

Psychology Internship Program



Northern Arizona VA Healthcare System
500 North Hwy 89 (116)
Prescott, AZ 86313
(928) 445-4860

[Internships and Fellowships | VA Northern Arizona Health Care | Veterans Affairs](#)

MATCH Number: 221011
Applications Due: November 20, 2023

Accreditation Status

The Internship in Health Service Psychology at the Northern Arizona VA Healthcare System is accredited by the Commission on Accreditation of the American Psychological Association. Our next site visit will be in 2024.

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 1st Street, NE, Washington, DC 2002
Phone: (202) 336-5979/e-mail: apaaccred@apa.org
Web: <http://www.apa.org/ed/accreditation>

Psychology Setting

Northern Arizona VA Health Care System (NAVAHCS) in Prescott, Arizona offers training for three intern positions in health service psychology. We have been training doctoral level practicum students for over 20 years and interns since 2012, and feel we have a great program to offer. Psychology at NAVAHCS spans a broad spectrum of programs and departments. NAVAHCS currently has 16 psychologists on staff working in the Mental Health Clinic, PTSD Clinical Team, Community Based Outpatient Clinic, Home Based Primary Care, and Whole Health/Chronic Pain Program. Psychologists provide a variety of services including individual and group psychotherapy, psychological assessment, administration, consultation, and participation on interdisciplinary teams. Six psychologists participate as part of the Psychology Training Committee.

Most of our psychologists work within the Mental Health Behavioral Science (MHBS) Service Line. Ed Shier, MSW is the Service Line Manager with Dr. Carin Grzelak as the Chief of Psychology/Assistant Mental Health Service Line Manager. Dr. Amy Wrabetz, psychologist, is Program Manager of the Mental Health Clinic. Dr. Thor Johansen, psychologist, is the Director of Training for Psychology.

Training Model and Program Aims

NAVAHCS Psychology Internship strives to provide a psychologically safe, supportive environment using a developmental model of supervision in which trainees can cultivate a professional identity as a generalist psychologist, grounded in the competencies put forth by APA. In the context of a rural VA hospital, interns will be trained as practitioners in a biopsychosocial model of care with a holistic understanding of ethics and diversity. An emphasis will be placed on working with Veterans in a rural setting. Practice will focus on a whole person approach in interdisciplinary settings, developing skills and an appreciation for ongoing professional development and service to our nation's Veterans.

The Psychology Internship at NAVAHCS has been designed to provide psychological training which is broad-based and generalist in nature. The training will emphasize applications and experience in the provision of assessment and therapeutic interventions in both rural and traditional healthcare settings. Our goal is to assist interns in their professional development and their commitment to the delivery of effective, timely, and quality care to a culturally and diagnostically diverse population. The Internship follows the Scholar-Practitioner model, building on interns' understanding of research and evidence-based practice.

Diversity Statement

The Psychology Internship at NAVAHCS strives to provide a program that is welcoming to interns from diverse backgrounds. We focus on creating a safe environment and encouraging exploration of varied elements of diversity. To facilitate this, we have a Diversity Champion who develops and plans our monthly Diversity Seminar. We work to explore intern needs and interests and to the best of our abilities offer training in areas of interest.

Program Structure

The NAVAHCS Psychology Internship is a one-year experience which will begin the last pay period (17) of July of each year and with the next to last pay period of July (12) of the next year. It consists of two six-month major rotations (approximately 30 hours a week) and three four-month minor rotations (8 hours a week) based on a 40-hour work week.

Upon coming on station, the psychology interns will have approximately a week of orientation that includes elements of New Employee Orientation to the VA. Interns will be introduced to the Mental Health Behavioral Sciences Service Line and to the Psychology Internship specifically. Interns will be given a detailed overview of the program including a list of the competencies which will be required for successful completion of the internship. Interns will complete a guided self-assessment of their current competencies, interests, theoretical foundation, ethical understanding, and experience in the field of psychology which will serve as a reference point in making

decisions regarding rotation choices. Interns will visit all the possible training sites as well as meet informally and formally with the psychology staff who will provide an overview of the various placement options. At the end of the week each intern will determine their respective placement choices. Placements will be determined by interns with the assistance of a committee member.

During the internship year, each intern will spend approximately 50% of their time in patient care activities. There is only one intern slot per placement, per rotation. Interns' experiences and opportunities will follow a stepwise progression increasing in difficulty, complexity and independence as their exposure, education, supervision, and ability warrants.

Interns will receive at least two hours of individual supervision per week provided by the supervisors of their current major and minor rotations. The intern will also participate in one hour weekly of group supervision attended by all interns and provided by psychology staff. Supervision will focus on the attainment and demonstration of a strong clinical knowledge base integrated into effective and ethical practice as well as on the development of the interns' professional identity as an independent practitioner.

