

Psychology Internship Program



Cheyenne VA Health Care System

2360 E. Pershing Blvd.

Cheyenne, WY 82001

(970) 313-2147

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

MATCH Number: 230211

Applications Due: November 17, 2023

ACCREDITATION STATUS

The doctoral internship at the Cheyenne VA Medical Center is fully **accredited** effective 8/6/2021 by the Commission on Accreditation (CoA) of the American Psychological Association (APA). We were awarded a 3-year reaccreditation. Our next site review will be held in April 2024.

Questions related to the program's accreditation status should be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation

American Psychological Association

750 1st Street, NE

Washington, DC 20002-4242

Phone: (202) 336-5979

E-mail: apaaccred@apa.org

Web: www.apa.org/ed/accreditation

Internship Admissions, Support, and Initial Placement Data

Program tables updated: October 2, 2023

Applicants must meet the following prerequisites to be considered for our program:

1. Applicants must be enrolled and in good standing in an APA- or CPA- accredited clinical, counseling, or combined psychology program.
2. A minimum of 350 direct intervention and 50 direct assessment hours of supervised graduate level pre-internship experience.
3. Completion of comprehensive examination and proposal of their dissertation.
4. 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 must complete a Certification of Citizenship in the United States prior to beginning VA training.
5. 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.
6. Matched interns are subject to fingerprinting and background checks. Match result and selection decisions are contingent on passing these screens. Please view the following link for additional information regarding the background check: <http://www.archives.gov/federal-register/codification/executive-order/10450.html>
7. VA conducts drug screening exams on randomly selected personnel as well as new employees. Interns are not required to be tested prior to beginning work, but once on staff they are subject to random selection for testing as are other employees.

Selection Process:

A selection committee comprised of psychologists reviews applications. Our selection criteria are based on “goodness-of-fit” with our scholar-practitioner model. Applicants will be evaluated individually on their clinical experiences, academic performance, scholarly background, and interests. The selection process may include information gained from internet and social media searches of applicants' names. Preference will be given to applicants with interests in rural, generalist training with an emphasis on interprofessional treatment. As an equal opportunity training program, the internship welcomes and strongly encourages applications from qualified candidates, regardless of gender, age, racial, ethnic, sexual orientation, disability, or other minority status. Our internship emphasizes and promotes diversity; it is an essential component of our training program. We are committed to attracting diverse applicants and maintaining diversity within our intern cohorts. Students from diverse backgrounds (e.g., ethnicity/race, lifestyle, disability) and historically disadvantaged groups are strongly encouraged to apply. All things being equal, consideration is given to applicants who identify themselves as veterans; as members of historically underrepresented groups on the basis of racial or ethnic status; as representing diversity on the basis on sexual orientation; or as representing diversity on the basis of disability status. This agency

provides reasonable accommodation to applicants with disabilities where appropriate. If you need reasonable accommodation for any part of the application and hiring process, please notify Dr. Laurel Shiba by telephone (970-593-3300, ext. 2266) or email laurel.shiba@va.gov.

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

Total Direct Contact Intervention Hours	<input type="checkbox"/> No	<input checked="" type="checkbox"/> YES	Amount: 350
Total Direct Contact Assessment Hours	<input type="checkbox"/> No	<input checked="" type="checkbox"/> YES	Amount: 50

Describe any other required minimum criteria used to screen applicants:

The program does has no additional screening criteria.

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns	\$33,469	
Annual Stipend/Salary for Half-time Interns	Not Applicable	
Program provides access to medical insurance for intern?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> No
If access to medical insurance is provided:		
Trainee contribution to cost required?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> No
Coverage of family member(s) available?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> No
Coverage of legally married partner available?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> No
Coverage of domestic partner available?	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	4 hrs every 2 wks	
Hours of Annual Paid Sick Leave	4 hrs every 2 wks	
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?	<input checked="" type="checkbox"/> YES**	<input type="checkbox"/> No

Other Benefits (please describe):

** In the event of medical conditions and/or family needs that require extended leave, in certain circumstances at the discretion of the training program, interns may be allowed reasonable unpaid leave in excess of personal time off and sick leave. The training year will be extended as needed to ensure a full training year (minimum of 1872 hours on duty / 500 hours in direct patient care) is completed (may or may not be paid depending on availability of funds/approval from Office of Academic Affairs).

