

# VA North Texas Health Care System

## Postdoctoral Fellowship Training Program 2024-2025 Training Year



**VA**



**U.S. Department of Veterans Affairs**

Veterans Health Administration  
*VA North Texas Health Care System*

Psychology Training Director (116A)  
VA North Texas Health Care System  
4500 S. Lancaster Rd.  
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[Psychology Internship and Postdoctoral Residency  
Training Program | VA North Texas Health Care |  
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## Our Setting

### Living in Dallas



The Dallas-Fort Worth Metroplex is a thriving metropolitan area of 5 million people, including over 40% who consider themselves ethnic minorities. There is a dynamic and growing arts community including both professional and community theater groups, the Dallas Symphony, Dallas Civic Opera, The Fort Worth Ballet, the Dallas Museum of Art, the Kimbell Art Museum, and the Amon Carter Museum of Western Art. There are also hundreds of shops, galleries, and restaurants throughout the city. Outdoor recreation is abundant with many areas available for backpacking and rock climbing and with several area lakes suitable for fishing, water skiing, and other water sports. Major league professional athletics include football (the Dallas Cowboys), baseball (the Texas Rangers and three minor league teams), basketball (the Dallas Mavericks), hockey (the Dallas Stars), and soccer (the FC Dallas).

Housing is readily available throughout the city within easy commuting distance from the medical center, which is located 10 miles south of downtown Dallas and is served by several traffic arteries. Information concerning housing, transportation, and employment opportunities may be obtained from the Dallas Chamber of Commerce, 1597 Pacific, Dallas, Texas 75201.

The Dallas area is a major educational center in the Southwest. The area fosters training in academics and science in addition to the arts and humanities. Area universities include the University of Texas Southwestern Medical Center, the University of Texas at Dallas, the University of Texas at Arlington, Texas Woman's University in Denton, University of North Texas in Denton, Southern Methodist University in Dallas, Dallas Baptist University, and the University of Dallas. Dallas is also the site for many professional workshops, seminars, and conventions. There is a state professional organization, the Texas Psychological Association, and local professional organizations, the Dallas Psychological Association and the Tarrant County Psychological Association, that fellows may join as student members. The state organization frequently holds its annual convention in Dallas, and students are encouraged to submit their research for presentation at this convention. The local organizations hold monthly meetings that address a variety of issues of concerns to psychologists in the area. A number of specialized professional and student organizations are active in the area.

#### **Fun Facts about the Dallas Area**

- Dallas is the only city in the South Central region of the United States to be considered of key importance for the global economy
- The Dallas Arts District is the largest center of Urban Art in the United States

- Dallas is the home of many inventions, including the microchip, electronic traffic light, car radio, and maragita machine
- German chocolate cake was actually named after the creator, Sam German, a native Dallasite, and not the country of Germany
- Dallas' Galleria mall is home of America's tallest indoor Christmas tree
- Dallas is the home of many well-known stores, brands, and television shows, including 7-Eleven, Neiman Marcus, Barney the Dinosaur, Wishbone the dog, and, obviously, *Dallas*
- The NFL's Super Bowl was allegedly inspired by Dallas' Super Ball (deputant ball)
- Dallas was home to the first outdoor shopping center
- DFW allegedly has more shopping malls per capita than any other metro area in the United States
- Notorious American Outlaws, Bonnie and Clyde, first met in Dallas.

Visit [www.visitdallas.com](http://www.visitdallas.com) for city information.

## VA North Texas Health Care System



VA North Texas Health Care System (VANTHCS) headquarters in Dallas has multiple locations (listed below) serving Veterans in North Texas and southern Oklahoma.

- Dallas VA Medical Center
- Polk Street VA Clinic, Dallas
- Plano VA Outpatient Clinic
- Garland VA Outpatient Clinic
- Fort Worth VA Outpatient Clinic
- Tyler VA Outpatient Clinic
- Sam Rayburn Memorial Veterans Center, Bonham

VANTHCS serves 38 north Texas and 2 southern Oklahoma counties and is one of 5 designated Centers of Innovation by the Office of Patient Centered Care and Cultural Transformation. Current trends indicate continued growth of the number of patients served through VANTHCS.

Our facility houses the largest VA Mental Health Service Line in the nation. This makes our hospital rich with clinical training opportunities in the area of psychology and mental health. VANTHCS provides mental

health services across levels of care, including primary care mental health integration, general outpatient, residential and domiciliary treatment, and inpatient psychiatry.

The VA North Texas Health Care System's training in Psychology includes APA-Accredited programs at the Doctoral and Postdoctoral levels. Supervisory psychologists are members of the Psychology Section of our Mental Health Service. There are now approximately 100 doctoral-level, licensed psychologists who provide clinical care, many of whom are available as clinical supervisors. Fellows will work with one to two Primary Supervisors during their fellowship year depending on the selected emphasis area. In addition, fellows will work with a separate supervisor for their Evidence-Based Psychotherapy (EBP) rotation. Training sites include general mental health, substance use treatment, PTSD, primary care medicine, specialty care medicine and surgery, and rehabilitation programs. Training occurs in both inpatient and outpatient venues.

**VANTHCS is teaching hospital**, with over 2000 trainees of all disciplines working and learning in our medical center each year. As such, providing excellent clinical training is a significant priority not just for our fellowship program, but for our facility. Our trainees are respected and supported regardless of where they work in our sprawling medical center.

## **Postdoctoral Fellowship**

### **Background**

With the postdoctoral program's inception in 1992, the area of emphasis of the program had been Substance Use Disorders. The program, however, is accredited more broadly in the specialty of "Clinical Psychology." In 2007, the program was awarded a third position with an emphasis in Geropsychology. In 2010, a fourth position with the Patient Aligned Care Teams, a medical psychology training fellowship associated with primary care, was granted. In 2012, an inter-professional fellowship was awarded in Geropsychology/Substance Use Disorders and a fellowship position was awarded in Mental Health for Family/Couples Therapy working primarily with OEF/OIF Veterans and their families. The Neuropsychology fellowship positions were awarded in 2013. The Neuropsychology Fellowship is a separately APA accredited specialty program. A fellowship position emphasizing PTSD treatment was awarded in 2015. In 2019, the Family/Couples emphasis area was changed to a second PTSD fellowship position and the Geropsychology emphasis was changed to LGBTQ+ healthcare. The LGBTQ+ healthcare position has been placed on hold pending programmatic and supervisory changes but has returned for this current recruitment cycle, embedded within the VANTHCS Outpatient Gold Team.

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

Training for clinical practice is sequential, cumulative, and graded in complexity. Fellows acquire and develop an increased degree of knowledge and skills over the course of the training year, through supervision, didactics, and the experiential learning inherent in working in an inter-disciplinary medical setting.

The primary educational goal of our program is to train competent "above-entry-level" (Emerging-Advanced) psychologists, with well-rounded skills as well as specific proficiencies, whose clinical practice is informed by the professional literature. Our programmatic goals are consistent with the VA's mission of preparing individuals for possible employment within VA. The areas of emphasized include

psychological assessment, neuropsychological assessment, psychotherapy and other psychological interventions, consultation, treatment coordination, supervision, and professional behavior.

The goal of the postdoctoral program is to help each fellow develop a strong sense of professional identity and a dedication to the highest standards of practice within the profession and science of psychology. All fellows are expected to develop skills in basic areas of clinical psychology in addition to specialized proficiencies associated with their tracks.

The postdoctoral fellowship program prepares our developing psychologists for competitive employment within areas of emphasis within VHA that are of need to adequately serve our nation's Veteran population. Our method of training is characterized by an apprenticeship model wherein the fellow is treated as a junior colleague while working with a given population and professional team. Goals and training objectives are clearly and collaboratively communicated between the supervisor and supervisee, with increased oversight and supervision at the outset of the year and a gradual move towards greater autonomy by the supervisee. In contrast to interns, postdoctoral fellows do not rotate for brief periods of time in various areas of practice. Their focus, instead, is more in depth in their tracks of emphasis. During the training, it's our expectation that our fellows' levels of competence and confidence increase as the training year progresses. By the time the fellow finishes the year, he/she is expected to have learned and demonstrated all Core Competencies and to have a realistic sense of confidence in his/her abilities as a psychologist.

## **Diversity Mission Statement**

The VA North Texas Healthcare System's Clinical Psychology Fellowship is deeply committed to fostering multicultural competence and diversity awareness. The overall goal of our training activities is to produce fellows that are sensitive to individual differences and demonstrate the ability to apply diversity-based models in clinical settings.

The Psychology Diversity Committee is comprised of VANTHCS psychologists who are committed to helping trainees, psychologists and other stakeholders develop the increased awareness, knowledge, and skills necessary for working with a highly diverse patient population. It also aims to explore how, as mental health professionals our biases, power, privilege, assumptions, and life experiences affect our clinical work. Interested fellows can serve as diversity committee members during their fellowship year. Student members are an integral part of the Diversity Committee and are encouraged to aid with planning as well as serve as a liaison with their cohort.

The Diversity Committee conducts a series of diversity journal clubs and reflective discussions to foster professional development. The diversity series includes diversity readings that aim to address a variety of topics relevant to specific patient populations and to the promotion of multicultural competence (e.g., cultural perceptions of psychotherapy and psychotherapists, spirituality, socioeconomic status, disability, LGBTQ Veterans, immigration/acclimation, aging, women's issues, etc.). Reflective discussions bring trainees and staff together to provide in-depth conversation on how to improve diversity in care. Lastly, the Diversity Committee assists trainees with their incorporation of diversity-based models into psychotherapy and assessment case conceptualizations.

The Dallas VA serves Veterans from a highly diverse area, encompassing urban and suburban communities around Dallas. Our heterogeneous setting gives fellows the opportunity to provide services to Veterans from a variety of backgrounds. Veterans in this area are ethnically diverse, providing trainees with the

opportunity to develop competencies in working with patients from many different cultural backgrounds. Fellows can provide services to a variety of minority and underserved populations, which is vital to the training of well-rounded psychologists. The Dallas VA has an active homeless program, which coordinates health care, services, and advocacy for homeless Veterans. Lesbian, Gay, Bi-sexual, and Transgendered (LGBT) Veterans are increasingly seeking services at the Dallas VA, and the broader Dallas metropolitan area features an active LGBT community. In this context, fellows will be able to develop their appreciation for diversity in gender and sexual orientation. Increasingly, the Veteran population includes greater numbers of women, which presents more opportunities for fellows to develop skills for competently addressing sex and gender issues in their training. The Dallas VA provides services tailored to address the needs of Veterans across their lifespan, and fellows are offered opportunities to work in settings where age-related issues are relevant (e.g., younger Veterans setting education goals and re-integrating into their families after deployment, middle-aged Veterans adjusting to retirement and medical problems, elders facing end-of-life issues). Fellows will also be encouraged to explore other dimensions of diversity, including but not limited to, national origin, immigration status, pregnancy, parenthood/Caretaking role, language differences, religious/spiritual beliefs, and physical ability.

## **Training Goals and Objectives**

Postdoctoral fellows have goals and objectives which are specified in the form of core competencies. The Core Competencies assessment system serves not only as an evaluative instrument but also as a training guide throughout the year.

### ***The Core Competencies cover the following domains of practice:***

- Psychological Assessment and Testing
- Psychotherapy and Other Psychological Interventions
- Evidence-Based Practice
- Ethical, Legal, Standards and Policy
- Professional Interactions and Interdisciplinary Functioning
- Self-Assessment/Self-Care
- Consultation and Professional Behavior
- Individual and Cultural Diversity
- Clinical Supervision
- Scholarly Inquiry

Additional specialty-specific competencies are outlined in the respective program descriptions.

Core Competencies are rated on the basis of direct observation, discussion within supervision, assessment report review, progress note review, and a combination of these methods. The scoring system employs a range of scores denoting performance below, at, or above what is expected at the postdoctoral level. The evaluation follows a developmental model and allows progress to be evaluated and noted throughout the year, including behavioral anchors that guide each rating.

## **Program Structure**

The postdoctoral program at VANTHCS, with the exception of the Neuropsychology fellowship, is a full-time, one-year program. The Neuropsychology fellowship is a two-year, full-time program. Postdocs begin their training year on **August 12, 2024**, and all but the Neuropsychology emphasis fellows will finish their



training on August 8, 2025. There are no unpaid postdoctoral positions. There are also no part-time positions. The stipend is \$56,248 for the training year. Fellows also accrue Annual leave (vacation) and Sick Leave in increments per each of the 26 bi-weekly paychecks.