To provide education and exposure to research in a variety of areas, the internship at NAVAHCS conducts weekly didactic programs including a bi-monthly Topics in Psychology Seminar. This seminar is a series of two-hour in-depth trainings provided on site and covering psychological topics identified as being most useful to the successful completion of their internship experience and to enhance their development as professionals. Interns will also attend seminar series on Individual and Cultural Diversity, Psychological Assessment, Psychology Research and Application, and Supervision. At Research and Application seminars, interns will present and discuss professional journal articles on topics germane to their clinical work in the profession of psychology. Supervision seminars will include education on supervision models, an exploration of the intern's supervision style, and opportunities for peer supervision. Interns will also attend multidisciplinary treatment planning meetings, staff meetings and complex case conferences as they are scheduled. One time per year each will be asked to present a case for the psychology faculty and to present on a topic of their choice which may be their dissertation.

Interns will be evaluated regularly throughout the internship by supervisors of both their major and minor placements. Evaluation and assessment through supervision will occur weekly so that strengths and growth areas are highlighted and addressed prior to becoming problematic. Interns will be evaluated midway through each rotation, major and minor, and at the midpoint and the end of the internship. Evaluations within the rotation are considered formative and will be a collaborative process with their supervisor(s). Evaluations at the midpoint and end of the internship are summative and will be conducted by the Training Committee. Interns are expected to have no scores below a "3" at midyear and no scores below a "4" at the end of the year on the summative evaluations. Interns will evaluate supervisors and programmatic content at the end of each rotation. Interns will also be requested to complete an end of internship

evaluation of the NAVAHCS Psychology Internship, including assessments of supervisors, clinical experiences, rotations, and didactics. The Director of Training will provide completed evaluations to supervisors during the fall committee retreat after interns have left the program. An exit interview will be conducted between the interns and the Director of Training. Alumni assessments will be conducted with interns who have been out of the program for the first three years. Results of these assessments and evaluations will inform the ongoing development, training, and resource management of the NAVAHCS Psychology Internship.

Training Experiences

At the beginning of the internship year and after a comprehensive self-assessment and orientation to the program, interns are placed in 2 of the 3 six-month placements for their major rotations (30 hours a week) and 3 of 4 four-month placements for their minor rotations (8 hours a weeks). One of the minor rotations will be an assessment placement focusing on testing and report writing. This will not be a neuropsychological assessment placement. All interns will participate in the assessment minor. Minor rotations may be repeated, but each major rotation will be for one semester only. Placement assignments may be adjusted throughout the training year by the Director of Training dependent on the intern's skill, interest, progress and needs.

MAJOR PLACEMENTS - Two rotations of 6-months each, 30 hours per week

Major Rotation - Mental Health Outpatient

Interns who choose the Mental Health Clinic (MHC) rotation will have a diverse experience providing services to outpatients with varied diagnoses and treatment needs in both the clinic at the main hospital and using CVT to the patients at CBOCS and PTOCS. The outpatient MHC provides a comprehensive array of services including diagnostic screening and assessment; suicide and risk assessment; crisis management; consultations; competency evaluations; individual and group psychotherapy; psycho-educational classes; and medication management. All MHC services are empirically supported as dictated by the VHA Uniform Guide to Mental Health. The MHC rotation provides interns with experiences working with individuals and groups with a broad spectrum of psychiatric diagnoses; co-occurring disorders; medical co-morbidities; ages; ethnicities; SES; and cultural backgrounds.

The intern's integration into the MHC will begin with the observation of service delivery, progress to the interns providing the service with supervisor observation and culminate with the intern's performing the services independently with ongoing supervision of gradually decreasing intensity. Interns will have the opportunity to be exposed to empirically supported treatments including but not limited to various CBT treatments. Interns will receive training on the appropriate use of VVC/CVT for the delivery of psychological services and will, after sufficient observation of the provision of these services, provide services by VVC/CVT under the observation of their supervisor and then independently as they attain the necessary skills and knowledge. During the Mental Health Clinic rotation, interns will follow on average 8-10 MHC individual outpatient cases, at one time, and will lead or co-lead groups as available. Interns on

this rotation will complete psychological assessment batteries of varying types, to include tailored to an intern's interests and training needs. A typical week for an intern on this rotation would include conducting psychosocial intakes, providing individual therapy, co-facilitating a group or two, covering the MHC's Open Access Clinic, attending a consultation group for therapy providers, and consulting & collaborating with MHC interprofessional staff including psychiatrists, psychologists, social workers, nurse practitioners, physician assistants, addiction therapists, nurses, and medical support staff. For interns in the MHC rotation, we strive to offer a wide range of clinical experiences to add breadth to an intern's generalist psychology training. This includes treating patients and consulting with staff in both the PTSD Clinical Team (PCT) and the Psychosocial Rehabilitation and Recovery Team (PRRC).

The MHC rotation will provide daily opportunities for interprofessional and interdisciplinary collaboration and consultation with psychiatrists, primary care physicians, nurse practitioners, physician assistants, nurses, peer counselors, and social workers.

