

Updated August 9, 2021

## Psychology Internship Program



### White River Junction VA Medical Center

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<http://www.whiteriver.va.gov/careers/psychologytraining.asp>

**MATCH Number: 174111**  
**Applications Due: November 7, 2021**

### COVID-19 Statement

The White River Junction (WRJ) VA internship program is committed to keeping our staff, trainees, and the veterans we serve safe during the COVID-19 pandemic, and we have adapted our policies to follow safety recommendations and guidelines set forth by the Veterans Health Administration (VHA). As an intern, you would be considered healthcare personnel (HCP) and subject to laws, policies, and guidelines posted for VA staff members. As of the fall of 2021, this currently includes Recertified VHA Directive 1193, which provides guidance regarding COVID-19 vaccine and masking requirements. Currently, the directive reads: "It is VHA policy that VA medical facilities will implement a mandatory COVID-19 vaccination program by requiring all VHA HCP to receive a COVID-19 vaccination or obtain an exemption for medical or religious reasons. Compliance with this directive is a requirement. VHA HCP in violation of this directive may face disciplinary action up to and including removal from Federal service."

We are also committed to being as transparent as possible with potential interns on how the training year may be impacted. While we cannot predict how specific rotations or training opportunities may evolve for your training year, we can tell you how we have handled training and clinical care for the past two cohorts.

- The core of our clinical services in WRJ has not changed. Our department continues to offer a full range of outpatient, inpatient, testing, and residential services. While clinical rotations have been impacted by the realities of moving to telehealth, we have largely preserved our internship rotations and clinical experiences.
- We will continue to utilize telehealth and technology-based technology platforms. We have now had three intern classes who have provided telehealth services from the VAMC to veterans.
- We will continue to offer face-to-face services when it is deemed safe to do so. Most of our services are now either face-to-face or via video.
- Our didactics, case conferences, and meetings have largely switched to virtual platforms.
- Consistent with many state licensure requirements, supervision will be in person.
- All interns have individual office space. If interns opt to see face-to-face clients, they can see clients in larger group rooms or outside of the building to support social distancing.
- When appropriate, interns may have the opportunity to provide telehealth services from their homes. This is explored on an individual basis.

Additionally, it is important to note that ALL internship interviews will again be remote this year. We can be flexible and choose a technology platform that works for you. We know that choosing to commit to an internship without visiting is challenging! As such, all questions are welcome and we are available to discuss the training program at any point. Consistent with past face-to-face interviews, virtual interviews this year will give each candidate will get the chance to interview with several faculty members. Most importantly, all candidates will have access to our current intern class who can tell you about their

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experiences here in WRJ. If you are going to be in our immediate area at some point during the recruitment period and would like a tour, this may be possible. Please reach out to explore options.

Please feel free to reach out to us at any point if you have any questions.

## **Accreditation Status**

The predoctoral internship at the **White River Junction VA Medical Center** (WRJ VAMC) has been accredited by the Commission on Accreditation of the American Psychological Association. The next site visit will be in 2023.

## **Application & Selection Procedures**

**General Qualifications:** A candidate for the WRJ VAMC Psychology Internship Program must be:

- a U.S. citizen,
- a student in good standing in an APA-accredited clinical or counseling psychology doctoral program,
- approved for internship status by their graduate program training director,
- a male applicant born after 12/31/1959 must have registered for the Selective Service System by age 26 to be eligible for any US government employment, including selection as a paid VA trainee,
- Interns and Fellows are subject to fingerprinting and background checks; match result and selection decisions are contingent on passing these screens, and
- VA conducts drug screening exams on randomly selected personnel as well as new employees.

The WRJ VAMC encourages applications from members of all ethnic groups, women, and persons with disabilities.

The WRJ VAMC Psychology Internship Program abides by all APA guidelines and requirements. Questions related to the program's accredited status should be directed to the Commission on Accreditation:

### **Office of Program Consultation and Accreditation**

*American Psychological Association*

750 1<sup>st</sup> Street, NE, Washington, DC 20002

Phone: (202) 336-5979/E-mail: [apaaccred@apa.org](mailto:apaaccred@apa.org)

Web: [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)

The WRJ VAMC is also a member of Association of Psychology, Postdoctoral and Internship Centers (APPIC) and participates in the National Matching Service ([www.natmatch.com/psychint/](http://www.natmatch.com/psychint/)) and abides by the APPIC guidelines as set forth in the APPIC MATCH POLICIES. These policies can be accessed at the APPIC website [www.appic.org](http://www.appic.org).

**Specific Qualifications:** The internship at the WRJ VAMC is a clinically-oriented internship and so places a premium on those experiences that prepare applicants for clinical practice informed by scholarship. Highly regarded candidates will have 450 hours of closely supervised clinical practicum experiences, including individual psychotherapy (i.e., clinical interviewing as well as brief and long-term psychotherapy with adults) and psychological assessment with adults. Candidates should have completed coursework in cognitive-behavioral psychotherapy (CBT) and highly regarded candidates will have supervised clinical experience applying CBT. In addition, we seek to recruit candidates who have only minor dissertation requirements remaining as this allows for greater focus on internship-related duties. WRJ VAMC Psychology Internship Program strives to create an environment supportive of diversity.

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The WRJ VAMC training program emphasizes supervision as an important modality for learning psychotherapy. As part of the supervision process, our interns are asked to engage in self-reflection and some level of self-disclosure about one's experiences as a psychologist in training and as a psychotherapist. We encourage candidates to assess their openness and comfort with self-reflection and self-disclosure in supervision.

**Application Procedures:** Interested persons who meet the eligibility criteria should submit the following materials:

1. A cover letter indicating intent to apply to the internship program and outlining training interests.
2. APPI online or APPIC standard application.
3. Curriculum vitae.
4. Three letters of recommendation, one of which must be from a recent clinical supervisor.
5. Official graduate transcripts.

Applicants should use the APPI online application system.