The postdoctoral fellowship program envisions its trainees as junior staff members albeit with a greater degree of supervision and educational components than would be available in a first-year job. In addition to serving as members of interdisciplinary treatment teams and providing direct clinical care to patients, fellows attend bi-weekly topical didactic seminars and alternatively meet as a trainee cohort with faculty to present clinical cases. A Psychiatry Grand Rounds series is available weekly (via videoconference from our affiliated medical school, UT Southwestern Medical Center). A Mental Health Grand Rounds series hosted by our Mental Health Service occurs monthly. Psychology trainees are encouraged to attend these events geared toward continued education. In addition, time off (in the form of “Authorized Absence”) is provided for attending conferences, approved local educational events/workshops, or other professional activities. Time off for other professional events may be granted if such events are related to the training being obtained and professional goals of the fellowship, such as taking the EPPP and other requirements to obtain licensure. Fellows receive a total of 5 days for “Authorized Absence” associated with training and professional goals. This is consistent with the amount of Authorized Absence staff receive annually for professional development.

Fellows are expected to work a 40-hour work week. They are not allowed to have patient contact when their supervising psychologist is not on duty; however, they may complete administrative tasks on station outside of the 40-hour week as needed. Supervision includes a minimum of two hours of face-to-face time per week and generally includes more time for “as needed” unscheduled supervision. In addition, postdoctoral fellows meet biweekly with the Training Director and Associate Training Director to discuss matters of professional development. Fellows may also gain experience in supervising either a doctoral Psychology intern or psychology practicum student, when available. That supervision is in turn supervised by their licensed psychologist supervisor.

Regardless of Major Rotation/Emphasis Area, all fellows will participate in the following active learning experiences built into the fellowship:

| <b>Experience</b>                      | <b>Frequency and Time Commitment</b>               |
|--|--|
| <b>Cohort Development</b>              | 1.5 hours weekly                                   |
| <b>Group Supervision</b>               | 2 hours monthly                                    |
| <b>Diversity Journal Club</b>          | 1 hour monthly                                     |
| <b>Fellowship Project</b>              | Self-Paced (~ 1 hour per week)                     |
| <b>EBP Minor Rotation</b>              | 4 hours weekly (direct patient care + supervision) |
| <b>Rotation Supervision</b>            | 2 hour weekly + PRN                                |
| <b>Didactic</b>                        | 1 hour twice monthly                               |
| <b>Management/Leadership Book Club</b> | 1 hour monthly                                     |
| <b>EPPP Prep Time</b>                  | 2 hours monthly                                    |

Additional training opportunities and workshops are offered throughout the training year. Educational workshops promoting staff development are also open to trainees. Recent workshops have including 6–8-hour trainings on topics such as Motivational Interviewing/Enhancement, a Supervision Seminar Series, and Multiculturalism and Ethics from a DBT Perspective.

## **Program Requirements**

Postdoctoral fellows are expected to learn and demonstrate all Core Competencies at “Ready for Autonomous Practice/Emerging Advanced Skill level” by the end of their training year. Competencies are evaluated by the fellows’ supervisors in consultation with the Training Director and Postdoctoral Fellowship Training Committee.

### **Pursuit of Licensure**

In addition, fellows are required to demonstrate active pursuit of licensure in the jurisdiction of their choice, evidenced by applying for licensure and taking the EPPP during their fellowship year. Completion of the fellowship is not contingent upon passing the EPPP; rather, this requirement is satisfied simply by sitting for the exam. This fellowship offers 2 hours/month of protected time for exam prep.

### **Clinical Investigation Project**

Each fellow is required to complete a Clinical Investigation Project related to the improvement of clinical services. There are three options for the Fellow Clinical Investigation Project including Program Evaluation, a formal IRB-approved Research Project, or a Performance Improvement Project. Fellows are encouraged to find a project within their respective specialty that is of interest to them as well as relevant to their current clinical setting. All fellow projects are subject to approval by the Fellowship Training Committee, and fellows are expected to present the findings of their project to the Training Committee as well as one other professional group, such as the clinic where the project was completed or a professional meeting. Additionally, fellow will complete a written report summarizing their project. Starting in the 2023-2024 Training Year, additional support by a psychologist in Education service (Tara Rosema, Ph.D.) was available for additional mentorship and oversight of the project and will be a resource going forward.

### **Therapy Training Independent of Emphasis Area**

In addition to their primary assignment, each fellow is required to use 1 Evidence Based Psychotherapy (EBP) approach throughout the year. This element of training enhances and refines fellows' psychotherapy skills by providing expert training and supervision in therapies that are supported by the latest research. Fellows receive in-depth clinical experience in their selected EBPs given their focus on one modality for the duration of the training year.

For this component of the fellowship experience, fellows are matched with supervisors who have expertise in these therapies. As noted, the supervisory relationships will last for the entire training year unless changes are requested. The EBP supervisor will select cases which will provide a good training experience for the fellow. Additional EBPs may be available within certain emphasis areas and can be selected for one’s EBP rotation if appropriate and consistent with the trainee’s professional goals.

Current EBP’s are:

1. Cognitive Behavior Therapy for Insomnia or Chronic Pain
2. Acceptance and Commitment Therapy (for Depression)
3. Interpersonal Therapy (for Depression)
4. Cognitive Processing Therapy (for PTSD)
5. Prolonged Exposure Therapy (for PTSD)
6. Interactive Behavioral Couples Therapy (Couples)
7. Dialectical Behavior Therapy (DBT)

Fellows carry 2-3 psychotherapy cases within their selected EBP. Fellows are allotted time away from their primary placement to focus on their EBP. This includes time to see their therapy cases each week as well as an hour for weekly supervision with their EBP supervisor.

## **Facility and Training Resources**

All fellows have a dedicated office which they may use for conducting psychological assessment, testing, and therapy, although other common clinical areas may also be utilized, such as bedside consultation, when clinical situations warrant such practices. A networked PC with a full range of software is provided, including technology available to see patients via telehealth/VA Video Connect. Psychological and Neuropsychological assessment tools are readily available as is adjunct supervision to use them when needed. The medical library is state of the art and prides itself in finding information and completing searches in an expeditious fashion. Clerical support is provided by Psychology Section of our Mental Health Service which has an administrative assistant.

## **Emphasis Areas within the Clinical Psychology Fellowship**

The following emphasis areas are outlined below with attention to the various workload training requirements associated with each program:

- 1) Substance Use Disorders Fellowship (2 positions)
- 2) Health & Rehab Psychology Fellowship (1 position)
- 3) Post-Traumatic Stress Disorder Fellowship (1 position)
- 4) Post-Traumatic Stress Disorder/Substance Use Disorder Fellowship (2 positions)
- 5) LGBTQ+ Health and Substance Use Postdoctoral Fellow (1 position)

## **Substance Use Disorders Emphasis**

### **Overview**

The substance use disorders fellow is embedded in Mental Health Substance Use Disorders Team (Gold Team) clinical team. The fellow is one of three addiction fellows that work with the Gold Team. The fellow will be assigned a primary supervisor which will be one of the 5 staff psychologists within the team. The fellow's typical workday will reflect that of their supervisor, which would most likely be M-F 8-4:30 or 7:30-4pm.

The Mental Health Residential/Outpatient Addiction Team (Gold Team) is an interdisciplinary team that specializes in providing mental health care to Veterans whose primary diagnoses involve substance use disorders. The Gold Team is comprised of a 40-bed inpatient rehabilitation unit, an intensive outpatient program and an opioid replacement clinic. The fellow will provide assessment and treatment to Veterans on this team at multiple levels of care. Most chemically dependent Veterans also have co-occurring psychiatric disorders, such as affective disorders, anxiety disorders, psychotic disorders and personality disorders. Thus, the fellow will provide assessment and treatment for the full spectrum of mental health disorders. Within the residential rehabilitation program fellows may provide psycho-educational groups and process groups such as relapse prevention groups and seeking safety groups. Additionally, fellows will be assigned as primary clinician for Veterans attending the rehabilitation program. The fellows will follow a Veteran through the rehabilitation process including: assessment, individual therapy and treatment coordination services while coordinating these services with their interdisciplinary team. The Gold Team Interdisciplinary Team is comprised of psychiatrists, medical internist, psychologists, physician assistants,

pharmacists, nurses, social workers, addiction therapists, occupational therapists, recreation therapists, nursing assistants and chaplains. While working with the Interdisciplinary Treatment Team, the fellow will have the opportunity to coordinate the psychological services they provide with the other components of the Veteran’s treatment.

**Training Opportunities**

Specialty training opportunities:

- As an active member of an Interdisciplinary Treatment Team provide case management and psychological services for Veterans attending an inpatient substance use rehabilitation program.
- Learn evidence-based interventions specific to Veterans with substance use disorder diagnoses such as contingency management and motivational interviewing
- Develop and maintain a psychotherapy group such as a pre-treatment group or mindfulness group (potentially to use as program evaluation component of the fellowship)
- Facilitate psycho-educational and process-oriented psychotherapy groups (such as seeking safety, stress management relapse prevention)
- Participation in EBP training
- Layered supervision of available trainees (either intern or practicum student)

Approximately 75% of the fellow’s time will be spent in patient care related activities. These activities include:

- Direct patient contact
- Case management
- Documentation
- Providing layered clinical supervision (for interns or practicum students)
- Receiving clinical supervision
- Consultation with Interdisciplinary team members

In addition to the training activities for all fellows, trainees in the Substance Use Disorders track will also participate in the following activities:

| <b>Experience</b>             | <b>Frequency and Time Commitment</b> |
|-------------------------------|--------------------------------------|
| <b>Addiction Journal Club</b> | 1 hour every other week              |
| <b>SUD Didactic</b>           | 1 hour every other week              |

**Supervisory Staff**

*Dr. Mike Dolan & Dr. Lori Napier*

**Health & Rehabilitation Psychology Emphasis**

**Overview**

The Health & Rehabilitation Psychology Fellowship is split between two 6-month rotations. Fellows complete two health-focused rotations including: Spinal Cord Injury (SCI) and Community Living Center (CLC). Additionally, a minor rotation within our Pain Clinic through the Chronic Pain Rehabilitation Program (CPRP) is available.

### Spinal Cord Injury & Disorders (SCI/D) Center

The SCI/D Center includes a 30-bed inpatient unit to care for the medical and rehabilitation needs of persons with spinal cord injuries or other neurological dysfunctions (e.g., multiple sclerosis, Guillain-Barre Syndrome, and cervical myelopathy) as well as an outpatient clinic for comprehensive care throughout the lifespan. The SCI/D Center operates a CARF-accredited rehabilitation program for spinal cord injury with 8 beds designated for this program. The clinical mission of the Spinal Cord Injury Center is to enhance the health, functional abilities and quality of life for persons with spinal cord injury or disease. Psychology is an integral part of the interdisciplinary team that works together toward this stated goal. Other members of the team include: physicians, nurses, social workers, occupational therapists, physical therapists, kinesiologist, recreational therapists, chaplains, and dietitians.

The overarching goal of the rotation will be applying clinical skills to help individuals achieve optimal psychological, behavioral, and social functioning. To accomplish this task, the fellow will master strategies for functioning effectively in a dynamic inpatient medical unit and as a member of the interdisciplinary team. Patients served at the SCI Center comprise a diverse population in terms of ages (19-98), disabilities, medical conditions, education (4th grade through Ph.D. level), occupations, family support, and psychiatric diagnosis. Fellows working on this unit will increase their comfort level working with individuals with disabilities and gain an exposure to a vast array of medical conditions. Fellows will conduct comprehensive assessments of an individual's coping status and adaptation to chronic illness and disability in the context of personality, cognitive status, as well as family and social systems in order to implement an appropriate treatment plan.

### **Training Opportunities**

#### Common rotation goals/areas of skill development:

- Developing skills in working closely with a large interdisciplinary treatment team
- Clarifying and responding to referral questions
- Developing behavior management plans for staff to utilize
- Formulating appropriate assessment batteries with accommodation for disability status
- Presenting treatment recommendations
- Providing psychotherapy within a rehabilitation psychology context

#### Treatment/Intervention:

- Individual psychotherapy
- Psychoeducation for family/couples
- Interventions for adjustment to disability
- Consultation to other health care providers and the interdisciplinary team
- Collaborative treatment planning with other team members
- Managing "difficult" patients in an inpatient setting
- Negotiating difficulties between patients and inpatient staff

#### Common issues faced by patients:

- Difficulties in coping with chronic illnesses/disabilities/stress
- Cognitive deficits secondary to traumatic brain injury, dementia, etc.
- Sexual dysfunction
- Vocational changes
- Grief reactions
- Family/relationship problems

- Chronic pain
- Substance use

The Health & Rehabilitation Psychology Fellow will demonstrate program development and evaluation skills by designing and implementing a program and then evaluating its results. The Fellow will be closely involved in the process of determining the appropriate provision of psychological services for Veterans on the SCI Unit. This involvement may include, but not be limited to the following:

- Assigning newly-admitted Veterans to a practicum student, intern or psychologist for the initial screening evaluation or conducting the evaluation in the absence or unavailability of other staff.
- Providing weekly supervision of the intern or practicum student on the SCI rotation, including choice of assessment measures, competency of test administration, report writing, and provision of feedback to Veterans and/or family members.
- Assisting in determining Veterans' needs for ongoing psychotherapy or behavioral intervention, and determining which staff member (fellow, intern, practicum student, or staff psychologist) will address these issues. The Fellow will assist in determining caseloads for the intern and practicum student at any given time.