As with all NAVAHCS internship major rotations, in addition to providing clinical services, interns will also spend time shadowing the supervisor(s), and/or administrative and management staff, as they attend to the daily programming (development and evaluation) needs specific to the rotation. These shadowing experiences will be discussed in supervision to ensure that interns can accurately identify and reflect on the complex and competing issues that impact program development and evaluation in the context of this rotation.

Supervision: Interns will receive a minimum of two hours of individual supervision per week.

Supervising Psychologist: Dr. David Shirley

Major Rotation – Integrative Medicine Pain and Complementary Treatment

The IMPACT (Integrative Medicine Pain and Complementary Treatment) rotation is an opportunity to work on an interprofessional team. The placement is part of the pain team working with chronic pain patients from a whole health perspective. The IMPACT team works using the Whole Health model of care to help Veterans set goals and work toward improving their lives. Interns will provide consultation, assessment, and empirically supported individual and group therapy for individuals with chronic pain. As a part of the rotation, interns will be trained in CBT for Chronic Pain, ACT for Chronic Pain, and the neuroscience education approach to working with Veterans with chronic pain.

Interns will complete orientations to the program and pain focused intakes to include Whole Health assessments and goal setting. Interns will co-facilitate/facilitate groups including a general education/support group and psychoeducational groups related to the neuroscience of pain. Interns will also have individual patients to assist with pain and other health concerns. Interns will have the opportunity to complete psychological evaluations for placement of Spinal Cord Stimulators as a part of this rotation.

Interns engaging in this rotation will learn about chronic pain and how it is treated. They will interact with other disciplines to learn how they work together to care for Veterans with chronic pain. Some interns will begin with previous experience with chronic pain patients, while for others this will be a new area. Training will be based on the previous experience of interns and will focus on meeting them where they are and helping them grow and learn.

As with all NAVAHCS internship major rotations, in addition to providing clinical services during the IMPACT placement, interns will spend time shadowing the supervisor, as they attend to the daily programming (development and evaluation) needs specific to the rotation. These shadowing experiences will be discussed in supervision to ensure that interns can accurately identify and reflect on the complex and competing issues which impact program development and evaluation in the context of this rotation.

Supervision: Interns will receive a minimum of two hours of individual supervision per week.

Supervising Psychologist: Dr. Carol Brooks

Major Rotation – PTSD Clinical Team

The PTSD Clinical Team (PCT) is a specialized outpatient program that provides assessment, consultation, and treatment designed to address military trauma in Veterans of all eras. VHA and APA best practice guidelines for treatment of PTSD will be emphasized throughout this rotation. Interns will have the opportunity to work collaboratively with others on the team, including social work, psychiatry, peer support, and Military Sexual Trauma and Intimate Partner Violence coordinators. Working on this interdisciplinary team, interns will gain experience with psycho-diagnostic assessment

for PTSD (i.e., CAPS-5), collaborative decision making, and treatment planning. They will become familiar with individual and group trauma-focused intervention and facilitate individual evidence-based protocols (i.e., PE, CPT, WET, COPE etc.). Additionally, interns will gain exposure to providing comprehensive treatment for Veterans presenting with common comorbidities and risk factors, as well as complex trauma histories. Additional opportunities include participation in Crisis Intervention Team Training with local first responders and police, as well as engagement in PTSD Awareness and Outreach.

Supervision: Interns will receive a minimum of two hours of individual supervision weekly.

Supervising Psychologist: Dr. Julie Rosebrook

MINOR PLACEMENTS (Four rotations of 4-months each of 8 hours per week)

Minor Rotation – Assessment

All interns will complete the assessment minor rotation. On this rotation, interns will respond to requests for psychological assessments from mental health and other areas of the VA hospital. They will conduct psychosocial interviews, select appropriate tests to answer referral questions, and complete testing. Interns will write reports and provide feedback. Most assessments will be related to diagnostic clarity but could include other questions related to treatment and care.

Supervision: Interns will receive a minimum of one hour of individual supervision per week.

Supervising Psychologist: Dr. Thor Johansen

Minor Rotation – Psychosocial Rehabilitation and Recovery Center (PRRC)

NAVAHCS utilizes the empirically supported recovery model in the provision of services to veterans with serious and persistent mental illness and significant functional impairment. The function of PRRC is to normalize the veteran's daily experience by providing support, treatment, and education to empower them to attain for themselves a life of independence, quality, and fulfillment. Interns completing the PRRC rotation will receive experience in implementing the recovery model in individual and group format and will work collaboratively with an interprofessional team including social workers, nursing staff, vocational staff, occupational therapists, and peer counselors as well as with referral sources and consults. This minor rotation also includes the opportunity to ride along with our Assertive Community Treatment team which serves Veterans with serious, chronic mental illness who require case-management in the home and community to address both psychiatric and physical health needs. For this minor placement, interns are asked to complete 2 rotations (8 months).

Supervision: Interns will receive a minimum of one hour of individual supervision weekly from the PRRC coordinator Ali Cassidy, LCSW and the supervising psychologist.

