

2022-  
2023

Handbook for 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  
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## Table of Contents

Postdoctoral Fellowship Training Director Letter.....	5
George E. Wahlen Veterans Affairs Salt Lake City Health Care System .....	6
Mental Health Service .....	7
Clinical Psychology Postdoctoral Fellowship: Addiction Treatment Track.....	8
Accreditation Status.....	8
Training Philosophy.....	8
Fellowship Goal and Objectives .....	8
1. Assessment.....	9
2. Intervention .....	9
3. Supervision and Consultation.....	9
4. Scholarly Inquiry.....	9
5. Administrative Abilities .....	9
6. Individual and Cultural Diversity.....	9
7. Professionalism.....	9
Fellowship Training Experiences.....	9
Postdoctoral Fellowship Didactics .....	11
Psychology Postdoctoral Fellowship Seminar Series.....	11
Diversity Didactic Series.....	11
Supervision Seminar .....	11
Presentations .....	11
Psychology intern presentation series .....	11
Pub Club .....	12
Postdoctoral Project presentation.....	12
Postdoctoral Fellowship Project.....	12
Competency Evaluation .....	12
Psychology Professional Competencies.....	13
Fellow Resources .....	13
Stipend and Benefits .....	13
Due Process:.....	14

Self-Disclosure:.....	14
Application process.....	14
Eligibility Requirements.....	14
Application Procedures.....	14
Dates to Remember.....	15
Application Evaluation .....	15
COMMITMENT TO ENHANCING TRAINEE AND ORGANIZATIONAL MULTICULTURAL COMPETENCY .....	16
Seminars.....	16
Multicultural, Diversity, & Inclusion Committee.....	16
Privacy Policy: .....	18
About Salt Lake City and Utah.....	19
Training Staff.....	20

# 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 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 psychiatry, 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  
Program Manager, Services for Outpatient Addiction  
Recovery

VA Salt Lake City Healthcare System

[heather.pierson@va.gov](mailto:heather.pierson@va.gov)

# GEORGE E. WAHLEN VETERANS AFFAIRS SALT LAKE CITY HEALTH CARE SYSTEM

The Clinical Psychology Postdoctoral Fellowship 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 is a mid-sized, primary and tertiary care facility with 121 beds providing a full range of patient care services.

Comprehensive health care is provided through medicine, surgery, mental health, 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, North Dakota, and Oklahoma. We have eleven Community Clinics (CBOCs) and two Outreach Clinics in remote areas of Utah, Idaho, and Nevada.



In terms of demographics, 86% of the veterans served by VASLCHCS identify as male; 14% identify as female. Eighty-seven percent identify as Euro-American, 6.5% as Latino/Latina, 5% as African-American, 1% as Native American, and 0.5% as Asian American. The socioeconomic status of our veterans varies widely. A vibrant LGBTQ community is served by our VA. We would like to respectfully acknowledge that the VASLCHCS sits on lands that have always been indigenous lands, and that Utah is currently home to five Native American tribes: the Ute, Shoshone, Paiute, Navajo, and Goshute.

VASLCHCS has a major affiliation with the University of Utah School of Medicine. Over 500 University of Utah residents, interns, and students are trained at the VASLCHCS each year. Additional Special Fellowship programs affiliated with the University of Utah are ongoing in Ambulatory Care and Medical Informatics Training Programs. Currently there are 115 physician resident positions funded at the VASLCHCS.

There are also nursing student affiliations with numerous colleges and universities throughout the United States, including local Intermountain West affiliations with the University of Utah, Brigham Young University, and Westminster College. The VASLCHCS has ongoing training programs and affiliations with numerous colleges and universities throughout the United States involving our Associated Health Training Program. This associated health training includes dentistry, pharmacy, social work, psychology, occupational and physical rehabilitation, audiology, physician assistant,

dietetics, and podiatry training programs. Many of these training programs have been integrated into our Geriatric Research Education and Clinical Center (GRECC).

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 experienced 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>.