#### Community Living Center (CLC)

The CLC is a 121-bed inpatient unit comprised of hospice/palliative care, long-term care, medical/surgical, and rehabilitation beds, including 6 CARF-accredited Comprehensive Integrated Inpatient Rehabilitation Program (CIIRP) beds. The CLC inpatient population includes Veterans who are admitted for rehabilitation due to stroke, traumatic brain injury, amputation, debility, deconditioning, and various medical conditions, as well as those who are receiving wound care, or who are admitted for hospice care. The trainee's role will involve both that of clinician and as a consultant to the interdisciplinary teams, including neuropsychological evaluation, consult liaison services, evaluation and management of psychological issues and behavioral problems, individual and family psychotherapy, staff development interventions and training, program development and supervision of practicum students and psychology interns (when available).

Assessment of Veterans in the CLC involves evaluation of cognitive functioning and mood, including decision-making capacity; determining both pathological and non-pathological changes in functioning associated with "normal aging"; recognition of the role of acute health problems, chronic and/or terminal illness and disability in the older adult population. Consultation within the interdisciplinary team context of an inpatient setting allows the Fellow to develop autonomy and professional identity while also providing Health Psychology's perspective on the Veteran's functioning.

Interventions at the CLC include:

- providing co-treatment with physical therapy and/or occupational therapy
- providing counseling and support to Veterans with moderate to severe disability in the context of rehabilitation and the potential for loss of function,
- providing brief psychotherapy and behavioral health interventions
- developing interventions for pain management, addressing tobacco cessation, and encouraging adherence to treatment recommendations.
- within the hospice unit, the trainee will offer support to terminally ill Veterans and their family members, as well as the professional staff who provide their care, including end of life issues (suffering, grief, bereavement), symptom management as needed for pain, depression, or anxiety, and may include psychoeducational groups for Veterans, families and staff.

The Health & Rehabilitation Psychology Fellow will demonstrate program development and evaluation by designing and implementing a program or a change in a program and evaluating its results. The Fellow will be involved in the process of determining the appropriate provision of psychological services for Veterans at the CLC. This involvement will include, but will not be limited to the following:

- Assigning newly admitted Veterans to an intern, practicum student, or psychologist for the initial screening evaluation or providing the evaluation in the absence or unavailability of other staff.
- Providing weekly supervision of the intern or practicum student on the CLC rotation, including choice of assessment measures, competency of test administration, report writing, and giving feedback to Veterans and/or family members.
- Assisting in determining Veterans' need for ongoing psychotherapy or behavioral intervention, and determining which staff member (fellow, intern, practicum student, or staff psychologist) will address these issues. The Fellow will assist in determining how many Veterans the intern and practicum student will follow at any given time. The Fellow will be responsible for providing leadership for these tasks.
- Assisting in disposition of referrals for family intervention.

#### CPRP – Pain Clinic

Activities within this clinic includes assessment and intervention with chronic pain, including spinal cord stimulator (SCS) evaluations. There are opportunities for training and experience in multidisciplinary treatment approaches, and in treatment/program outcome data collection and assessment. Fellows would develop a working knowledge of relevant medical terminology and with those medical disorders which are strongly linked to psychological functioning ("mind-body" connections) and long-standing personality factors. They would also gain experience with the specific types of psychological issues and problems that result from a variety of medical illnesses and chronic conditions. As part of the above, fellows will learn the necessary techniques involved in interviewing and testing Veterans with chronic medical conditions.

Fellows within this rotation have opportunities to work within our Outpatient CPRP. The CPRP is one component of the chronic pain treatment services at the North Texas VA. The CPRP is unique in its interdisciplinary origins and administration and is the only CARF-accredited pain program in VISN 17. Pain staff members operate an outpatient screening and treatment program that provides tertiary level chronic pain care in a collaborative multidisciplinary team.

Approximately 50% of the health psychology fellow's time will be spent in patient care related activities.

These activities include:

- Direct patient contact
- Case management
- Documentation
- Providing layered clinical supervision (for interns or practicum students)
- Receiving clinical supervision
- Consultation with Interdisciplinary team members

Approximately 50% time will be spent in training activities. Such activities include:

- Postdoctoral didactics (2 hrs/month)
- Health Psychology Consultation (1hr/week)
- Cohort development (1.5 hrs/week)
- Neuropsychology Group Supervision (1hr/week - optional)

- Neuropsychology Journal Club (1hr/week - optional)
- Quality Practice Review (QPR) meetings (1 hr/month)
- Diversity Journal Club (1 hr/month)
- Research / Program Evaluation Project(s) (1 hr/week)
- Staff training (varies)

| <b>Experience</b>                        | <b>Frequency and Time Commitment</b> |
|--|--------------------------------------|
| <b>Health Psychology Consultation</b>    | 1 hour per week                      |
| <b>Neuropsychology Group Supervision</b> | 1 hour per week                      |
| <b>Neuropsychology Journal Club</b>      | 1 hour per week                      |

### **Supervisory Staff**

*Dr. Helen Chung (CLC), Dr. Nancy Vreeland (CLC), Dr. Rebecca Frontera (SCI and Chronic Pain), Dr. Jennifer LaBuda (SCI Inpatient; coming in November 2023) or Dr. Nicole Ryan-Nolla (SCI Outpatient)*

## **Post-Traumatic Stress Disorder (PTSD) Emphasis**

### **Overview**

There is one PTSD fellow position. This position is embedded in Mental Health Trauma Services (MHTS) clinical team. Primary supervision will be provided by one of the 10 staff psychologists within the PTSD team. The MHTS team is an interdisciplinary team comprised on 4 psychiatrists, 10 psychologists, 3 social workers, and 1 nurse practitioner. It should be noted that MHTS is comprised of numerous supervisors with proficient and advanced skills in implementing EBPs such as Cognitive Processing Therapy (CPT), Prolonged Exposure (PE) therapy, Acceptance and Commitment Therapy (ACT) for depression, and Integrative Behavioral Couples Therapy. As such, the fellow would have opportunities to utilize and enhance their skills in the delivery of these therapies as well as others as appropriate. The fellow's typical workday will reflect that of their supervisor, which would most likely be M-F 8-4:30 or 7-4:00pm.

The MHTS team is comprised of 4 sub-team specialty areas including the OEF/OIF/OND team, PTSD Clinical team, PTSD/SUD team, and the Women's Stress Disorder/Military Sexual Trauma team. The fellow will work primarily with one supervisor based on the fellow's training goals with opportunities to see Veterans on other sub-teams during the training year as well.

### **OEF/OIF/OND Team**

The OEF/OIF/OND Team has been treating patients from the Afghanistan and Iraq wars since 2007. Their primary focus is the treatment of mental health problems such as PTSD, depression, and anxiety. The patient population from these wars requires a specialized focus on the unique problems faced by this cohort. Clinical services include: diagnostic evaluation; group therapy, and individual treatment; case management; education; psychological testing; and psychopharmacological assessment and management. This rotation includes opportunities for trainees to learn and be supervised in delivery of any of the following EBTs: Imagery Rehearsal Therapy for Nightmares, Prolonged Exposure Therapy, Cognitive Processing Therapy and/or Integrative Behavioral Couple Therapy.



## **PTSD/SUD Team**

The primary focus of this rotation is the assessment and treatment of Veterans with comorbid PTSD and substance use disorders in an outpatient clinic (as part of an interdisciplinary MH treatment team). The patient population is comprised of male and female Veterans from all war eras, with male OEF/OIF/OND being the most common. PTSD/SUD patients often have complex histories and symptom presentations, which gives trainees the opportunity to refine differential diagnosis skills and gain experience with treatment planning that best meets the patient's needs/readiness level and stage of recovery. Trainees will gain exposure to therapeutic techniques relevant to this subpopulation (e.g., motivational enhancement, behavioral modification/activation, CBT for alcohol use disorders), Seeking Safety, EBP for PTSD (CPT, PE) as well as present-centered, time-limited therapy geared toward developing coping skills for anxiety management, PTSD and sobriety maintenance/relapse prevention. Trainees will gain experience with assessment, including comprehensive PTSD intake evaluations, and opportunities for assessment of symptom validity and malingering.

## **PTSD Clinical Team (PCT)**

The PTSD Clinical Team (PCT) has been in continuous operation since its inception in January, 1987. It is staffed by psychologists, a social worker, and a psychiatrist. Clinical services include diagnostic evaluation; group, individual and couples treatment; education; psychological testing; and psychopharmacological assessment and management. PCT services may be time-limited or open-ended, depending on the specific needs of the Veteran. Group therapies offered to Veterans include both ongoing support groups as well as time-limited groups, including psychoeducational groups as well as ACT groups. Individual therapies include supportive psychotherapy, and evidence-based therapies such as Prolonged Exposure Therapy, Cognitive Processing Therapy (CPT) and Acceptance and Commitment (ACT) Therapy. PCT services may be time limited or open-ended, depending on the specific needs of the Veteran.

## **Women's Stress Disorder and Military Sexual Trauma Program (WSD-MST)**

The Women's Stress Disorder and Military Sexual Trauma Program (WSD-MST) is a program that provides outpatient mental services to male and female Veterans who have experienced a Military Sexual Trauma (MST), and female Veterans with childhood, adult civilian and combat trauma histories.

The term Military Sexual Trauma (MST) is defined by Federal law (Title 38 U.S. Code 1720D) and is "psychological trauma, which in the judgment of a VA mental health professional, resulted from a physical assault of a sexual nature, battery of a sexual nature, or sexual harassment which occurred while the Veteran was serving on active duty, active duty for training, or inactive duty training." Sexual harassment is further defined as "repeated, unsolicited verbal or physical contact of a sexual nature which is threatening in character."

The VA is committed to treating Any Veteran who had an experience of sexual assault or repeated, threatening sexual harassment during a period of active duty, active duty for training, and inactive duty for training. The Veteran does not have to be service connected for a mental health condition secondary to MST or have reported the MST while in the military in order to receive MST-related care through the VA. Also, Veterans who do not meet length of active-duty requirements for general enrollment in VA health care are still eligible to receive care only for MST-related conditions. Veterans with an Other than Honorable discharge may receive MST-related care if a VBA Regional Office rules that the character of

discharge is not a bar to health care benefits. Both women and men can experience MST and are eligible to receive services.

The outpatient mental services offered in the WSD&MST program include evidence-based individual psychotherapies such as Prolonged Exposure (PE), Cognitive-Processing Therapy (CPT), Acceptance and Commitment Therapy (ACT), Cognitive-Behavioral Therapy for Depression (CBT-D), and Dialectical Behavior Therapy (DBT). Treatment is individually tailored for each Veteran after a thorough psychological evaluation that includes objective, standardized interviews and psychometrically valid measures of psychopathology and distress. The WSD-MST Team offers three types of therapy groups: structured/didactic (psychoeducational, skills-based, and support). Pharmacotherapy is also offered via a psychiatrist assigned to the program. Opportunities to learn about assessment, clinical treatment, and research with this specialty population are available to fellows.

### **Training Opportunities**

Specialty training opportunities:

- Develop and maintain a psychotherapy group such as a trauma-related guilt/moral injury group with Chaplain Fellow (potentially to use as program evaluation component of postdoc)
- Facilitate CPT groups (potentially both TMH and an in-house MHTS group)
- DBT group involvement all year (per training goals)
- Participation in EBP consultation group within MHTS
- Layered supervision of available trainees (either intern or practicum student, depending on licensed supervisor availability and interest in supervising supervision)

Approximately 75% of the fellow's time will be spent in patient care related activities. These activities include:

- Direct patient contact
- Documentation
- Providing layered clinical supervision (for interns or practicum students)
- Receiving clinical supervision
- Consultation with interdisciplinary team members

| <b>Experience</b>                               | <b>Frequency and Time Commitment</b> |
|---|--------------------------------------|
| <b>PE/CPT Consultation Meeting</b>              | 1 hour per week                      |
| <b>O/O/O-PCT Interdisciplinary Team Meeting</b> | 1 hour per week                      |
| <b>WSD-MST Interdisciplinary Team Meeting</b>   | 1 hour per week                      |
| <b>Addiction Journal Club (optional)</b>        | 1 hour every other week              |
| <b>SUD Didactic (optional)</b>                  | 1 hour every other week              |

### **Supervisory Staff**

*Dr. Lisa Thoman, Dr. Alexis Arevalo, Dr. Lindsey Cooper, Dr. Julia Evans, Dr. Sarah Sadler & Dr. Laura Morris*

## **Post-Traumatic Stress Disorder (PTSD)/Substance Use Disorders (SUD) Emphasis**

There are two PTSD/SUD fellow positions. Fellows in these positions are embedded in Mental Health Trauma Services (MHTS) clinical team for 6 months and spend 6 months working within the residential/outpatient addiction team (Gold Team) or the Homeless Domiciliary team. Supervision will be provided by one of the 10 staff psychologists within the PTSD, SUD, or HDom team. A typical workday would be from 8am-4:30pm.