Supervising Psychologist: Dr. Carin Grzelak

Minor Rotation – Mental Health Residential Rehabilitation Treatment Program:

Commonly referred to as the Domiciliary, the program maintains 120 residential care beds providing treatment for Veterans with broad range of mental illnesses, behavioral health challenges and substance use disorder disorders as well as vocational rehabilitation for Veterans who are homeless and unemployed. This placement provides the intern with an opportunity to practice in a bidirectional care setting to assess and treat a diverse group of patients with a broad range of diagnoses and challenging life stressors including health related problems resulting from substance abuse. This setting affords the interns a unique chance to follow the progress of a resident over time and witness real time psychological and physical health improvements daily. The supervising psychologist utilizes an apprenticeship model, affording the intern an unparalleled opportunity to develop and function as an integral part of dynamic interdisciplinary and interprofessional team, including medical and mental health providers and support staff, peer support specialists, occupational and recreational therapists, nutritionists, and vocational rehabilitation specialists. Interns on this rotation will attend and participate in staff meetings, staff retreats, multidisciplinary treatment team meetings, applicant screening committee, therapeutic community meetings, and function as a member of the clinical consultation team.

Interns on this rotation provide individual and group psychotherapy as well as co-therapy with providers from other disciplines. Primary treatment opportunities in the Domiciliary include Leading psychoeducational groups for culturally diverse patients including Native American Veterans; individual psychotherapy; co-leading interdisciplinary and interprofessional treatment meetings; providing in-service education to diverse staff; and some opportunities for brief assessment. The integrated clinical team includes a physician, physician's assistant, and nursing staff, ensuring that the intern will grow in their knowledge of the biological etiologies, sequelae, and treatment of mental health and substance use disorders. The interns will have opportunities to collaborate with nurses, nutritionists, and vocational and recreational therapists in developing comprehensive treatment plans. This collaboration will provide the intern with a clear understanding of the way various disciplines work together with the Veteran to develop and implement individualized and successful treatment plans. In addition to being a frontline clinical provider, the intern serves as a consultant to staff members from other disciplines and to less experienced trainees.

Interns who successfully complete this rotation will demonstrate knowledge of the presentations, etiologies, and assessment of severe mental illness, personality disorders, substance use disorders and other DSM 5 disorders. The intern will achieve competencies in: Assessment and diagnosis; treatment planning; provision of individual and group psychotherapy; provision of psycho-educational groups and in-service teaching; as well as bidirectional care in the form of consultation, education, and professional collaboration with psychiatrists, nurse practitioners, physician assistants, nurses, social workers, and primary care providers.

As with all NAVAHCS internship major rotations, in addition to providing clinical services during the Domiciliary Rotation, interns will spend time shadowing the supervisor(s), and/or administrative and management staff, as they attend to the daily programming (development and evaluation) needs specific to the rotation. These shadowing experiences will be discussed in supervision to ensure that interns can accurately identify and reflect on the complex and competing issues that impact program development and evaluation in the context of this dynamic rotation.

A typical day on a minor rotation will consist off a morning huddle, group, treatment team meeting, and an individual therapy session. Additionally, you might be asked to consult on cases, do an in-service, or complete a brief same day assessment.

Supervision: Interns will receive minimum of one hour of individual supervision weekly by Jason Ramos, LCSW and the Domiciliary Psychologist.

Supervising Psychologists: Domiciliary Psychologist.

Minor Rotation – Leadership and MH Administration

The Leadership/Administration rotation is designed to introduce interns to the various facets of VA Leadership with an in-depth focus on MH Administration. It is a good fit for those interns who may aspire to future leadership roles. Time will be spent shadowing and learning from respective MH Leaders, attending multidisciplinary leadership meetings and committees, being exposed to administrative operations including program evaluation databases and staffing, and review of professional literature on leadership models.

Supervision: Interns will receive a minimum of one hour of individual supervision weekly.

Supervising Psychologist: Dr. Carin Grzelak

Internship Didactics

Didactics occur each Friday and include a variety of opportunities including Research and Applications Seminar, Diversity Seminar, Assessment Seminar, and Special Topics Didactics. Topics include Motivational Interviewing Training, PTSD, Substance Use, Integrated Health, Leadership, among others.

Requirements for Completion

Interns are expected to complete 2080 hours of internship (less appropriate leave time for a minimum of 1864 hours) with approximately fifty per cent of their time spent in the provision of clinical services including support activities. The internship follows a model of graduated experience and complexity that will be reflected in all areas of work including therapeutic interventions, assessment, use of supervision, and didactic