## 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, RN case managers, vocational specialists, addiction therapists, and mental health associates. There are on average around 600 admissions per year to the Inpatient Psychiatry Unit. More than 20,000 unique patients per year are seen on an outpatient or consultation basis by Mental Health Services personnel, resulting in, on average, over 120,000 patient contacts per year.



# 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. Our aim at completion of the fellowship is for fellows to have accrued enough training hours for licensure in any state they may pursue and for board certification should they chose to pursue that in the future. Some states and board certification require completing 2000 postdoctoral training hours with at least 500 in direct clinical care. We provide ample opportunity to meet these hour requirements. The fellowship year will begin on August 29<sup>th</sup> 2022 and end on Friday August 25<sup>th</sup> 2023.

## ACCREDITATION STATUS

The clinical psychology postdoctoral fellowship at the VASLCHCS is accredited by the American Psychological Association through 2028. 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 is comprised by Services for Outpatient Addiction Recovery (SOAR) and the Substance Abuse Residential Rehabilitation Treatment Program (SARRTP). 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. The fellow will also provide consultation and develop in the role of a psychologist on interdisciplinary teams. The overall treatment philosophy in ATS is consistent with the recovery model and very much holds at the center a focus on improving Veterans' quality of life. Veterans enter care with many different goals and expectations of treatment. We meet them where they are at, nonjudgmentally, and collaborate to develop beginning steps and throughout their recovery path.

**Services for Outpatient Addiction Recovery (SOAR) Supervised by Heather Pierson, Ph.D., Caitlin MacKay, Psy.D., Susan Murphy, Ph.D., and/or Katie Fry, Ph.D.** SOAR consists of an interdisciplinary team model with psychiatrists, an APRN, a pharmacist, psychologists, social workers, RN's, and a recreation therapist. Services provided include initial assessment and referral, ongoing care coordination/case management, psychiatric services for SUD and co-occurring MH, intensive outpatient, and general addiction/co-occurring MH 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. Many evidence-based practices are utilized including Motivational Interviewing, Cognitive Behavioral Therapy, Dialectical Behavior Therapy, Cognitive Processing Therapy and Prolonged Exposure for co-occurring PTSD, Seeking Safety, and Mindfulness-Based approaches. We are currently involved in two multisite research studies including one looking at trauma based vs. nontrauma based therapy for co-occurring SUD and PTSD; and one looking at injectable buprenorphine (sublocade). SOAR is a training site for many disciplines, which provides ample opportunities for interdisciplinary trainee interactions.

**Substance Abuse Residential Rehabilitation Treatment Program (SARRTP) Supervised by Heather Black, Psy.D., Jacek Brewczynski, Ph.D., Christine Rosner, Ph.D., and/or Suzanne Parker, Ph.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.

## 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. The Diversity VTEL seminars are held Wednesdays 11:00-12:00.

## 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 Thursday of the month from 9:30-11:00 (unless otherwise noted).

## PRESENTATIONS

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

### PSYCHOLOGY INTERN PRESENTATION SERIES

Fellows can develop presentation and teaching skills by preparing and delivering an independent seminar for the Psychology Intern Seminar Series.

## PUB CLUB

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

## 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 the 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/data
- 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

## PSYCHOLOGY PROFESSIONAL COMPETENCIES

The VASLCHCS Psychology Training Programs in accord with the APA Standards of Accreditation uses competency-based evaluation. The VASLCHCS Psychology Fellowship provides training in the following competency domains:

- Research knowledge and use
- Ethical and legal standards
- Individual and cultural diversity
- Professional values, attitudes, and behaviors
- Communication and interpersonal skills
- Assessment
- Intervention
- Supervision and consultation

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 \$46,222 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 11 federal holidays. 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.

## DUE PROCESS:

All trainees are afforded the right to due process in matters of problematic behavior and grievances. Due process documents are a part of the orientation manual and are reviewed during orientation. A copy of our due process policy is available on request.

## SELF-DISCLOSURE:

We do not require trainees to disclose personal information to their clinical supervisors except in cases where personal issues may be adversely affecting a trainee's performance and such information is necessary to address these difficulties.

# 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, 2022. Please use the following web address to access the application website:

<https://portal.appicas.org/>

- 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, 2022
- Interviews of candidates: mid to late January to early February
- Offers extended: In coordination with uniform notification dates set by APPIC.