The MHTS team is an interdisciplinary team comprised on 4 psychiatrists, 10 psychologists, 3 social workers, and 1 nurse practitioner. It should be noted that MHTS is comprised of numerous supervisors with proficient and advanced skills in implementing EBPs such as Cognitive Processing Therapy (CPT), Prolonged Exposure (PE) therapy, Acceptance and Commitment Therapy (ACT) for depression, and Integrative Behavioral Couples Therapy. As such, the fellow would have opportunities to utilize and enhance their skills in the delivery of these therapies as well as others as appropriate. The fellow's typical workday will reflect that of their supervisor, which would most likely be M-F 8-4:30.

The MHTS team is comprised of 4 sub-team specialty areas including the OEF/OIF/OND team, PTSD Clinical team, PTSD/SUD team, and the Women's Stress Disorder/Military Sexual Trauma team. The sub-teams are described more fully in the PTSD Emphasis section above. The fellow will work primarily with one supervisor with MHTS, based on the fellow's training goals with opportunities to see Veterans on other sub-teams during the training year as well.

The Mental Health Residential/Outpatient Addiction Team (Gold Team) is an interdisciplinary team that specializes in providing mental health care to Veterans whose primary diagnoses involve substance use disorders. The Gold Team is comprised of a 40-bed inpatient rehabilitation unit, an intensive outpatient program and an opioid replacement clinic. The fellow will provide assessment and treatment to Veterans on this team at multiple levels of care. Most chemically dependent Veterans also have co-occurring psychiatric disorders, such as affective disorders, anxiety disorders, psychotic disorders and personality disorders. Thus, the fellow will provide assessment and treatment for the full spectrum of mental health disorders. Within the residential rehabilitation program fellows may provide psycho-educational groups and process groups such as relapse prevention groups and seeking safety groups. Additionally, fellows will be assigned as primary clinician for Veterans attending the rehabilitation program. The fellows will follow a Veteran through the rehabilitation process including: assessment, individual therapy and treatment coordination services while coordinating these services with their interdisciplinary team. The Gold Team Interdisciplinary Team is comprised of psychiatrists, medical internist, psychologists, physician assistants, pharmacists, nurses, social workers, addiction therapists, occupational therapists, recreation therapists, nursing assistants and chaplains. While working with the Interdisciplinary Treatment Team, the fellow will have the opportunity to coordinate the psychological services they provide with the other components of the Veteran's treatment.

The Homeless Domiciliary exposes fellows to the full continuum of psychopathology as well as other psychosocial barriers to mental health, particularly disorders of addiction. The typical domiciliary resident has dual diagnoses as well as a period of homelessness and unemployment. Additionally, many of the residents have medical disorders amenable to remediation through psychotherapy. The fellow, in collaboration with a multidisciplinary team gains experience in treatment planning, testing and assessment, individual and group psychotherapy, consultation, psychoeducational groups, and using the milieu to affect psychological growth towards health. The staff psychologists provide instruction and supervision on a broad array of therapeutic techniques and theoretical orientations. Fellows have wide

flexibility in selecting patients and activities so they can tailor the training experience to meet their strengths and needs as a trainee.

## Training Opportunities

Specialty training opportunities:

- As an active member of an Interdisciplinary Treatment Team provide case management and psychological services for Veterans attending an inpatient substance use rehabilitation program.
- Develop and maintain a psychotherapy group such as a trauma-related guilt/moral injury group with Chaplain Fellow (potentially to use as program evaluation component of postdoc)
- Facilitate CPT groups (potentially both TMH and an in-house MHTS group)
- DBT group involvement all year
- Learn evidence-based interventions specific to Veterans with substance use disorder diagnoses such as contingency management and motivational interviewing
- Develop and maintain a psychotherapy group such as a pre-treatment group or mindfulness group (potentially to use as program evaluation component of the fellowship)
- Facilitate psycho-educational and process-oriented psychotherapy groups (such as seeking safety, stress management relapse prevention)
- Participation in EBP training and consultation group on MHTS
- Layered supervision of available trainees (either intern or practicum student)

Approximately 75% of the fellow's time will be spent in patient care related activities. These activities include:

- Direct patient contact
- Case management
- Documentation
- Providing layered clinical supervision (for interns or practicum students)
- Receiving clinical supervision
- Consultation with Interdisciplinary team members

In addition to the training activities for all fellows, trainees in the Substance Use Disorders track will also participate in the following activities:

| <b>Experience</b>                               | <b>Frequency and Time Commitment</b> |
|---|--------------------------------------|
| <b>Addiction Journal Club</b>                   | 1 hour every other week              |
| <b>SUD Didactic</b>                             | 1 hour every other week              |
| <b>PE/CPT Consultation Meeting</b>              | 1 hour per week                      |
| <b>O/O/O-PCT Interdisciplinary Team Meeting</b> | 1 hour per week                      |
| <b>WSD-MST Interdisciplinary Team Meeting</b>   | 1 hour per week                      |

## Supervisory Staff

*Dr. Michael Dolan (MH Gold), Dr. Jonathan Fluck (HDOM), Dr. Julia Evans (PTSD/SUD Outpatient/Trauma), Dr. Lindsey Cooper (PTSD/SUD Outpatient/Trauma), Dr. Lori Napier (MH Gold)*

## **LGBTQ+ Health and Substance Use Emphasis**

The goal of the LGBTQ+ Health Fellowship is to train future psychologists in being sensitive, innovative, and knowledgeable in working with issues related to LGBTQ+ identified Veterans (e.g. mood disorders, trauma, coming out experience, impact of internalized stigma, minority stress, identity development, among others). This fellowship offers the unique opportunity to gain insights and expertise with substance use related difficulties and its impact on interacting identities within the LGBTQ+ Veteran population. Trainees will learn ways to aid LGBTQ+ Veterans navigate the VA system while advocating for appropriately informed care. Fellows will obtain insight into the effects of minority stress and the sociocultural pressures of holding a gender diverse and/or sexual minority identity on Veteran within VANTHCS.

### LGBTQ+ Health/SU Fellow will gain:

- Knowledge of theoretical models and empirical studies related to the etiology, epidemiology, usual course and efficacious treatment interventions with respect to LGBTQ+ individuals.
- Abilities to correctly assess, diagnose, and treat veterans with concerns stemming from substance use disorder and/or other mental health related difficulties.
- Knowledge of important medical and psychiatric co-morbidities in LGBTQ+ Veterans, and effective treatment planning and intervention skills with these dual diagnoses.
- Awareness of the current trends in efficacy research and the latest research findings with respect to affirming care within the LGBTQ+ veteran population.
- Knowledge of program evaluation skills with this population translated into program evaluation activities. Ability to assess and implement systematic change to address systemic injustice and further developed systemic change within the VA setting.
- Knowledge of program management and administrative aspects of effective psychological practices needed for program stability.
- Leadership skills within the VA setting to increase employee engagement with LGBTQ+ Va employees, standardized clinical resource development and allocation, systemic cultural change, within VA through a variety of leadership levels (i.e., throughout VANTHCS, VISN 17, and National VA programs).

### Major duties and responsibilities include:

- Clinical Responsibilities (70%)
  - Direct Veteran Encounters with VANTHCS Mental Health Substance Use Disorders Team
    - Individual psychotherapy
    - Group based Psychotherapy
  - Direct Veteran Encounters throughout VANTHCS with LGBTQ+ self-identified veterans
    - LGTBQ+ Health Referrals
    - Med/Surg Evaluations
    - Endocrinology Consultations
    - Infectious Disease (I/D) Consultations
  - Clinical Consultations with VANTHCS staff regarding substance use within the LGTBQ+ population
- LGBTQ+ Leadership and Program related trainings (25%)
  - LGBTQ+ Health Academic/Teaching/Training opportunities
  - LGBTQ+ Health Research/Quality Improvement project opportunities
  - VANTHCS LGBTQ+ Health Essential Program Management learning opportunities
- Other Significant Responsibilities (5%)

- LGBTQ+ Health/ SU fellow specific training opportunities
  - Obtain specialty training in substance use related difficulties, addiction treatment, and the intersect of minority stress and health disparities within the LGBTQ+ Veteran population.
  - Meet with each of the VANTHCS LGBTQ+ Health Champions
- Specialty trainings/opportunities to aid fellows in the completing of professional goals
  - Examples: Toastmasters, LGBTQ+ program collaboration opportunities, and Lean Six Sigma

### **Detailed Outline of LGBTQ+ Health Fellow Responsibilities:**

#### **Clinical Responsibility:** (70%)

LGBTQ+ Health/ SU fellow will provide direct clinical service delivery and participate in administrative and advocacy work to enhance accessible and affirming care throughout VANTHCS. Trainees will further gain insight about LGBTQ+-informed care through didactic seminars and empirical readings from the literature integrated into their rotations and/or supervision. Fellows will be embedded in the VANTHCS Mental Health Substance Use Disorders Team (Gold Team). The fellow will be assigned a primary SUD supervisor which will be one of the 6 staff psychologists within the team. The fellow's typical workday will reflect that of their direct supervisor, which would most likely be M-F 8-4:30.

The VANTHCS Mental Health Residential/Outpatient Addiction Team (Gold Team) is an interdisciplinary team that specializes in providing mental health care to veterans whose primary diagnoses involve substance use disorders. The Gold Team is comprised of a 40-bed inpatient rehabilitation unit, an intensive outpatient program and an opioid replacement clinic. The fellow will provide assessment and treatment to veterans on this team at multiple levels of care. Most chemically dependent veterans also have co-occurring psychiatric disorders, such as affective disorders, anxiety disorders, psychotic disorders and personality disorders. Thus, the fellow will provide assessment and treatment for the full spectrum of mental health disorders. Within the residential rehabilitation program fellows may provide psycho-educational groups and process groups such as relapse prevention groups and seeking safety groups. Additionally, fellows will be assigned as primary clinician for veterans attending the rehabilitation program. The fellows will follow a veteran through the rehabilitation process including: assessment, individual therapy and treatment coordination services while coordinating these services with their interdisciplinary team. The Gold Team Interdisciplinary Team is comprised of psychiatrists, medical internist, psychologists, physician assistants, pharmacists, nurses, social workers, addiction therapists, occupational therapists, recreation therapists, nursing assistants and chaplains. While working with the Interdisciplinary Treatment Team, the fellow will have the opportunity to coordinate the psychological services they provide with the other components of the veteran's treatment.

In addition to veterans being seen within the fellow's direct clinic setting, the LGBTQ+ Health/ SU fellow will have additional opportunities to provide individual treatment using affirming and evidence-based practices (e.g. CBT, CBT-CP, CBT-I PE, CPT, IPT, etc.) to LGBTQ+ veterans from across VANTHCS. These referrals can originate from a variety of clinical settings. Fellows will have the opportunity to work with a separate LGBTQ+ Health specific supervisor in order to have additional support and guidance for these cases. Fellows will meet with LGBTQ+ specific supervisor in addition to their direct clinical supervisor. Additional supervision with LGBTQ+ health supervisor will be on an as needed basis on the developmental need of the fellow.

#### ***Psychological Testing:***

LGBTQ+ Fellows will have the opportunity to engage in a variety of clinically indicated psychological assessment interventions. Fellows will have the opportunity to engage in gender affirming hormone evaluations, gender affirming surgery evaluations, develop letters of support for legal name change and/or gender marker change for gender diverse veterans, as well as complete diagnostic evaluations to aid in diagnostic clarity within both the LGBTQ+ veteran population as well as within the Mental Health Substance Use Disorders Team (Gold Team) as clinically indicated. Fellows will be matched with either a psychologist within the Medical and Surgical Psychological Assessment team and/or will have support from the fellow's LGBTQ+ health specific supervisor and LGBTQ+ Veteran Care Coordinator (VCC) to aid as an additional layer for support for the fellow as they complete these specialized evaluations.

