervision, supervisory self-assessment, ethical issues, working with difficulties in supervision, assessing and addressing competencies, and lessons learned. Seminar meets the first Wednesday of the month from 10:00-11:30 (unless otherwise noted).

**PRESENTATIONS**
Postdoctoral Fellows will have multiple opportunities throughout the year to provide presentations.

**PSYCHOLOGY INTERN PRESENTATION SERIES**
Fellows will develop presentation and teaching skills by preparing and delivering at least one independent seminar for the Psychology Intern Seminar Series. Fellows will review the topics that have been presented in the past, and try to offer training that will contribute meaningfully to the series.

**Pub Club**
Pub Club is meant to be a true exchange between postdoctoral fellows and psychology interns. Our hope is that trainees can critically evaluate meaningful or useful readings
from psychological literature. Fellows and interns will rotate the selection of an article. Fellows and interns will meet collaboratively to determine the expectations of Pub Club. More information provided by Drs. Sweeney and Mullin.

**POSTDOCTORAL PROJECT PRESENTATION**
Over the course of the year, fellows will engage in a yearlong project (see below). Fellows are responsible for delivering a formal presentation of this project to the Psychology Staff, fellows, and psychology interns.

**POSTDOCTORAL FELLOWSHIP PROJECT**
Over the course of your training year, fellows will develop or contribute substantially to a yearlong Postdoctoral Fellowship Project. This project should exemplify the use of the Practitioner-Scholar model of psychology and be based on a clinical topic about which you are interested in learning more. Fellows will work with a specific supervisor-mentor for the project and ensure that the project meets the following goals/objectives:

- Is based on research
- Increases your knowledge and expertise in a topic of interest
- Contributes to the knowledge-base and/or improves clinical practice in Addiction Treatment Services.
- Provides you with a foundation and/or skill set that will increase your opportunities for VA employment.

Fellows are responsible for delivering a formal presentation of this project to the Psychology Staff, fellows, and psychology interns. Fellows should be considering topics for the fellowship project early in the training year and have a solid idea of their project within two to three months after starting the fellowship.

**COMPETENCY EVALUATION**
Evaluation is an ongoing, continuous, and reciprocal process. The Postdoctoral Training Committee encourages and supports open and thorough communication between supervisors and fellows regarding training needs, objectives, and competencies. In addition, scheduled, formal evaluation processes occur throughout the postdoctoral year.

Evaluation forms used throughout the training year
- Professional Competency Assessment of Fellows
- Fellow Self Evaluation
- Fellowship Presentation Evaluation
- Fellow Evaluation of Training Site
- Fellow Evaluation of Training Supervisors
Currently, the VASLCHCS Psychology Training Programs are in the process of transitioning from APA Guidelines and Principles to the new Standards of Accreditation over the 2016-2017 training year, including doing beta-testing on our new forms and processes. We list our current methods for evaluation, but anticipate changing this prior to the 2017 training year. The VASLCHCS Psychology Fellowship provides training in following competency domains:

OBJECTIVES WITH COMPETENCIES

1. ASSESSMENT
Fellows understand, select, implement, interpret, and integrate effective methods of assessment in veterans:

   1A. Knowledge of assessment methods
   1B. Conducting assessments
   1C. Information gathering
   1D. Interpretation
   1E. Conceptualization
   1F. Diagnosis
   1G. Recommendations
   1H. Communication of assessment findings

2. INTERVENTION
Fellows implement effective psychological interventions in group and individual formats for veterans within the framework of interdisciplinary team involvement:

   2A. Knowledge of interventions
   2B. Intervention planning
   2C. Intervention implementation
   2D. Progress evaluation
   2E. Clinical skills and judgment
   2F. Interpersonal relationships
   2G. Affective skills
   2H. Communication skills

3. SUPERVISION AND CONSULTATION
Fellows develop and deepen their skills in receiving and giving supervision, and providing consultation:
3A. Knowledge of the supervision role
3B. Seeking supervision
3C. Supervisory practices
3D. Peer supervision
3E. Processes and procedures of supervision
3F. Ethical and legal issues in supervision
3G. Team management
3H. Consultation
3I. Public outreach and education
3J. Program development