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](mailto: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. As detailed below, we are committed to recruiting diverse trainees and opening opportunities for those from marginalized backgrounds.

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 members of the Selection Committee, applicants will have the opportunity to meet with current interns, fellows, and staff members. Video or telephone interviews are available for applicants who are unable to attend in person and may be the primary modality used given COVID-19 guidelines.

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 ENHANCING TRAINEE AND ORGANIZATIONAL MULTICULTURAL COMPETENCY

The VASLCHCS Psychology Service is committed to recruiting and maintaining a diverse psychology staff in a geographic region with growing ethnic and racial diversity. Our training program places a high value on recruiting a diverse group of psychology trainees. We also strive to create and sustain an environment of respect and inclusivity wherein trainees may learn and grow while feeling safe to be who they are. Our program appreciates the fact that attracting a diverse group of trainees and staff makes our training program, Mental Health Service, and site stronger. As such, we aim to foster not only cultural competence, but also cultural humility in our work with others.

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 trainees. 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.

## SEMINARS

Throughout the training year, the training program provides various learning activities and trainings that build upon multicultural competencies developed during graduate training. For example, the training program schedules seminars on a variety of diversity topics, including, but not limited to, 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. Examples of recent topics have included ethical and diversity considerations when utilizing telehealth in psychological practice, exploring white fragility in clinical practice, military culture, LGBTQ allyship and skills for addressing anti-LGBTQ attitudes and behaviors in clinical practice, clinical practice considerations when creating VA programming for Veterans who identify as transgender, cultural considerations for working with members of the Church of Jesus Christ of Latter Day Saints, responding to sexism in the workplace and in clinical practice, working with politically charged Veterans in clinical practice, building cultural fortitude, providing culturally sensitive supervision as a psychologist, skills for talking about race in clinical practice, women in psychology discussion panel, minority stress and PTSD, practicing cultural competence in clinical psychological assessments, diversity in supervision, health status discrimination, and spirituality research and practice.

## MULTICULTURAL, DIVERSITY, & INCLUSION COMMITTEE

The Multicultural, Diversity, & Inclusion (MDI) Committee was developed during the 2019-2020 trainee year to provide structure, support, and actions designed to improve the quality and frequency of diversity training, including training to improve clinical practice, supervision, and personal growth and awareness of multiculturalism, diversity, and inclusion. The MDI Committee works to organize efforts to assess the climate of the psychology service and training in psychology, create structures to address behaviors and systems that may disrupt inclusion, and increase efforts to honor and value the voices and experiences of all staff and trainees, particularly for those from groups that have been traditionally marginalized and oppressed. As such, the MDI Committee works to identify and implement active methods to increase diversity among our staff and trainees, retain diverse individuals, as well as coordinate and assist other similar efforts here at the VA and in the local community.

## **Foundational Values**

**Culture of Inclusion:** The MDI Committee is striving to shift the hiring and retention culture from a “culture fit” model to a “culture add” model when evaluating potential staff and trainee applicants, so that rather than bringing in new people that are perceived to be consistent with the existing visible culture, we can broaden and expand the diversity of our staff and trainees. Further, the MDI Committee is working to support and develop personal and organizational responsibility toward improving the visibility of diversity and the values and practice of inclusion. Every voice matters, and the MDI Committee is working to include people in creating the change they want to see and cultivating a climate where all feel valued, that they have a voice, and that they belong.

**Sustainable Change Management:** The MDI Committee seeks to make smaller, sustainable changes that can be integrated into the routine practices of the psychology service and training program leading to consistent and sustainable positive changes, and work to influence and support networks within our reach.

**Advocacy and Allyship:** The MDI Committee works to provide a consistent call to action facilitating speaking up against injustice, engaging in difficult dialogues with each other, promoting visibility, and amplifying the voices of those that have been oppressed. While deeper social and institutional changes are needed to change the larger systems of oppression, we seek to create an organization that is inclusive and anti-racist, anti-sexist, anti-xenophobic, anti-homophobic, anti-ableist, and actively opposed to other forms of oppression. We seek to invite and encourage personal and professional exploration, growth, and increased awareness to promote equity, justice, and compassion.