***LGBTQ+ Health Consultant:***

Fellows will act as the LGBTQ+ Health Consultant for any substance related cases throughout VANTHCS. Fellows will be expected to attend VANTHCS LGBTQ+ Health Program meetings including but not limited to the Sexual Orientation and Gender Diversity Committee (SOGD), the Monthly LGBTQ+ Health Clinical Consult meeting, and any VANTHCS Safe Space Providers trainings. VANTHCS LGBTQ+ Fellows will have additional opportunities to attend meetings such as the VANTHCS Disruptive Behaviors Committee (DBC) to further aid the fellow establishing expertise in LGBTQ+ Health. Fellow will act as LGBTQ+ SME consultant on any clinically indicated disruptive behaviors reports. Fellows will be expected to collaborate with the DBC team to explore the impact of gender identity and sexual orientation has on the DBC cases. Please note, all fellows will have access to the LGBTQ+ VCC, LGBTQ+ SEPM, and the monthly LGBTQ+ consult meeting for any additional support and/or guidance as needed.

***Supervising opportunities:***

LGBTQ+ Health/SU fellow will have opportunities to supervise VANTHCS trainees on LGBTQ+ Health, aid in the completion of LGBTQ+ Health didactics, and aid in layered supervision with VANTHCS employees on LGBTQ+ programming, quality improvement projects, and/or clinical support. The LGBTQ+ Health fellow will have the opportunity to engage in layered supervision with the VANTHCS LGBTQ+ VCC and LGBTQ+ SEPM in regard to the LGBTQ+ Health Leadership Rotation through the VANTHCS Pharmacy Residency Program, during the final quarter of fellowship.

**LGBTQ+ Leadership and Program related trainings: (25%)**

Fellows will have the opportunity to participate in VANTHCS LGBTQ+ Health programs, fellows can engage in a variety of LGBTQ+ Health related projects and/or learning opportunities. Please see VANTHCS LGBTQ+ Health Program guidebook for further details on possible opportunities for the LGBTQ+ Health/ SU fellow. Program development opportunities and/or outreach participation may be available depending on interest of fellow and/or the need of VANTHCS.

The LGBTQ+ Health/ SU Fellow will have the opportunity to interact with all VANTHCS LGBTQ+ Health Champions. Fellow will have the opportunity to shadow the VANTHCS LGBTQ+ Veteran Care Coordinator (VCC) and LGBTQ+ Special Emphasize Program Manager (SPEM) on local, VISN, and National LGBTQ+ Health related meetings and committees. Lastly, the fellow will have the additional opportunity to work and/or shadow the National PrideVA Commutation Director on national LGBTQ+ related projects and attend national Veteran Affairs leadership meetings related to inclusion and equity for LGBTQ+ VA employees. Please note, all leadership opportunities will be completed in a developmentally appropriate level and no fellows will be expected to be fully independent within this domain. Working with the VANTHCS LGBTQ+ Health Program Leadership team on local and national LGBTQ+ activities and workgroups will allow the LGBTQ+ fellow unique opportunities to learn about systemic and administrative processes on a national level within VA.

**Administrative & Program Evaluation Opportunities:**

- Aid in the completion and development of VANTHCS projects through the Sexual Orientation and Gender Diversity committee (SOGD).
  - Please see the most recent SOGD agenda for examples of current VANTHCS LGBTQ+ Health projects

**Research/Quality Improvement (QI) Opportunities:**

- LGBTQ+ Fellow will have opportunity to become a provider on VANTHCS research projects that match the fellow's professional growth.
- The fellow will be able to work in conjunction with the LGBTQ+ Health Research Champion on further developing their knowledge of LGBTQ+ research within VANTHCS.
- Further explore clinical research opportunities and grant opportunities for LGBTQ+ Health Program with the aid and support of LGBTQ+ VCC and LGBTQ+ Health Research Champion.
- Engage in any research specific opportunities offered by VANTHCS Research and Development (R&D) department.
  - Please note, all research opportunities will be coordinated with LGBTQ+ VCC, VANTHCS Psychology Training program leadership, and VANTHCS R&D leadership.
  -

**Other Significant Responsibilities: (5%)**

VANTHCS LGBTQ+ Health/SU fellow will have opportunities to attend all North Texas PrideVA events, be connected to past LGBTQ+ Psychology fellows, and get involved with all VANTHCS LGBTQ+ Health outreach opportunities.

**Specific Training Opportunities for LGBTQ+ Health/SU Fellow:**

- VANTHCS LGBTQ+ Safe Space Provider program (General Certificate)
- VANTHCS LGBTQ+ Safe Space Provider program (Mental Health Certificate)
- VANTHCS LGBTQ+ Safe Space Provider program (Medical Certificate)
- Addiction Treatment with UTSW psychiatric residents (Dr. Wakhlu)
- UTSW SUD Journal Club (Dr. Wakhlu)
- National LGBTQ+ VCC Office Hours (Topics vary)
- LGBTQ+ Book club and Journal (North Texas PrideVA)
- Insight Oriented Leadership training (Yale University)
- VHA Leadership Trainings (VA)

**Supervisory Staff**

*Dr. Elizabeth Gibbons (MH Gold), Dr. Christopher Holland-Deguire (MH Diamond/VANTHCS VCC) and Dr. Victoria Henderson (Denton CBOC/Safe Space Coordinator)*



## **Administrative Policies and Procedures**

Our privacy policy is clear: We will not collect personal information about any visitors to our website.

### **Policies regarding the training program:**

Although fellows accrue annual leave and sick leave per each pay period, it is the program's policy that fellow should not take more than five days of annual leave during any quarter of the year regardless of the amount of leave they have accrued. Exceptions can be made for extraordinary circumstances. The purpose of this policy is to minimize absence from the work-related learning which is the core of the training program.

### **Mechanisms for addressing impaired or deficient performance and grievance procedures**

Potential domains of problematic fellow behavior include two general areas:

- 1) Professional skills, competence and functioning
- 2) Adherence to professional ethics.

Relatively minor problems identified at quarterly evaluations may result in the modification of training experiences. Such modifications are the responsibility of the primary supervisor but may be based on consultation with the Training Director and/or the Postdoctoral Training Committee. Minor problems identified at the end of a quarter will be communicated to relevant supervisors of that fellow and/or the Postdoctoral Training Committee.

Problems deemed to be sufficiently serious to pose a potential threat to the fellow's successful completion of the fellowship program will be referred to the Training Committee for consideration. Such problems may be identified at any time. In case of a serious breach of ethical principles, the Training Committee may recommend to the Chief of Psychology that the fellow be terminated immediately. In most cases, though, the Training Committee will develop a written remediation plan to help the fellow achieve an acceptable level of performance. The remediation plan will specify the skills and/or behaviors to be changed and will stipulate a date for their remediation. The remediation plan may include a revision of the fellow's training schedule. A copy of this plan will be given the fellow. Within one week of the stipulated date for the completion of remediation of problems, the Training Committee will make a determination of progress. The Training Committee will consider input from supervisor(s) and the fellow. All Training Committee decisions will be by majority vote and will be communicated in writing to the fellow. Three determinations by the Training Committee are possible, each followed by a different course of action:

- (1) If a determination of satisfactory progress is made, the remediation plan will be terminated.
- (2) If the Training Committee determines that sufficient progress is being made so that it seems possible the fellow will successfully complete the fellowship but that further remediation is necessary, a revised remediation plan with completion date will be developed.
- (3) If a determination of unsatisfactory progress is made, the Training Committee will conduct a formal hearing with the fellow within one week of the meeting in which it is determined that unsatisfactory progress has been made. The fellow will receive a minimum three days' notice to prepare for this hearing. Issue(s) of concern will be addressed to the fellow by the Training Committee and any other staff electing to attend. The fellow will be afforded an opportunity to

respond and may invite anyone of his/her choice to attend the hearing to provide additional information. Within one week of the hearing, the Training Committee will either develop a revised remediation plan or will recommend termination of the fellow to the Chief of Psychology, Training Director, and ACOS of Education. Proceedings of the hearing will be documented in a summary transcript.

At any time prior to termination from the fellowship program, a fellow may be permitted to resign his/her fellowship.

Grievance Procedure/Appeal Process: If the Training Committee recommends termination of the fellow from the program, the fellow may appeal this decision in writing to the Chief of Psychology within one week of the fellow's notification of the Training Committee's recommendation. If an appeal is made, the Chief of Psychology will appoint a panel to hear and rule on the appeal. The appeal panel will consist of no less than three psychologists, some or all of whom may be members of the VA North Texas Health Care System's Psychology Professional Community. No panel member will be a member of the Training Committee, a current or past supervisor of the fellow, or anyone who has previously lodged a formal complaint against the fellow. The fellow will present the appeal to their panel. The Training Director will then present the position of the Training Committee. The hearing will be conducted in an informal manner and will not be bound by legal rules of evidence or testimony. Either side may call and examine witnesses or present other information as it deems appropriate. A decision to terminate will be based on the evidentiary standard of clear and convincing proof. Any decision of the panel will be by simple majority. Proceedings of the appeal hearing will be documented in a summary transcript and kept in the Psychology office.

If the appeal panel recommends that the fellow's appointment be continued, the Chief of Psychology, Training Director, Training Committee, and Psychology staff will abide by this decision, taking into account any further recommendations of the panel. It will be the responsibility of the Training Director under these circumstances to negotiate with the fellow and appropriate supervisors an acceptable training plan for the balance of the training year.

A recommendation of termination by the appeal panel will be communicated to the VA North Texas Health Care System's ACOS of Education, accompanied by transcripts of both hearings and any pertinent supporting information or documents within one week of the appeal. The Chief of Staff will review the material for:

- (1) Evidence of failure to follow the procedures specified in this policy.
- (2) Evidence of capriciousness or arbitrariness in the action.

Affirmation of either of these by the Chief of Staff would result in the fellow being retained. Otherwise the fellow will be terminated immediately.

The results of the appeal proceedings will be communicated in writing to the fellow.

## **Grievances Against Supervisors**

While we encourage faculty to participate as supervisors for the psychology training programs, psychology staff are not required to serve as training supervisors as part of their employment. As such,

psychology staff should feel free to evaluate their time, resources, abilities each year to determine if they can take on trainees for supervision.

If an intern has a concern or complaint against a supervisor (or some other aspect of the training experience), or if another member of the supervising faculty has a concern or complaint about a supervisor's actions involving an intern or postdoc, the following sequence of actions should occur:

1. Efforts to resolve an identified problem within a training rotation will be made by the rotation supervisory staff and the involved trainee in a timely manner.
2. If the problem is not resolved at the supervisory level, the intern and/or staff member shall immediately communicate the concern to the DOT for further assistance.
3. If the problem continues to remain unresolved, it will be referred to the Internship Training Committee for expedient resolution. If the supervisor is found to have engaged in behavior that is inconsistent with expectations detailed in this handbook and/or the APA Ethics Code, the Training Committee will intervene as necessary. Intervention may include requiring the supervisor to complete additional continuing education in supervision, to receive mentorship, to have their supervision of interns supervised, to limit supervisory activities for a limited period, or to terminate their supervision privileges.
4. The decision of the Training Committee may be appealed by the supervisor through the Chief of Psychology. The decision of the Chief of Psychology can be appealed simultaneously to the ACOS of Mental Health.

## **Application Process**

**Applications due: December 4, 2023**

The Psychology Fellow must have completed all requirements for the doctoral degree (Ph.D. or Psy.D.) in Clinical or Counseling Psychology from an institution accredited by the American Psychological Association, including the completion of a doctoral internship in professional psychology (that also must be accredited by the American Psychological Association). An internship and/or practicum experiences involving the following populations or clinics are not required, but applicants with these backgrounds will be preferred: Substance Use Disorders, Post-traumatic Stress Disorder (PTSD), and Health and Rehabilitation Psychology.

### **NON-DISCRIMINATION POLICY**

VA is committed to ensuring Equal Employment Opportunity (EEO), promoting workforce diversity, workplace inclusion, and constructively resolving conflict to sustain a high-performing organization in service to our Nation's Veterans. VA will vigorously enforce all applicable Federal EEO laws, executive orders, and management directives in order to ensure equal opportunity in the workplace for all VA employees. This document summarizes VA's EEO, Diversity and Inclusion, Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR), and Whistleblower Rights and Protection policies.

VA does not tolerate unlawful discrimination, including workplace harassment, based on race, color, religion, national origin, sex (including gender identity, transgender status, sexual orientation, and pregnancy), age (40 or older), disability, genetic information, marital status, parental status, political affiliation, or retaliation for opposing discriminatory practices or participating in the discrimination-complaint process. This applies to all terms and conditions of employment, including recruitment, hiring, promotions, transfers, reassignments, training, career development, benefits, and separation.

The North Texas VA Healthcare System is committed to upholding an inclusive environment so that the associated stakeholders, (Veterans, supervised trainees, staff psychologists, technical and clerical staff) feel encouraged and supported to incorporate all aspects of themselves into their experience at our facility. We believe that the honoring of the unique aspects of each individual is compulsory for the optimal development of highly qualified, effective and satisfied professionals, and ultimately, improves the quality of the services that we provide to our Veterans.