In addition to the materials submitted by applicants to the psychology internship program, the WRJ VAMC may also consider other publicly available materials including, but not limited to, information available through the internet.

Director of Psychology Training:

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Email: Adam.Smith2@va.gov  
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APPIC Program Code Number: 1741

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The deadline for receipt of application materials is midnight on November 7<sup>th</sup>.

**Selection and Interview Process:** Application materials will be reviewed upon receipt, and top candidates will be invited for virtual interviews. Candidates for interview will be selected based on several criteria including meeting the requirements described above, clinical experiences, and match with our program. Applicants will be notified of their interview status before December 3<sup>rd</sup>. Please be sure to indicate daytime and evening telephone numbers in your application materials so you can be reached to schedule an interview. Applicants will meet virtually with internship faculty for personal interviews throughout the interview day and will have a non-evaluatory meeting with one or more of the current interns. Tentative interview dates are in December 2021 and January 2022.

The internship faculty rate each applicant based on how well they feel the applicant and the program fit. The applicants are rank-ordered for the computer match by calculating mean ratings across interviewers for each applicant from highest mean rating to lowest. Applicants who are deemed to be a poor fit by

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more than one faculty member are not ranked. The internship program complies with all APPIC guidelines in the recruitment and selection of interns and participates in the computer match program.

The program adheres to the APPIC policy that no person at this training program will offer, solicit, accept or use any ranking-related information from any intern applicant or graduate program. The internship program begins on July 1, 2022 and ends June 30, 2023.

## **Psychology Setting**

The Psychology Internship program at the WRJ VAMC is located in the Mental Health and Behavioral Science service. We, at the Mental Health and Behavioral Science service, are very proud of our tradition of integrating disciplines in the care of our patients. Psychologists, psychiatrists, social workers, nurse practitioners and master's level mental health professionals work alongside each other in meetings, leading groups, collaborating on the care of individual patients, and in developing treatment offerings. In our service, interns literally work next to and collaborate with other mental health disciplines on a daily basis. As a result, interns become used to regular consultation with other staff and participate in inter-professional teams as a normal mode of professional practice.



The Mental Health and Behavioral Science service has established programs in general outpatient care and acute care (inpatient), primary care (Primary Care Mental Health Integration Clinic), programs to treat substance use disorders (outpatient and residential substance use disorder treatment programs), recovery-based services (including transitional housing, CWT, and supported employment), PTSD outpatient services, and psychological/neuropsychological assessment. We also have an array of behavioral medicine programs in collaboration with primary and specialty care medical services. These programs include: diabetes education and support groups, specialized assessment and intervention with oncology patients, weight loss programs, and interventions for patients with chronic pain and insomnia. We serve primarily, though not exclusively, patients from the lower half of the socioeconomic strata. Recently there has been a growing number of middle-class working patients primarily represented by the increasing numbers of veterans from recent and ongoing military missions. Most patients receiving specialized mental health care are dually diagnosed with one or more of the following diagnoses: substance use disorders, PTSD, depression spectrum disorders, and personality disorders.

The WRJ VAMC internship has a faculty of seventeen doctoral-level psychologists (three of whom work at the Dartmouth College Counseling Center). Administratively, the program is supervised by the Director of Psychology Training, who oversees and implements intern recruitment and selection, assigns interns to faculty supervisors, and coordinates clinical experiences. In addition to the psychology internship program, we sponsor training for advanced practicum students and have an APA-accredited postdoctoral fellowship in clinical psychology with an emphasis in primary care and health psychology.

**Medical School Affiliations:** The WRJ VAMC is dually affiliated with the Geisel School of Medicine at Dartmouth (GSMD) and the University of Vermont (UVM) College of Medicine.

The WRJ VAMC affiliation with GSMD supports more than 150 individuals in 17 specialties. Forty percent of the clinical medicine activity for GSMD students takes place at the VA and these students rank the VA as superior to their non-VA training options. This affiliation has also provided the substrate to support the National Center for PTSD, the National Quality Scholars Program, a field station in Patient Safety, VA Outcomes Group, a Rural Health Initiative, a VA Research and Development Service and a new Inter-Professional Patient Safety Fellowship.

The WRJ VAMC has supported a formal affiliation with the University of Vermont (UVM) College of Medicine in Burlington, Vermont, since 1994. This affiliation provides the mechanism for medical residents, cardiology and psychiatry fellows and students to rotate through our Lakeside Community

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Based Outpatient Clinic (CBOC) in Burlington, Vermont. This CBOC also supports UVM trainees in advance nurse practice and social work.

**Allied Health Affiliations:** WRJ VAMC maintains over 40 other current academic affiliations with colleges and vocational schools to provide a variety of professional and technical experiences for students in nursing, physician assistants, optometrists, physical and occupational therapy, social work, radiology, medical technology, and other fields.

## ***Training Model and Program Philosophy***

The internship program at the WRJ VAMC subscribes to the following characteristics commonly associated with the scholar-practitioner model of training:

- 1) A scholarly approach to practice via reflection and critical thinking;
- 2) An application of scholarly work and empirically-based research data to the practice of psychological assessment and clinical practice;
- 3) An emphasis on the psychologist as an informed consumer of scholarly work including theoretical material and empirical research;
- 4) A recognition of the importance of generating knowledge through practice;
- 5) An expectation that interns will attend and become active participants in academic/didactic activities.

Our internship program is based on the philosophy that sound and effective clinical practice is built on knowledge of the theoretical and empirical literatures, critical thinking, and self-reflection. We train our interns to implement and promote established, efficacious treatments and encourage our interns to draw upon theoretical and empirical literature to enhance the development of their professional skills over time. Moreover, we train our interns to view knowledge and understanding of themselves as integral to the treatment process.