4. Scholarly Inquiry
Fellows demonstrate an ability to access and understand research with an emphasis on integrating science and practice. Fellows also share their knowledge by conducting professional presentations for psychologist, lay audiences, and other members of the healthcare community:

4A. Research knowledge
4B. Research application as a foundation of professional practice
4C. Scientific approach to knowledge generation
4D. Teaching and presenting

5. Administrative Abilities
Fellows demonstrate understanding of the organization and mission of psychology within Veterans Affairs. They further exhibit organization, management, and administration skills pertinent to psychological service delivery, training, and research:

5A. Organizational knowledge
5B. Organizational participation
5C. Organizational leadership
5D. Program development
5E. Generating solutions

6. Individual and Cultural Diversity
Fellows demonstrate awareness, sensitivity, and skills in working professionally with diverse individuals, groups and communities who represent various cultural and personal background and characteristics defined broadly and consistent with APA policy:

6A. Individual and cultural diversity and context
6B. Applying diversity knowledge to assessment
6C. Applying diversity knowledge to treatment
6D. Applying diversity knowledge to consultation and supervision
6E. Applying diversity knowledge to scholarly inquiry
7. **PROFESSIONALISM**

Fellows demonstrate awareness of their identity as developing psychologists to include professional deportment, self-regulation, integrity, accountability, and adherence to professional conduct, ethics and law, and other standards for providers of psychological services:

- **7A. Professional identity**
- **7B. Deportment**
- **7C. Self-regulation**
- **7D. Integrity, honesty, personal responsibility and adherence to professional values**
- **7E. Accountability**
- **7G. Professional standards**
- **7H. Concern for the welfare of others**

Fellows complete a self-assessment of professional competency across various domains in preparation for planning the fellowship.

**FELLOW RESOURCES**

Fellows have their own private offices for use in assessment and psychotherapy. Fellows have access to computers with a Microsoft Office Suite, printer access, and a nationwide integrated electronic medical chart named CPRS. There is also computer support through IRMS. The VA Salt Lake City has a medical library that provides a wide range of psychology, psychiatry, and other journals consistent with the needs of staff and the training program. Fellows have access to the VA library and may access the libraries at the University of Utah by either personal access or inter-library loan. Fellows receive administrative support from administrative support assistants who help fellows with several aspects of the fellowship.

**STIPEND AND BENEFITS**

Fellows receive a stipend of $42,310 paid in equal installments over 26 bi-weekly pay periods. Fellows are not covered by civil service retirement, but are eligible for federal employee group life insurance and health benefits.

Over the course of the year, fellows earn approximately 13 vacation days and 13 sick days, in addition to 10 federal holidays. Fellows who work 40 hours per week can fulfill their commitment and still have time for vacations and sick leave. The VA Salt Lake City Healthcare System’s policy on Authorized Leave is consistent with the national standard. You are welcome to discuss this with the Director of Training.

Postdoctoral fellows at the VASLCHCS are provided with all rights, benefits, and responsibilities associated with "Employee" status. As such, they are expected to comply with all medical center policies pertaining to employee behavior, including leave.

Fellows may also apply for limited hourly credit for attendance at national and regional professional meetings and workshops through their primary supervisor and Postdoctoral Training Committee.
APPLICATION PROCESS

ELIGIBILITY REQUIREMENTS
Applicants must meet the following eligibility requirements for the postdoctoral training program:

1. Completion of doctoral degree, including defense of dissertation, from an APA-accredited doctoral program before the fellowship start date.*
2. Completion of an APA-accredited psychology internship program before the fellowship start date or another Veterans Affairs Internship that is in process of APA accreditation.*
3. U.S. citizenship

Those not meeting the eligibility requirements will be notified as soon as possible. Failure to meet the above qualifications prior to the fellowship start date could nullify an offer to a candidate.