### **Application:**

We are participating in the APPA CAS (APPIC Psychology Postdoctoral Application) process this year. All application materials are to be submitted through this process. <http://www.appic.org/>

To apply, the following materials are needed:

1. A letter of interest that identifies career goals and designation of the emphasis area to which you are applying
2. A doctoral program transcript
3. A current curriculum vitae
4. Three letters of recommendation, one of which must be from an internship supervisor
5. Two de-identified work samples

### **The work samples must include:**

1. A Psychological Assessment report co-signed by a licensed psychologist\*. Data sources should include clinical interview and several psychological testing instruments.
2. A Psychotherapy Case Summary, but not just an assessment and treatment plan. This summary should document the course and outcome of a completed case or a current case to date. This summary should not be a collection of progress notes or psychotherapy notes and it need not be co-signed by a licensed psychologist.

*\*If the psychological assessment report is not co-signed by the supervising psychologist, your application will NOT be considered.*

*\*Both work samples should be for adult cases.*

Application materials MUST be received by December 4, 2023 for all fellow positions except for the Neuropsychology fellowship. After receipt of written materials, suitable applicants will be called to set up virtual interviews with residency faculty. Our program will be following the new Postdoctoral Selection Standards and Common Hold Date (CHD). As such, we will be making offers to top candidates following the completion of all interviews; applicants can then accept, decline, or hold an offer until the designated CHD of Monday, **February 26, 2024.**

Virtual Interviews will be held on 3 different dates - January 25, 2024 (1-4pm), January 30, 2024 (9a-12p) and February 1, 2024 (1-4pm).

If you are selected as a fellow, you will be considered a Federal employee, and the following requirements will apply.

1. U.S. citizenship. VA is unable to consider applications from anyone who is not currently a U.S. citizen. Verification of citizenship is required following selection. All interns and fellows must complete a Certification of Citizenship in the United States prior to beginning VA training.
2. A male applicant born after 12/31/1959 must have registered for the draft by age 26 to be eligible for any US government employment, including selection as a paid VA trainee. Male applicants must sign a pre-appointment Certification Statement for Selective Service Registration before they can be processed into a training program. Exceptions can be granted only by the US Office of Personnel Management; exceptions are very rarely granted.
3. Interns and Fellows are subject to fingerprinting and background checks. Match result and selection decisions are contingent on passing these screens. Please find additional information about the required background checks at the following website (<http://www.archives.gov/federal-register/codification/executive-order/10450.html>)
4. To comply with federal and VA rules and provide fellows with liability protection, a current and valid Affiliation Agreement between VA and the sponsoring doctoral program must be on file before the fellow can be appointed. Most APA-accredited doctoral programs already have an agreement on file. More information is available at [Affiliate Resources - Office of Academic Affiliations \(va.gov\)](#) (see section on psychology fellowships).
5. Following acceptance of a fellowship offer and prior to the start of fellowship, the Fellowship Training Director will contact each fellow to complete the Trainee Qualifications and Credentials Verification Letter (TQCVL). This document is required for all VA Psychology Fellowship programs. This document confirms that you (as a VA Trainee) are in satisfactory physical condition to meet the requirements of the fellowship program as well as attesting that fellows have met appropriate tuberculosis screening as well as other immunization screenings. Such documentation is not uncommon prior to working in a healthcare setting. Appointment to the fellowship cannot happen until this document has been signed by both the Fellowship Training Director and senior leadership from the VA North Texas Health Care System. We will work closely with you to ensure this document is completed in a timely manner. For more information about this document, please see the web address linked here ([Trainee Qualifications and Credentials Verification Letter \(TQCVL\) - Office of Academic Affiliations \(va.gov\)](#)).
6. Selected fellows will be required to complete pre-employment documentation prior to the start of fellowship. These forms include the Application for Health Professions Trainees (VA 10-2850D), the Declaration for Federal Employment (OF 306), and the Health Professions Trainee Random Drug Testing Notification and Acknowledgement Memo. These documents are available online for review ([Resources for Health Professions Trainees Coming to VA | Eligibility and Forms - Office of Academic Affiliations](#)). Falsifying any answer on these required Federal documents will result in the inability to appoint a fellow or will result in the fellow's immediate dismissal from the training program.
7. Prior to the start of the fellowship, fellows must have a signed VA Psychology Postdoctoral Verification Agreement on file, which verifies documentation from their university that they have completed all degree requirements. Fellows cannot begin the fellowship program without this documentation. You may view this document here: <https://www.va.gov/OAA/docs/PostDocPsychologyAgreement.pdf>
8. 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 the course of a training year, HPTs will be notified of the change and impact as soon as possible and options provided. The VA Training Director will provide you with the information you need to understand the requirement and reasons for the requirement in timely manner. Please refer to this website for further information: [Am I Eligible? Checklist for VA HPTs](#)

9. Most HPTs are subject to random drug testing and must sign a Random Drug Testing Notification and Acknowledgement Memo. For additional information see: [VA Drug-Free Workplace Program Guide for Veterans Health Administration Health Professions Trainees](#) Although medical and recreational use of cannabis is legal in some states, it is prohibited for federal employees and trainees to use cannabis and its derivatives, including CBD, on or off duty, no matter which state they reside.
10. Proof of identity for VA. Onboarding requires two source identification documents (IDs) to prove identity. 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](https://www.oit.va.gov/programs/piv/_media/docs/IDMatrix.pdf)
11. Per VA policy, incoming trainees must show written proof of full COVID-19 vaccination prior to the start date of the fellowship.

## Contact Information

### Director of Psychology Training



**Dr. Julia Smith** (She/her/hers) currently serves as the Training Director for the VANTHCS Psychology Internship and Postdoctoral Fellowship programs. She was formerly the Clinical Director of the MH Trauma Services Team (PTSD Specialty clinic) here at VANTHCS (2016-2022) while she was the Associate Director of Training (2014-2022). She enjoys administration and leadership, as well as supervision and teaching. She has been a clinical supervisor at VANTHCS in the area of PTSD/SUD and assessment since 2012. Dr. Smith is also an Associate Professor in the department of Psychiatry at UT Southwestern Medical Center.

Dr. Smith was born and spent most of her life in Illinois – specifically the suburbs of Chicago, and Chicago proper – where she attended college and graduate school. She moved to Dallas in 2008 for a postdoc at the Dallas VAMC, planning to have a one-year adventure and immediately return to Illinois. However, the universe had other plans. She met her husband during the postdoc year and has been in Dallas ever since. She is passionate about mentoring related to work/life integration, especially when it comes to family planning and balancing being a mother of 2 small children (preschooler and a 1-year-old) while maintaining an active professional life. She is especially interested in helping trainees develop unique and personalized, flexible, self-care regimens based on their current values, goals and professional stage of development.

Clinically, Dr. Smith's interests include assessment of symptom validity and malingering, co-occurring disorders (PTSD/SUD), exposure therapy, behavioral therapy for obsessive compulsive disorders and motivational enhancement techniques, including the role of personal values in commitment to change. She conceptualizes through a behavioral lens, and considers herself a behavioral therapist, first and foremost. Other clinical/professional interests (in no particular order): program evaluation, process improvement, making things more efficient and less of a headache, EBP outcomes, dimensional approach to personality disorders, women in leadership, making meetings productive and helpful instead of unnecessary and perfunctory.

Dr. Smith may be contacted at:

**Julia C. Smith, Psy.D, Director of Psychology Training**

VANTHCS - 4500 S. Lancaster Rd.

Mental Health Service (116B)

Dallas, TX 75216

Direct: (214) 857-1983

E-mail: [julia.smith2@va.gov](mailto:julia.smith2@va.gov)

**Accreditation Status**

The postdoctoral fellowship at **VA North Texas Health Care System** is accredited by the Commission on Accreditation of the American Psychological Association. The most recent reaccreditation site visit occurred on May 15-16, 2019. The program has been reaccredited for ten years. Our next site visit will occur in 2029.

**For information regarding APA accreditation of this residency or other accredited residencies, please write or call:**

Office of Program Consultation and Accreditation

American Psychological Association

750 First Street, NE

Washington, DC 20002-4242

Phone: (202) 336-5979

Fax: (202) 336-5978

E-mail: [apaaccred@apa.org](mailto:apaaccred@apa.org)

***Program Tables Updated: 8/15/2023***

## Program Tables – Admissions, Support, and Placement Data

As required by the APA Commission on Accreditation, below is the current Postdoctoral Residency Admissions, Support, and Initial Placement Data for the **Clinical Psychology Program**.

*Program Tables Updated: 08/15/2023*

|   |           |
|---|-----------|
| <p><b>Program Disclosures</b></p>   |           |
| <p>Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution’s affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements for completion that express mission and values?</p>  | <p>No</p> |
| <p>If yes, provide website link (or content from brochure) where this specific information is presented:</p>  | <p>NA</p> |
| <p><b>Postdoctoral Program Admissions</b></p>   |           |
| <p>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:</p>  |           |
| <p>The Psychology Fellow must have completed all requirements for the doctoral degree (Ph.D. or Psy.D.) in Clinical or Counseling Psychology from an institution accredited by the American Psychological Association, including the completion of a doctoral internship in professional psychology (that also must be accredited by the American Psychological Association). An internship and/or practicum experiences involving the following populations or clinics are not required, but preference for applicants with these backgrounds will be preferred: Substance Use Disorders, Post-traumatic Stress Disorder (PTSD), LGBTQ+ Population, and Health and Rehabilitation Psychology.</p> <p>Our program abides by the Department of Veterans Affairs commitment to ensuring equal opportunity (EEO), and promoting diversity and inclusion, all applicable Federal EEO laws, regulations, Executive Orders, and Management Directives. As provided by the Policy, the VA will not tolerate discrimination or harassment on the basis of race, color, religion, national origin, sex, pregnancy, gender identity, genetic information, parental status, sexual orientation, age or disability.</p> |           |



|   |               |
|---|---------------|
| <p>The North Texas VA Healthcare System is committed to upholding an inclusive environment so that the associated stakeholders, (Veterans, supervised trainees, staff psychologists, technical and clerical staff) feel encouraged and supported to incorporate all aspects of themselves into their experience at our facility. We believe that the honoring of the unique aspects of each individual is compulsory for the optimal development of highly qualified, effective and satisfied professionals, and ultimately, improves the quality of the services that we provide to our Veterans.</p>  |               |
|   |               |
| <p><b>Describe any other required minimum criteria used to screen applicants:</b></p>   |               |
| <p><b>Applicants must meet the following prerequisites to be considered for our postdoctoral training program:</b></p> <ol style="list-style-type: none"> <li>1. Completion of doctoral degree, including defense of dissertation, from a clinical or counseling psychology doctoral programs accredited by the American Psychological Association (APA) or the Canadian Psychological Association (CPA) before the start date of the residency</li> <li>2. Completion of an APA-accredited psychology internship program</li> <li>3. U.S. citizenship.</li> <li>4. Matched postdoctoral residents are subject to fingerprinting, background checks, and a urine drug screen.</li> <li>5. Male applicants born after 12/31/1959 must have registered for the draft by age 26</li> </ol> <p>*** Failure to meet these qualifications could nullify an offer to an applicant.</p> |               |
| <p><b>Financial and Other Benefit Support for Upcoming Training Year*</b></p>   |               |
| <p>Annual Stipend/Salary for Full-time Residents</p>  | <p>56,248</p> |
| <p>Annual Stipend/Salary for Half-time Residents</p>  | <p>NA</p>     |
| <p>Program provides access to medical insurance for Residents?</p>  | <p>Yes</p>    |
| <p><b>If access to medical insurance is provided:</b></p>   |               |
| <p>Trainee contribution to cost required?</p>   | <p>Yes</p>    |
| <p>Coverage of family member(s) available?</p>  | <p>Yes</p>    |
| <p>Coverage of legally married partner available?</p>   | <p>Yes</p>    |
| <p>Coverage of domestic partner available?</p>  | <p>Yes</p>    |
| <p>Hours of Annual Paid Personal Time Off (PTO and/or Vacation)</p>   | <p>104</p>    |
| <p>Hours of Annual Paid Sick Leave</p>  | <p>104</p>    |

|  |             |
|--|-------------|
| 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?   | Yes         |
| Other Benefits (please describe):  | NA          |
| *Note. Programs are not required by the Commission on Accreditation to provide all benefits listed in this table   |             |
| <b>Initial Post-Residency Positions</b>  |             |
| (Provide an Aggregated Tally for the Preceding 3 Cohorts)  | 2020-2023   |
| Total # of Residents who were in the 3 cohorts   | 14          |
| Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree  | 0           |
| Academic teaching  | PD=0, EP=0  |
| Community mental health center   | PD=0, EP=0  |
| Consortium   | PD=0, EP=0  |
| University Counseling Center   | PD=0, EP=1  |
| Hospital/Medical Center  | PD=0, EP=0  |
| Veterans Affairs Health Care System  | PD=0, EP=12 |
| Psychiatric facility   | PD=0, EP=0  |
| Correctional facility  | PD=0, EP=0  |
| Health maintenance organization  | PD=0, EP=0  |
| School district/system   | PD=0, EP=0  |
| Independent practice setting   | PD=0, EP=0  |
| Other  | PD=0, EP=1  |
| 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. |             |