As scholar-practitioners, we strive to remain abreast of theoretical and empirical literature and scholarly work in our chosen areas of professional practice and to further our knowledge of treatment advances in order to inform clinical decisions. In concert with this knowledge, understanding of oneself as a clinician and as a person is seen as essential to the establishment of a treatment alliance and the application of efficacious interventions. Thus, we believe that familiarity with, and understanding of, theoretical models, empirical findings, and self-reflection should guide clinical practice.

## ***Program Goals & Objectives***

The internship program at the WRJ VAMC is designed to teach early-career professionals the skills and knowledge that will enable them to function as independent, ethical, and competent psychologists consistent with the scholar-practitioner model. The overall goal of the program is to prepare advanced graduate students for generalist practice in professional psychology in a variety of settings or to seek postdoctoral training in a specialized area. Our intern graduates are well prepared to begin working in a diverse number of environments including outpatient clinics, inpatient treatment programs, medical center-based care, college counseling centers, and working alongside clinicians in primary care.

A second major goal is to develop psychologists who will be critical thinking, self-reflective scholars and practitioners. We train our interns to be active, continuous consumers of the professional literature, to use this literature to inform their practice, to learn from clinical experiences, and to use knowledge and understanding of oneself as an important tool in clinical practice.

A third major goal of our training program is to train interns in cognitive behavioral therapy and to provide effective, evidence-based treatment for a variety of clinical conditions.

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A fourth major goal of our internship is to train our interns to assess and treat patients with post-traumatic stress disorder using evidence-based treatments and using both individual and group modalities.

Our internship program uses a competence-based practice and assessment model. We strive to operationalize the skills and abilities we believe are most essential to generalist practice. Interns' skill levels are formally assessed throughout the year. For example, for outpatient psychotherapy we assess competence three times during the year. We assess competence in specific skill/practice areas within seven general domains and specific objectives:

- Competence in professional conduct, ethics and legal matters:
  - professional interpersonal behavior
  - knowledge of ethics and law
  - seeks consultation/supervision
  - uses positive coping strategies
  - professional responsibility and documentation
  - efficiency and time management
- Competence in individual and cultural diversity:
  - patient rapport
  - sensitivity to patient diversity
- Competence in psychological diagnosis and assessment:
  - diagnostic skill
  - psychological test selection and administration
  - conducting thorough and timely initial evaluations
  - psychological test interpretation
  - assessment writing skills
  - feedback regarding assessment
- Competence in professional consultation:
  - consultation assessment
- Competence in psychotherapeutic interventions:
  - patient risk management and confidentiality
  - case conceptualization and treatment goals
  - treatment goals and outcomes
  - objective therapeutic interventions
  - effective use of emotional reactions in therapy (countertransference)
- Competence in group psychotherapy skills:
  - group therapy skills and preparation
- Competence in scholarly inquiry and application of theoretical and scientific knowledge to practice:
  - seeks current scientific knowledge

These general areas of outpatient psychotherapy are assessed every four months with a formal, summative evaluation. Together with the intern, competence levels are discussed and assessed using the following competency descriptions:

A	Advanced: skills comparable to autonomous practice as the licensure level
HI	High intermediate: occasional supervision needed
I	Intermediate: should remain a focus of supervision
E	Entry level: continued intensive supervision is needed
R	Remedial: needs remedial work

Descriptions of skills necessary at each competency level are clearly articulated. By the end of the training year, interns are expected to achieve competence at the high intermediate (HI) or advanced (A) level on at least eighty percent with no ratings at the entry (E) or remedial (R) level. Specific skills/competencies are also assessed for each practice area/rotation and are described in the Training Experiences section.

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Interns also receive similar formal summative competency evaluations for their work in the Primary Care Mental Health Integration Clinic (PCMHI) and on the Dialectical Behavior Therapy Rotation every two months, as well as for their work on the optional rotations outlined below. Interns are also evaluated on their presentations at the NCPTSD Journal Club.

## **Program Structure**

The internship is composed of a number of core experiences including sub-specialty training in PTSD treatment. The core experiences include the outpatient psychotherapy clinic at the VAMC (year long), the Dialectical Behavior Therapy (DBT) rotation (four month rotation), the Primary Care Mental Health Integration Clinic rotation (four month rotation), the Assessment Services rotation (four month rotation), and outpatient services at the Dartmouth College Counseling Center (nine months). In addition, interns will receive specialty training in the assessment and treatment of PTSD (throughout the year), and will be able to choose a four-month, minor rotation among the following options: health psychology; a rotation in substance use disorders treatment in our five-week residential treatment program; or a research-oriented rotation at the Executive Division of the National Center for PTSD, which is on our campus. Interns engage in varied activities during the course of a work week which approximates the schedules of staff members. Interns typically work a forty to forty-five hour week and are sometimes expected to complete reading and other assignments for seminars/journal clubs outside of this time.

As part of the specialty training for the treatment of PTSD, interns will learn Cognitive Processing Therapy (CPT) and will be introduced to Prolonged Exposure Therapy and other treatments for PTSD. Interns have the opportunity to become VA-certified CPT therapists. Training emphasizes cognitive-behavioral therapy. We have psychodynamic supervisors active in our training program as well. Interns participate in a weekly National Center for PTSD journal club facilitated by top researchers in the field. In addition to clinical training, interns participate in a weekly seminar on neuropsychological and personality assessment and a weekly seminar focused on Professional Development, Clinical Practice, and Diversity.

Interns are taught skills in a variety of modalities. First, interns learn by watching. Through live observation of faculty, interns observe the skills they are expected to perform. For example, when the interns begin the rotation in the Primary Care Mental Health Integration Clinic (PCMHI), they observe their supervisor conducting the brief assessments, meeting with the medication prescriber, and collaborating with the patient on treatment recommendations. Interns gradually begin to conduct these functions under the direct observation of a supervisor and then, with increasing skill development, they perform these functions with supervision after the intervention. When learning other skills, such as administering the Clinician Administered PTSD Scale (CAPS) and learning Cognitive Processing Therapy (CPT), interns watch videotapes of other professionals performing these skills.