Fellows are considered federal employees and, therefore, must meet all federal employee requirements, including a background check, pre-employment physical examination, and drug screening. Other branches of the federal government may also conduct routine background checks at their discretion as well. Official hiring is contingent on meeting all of these federal requirements.

*If you have not yet completed your internship and degree by the time of the application, the Training Directors of both your doctoral programs and internship must verify that you are expected to complete these requirements prior to the start of the postdoctoral fellowship. Applicants must provide verification of a degree prior to an agreed upon postdoctoral training start date.

APPLICATION PROCEDURES
Submit the APPIC APPA CAS Online application no later than 5pm on January 1, 2019. Please use the following web address to access the application website:

Need new link

- In the cover letter describe your training goals, how our post doctoral fellowship program will help you achieve those goals, and how your previous training and experiences relevant to the post doc qualify you for this fellowship training. Further, please discuss your general career goals.
- Include a curriculum vitae;
- Include 3 letters of recommendation from faculty members or clinical supervisors who are familiar with your professional development and training. Please include at least one letter from an internship supervisor.
- Include a letter of certification from your Internship Training Director that you are in good standing and they expect you to matriculate on time, in addition to indicating the last day of internship;
• Include a brief statement regarding the status of your dissertation or research project and expected graduation date from your graduate school program;
• Include graduate transcripts.

DATES TO REMEMBER
• Application materials due: January 1, 2019
• Interviews of candidates: late January to early February
• Offers extended: In coordination with APPIC notification dates.

Applicants with questions about the postdoctoral fellowship or about the Salt Lake City VA please contact:

Heather Pierson, Ph.D.
Psychology Postdoctoral Fellowship Program Co-Director
Services for Outpatient Addiction Recovery (116NS)
VA Salt Lake City Health Care System
500 Foothill Blvd.
Salt Lake City, UT  84148
Phone: (801) 582-1565 (Ext. 4211)
e-mail: heather.pierson@va.gov

APPLICATION EVALUATION
Each set of application materials received by the due date will be reviewed by members of the selection committee. Independent ratings are based on professional training and experiences thus far, writing, and professional letters of recommendation. The selection criteria focus on all aspects of the application materials, with emphasis placed on background training, experience, and an applicant's clear articulation of training goals and professional aspirations, and overall fit.

After an average score is calculated, the selection committee addresses significant discrepancies in scores, and determines the cut-off score to participate in the interview process.

Interviews are typically planned for mid to late January to early February, but this can vary based on the schedules of applicants. In addition to being interviewed by two members of the Selection Committee, applicants will have the opportunity to meet current interns, fellows, and staff members, as well as participate in a tour of the facility. Telephone interviews are available for applicants who are unable to attend in person.

Following all interviews, the Selection Committee will meet to identify the top candidate and alternates for the postdoctoral position. These selections are based on an integration of file and interview ratings, with the entire list of interviewees being reviewed to ensure that all candidates have received fair and equal consideration.
The Clinical Psychology Postdoctoral Program at VA Salt Lake City Health Care System is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC) and will abide by all APPIC guidelines regarding fellowship recruitment and notification procedures.

COMMITMENT TO DIVERSITY
The VASLCHCS Psychology Service has made efforts to recruit and maintain a diverse psychology staff in a geographic region with limited ethnic and racial diversity. As such, the Fellowship Program places a high value on attracting a diverse group of interns and on maintaining an awareness of diversity issues during the fellowship year. The program appreciates the fact that attracting a diverse group of fellows is important, not only for the fellowship, but for the staff as well.
Throughout the training year, the training program provides various learning activities and trainings that build upon the multicultural competency from graduate training. For example, the training program schedules a number of seminars directly dealing with a variety of diversity topics. We have speakers discuss issues of multicultural competency, religion/spirituality, gender, sexual orientation, culture, and age. The topics vary year to year, in large part due to the requests of the individual training cohort and their needs as determined by the training director.