presentations. Intern progress will be evaluated through a competency-based assessment process. The interns will proceed developmentally, through the year, and will be required to achieve terminal competency ratings that reflect understanding, skill, and professional abilities that are consistent with independent practice. All interns will be expected to maintain good standing with their doctoral programs as well as the NAVAHCS internship program. The program ensures that interns will actively engage in the provision of clinical services, and will benefit from observation of, and participation in, interprofessional and interdisciplinary teams and treatment approaches. Interns will also participate in management, administrative, teaching, and advocacy activities specific to each rotation to ensure they acquire a well-rounded, generalist skill set in preparation for the entry-level practice of professional psychology. Interns will conduct themselves in an appropriate, professional, and ethical manner at all times. Failure to follow the APA Ethical Principles of Psychologists and Code of Conduct may result in the intern being placed on probation or in the case of egregious violations the intern may be terminated. As interns progress they will graduate from needing close supervision to a more independent practice of consultative/collegial supervision. Interns receive regular feedback and supervision to guide them toward successful completion of the program. In addition to weekly supervision, interns will meet monthly with the Director of Training to discuss their individual progress, as well as their ongoing evaluations of and recommendations for the internship programming, and supervision. Interns are expected to have satisfactory ratings on end-of-year assessments of their competencies in each area in order to successfully complete the program.

Facility and Training Resources

NAVAHCS psychology interns function as full members of the clinical staff who are afforded necessary office space, administrative support, and access to computers, internet, email, as well as VA software and programs including on-line training and access to online professional journals. The NAVAHCS library is available to interns and database searches as well as articles from professional texts and journals not currently possessed by VA may be ordered through the librarian and are received in a timely manner. Intern offices will be in convenient locations and supervisory staff will be available during clinic hours.

A large battery of psychological tests, procedures, and surveys are available in an on-line computer-based program maintained by the Veterans Health Administration and readily available to each intern via their individually assigned computer terminals. NAVAHCS MH&BS maintains other current and up-to-date computerized and non-computerized assessment instruments and diagnostic tools.

COVID 19 Impact on Training

The COVID 19 Pandemic has created uncertainty and a need for flexibility and creativity in meeting our training program needs. NAVAHCS has been proactive and transparent in our response to the pandemic. We have also been fortunate. As a small hospital in a small town, we have had much less exposure to COVID, but have still taken safety seriously. We had shifted much of our care to telehealth modalities and are currently

open to face-to-face, while continuing virtual care options. While we cannot predict what 2024-25 will bring, I want to reassure you that we will work hard to maintain a high-quality training experience while keeping safety as our priority.

Salary

The current intern salary is \$33,469 divided into 26 pay periods for the year. All employees receive pay through direct deposit. Problems receiving your pay should be directed to the Human Resources Assistant Specialist assigned to MHBS service line.

Time Requirements

The NAVAHCS Psychology Internship is a one-year experience (2080 hours less appropriate leave) which will begin the last pay period in July and will consist of two six-month major rotations (30 hours a week) and three four-month minor rotations (8 hours a week) based on a 40-hour work week. Regular work hours or “tour of duty” are 8:00AM to 4:30pm, Monday through Friday, except for Federal holidays. Lunch breaks are thirty minutes. No overtime is available during your internship. If extensive illness or other concerns result in failure to complete your required training during your one-year appointment (1864 hours), you would need to work beyond your twelve-month appointment without compensation to accumulate the hours required to successfully complete the internship.

Sick Leave (SL)

Like other VA employees, interns earn 4 hours of SL per pay period (13 days for the year). Interns must have earned leave on the book to use it. SL may be used for personal illness, medical or dental care, or to care for members of your immediate family who are ill or injured. Interns may be required to submit a physician’s note documenting the care or illness for repeated or lengthy use of SL.

Annual Leave (AL)

Interns earn 4-6 hours of AL each pay period (depending on previous government service). Again, as with SL, AL is accrued over time and interns must have earned leave on the books to use it. Interns should request leave as far in advance as possible from their supervisor and the Director of Training and ensure that all rotation supervisors are aware of expected leave and that there are no gaps in clinical coverage. Interns are asked to distribute their leave throughout the year and to not take leave during the final 2 weeks of the training year. In addition, interns shall receive the 10 paid Federal holidays annually. Holidays, annual leave, and SL hour’s count toward the 2080-hour time requirement as interns remain under our supervised employment.

Authorized Absence (AA)

AA for training may be requested and granted for offsite educational workshops, seminars, and other approved training activities. AA up to five days may be requested during the year for dissertation related activities or other professional development activities. AA may be taken in whole or in part, depending on the needs of the intern.

Non-Discrimination

VA and NAVAHCS do not tolerate discrimination against an employee or patient based on race, ethnicity, age, gender, gender identity, national origin, color, physical or mental disability, sexual orientation, language, culture, or religion. In addition, VHA has created Special Emphasis programs to support employees in identified minorities, including Women, Asian/Pacific Islanders, Hispanic, Native American, persons with disabilities and Blacks. Additionally, sexual harassment is a form of discrimination. Neither NAVAHCS nor VA tolerates sexual harassment in the workplace. Engaging in this misconduct may result in termination of training at any VA site. Unwanted, unwelcome, or unsolicited sexual conduct imposed on a person (staff, intern, or patient) who regards it as offensive or undesirable, defines sexual harassment. When the person receiving these advances communicates that the conduct is unwelcome, the action becomes illegal.