Second, interns learn through didactics. The didactics are meant to complement and inform the clinical work done on internship. All of the interns participate in a CPT training and consultation, as well as an "Assessment Bootcamp," that is held in the first few months of the internship year. Group supervision is used to process cases and discuss interventions. Interns also participate in two journal clubs (the Mental Health and Behavioral Science Journal Club/MHBSS Grand Rounds as well as the PTSD Journal Club at the National Center for PTSD) to improve scholarship skills.

Third, interns learn by doing. Through audio-recorded and direct observation of practice, interns practice the skills they are learning. In weekly individual and group supervision interns review this recorded material and receive formative feedback about their performance. Interns and supervisors track their progress and every four months use formal summative assessments to gauge progress.

Because we emphasize generalist training, interns are expected to achieve competence in a number of areas of practice that are described in the next section.

**Supervision:** Intensive supervision, both individual and in groups, is the core of the internship experience. Interns will receive at least two hours of individual supervision per week for their work in the VA outpatient clinic, one hour of supervision for their work at the Dartmouth College Counseling Center,

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as well as one hour of group case discussion in the weekly clinical case conference. In addition, interns will have a supervisor for each clinical experience e.g., the DBT rotation, the Assessment rotation, the PCMH rotation, and the health psychology/SUDS/NCPTSD rotations. These supervisory sessions introduce interns to a variety of clinical and/or research approaches and help them to develop and understand a particular treatment philosophy and develop a style of their own. While the internship program espouses no single theoretical orientation, it does require that all trainees become thoughtful and knowledgeable about the evolution of their own professional identity and that they be able to fully conceptualize their own clinical decisions.

Six doctoral psychologists on the core faculty serve as supervisory staff for outpatient psychotherapy (see section on Training Faculty). Interns will be assigned five regular supervisors throughout the year. At least one of the outpatient supervisors will have a CBT perspective and there will be an option to also work with a supervisor who has a psychodynamic perspective. Interns will also be assigned a supervisor at the Dartmouth Counseling Center. The supervisors will mentor the intern via modeling, teaching, supervising skills, and professional demeanor. The Director of Psychology Training, along with the supervisors, will assist the intern in establishing a caseload and acquiring the types of experiences necessary for that particular individual to grow in the role of psychologist. Each supervisor will ensure that the intern's training objectives are met and will complete evaluations of intern performance three times during the training year. Live observation and audiotapes of sessions are used in the supervision process.

The faculty of the White River Junction VA internship values self-reflection in professional training. We view self-reflection as an integral component of being an effective, compassionate professional. While supervisors vary in the level of self-disclosure they encourage in supervision, some level of self-reflection and self-disclosure is part of the supervisory process. Applicants and interns are encouraged to discuss this issue with prospective supervisors.

## **Training Experiences**

Based on a generalist model of training, interns participate in the following major clinical experiences during the year: full-year and nine-month training respectively in the general outpatient psychotherapy (at the VAMC and the Dartmouth College Counseling Center); full-year training in the psychology assessment clinic; a full-year of training in the PTSD subspecialty; a four-month rotation on the DBT Consultation Team; a four-month rotation in the Primary Care Mental Health Integration Clinic; and an optional four-month rotation, which involves a clinical experience in health psychology, a clinical experience in substance use disorder treatment, or a research experience at the Executive Division of the NCPTSD.

**Outpatient Psychotherapy:** Interns see outpatients in two settings: the general outpatient mental health clinic at the VAMC and through a nine-month (partial day) rotation at the Dartmouth College Counseling Center. The Dartmouth College Counseling Center is an internship field placement site. (Please note, our funding body, the Veterans Affairs Office of Academic Affiliations, requested that all VA sites with off-site rotations such as this counseling center experience inform candidates that the OAA will be reviewing these placements over the next year, and that across the VA system these placements will be at the discretion of OAA.) The training experiences offered during this one-day rotation are under the direct management and supervision of the White River Junction VA Medical Center Internship Training Committee in collaboration with the Dartmouth College Counseling Center staff. In the VAMC outpatient clinic, interns carry a caseload of about twelve outpatients who are seen weekly in either short-term or long-term psychotherapy. Interns are supervised in the practice of cognitive behavioral treatment in this clinic. In this clinic a holistic, recovery-oriented approach to care is taken so interns work closely with medication providers (nurse practitioners and psychiatrists), social workers (homeless veteran coordinator, CWT and supported employment coordinator), and primary and specialty care physicians.

**Primary Care Mental Health Integration Clinic (PCMH):** Interns provide assessment and short-term psychotherapy in the PCMH, which is located in the Primary Care Service. In this four-month rotation interns learn to conduct brief, problem-focused assessments. Patients come to this walk-in mental health clinic from primary and specialty care medicine for drop-in access to mental health services. Patients are

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seen by both a therapist, who conducts a brief psychosocial assessment, and a medication provider, who conducts a brief biopsychosocial assessment. Therapists and medication providers consult with each other and the patient and make treatment recommendations including referrals for psychotherapy, trials of medication, hospitalization, and referral to support groups. In this setting, interns learn to consult with both psychiatric medication providers as well as primary care physicians about each patient seen in the clinic.

***Dialectical Behavior Therapy (DBT) Consultation Team:*** Interns work as part of a multidisciplinary treatment team on the 4-month DBT Consultation Team. In this setting, interns co-facilitate DBT Skills Groups for outpatients as well as inpatients in the WRJ VAMC's inpatient psychiatric unit. Interns attend weekly consultation meetings and rotate through the role of leader, observer, and note-taker, along with other consultation team members. Interns also offer DBT-informed individual psychotherapy to veterans in the DBT Skills Group or other veterans on their caseload.