## **MDI Program Organizational Structure**

**MDI Committee:** The MDI Committee is the central group working to facilitate development and implementation of the MDI program including overall strategic planning and related goals. Membership is open to psychology staff and trainees that are interested in participating. The MDI Committee meets monthly to coordinate efforts, review progress, as well as provide support and accountability. The Committee will serve as a forum, support, and idea incubator for initiatives relating to MDI and implementing the foundational values of the MDI program.

**MDI Workgroups:** Workgroups are groups formed with MDI Committee members as leaders to accomplish a specific goal. The workgroup leader coordinates with the overall MDI program during monthly MDI Committee meetings. The Psychology Training Program also works to develop resources and initiatives in addition to the workgroups based on the unique needs of the training

program. Listed below are the current workgroups that may be ongoing, as well as those formed to accomplish specific goals for the current training year.

- Hiring and Recruitment of Diverse Staff Workgroup
- Staff Inclusion and Climate Workgroup
- Staff Diversity Training Workgroup
- Recruitment and Retention of Diverse Trainees Workgroup
- Trainee Diversity Didactic Curriculum Workgroup
- Trainee Inclusion and Climate Workgroup

**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. (she/her/hers)**

**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:** Program Manager 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

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### **Caitlin Femec MacKay, Psy.D. (she/her/hers)**

**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 and Intake/Consult Coordinator for Addiction Treatment Services

**Areas of interest/expertise:** Co-occurring disorders, serious mental illness, homelessness, telehealth, and Dialectical Behavior Therapy

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### **Stephen R. Sheppard, Ph.D. (he/him/his)**

**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

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### **Heather Black, PsyD (she/her/hers)**

**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

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**Jacek M Brewczynski, Ph.D. (he/him/his)**

**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

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**Christy Rosner, Ph.D. (she/her/hers)**

**Training background:** Ph.D., Counseling Psychology, Texas A&M University

**Predoctoral Internship:** VA Salt Lake City Health Care System, Salt Lake City, Utah

**Current Position:** Psychologist, Substance Abuse Residential Rehabilitation Treatment Program (SARRTP)

**Areas of interest/expertise:** Treatment of Co-Occurring SUD and MH Disorders; Relapse Prevention; Evidence-Based Treatments for PTSD (Cognitive Processing Therapy and Prolonged Exposure); Multiculturalism and Diversity; LGBTQ+ Veterans; Psychodynamic Psychotherapy

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**Suzanne Parker, Ph.D. (she/her/hers)**

**Training background:** Ph.D., American University

**Predoctoral Internship:** VA Salt Lake City Health Care System

**Postdoctoral Fellowship:** VA Salt Lake City Health Care System, Addiction Treatment Track

**Current Position:** Staff Psychologist on SARRTP

**Areas of interest/expertise:** Substance Use Disorders; PTSD; Co-occurring Disorders; Mindfulness-Based Interventions

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**Katie M. Fry, Ph.D. (she/her/hers)**

**Training background:** Ph.D., Fielding Graduate University, Santa Barbara, California

**Predoctoral Internship:** Chillicothe VA Medical Center, Chillicothe, Ohio

**Postdoctoral Fellowship:** George E. Whalen VA Medical Center, Salt Lake City, PTSD Track

**Current Position:** Staff Psychologist for Outpatient Addiction Recovery team

**Areas of interest/expertise:** Veteran Reintegration, Acceptance and Commitment Therapy, diversity, EBT's, and co-occurring disorders

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**Renn Sweeney, Ph.D. (she/her/hers)**

**Training Background:** University of Utah, Clinical Psychology

**Predoctoral Internship:** VA Salt Lake City

**Postdoctoral Fellowship:** Memphis VA HCS, emphasis in Medical Psychology

**Current Position:** Health Behavior Coordinator; Psychology Training Director

**Areas of Interest/Expertise:** Integrative Healthcare, Health and Behavior Change, Brief Treatment, Stress and Coping with Chronic Illness, Tobacco Cessation, and Insomnia.

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