Each facility has an Office of Equal Employment Opportunity, with an identified officer who assists employees who believe they suffer from discrimination, or reprisal for having participated in protected EEO activity. EEO staff will confidentially discuss concerns and explore possible avenues for resolution, through traditional and alternative dispute resolution techniques. These guidelines protect employees and interns, as well as the people interns, and employees' encounter. Interns are encouraged to identify situations of possible discriminatory action. The name and phone number of the local EEO Officer is Kimberly Johnson at (928) 445-4860 ext. 6146.

APA Ethical Principles and Code of Conduct

Interns are expected be informed and knowledgeable of the ethics and standards which govern the professional practice of psychology, and to always abide by them.

Due Process and Grievance Policies

All interns are afforded the right to due process in matters of problematic behavior and grievances. A due process and grievance policy document is distributed to every intern during orientation and reviewed with them subsequently. A copy of our due process and grievance policy is available on our website.

Privacy policy

We collect no personal information from you when you visit our web site.

Self-Disclosure

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

NAVAHCS Psychology Supervisor Staff

Carol Brooks, Ph.D.

Carol.brooks2@va.gov

Ext. 4810

- Degree: Ph.D. Clinical Psychology, Idaho State University, 2007.
- Theoretical orientation: Cognitive Behavioral
- Professional interests: Chronic Pain, Behavioral Health, Whole Health, and Integrative Medicine

Carin Grzelak, Ph.D., Chief of Psychology

- Degree: Ph.D., Counseling Psychology, Western Michigan University 2000
- Theoretical orientation: Relational Oriented Cognitive Behaviorist
- Professional Interests: Stress Management, Relationship Issues including family and couples work, Phase of Life, Developmental Issues, Body Image, and eating disorder issues
- Rotations: Leadership and Administration, PRRC

Thor Johansen, Psy.D., ABPP

thor.johansen@va.gov

Ext. 2712

- Degree: Psy.D. Clinical Psychology, Adler University, Chicago, 2005
- Theoretical orientation: Adlerian, Cognitive Behavioral
- Professional interests: OCD and anxiety-related disorders, diagnostics, grief & loss, spiritually integrated psychotherapy

Vera Kurzkurt, Psy.D.

Vera.kurzkurt@va.gov

Ext. 7531

- Degree: Psy.D. Clinical Psychology, Arizona School of Professional Psychology Argosy University, Phoenix, 2018
- Theoretical orientation: Cognitive Behavioral, Interpersonal Processes
- Professional interests: VR/MH apps/MH technology/Biofeedback, Diagnostics, PTSD/Moral Injury, Measurement Based Care, Organization, Leadership and development, Environmental Impact on Mental Health, Substance Use Disorders, and Transgender Psychology

Julie Rosebrook, Ph.D.

Julie.rosebrook@va.gov

- Degree: Ph.D. Clinical Psychology, University of North Texas, 1992
- Theoretical orientation: Eclectic, Cognitive Behavioral, Interpersonal/Family Systems
- Professional Interests: Trauma- focused psychotherapy with emphasis on EMDR

David Shirley, Ph.D.

- Degree: Ph.D. Counseling Psychology, University of Utah, 2019
- Theoretical orientation: Humanistic Existential
- Professional interests: Trauma and stressor related disorders, Anxiety Disorders, Depressive Disorders, Suicidal Ideation

- Diversity Champion

Application & Selection Procedures

The internship at the Northern Arizona VA encourages applicants from diverse backgrounds to apply to our program. We endeavor to provide a safe, open environment for training that values all aspects of diversity.

The training committee will review APPIC applications to determine goodness of fit with our program and invite eligible candidates to interview with faculty from the program. We will offer interviews by video as part of our video open house orientation.

This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

Following interviews, the training committee will complete an evaluation of each applicant based on:

- 1) match with VHA, facility, and training program mission
- 2) career goal of working in a rural setting and/or in the VA
- 3) academic, research, and professional achievements
- 4) current clinical competencies
- 5) interest in applying research to practice including use of evidence-based practices.

Applications

To apply, submit the following materials electronically through the on-line APPIC Application for Psychology Internships:

- APPIC Application for Psychology Internships
- Detailed vita describing background, training, experience, and scholarly activity and research
- Three letters of recommendation

NAVAHCS is a drug free workplace, which includes cannabis. Please see the following for more information: https://www.va.gov/OAA/onboarding/VHA_HPTsDrug-FreeWorkplaceOAA_HRA.pdf

Health Professions Trainees (HPTs) are appointed as temporary employees of the Department of Veterans Affairs. As such, HPTs are subject to laws, policies, and guidelines posted for VA staff members. There are infrequent times in which this guidance can change during a training year which may create new requirements or responsibilities for HPTs. If employment requirements change during a training year, HPTs will be notified of the change and impact as soon as possible and options provided. The VA Training Director for your profession will provide you with the

information you need to understand the requirement and reasons for the requirement in timely manner.