***Psychological and Neuropsychological Assessment Clinic:*** In this 4-month assessment rotation, interns administer and interpret a variety of psychological and neuropsychological screening instruments, write approximately 8-10 integrated assessment reports, and present feedback to both colleagues and patients. Because most of the requests for assessment come from clinicians who are not psychologists, emphasis is placed on collaborating with other professionals to clarify referral questions and provide meaningful feedback to both the referring clinician and the patient.

***PTSD Sub-Specialty Training:*** Our internship includes what we call "sub-specialty training" in the assessment and treatment of PTSD. The goal of this training is to prepare our interns to conduct assessments of patients with PTSD, to learn an evidence-based treatment, Cognitive Processing Therapy (CPT) as well as have an introduction to other treatments for treating PTSD. Since a high preponderance of our patients have PTSD, we feel this training is especially important for our interns (and patients). In collaboration with staff from the National Center for PTSD, interns learn to reliably administer and score the Clinician Administered PTSD Scale (CAPS). Interns then learn a twelve-session, manualized version of CPT and treat at least two patients with PTSD using this intervention. As part of this sub-specialty training, interns also learn to run a Seeking Safety skills group for patients with PTSD and SUD.

***Interns will have a choice of health psychology, substance use disorders, and the National Center for PTSD as one of their minor rotations:***

**1) Health Psychology:** Primary Care Health Psychology is an increasing area of focus in the VA Medical System. Health Psychologists collaborate with medical staff and support veterans in their efforts to change their health habits and cope with chronic disease. In the Health Psychology rotation, interns meet individually with veterans to assess and treat a variety of psychological conditions that may be interfering with physical health issues such as chronic pain, insomnia, diabetes control, etc.

**2) Substance Use Disorders:** Another important area of focus in the VA Medical System is in the diagnosis and treatment of substance use disorders. In the Substance Use Disorders rotation, interns will work with patients who have been admitted to the WRJ VAMC's five-week Residential Recovery Center (RRC), an MH RRTP for individuals with substance use disorders and co-occurring disorders. Interns will also attend two multidisciplinary meetings per week with the RRC treatment staff (psychiatrists, psychiatric residents, medical students, nurse practitioners, nurses, social workers, mental health counselors, and social work trainees) to discuss patient progress. Interns will also have the option to co-facilitate an additional RRC skills group during this rotation.

**3) National Center for Posttraumatic Stress Disorder:** Interns will assist NCPTSD researchers in the development, implementation, and dissemination of research on the diagnosis and treatment of PTSD.

***Seminars and Case Conferences:*** All interns attend two weekly case conferences, one focused on assessment and the other focusing on treatment. The Assessment Case Conference deals with psychological testing and requires interns to present findings of an assessment battery. Scholarly readings are assigned to correspond with case presentations. The Clinical Case Conference focuses on

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psychotherapy. Interns, post-doctoral fellows, predoctoral practicum students, and staff present cases, listen to audiotapes of therapy sessions (with patient permission), and are assigned readings to correspond to case presentations.

Interns also participate in a Special Issues and Diversity Seminar. The Special Issues and Diversity Seminar focuses on topics relevant to the professional practice of psychology. Topics include taking military and medical histories, patient diversity, and supervision, to name a few.

In addition to the seminars, interns participate in weekly multidisciplinary journal clubs. These are offered weekly by the National Center for PTSD and the VAMC Mental Health and Behavioral Science service. Embedded in the latter journal club is a Department Grand Rounds, which occurs on alternate weeks. Staff members, psychiatry residents, and interns present articles of their choosing to the groups and lead a discussion. Interns also have the option of televiewing the Geisel Department of Psychiatry Grand Rounds which occurs weekly.

## **Requirements for Completion**

**Requirements:** In order to remain in good standing, interns are required to make progress toward competency in all domains; utilize supervision for professional growth and achievement of competencies; and participate in and complete readings/assignments/practice assessments for all seminars, case conferences, journal clubs, and supervision.

To successfully complete the internship, interns are required to meet the minimum practice expectations (see below), achieve competency in all required domains and be in good standing throughout the year.

**Expectations:** The following are expectations established to help give interns an idea of the minimum workload standards for the year. Interns must meet these minimum standards in order to successfully complete internship. It should be noted that these are minimum standards and that most interns are expected to exceed these standards during the course of the year.

### **Supervision and Didactics**

- Two hours of individual supervision per week
- Weekly Assessment Case Conference and Group Supervision
- Weekly Clinical Case Conference Group Discussion
- Monthly meeting with the Training Director
- Attend all seminars and didactics

### **Workload**

- We have set 250 treatment hours for the year as a suggested benchmark for outpatient psychotherapy at the VA. Other training experiences such as the Dartmouth Counseling Center and outpatient group hours are separate from this expectation.
- Complete the CPT training and consultation, readings, and practice assessments and achieve mastery of basic CPT competencies; ideally complete two CPT cases.
- Complete approximately 8-10 integrated assessment reports during the Assessment rotation
- Individual and group therapy
- Completion of the PTSD Subspecialty including all practice requirements
- Complete the Clinical Activities Log
- Complete internship evaluations (i.e., Supervisor Assessment Form, Case Conference – Seminar Evaluations, and Psychology Internship Evaluation Form, etc.)

### **Presentations**

- Ongoing case presentations at Assessment Case Conference
- Ongoing case presentations at Clinical Case Conference
- Ongoing presentations during the CPT consultation call
- Two presentations at Mental Health and Behavioral Science Service Journal Club
- Two presentations at NCPTSD Journal Club

## **Evaluations**

### *Of You*

- Evaluations every four months by outpatient and assessment supervisors
- Evaluations every two months by PCMH, Health Psychology, and the DBT Rotation supervisors
- Evaluations of journal club presentations (PTSD Journal Club)

### *Of Us*

- Two evaluations of all supervisors
- Two evaluations of the internship
- Evaluations of all seminars
- One post-internship evaluation (at twelve months)

## **Facility and Training Resources**

Abundant resources exist to support intern training. Office space and individual computers are provided for interns that allow them access to electronic records, email, and the Internet. In addition, we have an array of computer-administered and scored tests, statistical software, and a wide assortment of psychological and neuropsychological testing equipment.