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

Initial Post-Internship Positions		
	2020 – 2022	
Total # of interns in these 3 cohorts	10	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	PD	EP
Community mental health center	0	0
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	1	9
Military health center	0	0
Academic health center	0	0
Other medical center or hospital	0	0
Psychiatric hospital	0	0
Academic university/department	0	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	0
School district/system	0	0
Independent practice setting	0	0
Not currently employed	0	0
Changed to another field	0	0
Other	0	0
Unknown	0	0

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

FACILITY AND TRAINING SITES

The Cheyenne VAHCS & off-campus clinics provide healthcare and other supportive services to an estimated 71,611 Veterans living in Wyoming, western Nebraska, and northern Colorado. In order to reach Veterans across our vast catchment area, the Cheyenne VAHCS has facilities/services located in three states. These include the following: The VA Medical Center in Cheyenne, WY; two Community-Based Outpatient Clinics (CBOCs) in Loveland, CO; a Multi-disciplinary Outpatient Clinics (MSOC) in Fort Collins, CO, and Sidney, NE; a Primary Care Telehealth Outpatient Clinic (PCTOC) located in Rawlins, WY; and Mobile Telehealth Clinics serving Laramie, Torrington, and Wheatland, WY, as well as Sterling, CO.

Cheyenne VAMC (CVAHCS, Cheyenne, WY)

Primary and specialty outpatient medical services are provided at the Cheyenne VAMC campus (CVAMC) located at 2360 East Pershing Boulevard in Cheyenne, WY, 82001. Telephone number: 307-778-7550 or 1-888-483-9127. The CVAHCS offers a multitude of mental health services on-site or via telemental health. On campus, there is a 32-bed Community Living Center (CLC) which

provides rehabilitative care to Veterans who require assistance to return to living at home or who may require longer term residential care. Inpatient hospice and palliative care services are also available. There are also inpatient medical services available for acute medical needs. The newest addition to the Cheyenne VAMC is a 10-bed Residential Rehabilitation Treatment Program (RRTP) which provides residential treatment for Substance Use Disorder and Post-Traumatic Stress Disorder.

Fort Collins MSOC (Fort Collins, CO)

The Fort Collins MSOC provides care to a large number of Veterans in Northern Colorado and is growing fast. The outpatient clinic provides a variety of services to patients including primary care, preventive care, mental health care, and some specialty services. In addition to primary care staff, the MSOC in Fort Collins is currently staffed by mental health providers in a variety of disciplines, including psychiatry, social work, mental health counseling, and nursing. The MSOC is located approximately 50 miles from the main campus of the Cheyenne VAMC at 2509 Research Blvd. Fort Collins, CO 80526-8108. Telephone number: 970-224-1550.

Northern Colorado VA Outpatient Clinic (Loveland, CO)

The Northern Colorado VA Outpatient Clinic is our brand-new, state-of-the-art medical facility that provides care to a large number of Veterans in Northern Colorado. The outpatient clinic provides a variety of services to patients including primary care, preventive care, mental health care, and some specialty services. In addition to primary care staff, the NoCo clinic is currently staffed by mental health providers in a variety of disciplines, including psychiatry, psychology, social work, mental health counseling, and nursing. The outpatient clinic is located approximately 55 miles from the main campus of the Cheyenne VAMC at 4575 Byrd Dr, Loveland, CO 80538. Telephone number: 970-593-3300.

Loveland CBOC (Loveland, CO)

The Loveland CBOC provides care to Veteran in Northern Colorado, capturing many of our more ruraly located Colorado counties. The outpatient clinic offers primary care, mental health, and some specialty services. The Loveland CBOC is staffed by mental health providers from a variety of disciplines, including psychology, psychiatry, social work, licensed professional counseling, clinical nurse specialist, and nursing. The CBOC is located approximately 55 miles from the main campus of the Cheyenne VAMC at 5200 Hahns Peak Drive Loveland, CO 80538. Telephone number: 970-962-4900. As this clinic replaced the facility in Greeley, CO, some assistance with transportation may be available between Greeley and Loveland by calling 307-433-3735.

VITAL (Veterans Integration to Academic Leadership) Program

The VITAL Program is staffed by a Cheyenne VAMC providers who serve several different university/college campuses in the northern Colorado and Wyoming areas. The program launched in January 2014 in an effort to increase access to care for OEF/OIF/OND veterans and other Veterans attending college and has quickly become the top-performing VITAL program in the country.