## Appendix A: Compilation of Supervisory and Staff Mentor Bios



**Dr. Alexis Arevalo** (he/him/his) is a staff psychologist in the state of Texas. He received his Ph.D. in Counseling Psychology from Texas Tech University in 2019. He completed his Predoctoral internship in general psychology and his Postdoctoral fellowship with a focus in Trauma at the VANTHCS. He has been on staff since 2020 and is currently part of the MH Trauma Services Clinic. His clinical and research interests include trauma-focused treatment, suicidal ideation, LatinX cultural beliefs, and ethnic identity. He primarily uses an Acceptance and Commitment Therapy (ACT) approach but is also trained in other Cognitive-Behavioral approaches including Dialectical Behavior Therapy (DBT). He is also the chair of the MH Diversity Committee at the VANTHCS. *Supervision roles: Internship Training Committee Member, Internship Assessment Supervisor, MH Trauma Services Rotation (Internship)*



**Dr. Helen Chung** (she/her/hers) is a licensed psychologist in the state of Texas. She received her Ph.D. in Counseling Psychology from Oklahoma State University in 2014. She completed her Predoctoral internship in medical/health psychology and Postdoctoral fellowship in geropsychology at VANTHCS. She has been on staff since 2015, first in the Spinal Cord Injury Center and currently within the Community Living Center (CLC). Her clinical and research interests include rehabilitation, adjustment to disability, coping with chronic medical conditions, health psychology (e.g. diabetes/weight management), and geropsychology. Her theoretical orientation is primarily cognitive behavioral and solution-focused. She is a member of the American Psychological Association – Divisions 20, 22, 38, and the Academy of SCI Professionals. *Supervision roles: Postdoc Training Committee Member, CLC Rotation (Internship), CLC Fellowship rotation for the Health & Rehab Postdoc.*



**Dr. Lindsey Cooper** (she/her/hers) is a licensed psychologist in the state of Kansas and Texas. She received her Psy.D. in Clinical Psychology from The Chicago School of Professional Psychology in 2015. She completed both her pre-doctoral internship and her post-doctoral fellowship at the Dallas VA. As of July 2022, she is the Clinical Director for the MH Trauma Services Team. She previously worked in the MH Trauma Clinic as the PTSD/SUD Specialist and for MH Gold as the Clinical Director. Her clinical interests include treatment of PTSD, substance use disorders, symptom validity assessment, personality disorders, Cognitive Processing Therapy, Motivational Interviewing, Dialectical Behavior Therapy and Prolonged Exposure Therapy. Dr. Cooper's research interests include severe mental illness, dual diagnosis of substance use disorder and mental illness, and PTSD in returning Veterans. *Supervision roles: MH Trauma PTSD/SUD Rotation (Internship and Postdoc), EBP Rotation (PE, CPT) – Internship and Postdoc*



**Dr. Michael Dolan** (he/him/his) is a licensed Psychologist in the state of Texas. He earned his Ph.D. in Clinical Psychology from the University of Kentucky in 1975. He has been on staff at VANTHCS since 1978, and currently works on the MH Gold team, focusing on the assessment and treatment of chronic substance use disorders, which is his primary clinical interest. His theoretical orientation is cognitive-behavioral. His research interests include the use of contingency contracting to decrease drug abuse, cocaine addiction, needlesharing and AIDS education. He is a member of the American Psychological Association. *Supervision roles: MH Gold Team Rotation (Internship), MH Gold Fellowship*

*Supervisor (SUD Postdoc)*



**Dr. Julia Evans** (she/her/hers) is a licensed psychologist in the state of Texas. She received her Ph.D. in Clinical Psychology from the University of Tulsa in 2020. She completed both her predoctoral and postdoctoral training at VA North Texas. She joined the staff in 2021 as the PTSD/SUD psychologist on the Mental Health Trauma Team. Her theoretical orientation integrates both cognitive-behavioral and a third-wave approaches. Her clinical interests include evidence-based therapy for PTSD, couples therapy, psychological assessment, and diversity issues. *Supervision roles: Internship Assessment Supervisor, MH Trauma Rotation (Internship), PTSD/SUD Rotation on MH Trauma (Postdoc)*



**Dr. Wyatt Evans** (he/him/his) is the Associate Director of Training for the VANTHCS Psychology Programs. He is a licensed psychologist in the state of Texas and is board certified in Behavioral and Cognitive Psychology by the American Board of Professional Psychology. He earned his PhD in Clinical Psychology from Palo Alto University in 2017. He completed his predoctoral internship at the Houston VA and a two-year clinical research fellowship with UT Health San Antonio and the STRONG STAR Consortium. Dr. Evans joined the staff of the VANTHCS in 2019 and joined his current team at the Plano CBOC in 2021. His clinical interests include combat and operational stress sequelae including PTSD, moral injury, and grief. He

provides individual and group therapy including Acceptance and Commitment Therapy, Prolonged Exposure, Cognitive Processing Therapy, and Cognitive Behavioral Therapy for Insomnia. His ongoing research focuses on increasing psychological flexibility to facilitate moral healing, foster posttraumatic growth, and enhance resilience. *Supervision roles: Internship Training Committee Member, EBP Supervisor (ACT) – Internship and Postdoc*



**Dr. Jonathan Fluck** (he/him/his) is a licensed Psychologist in the state of Arizona. He received his Ph.D. in Clinical Psychology from Texas Tech University in 2010. He completed his Pre-doctoral internship at the VANTHCS. He has had postdoctoral employment at the VANTHCS Domiciliary in Bonham, TX where he worked from 2010-2017. Dr. Fluck currently serves as a staff Psychologist with the Dallas Homeless Domiciliary program. His clinical interests include: PTSD, Substance Abuse, Risk Assessment, and Objective Personality Assessment. Dr. Fluck's primary theoretical orientation is cognitive-behavioral. *Supervision roles:*

*Internship Training Committee Member, Internship Assessment Supervisor, HDOM Rotation (Internship and Postdoc)*



**Dr. Rebecca A. Frontera** (she/her/hers) serves as Program Manager for the Chronic Pain Rehabilitation Program (CPRP). She is a licensed psychologist in the states of Illinois and Texas. She received her Psy.D. in Clinical Psychology from the Adler School of Professional Psychology in 2011. She completed her Doctoral internship at the Mount Sinai Medical Center within the department of Rehabilitation Medicine in New York, NY and a 2-year Postdoctoral Fellowship in Rehabilitation Psychology at the James A. Haley VAMC in Tampa, FL. Dr. Frontera joined VANTHCS in 2013 and works within the Spinal Cord Injury Center and Chronic Pain Clinic. Dr. Frontera's clinical interests involve rehabilitation of spinal cord injury (SCI) and traumatic brain injury (TBI), adjustment to disability, multiple sclerosis, ALS, disability and sexuality, and coping with chronic medical conditions. Her theoretical orientation is eclectic, utilizing techniques from CBT, ACT, Solution-focused, and Person-centered therapies. She is a member of the American

Psychological Association (APA) and Division 22, Rehabilitation Psychology. *Supervision roles: Postdoc Training Committee Member, SCI/Pain Clinic Rotation Supervisor (Internship and Health & Rehab Postdoc), EBP Supervisor (CBT-CP)- Internship.*



**Dr. Victoria Henderson** (he/her/hers) is a licensed psychologist in the state of Texas. She received her Ph.D. in Counseling Psychology from Texas Tech University in 2019. She completed her Predoctoral internship in general psychology at Texas A&M University Counseling and Psychological Services. She has had postdoctoral employment at Texas Woman's University prior to joining VANTX in 2022. She is currently part of the Telemental Health Team based out of the Denton CBOC. Her clinical interests include LGBTQ+, PTSD, Military Sexual Trauma, Intimate Partner Violence, diversity and inclusion, and depression treatment. Dr. Henderson's theoretical orientation is primarily Interpersonal with multicultural considerations.



**Dr. Christopher Holland-Deguire** (he/him/his) is a staff psychologist, licensed in the state of Texas. He received his PsyD. in Clinical Psychology from the Chicago School of Professional Psychology in 2019 and completed the Dallas Addiction Leadership Training (DALT) Advanced Fellowship in Addiction Treatment at VANTHCS (2019-2021). He currently serves as the LGBTQ+ Veteran Care Coordinator (VCC) for VANTHCS as well as a staff Psychologist for the Diamond Team (outpatient mental health team). Dr. Holland-Deguire is an Assistant Professor in the Department of Psychiatry at the University of Texas Southwestern Medical Center. Dr. Holland-Deguire's clinical interests include treatment of trauma and stress-related disorders, chronic pain, and insomnia. His primary treatment approaches are

Prolonged Exposure (PE), Cognitive Processing Therapy (CPT), and Cognitive Behavior Therapy for Chronic

Pain and Insomnia (CBT-CP & CBT-I). As LGBTQ+ VCC, Dr. Holland-Deguire completes various staff training in LGBTQ+ clinical care, develops and allocates LGBTQ+ resources, and advocates for LGBTQ+ affirming clinical care.



**Dr. Liz Gibbons** (she/her/hers) is a licensed Psychologist in the state of Texas. She received her Ph.D. in Counseling Psychology from Texas Woman's University in 2018 and completed her Postdoctoral Fellowship at VANTHCS in Substance Abuse. She joined the staff at the Dallas VA in 2019, and worked on the Gold Team (substance use disorders specialty team) and Silver Team (geropsychology specialty team) before joining the Telemental Health Team in 2022. Her clinical interests include depression, chronic pain, insomnia, substance use disorders, personality disorders, trauma, suicidality, LGBT+, and multicultural issues. Her primary treatment approaches are Acceptance and Commitment Therapy and Cognitive Behavioral Therapy.

*Supervision roles: Internship Training Committee Member, Telemental Health Rotation (Internship), LGBTQ+ Fellow Supervisor (when track is active).*



**Dr. Heidi J. Koehler** (she/her/hers) is board certified in Clinical Psychology (ABPP). She received her Ph.D. in Counseling Psychology from Texas A&M University in 2000. Dr. Koehler and joined VANTHCS in 2006. She is licensed in the state of Texas and serves as Clinical Director of the Fort Worth Mental Health clinic. She is an Associate Professor in the department of Psychiatry at University of Texas Southwestern Medical Center and a member of the Texas Psychological Association. Her clinical interests include adult and childhood trauma, military sexual trauma, the grieving process, group psychotherapy, and dialectical behavior therapy. Her theoretical orientation is primarily existential. *Supervision*

*roles: EBP Supervisor (PE, CPT)- Internship and DBT – Postdoc*



**Dr. Justin Litvin** (he/him/his) is a licensed psychologist in the state of Texas. He received his Ph.D. in Counseling Psychology from the University of North Texas in 2019. He completed his predoctoral internship (2018-2019) in clinical psychology at the Syracuse VA in New York. He then completed his postdoctoral fellowship (2019-2020) in the couple/family therapy and trauma services track at VANTHCS. He has been a staff psychologist at the Ft. Worth Outpatient Clinic since August 2020. His clinical interests include couple/family therapy, trauma-focused treatments, and anxiety/depression management. Dr. Litvin's theoretical orientation is best described as Cognitive Behavioral within the Acceptance and Commitment Therapy framework. *Supervision roles: Fort Worth MHC Rotation Supervisor (Internship), EBP Supervisor (CBCT, IBCT, PE) – Internship and Postdoc*



**Dr. Laura Morris** (she/her/hers) is a licensed psychologist in the state of Texas. She received her Ph.D. in counseling psychology from Texas Woman's University in 2017. She completed her pre-doctoral internship at VA North Texas Healthcare System in 2016-2017. Dr. Morris completed her post-doc at the Steven A. Cohen Military Family Clinic from 2017-2019 where she worked with post 9-11 Veterans and their family. She returned to VA North Texas in 2020 and assumed the role of military sexual trauma coordinator in 2021. Her administrative role is to serve the Veterans of North Texas who have a history of MST by clarifying eligibility and working alongside other providers in offering the best available care. She is currently attached to Trauma Services and is part of the women's stress disorder sub team. Her theoretical orientation is cognitive behavioral. *Supervision roles: EBP Supervisor (CBT-I, CBT-CP, CPT) – Internship and DBT (Postdoc).*