The Learning Resource Center (LRC) at the WRJ VAMC maintains books and periodicals encompassing an array of psychology and medical journals. In addition, the LRC maintains audio and video recording, and other audiovisual resources. The LRC also provides Internet access for searches of professional literature. The Librarian at the LRC is available to help interns with literature searches as well as inter-library loan requests for journal articles and books.

## **Administrative Policies and Procedures**

**Time Requirements:** The internship is a one-year experience requiring at least 40 hours of "on duty" time per week. The starting date is July 1 and the end date is June 30. Interns are required to gain a minimum of 2080 hours of training (minus leave time) during the internship year. If interns are not able to complete the full 2080 hours during the training year or have not satisfied the minimum requirements, they can, with approval from the Training Director and Training Committee, complete the remaining hours and requirements during the next training year; interns will not receive a stipend for the additional hours required to complete their training.

**Stipend:** Interns receive a competitive stipend paid in 26 biweekly installments. VA internship stipends are locality adjusted to reflect different relative costs in different geographical areas. Currently, the stipend is \$26,166 annually.

**Benefits:** The internship appointments are for 2080 hours, which is full-time for a one-year period. VA interns are eligible for health insurance (for self, married spouse, and legal dependents) and for life insurance, just as regular employees are. As temporary employees, interns may not participate in VA retirement programs.

**Holidays and Leave:** Interns receive the 10 annual federal holidays. In addition, interns accrue 4 hours of sick leave and 4 hours of annual leave for each full two week pay period as an intern, for a total of between 96 and 104 hours of each during the year.

**Authorized Absence:** Subject to approval by the Director of Psychology Training, interns may be given authorized absence without charge to annual leave, when the activity is considered to be of substantial benefit to VA in accomplishing its general mission or one of its specific functions, such as education and training. Interns may use one day of authorized absence for dissertation defense.

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**Due Process Statement:** It is the practice of the WRJ VAMC internship program to attempt to address all problems and complaints at the lowest possible level, utilizing formal procedures only when standard supervisory approaches have proven unsuccessful in resolving an issue. The input and recommendations of the intern's graduate program director may be included in any remedial intervention plan that is judged warranted by the Psychology Training Committee.

Since no one set of procedures can be established to cover all potential problem scenarios, emphasis is placed on resolving issues (a) at the lowest possible level, (b) using the least formal means, and (c) in a manner that supports all parties involved.

The faculty of the WRJ VAMC internship value self-reflection in professional training. We view self-reflection as an integral component of being an effective, compassionate professional. While supervisors vary in the level of self-disclosure they encourage in supervision, some level of self-reflection and self-disclosure is part of the supervisory process. Applicants and interns are encouraged to discuss this issue with prospective supervisors.

**VA Drug-Free Workplace Program:** In 1986, President Reagan signed Executive Order 12564, Drug-Free Federal Workplace, setting a goal to prevent Federal employee use of illegal drugs, whether on or off duty. In accordance with the Executive Order, VA established a Drug-Free Workplace Program, and aims to create an environment that is safe, healthful, productive, and secure. Information about the WRJ VAMC's drug policy can be found at the following link, which we encourage prospective applications to review: [https://www.va.gov/OAA/onboarding/VHA\\_HPTsDrug-FreeWorkplaceOAA\\_HRA.pdf](https://www.va.gov/OAA/onboarding/VHA_HPTsDrug-FreeWorkplaceOAA_HRA.pdf).

**Self-Disclosure:** As stated in the APA Ethics Code, an intern may be required to disclose personal information if it becomes necessary to evaluate or obtain assistance for the intern whose personal problems are preventing them from performing their training or professionally related activities in a competent manner or posing a threat to students or others.

The faculty recognizes the benefit of personal psychotherapy for all psychology trainees. We consider the decision to seek psychotherapy a personal one, but may, in some circumstances, suggest or encourage interns to seek personal psychotherapy.

## **Training Staff**

### **Allington, Casey, Ph.D.**

Psychologist, VAMC White River Junction, VT

Interests: Primary Care Mental Health Integration, Prolonged Exposure-Primary Care

### **Bagby, Sarah, Psy.D.**

Psychologist, VAMC White River Junction, VT

Interests: PTSD, Prolonged Exposure Therapy, DBT, Substance Use Disorders

### **Caudle, Kristina, Ph.D.**

Associate Director for Research, National Center for PTSD, VAMC White River Junction, VT

Assistant Professor of Psychiatry, Geisel School of Medicine at Dartmouth

Interests: Cognitive Neuroscience

### **Hiatt, Mark, Ph.D.**

Psychologist, Dartmouth College Health Service, Hanover, NH

Interests: Short-Term Dynamic Psychotherapy, Anxiety and Mood Disorders, Adolescent and Young Adult Development, Sports Psychology

Updated August 9, 2021

**Kelliher, Stephen, Psy.D.**

Psychologist, White River Junction Vet Center, White River Junction, VT

Interests: PTSD, Psychosocial Rehabilitation/Recovery Based Interventions, Time-Limited Dynamic Psychotherapy, Cognitive Behavioral Therapy

**Kohl, Sarah, Psy.D.**

Psychologist, White River Junction Vet Center, White River Junction, VT

Adjunct Assistant Professor of Psychiatry, Geisel Medical School at Dartmouth

Interests: Psychodynamic Psychotherapy, PTSD

**Kutter, Catherine, Ph.D.**

Psychologist, VAMC, White River Junction, VT

Adjunct Assistant Professor of Psychiatry, Geisel Medical School at Dartmouth

Interests: PTSD, Assessment, Clinical Research, Cognitive-Behavior Therapy

**Key, Alicia, Ph.D.**

Psychologist, Dartmouth College Health Service, Hanover, NH

Interests: trauma, international student mental health, and family of origin/relational concerns