PSYCHOLOGY SETTING

Cheyenne VA HCS psychologists hold a number of leadership roles. Dr. Rodney Haug is the Mental Health Service Line Chief. Dr. Kyle Bewsey is the and the acting Associate Chief for Professional Development and Education, acting Psychology Discipline Executive, and co-director

of the Psychosocial Rehabilitation Fellowship. Dr. Ashley Bittle is the Associate Chief for Psychosocial Rehabilitation. Dr. Thomas Wykes is the Associate Chief for Medical Integration. Dr. Sarah Staats is PMOP Coordinator and Pain Program Manager. Dr. Mercedes Lavoy is a Loveland PC-MHI supervisor. Dr. Tina Rose is a Loveland outpatient mental health supervisor. Dr. Tirzah Shelton is a Cheyenne PC-MHI supervisor. Dr. Laura Eaton serves as a national training consultant for Cognitive Behavioral Therapy for Depression and as the chair of the annual VA Psychology Leadership conference. Dr. Delia Sosa is the program manager of the Psychosocial Rehabilitation Recovery Center and serves as the chair of the Mental Health Service Line Diversity Workgroup. Dr. Laurel Shiba is the acting Psychology Internship Director of Training. Psychologists at the Cheyenne VA are embedded within various services at the main facility, outpatient clinics, and college campuses. Psychologists maintain close interprofessional relationships, working alongside licensed professional counselors, licensed marriage and family therapists, social workers, psychiatric nurses, clinical nurse specialists, psychiatrists, and medical providers in a variety of settings.

TRAINING MODEL AND PROGRAM PHILOSOPHY

The Cheyenne VAHCS Psychology Internship Program is based on the **Scholar-Practitioner** training model. The training program's goal is to create a supportive, collegial atmosphere that is committed to training future psychologists in the scientific practice of psychology. Over the course of the internship year, the **program's aim** will be to prepare interns to be strong generalist practitioners with an emphasis on evidence-based psychotherapies.

The Cheyenne VA internship training program follows the professional developmental model, in which trainees will gradually progress from close supervision to more independent functioning over the course of each rotation and throughout the year. The competencies were developed to be sequential, cumulative, and graded in complexity. It is expected that interns demonstrate growth during the training year in the identified competencies as they receive clinical supervision and ongoing feedback regarding their progress. Furthermore, interns are expected to learn to function as professional psychologists in close collaboration with other disciplines in a VA medical facility and outpatient clinics. Interns completing the program should be fully prepared for further postdoctoral training or entry-level professional positions working with adult and older adult patient populations with a variety of mental health concerns.

Profession-Wide Competencies

Our program incorporates experiential and didactic training in the following profession-wide competencies:

- 1) **Research** – Interns will demonstrate critical thinking, and be able to integrate scientific knowledge with clinical practice. Interns will be able to apply the current scientific literature to evaluate their practices, interventions, and/or programs.
- 2) **Ethical and legal standards** - Interns should demonstrate knowledge of ethical and legal principles including the APA Ethical Principles and Code of Conduct. They will show an awareness of these principles and apply them in their daily practice.

- 3) **Individual and cultural diversity** - Interns will demonstrate knowledge of self and others as cultural beings in the context of dimensions of diversity in assessment, treatment, and consultation. Interns should show an awareness of, sensitivity to, and skill in working professionally with diverse individuals, groups, and communities who represent various cultural and personal backgrounds and characteristics.
- 4) **Professional values, attitudes, and behaviors** - Interns will demonstrate sound professional judgment and responsibility with progressive independence to resolve challenging situations throughout the training year. They will conduct themselves in a professional manner across settings and contexts. Interns will demonstrate the ability to manage work load and administrative tasks, as well as complete timely documentation. Interns will develop a professional identity over the course of the internship training year, and learn how to function as a psychologist within an interprofessional team.
- 5) **Communication and interpersonal skills** – Interns will communicate effectively verbally, nonverbally, and in writing. These communications will be informative, articulate, succinct, and well-integrated with consideration given to the recipient of the information (e.g., patient / family, other members of the interprofessional team, etc.). Interns will demonstrate presentation skills by effectively communicating psychological principles, procedures, and/or data to colleagues, additional trainees, and other professions.
- 6) **Assessment** - Interns will be able to assess patients with a broad range of problems using a variety of psychological assessment instruments. Interns will gain proficiency in selecting assessment tools, conducting intake interviews, and integrating multiple sources of information (i.e., biopsychosocial history and test data) with consideration of diversity. Interns will develop case conceptualization skills and offer concrete, useful recommendations tailored to answer the referral questions.
- 7) **Intervention** - Interns will demonstrate the ability to provide professional entry-level skills in response to a range of presenting problems and treatment concerns, with particular attention to identifying treatment goals and providing evidence-based psychotherapies. Interns will be able to develop case conceptualizations relevant to the patient with the ability to adapt an evidence-based intervention if appropriate. Interns will be able to identify and manage crisis needs and/or unexpected or difficult situations. They also should be able to effectively coordinate their interventions with other members of the interprofessional team involved with the patient's care.
- 8) **Supervision** - Interns will understand the ethical and legal issues of the supervisor role. Interns will develop knowledge of supervision models and apply this knowledge in direct or simulated practice. Interns will provide effective supervised supervision to less advanced students, peers, or other service providers in typical cases appropriate to the service setting.
- 9) **Consultation and interprofessional / interdisciplinary skills** – Interns will understand their role as a consultant and shift roles to meet presenting needs. Interns will gather appropriate data in order to answer the consultation need.