Internship Admissions, Support and Initial Placement Data

INTERNSHIP PROGRAM TABLES

Date Program Tables are updated: 6/14/2023

Internship Program Admissions

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:

Applicants must be enrolled and in good standing in an American Psychological Association, Canadian Psychological Association, or Psychological Clinical Science Accreditation System accredited, clinical or counseling psychology program and be approved for internship status by graduate program training director. Applicants are required to have completed their comprehensive examinations, and to have proposed their dissertation to be considered for interview or ranking. Preference will go to applicants with well-balanced training including both assessment and intervention. Applicants will be evaluated individually on their clinical experiences, academic performance, research background, and clinical interests. Preference will be given to applicants with interests that match with the rural emphasis, generalist training, multidisciplinary experience, and Scholar-Practitioner model of training as stated in NAVAHCS training aims. As an equal opportunity training program, the internship welcomes and strongly encourages applications from qualified candidates, regardless of gender, age, race, ethnicity, sexual orientation, gender identity, national origin, color, physical or mental disability, language, culture, or religion.

Eligibility Requirements for VA training are as follows:

The Department of Veterans Affairs (VA) adheres to all Equal Employment Opportunity and Affirmative Action policies. As a Veterans Health Administration (VHA) Health Professions Trainee (HPT), you will receive a federal appointment, and the following requirements will apply prior to that appointment

1. **U.S. Citizenship.** HPTs who receive a direct stipend (pay) must be U.S. citizens. Trainees who are not VA paid (without compensation-WOC) who are not U.S. citizens may be appointed and must provide current immigrant, non-immigrant or exchange visitor documents.

2. **U.S. Social Security Number.** All VA appointees must have a U.S. social security number (SSN) prior to beginning the pre-employment, on-boarding process at the VA.
3. **Selective Service Registration.** Male applicants born after 12/31/1959 must have registered for the Selective Service by age 26 to be eligible for U.S. government employment, including selection as a paid or WOC VA trainee. For additional information about the Selective Service System, and to register or to check your registration status visit <https://www.sss.gov/>. Anyone who was required to register but did not register before the age of 26 will need to apply for a Status Information Letter (SIL) and request a waiver. Waivers are rare and requests will be reviewed on a case-by-case basis by the VA Office of Human Resources Management. This process can take up to six months for a verdict.
4. **Fingerprint Screening and Background Investigation.** All HPTs will be fingerprinted and undergo screenings and background investigations. Additional details about the required background checks can be found at the following website: <http://www.archives.gov/federal-register/codification/executive-order/10450.html>.
5. **Drug Testing.** Per Executive Order 12564, the VA strives to be a Drug-Free Workplace. HPTs are not drug-tested prior to appointment, however, are subject to random drug testing throughout the entire VA appointment period. You will be asked to sign an acknowledgement form stating you are aware of this practice. See item 8 below.
6. **Affiliation Agreement.** To ensure shared responsibility between an academic program and the VA there must be a current and fully executed Academic Affiliation Agreement on file with the VHA Office of Academic Affiliations (OAA). The affiliation agreement delineates the duties of VA and the affiliated institution. Most APA-accredited doctoral programs have an agreement on file. More information about this document can be found at <https://www.va.gov/oaa/agreements.asp> (see section on psychology internships). Post-degree programs typically will not have an affiliation agreement, as the HPT is no longer enrolled in an academic program and the program is VA sponsored.
7. **TQCVL.** To streamline on-boarding of HPTs, VHA Office of Academic Affiliations requires completion of a Trainee Qualifications and Credentials Verification Letter (TQCVL). An Educational Official at the Affiliate must complete and sign this letter. For post-graduate programs where an affiliate is not the program sponsor, this process must be completed by the VA Training Director. Your VA appointment cannot happen until the TQCVL is submitted and signed by senior leadership from the VA facility. For more information about this document, please visit <https://www.va.gov/OAA/TQCVL.asp>

a. **Health Requirements.** Among other things, the TQCVL confirms that you, the trainee, are fit to perform the essential functions (physical and mental) of the training program and immunized following current Center for Disease Control (CDC) guidelines and VHA policy. This protects you, other employees and patients while working in a healthcare facility. Required are annual tuberculosis screening, Hepatitis B vaccine as well as annual influenza vaccine. *Declinations are EXTREMELY rare.* If you decline the flu vaccine you will be required to wear a mask while in patient care areas of the VA. All interns must be fully immunized based on the CDC recommendations for healthcare workers.
<https://www.cdc.gov/vaccines/adults/rec-vac/hcw.html>

b. **Primary source verification of all prior education and training** is certified via the TQCVL. Training and Program Directors will be contacting the appropriate institutions to ensure you have the appropriate qualifications and credentials as required by the admission criteria of the training program in which you are enrolled.

8. **Additional On-boarding Forms.** Additional pre-employment forms include the Application for Health Professions Trainees (VA 10-2850D) and the Declaration for Federal Employment (OF 306). These documents and others are available online for review at <https://www.va.gov/oa/app-forms.asp>. Falsifying any answer on these required Federal documents will result in the inability to appoint or immediate dismissal from the training program.