**Lenzen, Alexandria, Ph.D.**

Psychologist, Dartmouth College Health Service, Hanover, NH

Interests: Gender-based violence, romantic and sexual relationship concerns, identity development, and experiences of discrimination and marginalization

**Mills, Peter D., Ph.D.**

Psychologist and Chair, Ethics Advisory Committee, VAMC White River Junction, VT

Adjunct Associate Professor of Psychiatry, Geisel Medical School at Dartmouth

Director, VA National Center for Patient Safety Field Office

Interests: Individual and Marital Therapy, Bio-Medical Ethics, Medical Safety Improvement, Health Care Consultation

**Norris, Brittany, Psy.D.**

Psychologist, VAMC White River Junction, VT

Interests: Comorbid PTSD and SUD, brief interventions, Opioid use disorder, Cognitive Processing Therapy

**Rousseau, Glenna, Ph.D.**

Psychologist, VAMC, White River Junction, VT

Health Psychologist/Health Behavior Coordinator

Interests: Brief assessment/treatment interventions, Health Psychology, Behavioral Medicine, Group Treatment for Obesity and Diabetes, Integrated Mental Health and Primary Care

**Shieh, Janice, Psy.D.**

Psychologist, VAMC White River Junction, VT

Health Psychologist/Geriatric Psychologist

Interests: working with elderly populations, social justice issues, and behavioral therapies

**Schnurr, Paula P., Ph.D.**

Executive Director, National Center for PTSD, VAMC White River Junction, VT

Professor of Psychiatry, Geisel Medical School at Dartmouth

Interests: PTSD, Research Methodology and Statistics

**Smith, Adam, Psy.D.**

Psychologist, VAMC White River Junction, VT

Director of Psychology Training

Updated August 9, 2021

Assistant Professor of Psychiatry, Geisel Medical School at Dartmouth  
Interests: PTSD, Substance Abuse, CBT

***Treworgy, Shanna, Psy.D.***

Psychologist, VAMC White River Junction, VT

Interests: PTSD treatment, ACT and mindfulness-based psychotherapies, resiliency, program development and evaluation

***Veillette, Laurie, Psy.D.***

Whole Health Psychologist, VAMC White River Junction, VT

Interests: Primary Care-Mental Health Integration, Whole Health

***Williams, Catherine, Ph.D.***

Neuropsychologist, VAMC White River Junction, VT

Assistant Director of Psychology Training

Assistant Professor of Psychiatry, Geisel School of Medicine at Dartmouth

Interests: MCI and dementia, TBI, PTSD

## ***Trainees***

### **Graduates and Current Interns Degrees and Graduate Programs**

#### **2021 – 2022 Interns**

Roosevelt University  
Psy.D. in Clinical Psychology

The New School  
Ph.D. in Clinical Psychology

Clark University  
Ph.D. in Clinical Psychology

#### **2020 – 2021 Interns**

University of Minnesota  
Ph.D. in Counseling Psychology

University of Wisconsin—Madison  
Ph.D. in Counseling Psychology

William James College  
Psy.D. in Clinical Psychology

#### **2019 – 2020 Graduates**

University of South Dakota  
Ph.D. in Clinical Psychology

Carlos Albizu University  
Ph.D. in Clinical Psychology

Springfield College  
Psy.D. in Counseling Psychology

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**2018 – 2019 Graduates**

Marshall University  
Psy.D. in Clinical Psychology

Antioch University New England  
Psy.D. in Clinical Psychology

Nova Southeastern University  
Psy.D. in Clinical Psychology

**2017 – 2018 Graduates**

Roosevelt University  
Psy.D. in Clinical Psychology

William James College  
Psy.D. in Clinical Psychology

William James College  
Psy.D. in Clinical Psychology

**2016 – 2017 Graduates**

Pacific Graduate School of Psychology  
Ph.D. in Clinical Psychology

Pacific Graduate School of Psychology  
Ph.D. in Clinical Psychology

Wright Institute  
Psy.D. in Clinical Psychology

**2015 – 2016 Graduates**

Massachusetts School of Professional Psychology  
Psy.D. in Clinical Psychology

Syracuse University  
Ph.D. in Clinical Psychology

Palo Alto University  
Ph.D. in Clinical Psychology

**2014 – 2015 Graduates**

American School of Professional Psychology  
Psy.D. in Clinical Psychology

Ohio State University  
Ph.D. in Clinical Psychology

Long Island University

*Updated August 9, 2021*

Ph.D. in Clinical Psychology

**2013 – 2014 Graduates**

Baylor University  
Psy.D. in Clinical Psychology

Pacific University  
Psy.D. in Clinical Psychology

Indiana State University  
Psy.D. in Clinical Psychology

**2012 – 2013 Graduates**

Ferkauf Graduate School of Psychology  
Psy.D. in Clinical Psychology

Roosevelt University  
Psy.D. in Clinical Psychology

Chicago School of Professional Psychology  
Psy.D. in Clinical Psychology

**2011 – 2012 Graduates**

Ferkauf Graduate School of Psychology  
Psy.D. in Clinical Psychology

George Fox University  
Psy.D. in Clinical Psychology

University of Kansas  
Ph.D. in Counseling Psychology

**2010 – 2011 Graduates**

George Washington University  
Psy.D. in Clinical Psychology

Antioch New England Graduate School  
Psy.D. in Clinical Psychology

Auburn University  
Ph.D. in Counseling Psychology

**2009 – 2010 Graduates**

Baylor University  
Psy.D. in Clinical Psychology

George Fox University  
Psy.D. in Clinical Psychology

Virginia Consortium Program in Clinical Psychology  
Psy.D. in Clinical Psychology

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### **2008 – 2009 Graduates**

Georgia State University  
Ph.D. in Clinical Psychology

James Madison University  
Psy.D. in Combined-Integrated Program in Clinical and School Psychology