EQUAL OPPORTUNITY EMPLOYER
The VASLCHCS is an Equal Opportunity Employer. The Psychology Service actively supports and is in full compliance with the spirit and principle of Affirmative Action in the recruitment and selection of staff and interns. We provide equal opportunities in employment and training for all qualified persons and do not discriminate on the basis of race, color, religion, sex, national origin, age, disabilities, ethnicity, or sexual orientation. In accordance with federal government employment regulations, only citizens of the United States are eligible for training positions funded by the Department of Veterans Affairs.

PRIVACY POLICY:
We collect no personal information from you when you visit our web site.
ABOUT SALT LAKE CITY AND UTAH

According to the 2012 census, Salt Lake City has a population of 189,000. The surrounding metropolitan area has over 2 million people. Individuals unfamiliar with Salt Lake City and the state of Utah are often quite surprised at the wealth and variety of things to do and see. Salt Lake City is a montage of modern high-rises, commercial centers, unique sightseeing attractions, classic buildings, historic sites, excellent restaurants, and beautiful shopping malls. The city is also home to acclaimed ballet dance companies, the Utah Opera Company, many fine art galleries, and historical and art museums. Professional sports fans enjoy cheering for the Utah Jazz, Utah Grizzlies and Real Salt Lake. During the summer, baseball fans flock to Franklin Covey Field to watch the Salt Lake Bees, the Triple-A affiliate of the Anaheim Angels. Finally, fans of college sports find one of the NCAA’s most entertaining and bitter rivalries between the Brigham Young University Cougars and the University of Utah Utes, both of whom are nationally ranked in football.

For the outdoor recreational enthusiast, Utah is truly a paradise. During the winter months, Utah has "The Greatest Snow on Earth." Eleven resorts are within an hour drive of Salt Lake City. During the summer months, Utahans take advantage of over 1,000 lakes, rivers and streams. Sailing, wind surfing, kayaking, rock climbing and mountain biking are extremely popular during the warmer months as well. Utah has five national parks: Arches National Park, Bryce Canyon National Park, Canyonlands National Park, Capitol Reef National Park, and Zion National Park. We’re a short drive to Yellowstone and Teton National Park as well.
TRAINING STAFF

Heather Pierson, Ph.D.
Training background: Ph.D., University of Nevada, Reno
Predoctoral Internship: VA Puget Sound Health Care System, Seattle
Postdoctoral Fellowship: VA Palo Alto Health Care System, Homeless and Addiction Track
Current Position: Supervisor for Services for Outpatient Addiction Recovery team; Clinical Psychology Postdoctoral Fellowship Co-Director (Addiction Treatment Track)
Areas of interest/expertise: Motivational Interviewing, mindfulness approaches, Acceptance and Commitment Therapy, co-occurring disorders, and leadership
Email: Heather.Pierson@va.gov

Spencer Richards, Ph.D.
Training background: Ph.D., Utah State University, Logan, Utah
Predoctoral Internship: Missouri Health Sciences Psychology Consortium/Truman VAMC, Columbia, Missouri
Postdoctoral Fellowship: VA Salt Lake City Health Care System, Integrated Health Psychology/Primary Care Track
Current Position: Staff Psychologist, Services for Outpatient Addiction Recovery
Areas of interest/expertise: Interdisciplinary approaches to addiction, Medical psychology/Behavioral medicine, Acceptance and Commitment Therapy
Email: Spencer.Richards@va.gov

Caitlin Femec MacKay, Psy.D.
Training background: Combined – Integrated Program in Clinical & School Psychology, James Madison University
Predoctoral Internship: Riverbend Community Mental Health Center, Adult Integrated Primary Care Track
Postdoctoral Fellowship: Yale University School of Medicine
Current Position: Psychologist with the Services for Outpatient Addiction Recovery team
Areas of interest/expertise: Co-occurring disorders, serious mental illness, homelessness, and Dialectical Behavior Therapy
Email: Caitlin.MacKay@va.gov