9. **Proof of Identity per VA.** VA on-boarding requires presentation of two source documents (IDs). Documents must be unexpired and names on both documents must match. For more information visit:
<https://www.oit.va.gov/programs/piv/media/docs/IDMatrix.pdf>

Additional information regarding eligibility requirements for appointment as a psychology HPT can be found at the end of this brochure.

Additional information regarding eligibility requirements (with hyperlinks)

- Trainees receive term employee appointments and must meet eligibility requirements for appointment as outlined in VA Handbook 5005 Staffing, Part II, Section B. Appointment Requirements and Determinations.
https://www.va.gov/vapubs/viewPublication.asp?Pub_ID=646&FTYPE=2
- Selective Service website where the requirements, benefits, and penalties of registering vs. not registering are outlined:
<https://www.sss.gov/Registration/Why-Register/Benefits-and-Penalties>

Additional information specific suitability information from Title 5

(referenced in VHA Handbook 5005 – hyperlinks included):

(b) Specific factors. In determining whether a person is suitable for Federal employment, only the following factors will be considered a basis for finding a person unsuitable and taking a suitability action:

- (1) Misconduct or negligence in employment.
- (2) Criminal or dishonest conduct.
- (3) Material, intentional false statement, or deception or fraud in examination or appointment.
- (4) Refusal to furnish testimony as required by § 5.4 of this chapter.
- (5) Alcohol abuse, without evidence of substantial rehabilitation, of a nature and duration that suggests that the applicant or appointee would be prevented from performing the duties of the position in question or would constitute a direct threat to the property or safety of the applicant or appointee or others.
- (6) Illegal use of narcotics, drugs, or other controlled substances without evidence of substantial rehabilitation.
- (7) Knowing and willful engagement in acts or activities designed to overthrow the U.S. Government by force; and
- (8) Any statutory or regulatory bar which prevents the lawful employment of the person involved in the position in question.

(c) Additional considerations. OPM and agencies must consider any of the following additional considerations to the extent OPM or the relevant agency, in its sole discretion, deems any of them pertinent to the individual case:

- (1) The nature of the position for which the person is applying or in which the person is employed.
- (2) The nature and seriousness of the conduct.
- (3) The circumstances surrounding the conduct.
- (4) The recency of the conduct.
- (5) The age of the person involved at the time of the conduct.
- (6) Contributing societal conditions; and
- (7) The absence or presence of rehabilitation or efforts toward rehabilitation.

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	Y	400
Total Direct Contact Assessment Hours	Y	100

Describe any other required minimum criteria used to screen applicants:

Completed comprehensive examinations, proposed dissertation, at least 1000 hours practicum experience

Financial and Other Benefit Support for Upcoming Training Year*

This document may contain links to sites external to Department of Veterans Affairs. VA does not endorse and is not responsible for the content of the external linked websites.

Annual Stipend/Salary Full-time Interns	\$33,469
Annual Stipend/Salary Half-time Interns	N/A
Program Provides medical insurance for intern?	Yes
If access to medical insurance is provided:	
Trainee contribution to cost required?	Yes
Coverage of family member(s) available?	Yes
Coverage of legally married partner available?	Yes
Coverage of domestic partner available?	No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	104
Hours of Annual Paid Sick Leave	104
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents more than personal time off and sick leave?	Yes
Other Benefits (please describe)	11 Federal Holidays, up to 5 days of Authorized Absence for Professional Development Opportunities

Initial Post-Internship Positions

	2020-2022
Total # of interns who were in the 3 cohorts	10
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0

Facility	Post Doc	Employed Position
Community mental health center	0	0
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	3	0
Military health center	0	0
Academic health center	3	0
Other medical center or hospital	0	0
Psychiatric hospital	0	0
Academic university/department	0	0

Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	0
School district/system	0	0
Independent practice setting	2	2
Not currently employed	0	0
Changed to another field	0	0
Other	0	0
Unknown	0	0

Address Questions to:

Dr. Thor Johansen
 Director of Psychology Training (116B)
 Northern Arizona VA Healthcare System
 500 North Hwy 89
 Prescott, AZ 86313
 Thor.Johansen@va.gov

Match Number: 221011*

Important Deadlines

Application Deadline: November 20, 2023
 Interview Notification: December 18, 2023
 Interviews: January 2023

Local Information

The Northern Arizona VA Health Care System (NAVAHCS) includes the main medical facility, the Bob Stump VA Medical Center in Prescott, Arizona and five Community Based Outpatient Clinics (CBOCs) in Anthem, Kingman, Lake Havasu City, Flagstaff and Cottonwood. The Bob Stump VA Medical Center is the largest veteran health care facility within a 60,000-square mile area and is the fourth largest employer in the area. This facility is in the mountains of north central Arizona, 96 miles northwest of Phoenix, in a tri-city community of approximately 100,000 people. The area is not highly industrialized and is noted for clean air, sunshine, relatively mild climate, and an abundance of outdoor activities.