**Dr. Lori Napier** (she/her) earned her PsyD in Clinical Psychology from George Fox University in Newberg, Oregon in 2021. She completed her doctoral internship at the Cheyenne VAMC primarily focusing on PTSD and SUD treatment in a residential setting. She recently served as the PTSD/SUD fellow at VANTHCS with primary rotations on 5N SARRTP and the Homeless Domiciliary. Dr. Napier is currently starting her first year as a staff psychologist at VANTHCS working with outpatients on the Gold Team. Her theoretical orientation is cognitive-behavioral. Her research interests include resilience, integrating PTSD/SUD care, and strength-based factors that lead to improved mental health. She is a member of the American Psychological Association. *Supervision roles: MH Gold Team (Internship and Postdoc)*



**Dr. Sarah Sadler** (she/her/hers) is a licensed psychologist on the WSD/MST subteam of the MH Trauma Team. She received her Ph.D. in Counseling Psychology at Oklahoma State University in 2017. She completed a predoctoral internship at the Central Arkansas Veterans Healthcare System in North Little Rock, Arkansas and a postdoctoral fellowship at Michael E. DeBakey VA Medical Center in Houston, Texas. Her clinical interest include PTSD, Military Sexual Trauma, and sexual functioning following sexual trauma. Her theoretical orientation combines cognitive-behavioral and humanistic approaches. *Supervision roles: EBP Supervisor (PE, CPT) – Internship and Postdoc.*



**Dr. LaDonna Saxon** (she/her/hers) serves as the Chief of Psychology section for Mental Health Service. She is a licensed Psychologist in the state of Kansas. She received her Ph.D. in Clinical Health Psychology and Behavioral Medicine from the University of North Texas in 2008 and completed a fellowship in Chronic Pain Rehabilitation at James A Haley VAMC in Tampa, FL in 2009. She joined VANTHCS in 2012 and serves as Health Behavior Coordinator and Tobacco Cessation Lead Clinician. She is also an Assistant Professor in the department of Psychiatry at University of Texas Southwestern Medical Center. Nationally within VHA Dr. Saxon serves as a trainer and consultant for Motivational Interviewing/Motivational Enhancement Therapy and Cognitive Behavioral Therapy for Chronic Pain evidence-based psychotherapy training programs. Her research interests involve health

promotion/health maintenance and coping with chronic health conditions. Her clinical interests include motivational interviewing, mindfulness, and health psychology practice. Dr. Saxon's theoretical orientation is cognitive behavioral and humanistic. She is a member of the American Psychological Association – Division 38 (Health Psychology), the international Motivational Interviewing Network of Trainers, and the American Congress of Rehabilitation Medicine.



**Dr. Sarah Spain** (she/her/hers) serves as the Associate Chief of Staff (ACOS) for Mental Health Service. She is board certified in Clinical Psychology (ABPP) and received her Ph.D. in Clinical Psychology from the University of South Florida in 2004. Dr. Spain is licensed in the state of Texas and joined VANTHCS in 2009. She is an Associate Professor in the department of Psychiatry at University of Texas Southwestern Medical Center. Her clinical interests include cognitive-behavioral psychotherapeutic interventions and DEI factors in mental health care. Dr. Spain is a member of the Association of VA Psychologist Leaders.



**Dr. Lisa Thoman** (she/her/hers) is a licensed Psychologist in the state of Texas. She earned her Ph.D. in Clinical Psychology from the University of Texas Southwestern Medical Center at Dallas in 2003. She has been on staff at VANTHCS since 2002, and currently works within the MH Trauma Services Clinic, a specialty MH clinic which provides evidence-based assessment and psychotherapy to Veterans with Posttraumatic Stress Disorder (PTSD). More specifically, Dr. Thoman provides individual, group and marital therapy to Veterans of the OEF/OIF/OND era. Dr. Thoman is an Assistant Professor in the department of Psychiatry at University of Texas Southwestern Medical

Center. Her clinical interests include treatment of PTSD and other disorders related to trauma. Her theoretical orientation is integrative with cognitive-behavioral, solution-focused and systemic emphases. Her research interests include treatment of PTSD and anxiety disorders, meditation and mindfulness in treatment of mental disorders, and impact of exercise on mood and anxiety. She is a member of the American Psychological Association and Dallas Psychological Association. *Supervision roles: Postdoc Training Committee Member, MH Trauma Services Rotation (Internship and PTSD Fellowship), EBP Supervisor (CPT, PE, IBCT) – Internship and Postdoc.*





**Dr. Nancy Vreeland** (she/her/hers) is a licensed psychologist in the state of Texas. She received her Psy.D in Clinical Psychology from Baylor University in 2017. She completed her predoctoral internship in medical/health psychology and Postdoctoral fellowship in rehabilitation psychology at VANTHCS. She has been on staff since 2018, initially working in outpatient mental health with Diamond Team. Currently she serves Veterans receiving long-term care for medical comorbidities and those on hospice care within the CLC. Her clinical interests include health behavior intervention, chronic disease management, pain management, adjustment to disability,

end-of-life care, and geropsychology. Her theoretical orientation is primarily cognitive behavioral, including third-wave interventions such as ACT. *CLC Rotation (Internship) and CLC supervisor for Health & Rehab Fellowship.*

## Appendix B: Placement of Past Fellows

### Past trainees by their university of degree and current positions:

| <u>Year</u> | <u>Degree Program</u>  | <u>Current Position</u>   |
|-------------|--|---|
| 07-08       | Virginia Tech U.<br>U. of North Texas  | Research - UTSW<br>VA Psychologist – North TX   |
| 08-09       | Georgia Sch. Of Prof. Psych<br>Illinois Sch. Of Prof. Psych<br>Nova Southeastern U.  | VA Psychologist – North TX<br>VA Psychologist - North TX<br>VA Psychologist – Montgomery, AL  |
| 09-10       | U. California, Santa Barbara<br>U. of TX Southwestern Med. Ctr.<br>Jackson State U.  | VA Psychologist – North TX<br>VA Psychologist – North TX  |
| 10-11       | Argosy U., Hawaii<br>U. of Houston<br>U. of Louisville<br>U. of Alabama<br>Nova Southeastern U.  | Private Practice - WA<br>Private Practice - TX<br>VA Psychologist – Nashville TN<br>VA Psychologist – North TX<br>VA Psychologist – Bay Pines FL  |
| 11-12       | Auburn University<br>U. of Maryland, Baltimore Co.<br>Texas Tech U.<br>U. of North Texas   | VA Psychologist – Nashville TN<br>VA Psychologist – North TX<br>VA Psychologist – Reno, NV<br>VA Psychologist – North TX  |
| 12-13       | Chicago School of Prof. Psych<br>Colorado State U.<br>U. of Illinois @ Urbana-Champaign<br>U. of North Texas   | VA Psychologist – North TX<br>University Counseling Center - TX<br>VA Psychologist – North TX<br>VA Psychologist – North TX   |
| 13-14       | U. of Houston<br>Kent State U.<br>Southern Methodist U.<br>Baylor U.<br>Pacific School of Grad. Psych<br>U. of North Texas   | VA Psychologist – Valley Coastal Bend<br>VA Psychologist – South TX<br>Psychologist – Private Sector<br>VA Psychologist – North TX<br>Research - Romania<br>VA Psychologist – North TX    |
| 14-15       | U. of North Texas<br>Oklahoma State U.<br>U. of North Texas<br>U. of North Texas<br>Southern Methodist U.<br>Texas A&M   | VA Psychologist – North TX<br>VA Psychologist – North TX<br>VA Psychologist – North TX<br>VA Psychologist – North TX<br>VA Psychologist – North TX<br>VA Research Psychologist – North TX |
| 15-16       | U. of North Texas<br>Chicago School of Prof Psych<br>School of Prof Psych at Forest Institute<br>Midwestern University at Glendale<br>Jackson State University<br>Arizona School of Prof Psych | Scottish Rite Children’s Hospital<br>VA Psychologist – North TX<br>UT Southwestern Medical Center<br>Baylor Hospital<br>VA Psychologist – North TX<br>VA Psychologist – Cental TX         |

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| 16-17 | Texas Women's University<br>Southern Methodist University<br>U. of North Texas<br>Wheaton College<br>Seattle Pacific University<br>Pennsylvania State University<br>St. John's University  | VA Psychologist – Truman HCS<br>VA Psychologist – North TX<br>UT Southwestern Medical Center<br>VA Psychologist – North TX<br>Private Hospital<br>VA Psychologist – Phoenix HCS<br>Scottish Rite Children's Hospital |
| 17-18 | University of Houston<br>University of Louisville<br>Fuller Theological Seminar<br>UT Southwestern Medical Center<br>Californal School of Professional<br>Psychology – Alliant International Univ.<br>University of North Texas<br>Texas Women's Universty | Private Practice<br>VA Psychologist – Lexington VA<br>VA Psychologist – Minneapolis VA<br>Private Practice<br><br>Unemployed<br>VA Psychologist – North TX<br>VA Psychologist – North TX                             |
| 18-19 | Fielding Graduate Univ, Santa Barbara<br>University of Texas, Austin<br>Texas Women's University<br>University of Texas, Austin<br>Baylor University<br>Loma Linda University<br>Argosy University   | Community Hospital<br>VA Psychologist – North TX<br>VA Psychologist – North TX<br>VA Psychologist – North TX<br>VA Psychologist – North TX<br>Unemployed<br>VA Psychologist – North TX                               |
| 19-20 | Carlos Albizu University – San Juan Campus<br>Texas Tech University<br>Baylor University<br>University of North Texas<br>Carlos Albizu University – Miami Campus<br>Pepperdine University  | VA Psychologist – North TX<br>VA Psychologist – North TX<br>VA Psychologist – North TX<br>VA Psychologist – North TX<br>VA Psychologist – Bay Pines VAMC<br>Federal Bureau of Prisons                                |
| 20-21 | Texas Women's University<br>University of Nevada – Reno<br>Carlos Albizu University – San Juan Campus<br>Chicago School of Professional Psych<br>Alliant International University – Los Angeles  | VA Psychologist – North TX<br>VA Psychologist – North TX<br>VA Psychologist – North TX<br>University Counseling Center - Louisiana<br>VA Psychologist – West Los Angeles VAMC  |
| 21-22 | George Fox University<br>Idaho State University<br>George Fox University<br>Chicago School of Professional Psych   | VA Psychologist – North TX<br>VA Psychologist – Houston VAMC<br>VA Psychologist – Minneapolis VAMC<br>VA Psychologist – North TX   |
| 22-23 | Carlos Albizu University – Miami Campus<br>University of Alabama, Tuscaloosa<br>University of North Texas, Clinical<br>Ponce University Health Sciences Center<br>Arizona State University   | Baylor, Scott & White Health – Dallas, TX<br>VA Psychologist – North TX<br>VA Psychologist – North TX<br>VA Psychologist – North TX<br>VA Psychologist – North TX  |

For our most recent APA reaccreditation self study (2018), we surveyed the last seven years of graduates with an outcome assessment device involving 30 questions. Interpretation of the survey data by the Postdoctoral Training Committee is noted herein:

88% of graduates completed the survey (35 of 40). This completion rate is viewed as an indication of graduates' interest in the program as well as interest in providing information to APA.

Findings include:

- 34 of 35 responders were fully licensed. The one person who was not licensed at the time of the survey became licensed within the first two years of completing the fellowship.
- 34 of 35 graduates had obtained employment as psychologists, and the other person was pursuing employment at the time of the survey.
- Employment sites for the first job reveal a variety of settings, demonstrating that the program graduates' interests are varied with some moving toward private practice as well as medical center settings (primarily the VA).
- 71% of respondents reported a VA psychology position as their first job and 66% indicated that they currently work at a VA.
- 89% of respondents further noted that they spent approximately 40% of their clinical time working with patients dealing with problems related to the postdocs' emphasis area.
- Two questions asked about job satisfaction information comparing first positions to current positions (in some cases current positions and first positions are the same). The results were identical related to satisfaction with first and second jobs, noting a slight decrease in satisfaction from first job to second.
- Two questions about the graduates' perceptions about how well the program trained them for their positions are viewed as a most critical outcome measure. For both first positions and current positions, graduates perceived that the program prepared them quite well, noting a range from moderately well (one respondent) to very well (five of the 10 respondents).
- Two questions were designed to collect information of importance to APA. The findings suggest that indeed program graduates are more involved in clinical service delivery than in academia with the majority finding employment in the VA.
- Rankings of various aspects of the program suggest that supervision, interdisciplinary service delivery, and individual and group psychotherapy experiences are perceived as having been the most beneficial elements of the program. This is gratifying in that the apprenticeship model of training emphasizes the supervisory relationship as an important element of training. Of interest is the finding that the didactic elements (such as Journal Club, Grand Rounds, and even the seminars and case presentations) were valued to a lesser degree.