PROGRAM STRUCTURE

The Cheyenne VAHCS doctoral internship program comprises three 12-month full-time internship positions, each of which is divided into two six-month semesters. Interns will choose from the major rotations described below based on preference and availability. Trainees also are required to participate in psychological assessment throughout the year as part of an adjunctive assessment rotation and/or as part of a major rotation. They must complete at least six comprehensive psychological assessments before the end of the year. Interns will complete required telehealth training with the opportunity to deliver telehealth therapy as needed on rotations. Finally, interns will choose minor/adjunctive training experience(s) based upon the training directors' recommendations, as well as the trainee's past experience, interests, professional goals, and identified areas of growth.

Interns are expected to commit 40 hours per week to the internship training experience. All major rotations take place at the main facility or in one of the Northern Colorado outpatient clinics. If a trainee chooses the VITAL program minor/adjunctive experience, travel to college campuses will be expected. Additionally, a rotation with the Home-Based Primary Care (HBPC) minor rotation will require travel to the veterans' homes either with a supervisor or independently. Interns can anticipate at least four hours (3 hours of individual; 1 hour of group) of supervision a week. Tuesdays are a dedicated training day to allow time for group supervision, professional development activities, and didactics. On Tuesdays, there should be no planned clinical care other than occasional scheduling calls. It is expected that each intern will attend all scheduled didactic presentations, individual and group supervision, assessment and intervention (A&I) presentations, and grand rounds. In addition, interns are encouraged to participate in other educational training opportunities as available.

MAJOR ROTATIONS (two to three days/week):

- **General Mental Health** – Interns will provide a full range of mental health treatment to Veterans diagnosed with a variety of mental health disorders. Interns will conduct intake assessments, offer individual and group psychotherapy, and participate in interdisciplinary team meetings. Evidence-based treatments will be emphasized and may include cognitive behavioral treatment protocols for anxiety and obsessive-compulsive disorders; Cognitive Behavioral Therapy for Insomnia (CBT-I); Cognitive Behavioral Therapy for Depression (CBT-D); Acceptance and Commitment Therapy for Depression (ACT-D); Mindfulness Based Stress Reduction (MBSR); Integrated Behavioral Couples Therapy (IBCT); Interpersonal Therapy for Depression (IPT-D); and Dialectical Behavior Therapy (DBT). Opportunities may also include observation and participation with the Suicide Prevention Program and Intensive Community Mental Health Recovery (ICMHR). Formal psychological assessments may be conducted when findings can usefully inform treatment.
- **Psychological Assessment** – Interns will conduct full psychological assessments, which may include personality, cognitive, and intellectual measures, as determined appropriate by the supervising psychologist. Interns will be expected to complete a minimum of **six** psychological assessments throughout the year, which may include testing cases outside their primary rotation.