Jonathan Codell, Ph.D.
Training background: Ph.D., University of Utah
Predoctoral Internship: VA Salt Lake City Health Care System
Postdoctoral Fellowship: New Mexico VA Health Care System, Residential PTSD/SUD Program
Current Position: Staff Psychologist on Services for Outpatient Addiction Recovery team
Areas of interest/expertise: Treatment for Co-occurring PTSD and Addiction, Mindfulness-Based Relapse Prevention, Forgiveness and Recovery, Program Development/Evaluation.
Stephen R. Sheppard, Ph.D.
Training background: Ph.D., Clinical Psychology, University of Utah, Salt Lake City
Predoctoral Internship: VA Salt Lake City
Postdoctoral Fellowship: Rehabilitation Services, University of Utah Health Sciences Center, Salt Lake City
Current Position: Program Manager, Substance Abuse Residential Rehabilitation Treatment Program (SARRTP), Salt Lake VAMC
Areas of interest/expertise: Substance use disorder rehabilitation, Rehabilitation of Physical and Cognitive Disability, Interpersonal psychology
Email: stephen.sheppard2@va.gov

Heather Black, PsyD
Training background: PsyD, Azusa Pacific University, California
Predoctoral Internship: VA Salt Lake City Health Care System
Current Position: Clinical Psychologist for the Substance Abuse Residential Rehabilitation Treatment Center (Dual Diagnosis PTSD/SUD Track), Intern Supervisor
Areas of interest/expertise: Motivational Interviewing, CPT, PE, Acceptance and Commitment Therapy, and co-occurring disorders
Email: Heather.Black1@va.gov

Jacek M Brewczynski, Ph.D.
Training background: Ph.D., Clinical Psychology, University of Detroit, Detroit, MI
Predoctoral Internship: James A Haley VAMC, Tampa, FL
Postdoctoral Fellowship: George E. Whalen VAMC, Salt Lake City, UT
Current Position: SUD-PTSD Specialist at the SLC HCS
Areas of interest/expertise: PTSD, Substance Use Disorders, Personality Disorders, Assessment, Evidence Based Treatments, Spirituality
Email: Jacek.Brewczynski@va.gov
Taylor Plumb PsyD
Training background: Psy.D., Clinical Psychology, Alliant International University – CSPP, San Francisco, CA
Predoctoral Internship: George E. Whalen VAMC, Salt Lake City, UT
Postdoctoral Fellowship: Polytrauma - George E. Whalen VAMC, Salt Lake City, UT
Current Position: SARRTP Clinical Psychologist
Areas of interest/expertise: PTSD, Substance Use Disorders, Evidence-Based Treatment, Trauma Related Sleep Disturbances
Email: Taylor.Plumb@va.gov

Tom Mullin, Ph.D.
Training Background: Ph.D., Counseling Psychology, University of Utah
Predoctoral Internship: VA Salt Lake City Health Care System
Current Position: Staff Psychologist PTSD Clinical Team; Clinical Psychology Postdoctoral Fellowship Co-Director (PTSD Track)
Areas of Interest/Expertise: PTSD, readjustment after OEF/OIF/OND deployment, psychological assessment, evidence-based treatment for PTSD, Prolonged Exposure Consultant, veteran outreach programs
Email: Thomas.Mullin2@va.gov

Renn Upchurch Sweeney, Ph.D.
Training Background: Ph.D., Clinical Psychology – University of Utah
Predoctoral Internship: VA Salt Lake City Health Care System
Postdoctoral Fellowship: Memphis VA Health Care System
Current Position: Staff Psychologist Primary Care-Mental Health Integration; Clinical Psychology Postdoctoral Fellowship Co-Director (Integrated Primary Care Health Psychology Track)
Areas of Interest/Expertise: Primary Care Psychology, Integrative Healthcare, Stress and Coping with Chronic Illness
Email: caroline.sweeney@va.gov

Leland “Ben” Swanson, Ph.D.
Training Background: PhD, Counseling Psychology, University of Utah
Predoctoral Internship: American Lakes VA
Current Position: Director of Training for Psychology,
Areas of Interest/Expertise: Telemental Health, Training, Motivational Interviewing
E-mail: leland.swanson@va.gov