Washington State University  
Ph.D. in Counseling Psychology

### **2007 – 2008 Graduates**

Virginia Commonwealth University  
Ph.D. in Counseling Psychology

George Washington University  
Psy.D. in Clinical Psychology

Pacific University School of Professional Psychology  
Psy.D. in Clinical Psychology

### **2006 – 2007 Graduates**

Virginia Consortium Program in Clinical Psychology  
Psy.D. in Clinical Psychology

State University of New York at Albany  
Ph.D. in Counseling Psychology

Duquesne University  
Ph.D. in Clinical Psychology

## ***Local Information***

The WRJ VAMC is located in rural New England on the border of New Hampshire and Vermont. Situated in the scenic New England countryside, the location offers easy access to the pleasures of country living including picturesque New England villages and farms, excellent skiing, hiking, and boating as well as Arts and Cultural events sponsored by Dartmouth College across the river in New Hampshire. White River Junction also affords easy travel to Boston and Montreal.

### ***Links to Local Information:***

**VA Medical Center, White River Junction, Vermont**

<http://www.whiteriver.va.gov/>

**Dartmouth College Counseling Center**

<http://www.dartmouth.edu/~chd/index.html>

**National Center for PTSD**

<http://www.ptsd.va.gov/>

**Housing:**

<http://www.dartmouthre.com>

**Local Events:**

Updated August 9, 2021

<http://hop.dartmouth.edu/>  
<http://www.lebanonoperahouse.org>  
<http://www.claremontoperahouse.com>  
<http://www.newportoperahouse.com>  
<http://www.flynncenter.org/>  
<http://www.thecolonial.org/CalendarOfEvents.htm>

**Racial/Ethnic and Gender:**

Networking and Support at Dartmouth College

- First Friday of the Upper Valley (Black Professionals)
- French, Italian and German Conversation and Potluck Lunchs
- Hanover-Joigny and Hanover-Nihonmatsu Exchanges
- Multicultural Families of Vermont and New Hampshire
- Nomaste Friends (South Asians in the Upper Valley)
- Upper Valley Chinese School

[www.dartmouth.edu/~ide/](http://www.dartmouth.edu/~ide/)

Rainbow Resources (Gay/Lesbian Education and Resources)

[www.rainbowresources-nh.org](http://www.rainbowresources-nh.org)

Upper Valley Fatherhood Network 603-448-5922  
WISE (Women's Information Service) 603-448-5922  
Women's Resource Center 603-650-4377  
Women's Network of the Upper Valley 603-643-6819

**Religious Diversity**

For a complete list of religious groups in the area please visit

[www.dartmouth.edu/~tucker/](http://www.dartmouth.edu/~tucker/)

**Local News:**

<http://www.vnews.com/>

**Local Organizations:**

<http://www.valley.net/communityOrganizations/index.html>

**Outdoor Sports:**

<http://www.skinh.com/>

<http://www.vermontvacation.com/>

<http://www.visitnh.gov/?c1=activities-us~general&source=overture&kw=hiking+nh>

**Transportation:**

<http://www.dartmouthcoach.com/schedules.html>

<http://www.flymanchester.com/>

**Weather:**

<http://www.montshire.org/weather/>

## Internship Program Admissions

Date Program Tables are updated: 8/9/2021

**Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:**

The internship at the WRJ VAMC is a clinically-oriented internship and so places a premium on those experiences that prepare applicants for clinical practice informed by scholarship. Highly regarded candidates will have 450 hours of closely supervised clinical practicum experiences including individual psychotherapy (i.e., clinical interviewing as well as brief and long-term psychotherapy with adults) and psychological assessment with adults.

**Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:**

Total Direct Contact Intervention Hours	Yes		Amount: 450 hours
Total Direct Contact Assessment Hours	No		Amount: No specified amount

**Describe any other required minimum criteria used to screen applicants:**

Ideally, candidates will have completed coursework in a range of therapeutic approaches including psychodynamic psychotherapy and cognitive-behavioral psychotherapy. Highly regarded candidates will have supervised clinical experiences across theoretical orientations. In addition, we seek to recruit candidates who have only minor dissertation requirements remaining as this allows for greater focus on internship related duties. WRJ VAMC Psychology Internship Program strives to create an environment supportive of diversity.

### Financial and Other Benefit Support for Upcoming Training Year\*

Annual Stipend/Salary for Full-time Interns	\$26,166	
Annual Stipend/Salary for Half-time Interns	n/a	
Program provides access to medical insurance for intern?	<b>Yes</b>	
<b>If access to medical insurance is provided:</b>		
Trainee contribution to cost required?	<b>Yes</b>	
Coverage of family member(s) available?	<b>Yes</b>	
Coverage of legally married partner available?	<b>Yes</b>	
Coverage of domestic partner available?		<b>No</b>
Hours of Annual Paid Personal Time Off (PTO and/or 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 interns/residents in excess of personal time off and sick leave?	<b>Yes</b>	
Other Benefits (please describe): VA interns are eligible for health insurance (for self, married spouse, and legal dependents) and for life insurance. Interns receive paid leave for the 10 annual federal holidays. Interns may be given authorized absence without charge to leave for education and training.		

\*Note. Programs are not required by the Commission on Accreditation to provide all benefits listed in this table

### Initial Post-Internship Positions

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

	2017-2020	
Total # of interns who were in the 3 cohorts	9	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	PD	EP
Community mental health center		
Federally qualified health center		
Independent primary care facility/clinic		
University counseling center		1
Veterans Affairs medical center	5	1
Military health center		
Academic health center		
Other medical center or hospital		
Psychiatric hospital		
Academic university/department		
Community college or other teaching setting		
Independent research institution		
Correctional facility		
School district/system		
Independent practice setting		2
Not currently employed		
Changed to another field		
Other		
Unknown		

Note: "PD" = Post-doctoral residency position; "EP" = Employed Position. Each individual represented in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position.