- **Primary Care-Mental Health Integration (PC-MHI)** – Interns will collaborate with primary care providers in treating Veterans with a variety of needs or issues related to lifestyle and behavioral difficulties, such as medical compliance and health promoting practices, coping with illness or chronic diseases, crisis situations, coordination of care, and brief treatment of mental health concerns. PC-MHI offers individual assessment and brief intervention, as well as group psychoeducation experiences. On this rotation, interns may have the opportunity to practice Problem-Solving Therapy, Motivational Interviewing, brief CBT-based skills, and other health psychology interventions. A major PC-MHI rotation is offered during the fall and spring semesters at both the Cheyenne and Northern Colorado locations.
- **Pain Psychology** – Interns will participate as part of an interdisciplinary pain team along with medical, pharmacy, physical therapy, and peer support. Opportunities for group therapy, including creating new groups, and individual therapy focused on the experience of pain and related concepts and skills.
- **Health Psychology** – Interns will gain experience in providing evidence based interventions for health related presentations. Common presentations and diagnoses seen by interns in this rotation are chronic pain, insomnia, diabetes, weight management, tobacco use, and chronic health conditions. There are opportunities to provide treatment in both individual and group therapy settings (e.g., CBT-Insomnia group, Diabetes Shared Medical Appointments, MOVE! weight management groups). Multiple training experiences and locations (Cheyenne, Northern Colorado, or virtual care) are available, depending on scheduling.
- **Residential Rehabilitation Treatment Programs (RRTP)** – Interns have the opportunity to work in a 10-bed residential setting for Veterans with PTSD and/or Substance Use Disorder. Treatments include Cognitive Processing Therapy (CPT) and Prolonged Exposure (PE) as well as evidence-based substance use disorder treatments (CBT-SUD and Matrix). Other evidence-based treatments are available as needed. Training will include emphasis on PTSD assessment as well as participation on an interdisciplinary team.

**Major rotations above may also be available as adjunctive experiences, pending availability.*

MINOR/ADJUNCTIVE TRAINING EXPERIENCES (one to two days/week):

- **Telemental Health** – Interns will receive formalized telehealth training in the delivery of evidence-based individual and/or group psychotherapy to rural and highly rural Veterans.
- **Evidence-Based Psychotherapy Emphasis** – Interns have the opportunity to receive focused training in one or more evidence-based treatments based on availability, such as Cognitive Processing Therapy (CPT), Prolonged Exposure (PE), Motivational Interviewing (MI), Cognitive Behavioral Therapy for Depression (CBT-D), Problem-Solving Therapy (PST), Interpersonal Psychotherapy for Depression (IPT-D), Cognitive Behavioral Therapy for Insomnia (CBT-I), Psychodynamic Psychotherapy, and Dialectical Behavioral Therapy (DBT).
- **Veterans Integration to Academic Leadership (VITAL) program** – Interns will work closely with a VA psychologist placed on college campuses. This innovative program has

been designed to meet the unique needs of university Veterans. Interns will be involved in ongoing program development and evaluation, outreach, and the provision of psychotherapy. *Please note, this rotation has been placed on hold for the 2022 – 2023 training year.*

- **VA Mental Health Leadership and Administration** – Interns will work closely with a supervisor on a variety of projects. These projects may include Performance or Quality Improvement projects, an ongoing program-design project, or other systems-level work. This experience may include attending various meetings within the hospital, analyzing data, and presenting findings during meetings.
- **Committees/Other Experiences** – Interns have the opportunity to take an active part in several committees and other training experiences around the hospital. These experiences vary over the year according to current need and projects. Examples include the Cheyenne VAHCS Diversity Committee and the Cheyenne VAHCS Disruptive Behavior Committee. Time dedicated to these experiences varies and may not require 8 hours a week.
- **Geropsychology** – Trainees will work with Home-based Primary Care (HBPC) and/or outpatient providers to strengthen their assessment and therapy skills and learn the role that psychology plays as part of an interdisciplinary team providing care to older adults and their families. Interns on this rotation may also participate in geriatric assessments involving dementia or decisional capacity evaluations. During this rotation interns may have the opportunity to implement at least one of the following evidence-based treatments: STAR-VA, Peaceful Mind, STOP Worry, Behavioral Activation, Memory Skills Group, and Caregiver Support.

Intern Seminar Series (2 to 3 hours weekly)

Didactic Series – These didactics include presentations covering various topics related to clinical and professional development. Didactics will be held face-to-face and via video with presenters from across the VA Healthcare System. Core topics will include the following: Assessment, Intervention, Diversity, Law/Ethics, Evidence-Based Psychotherapies, Program Development and Evaluation, Consultation, and Professional Development. Interns also will be assigned rotation-specific articles to promote the implementation of theory, research, and critical thought in their case conceptualizations.

Assessment and Intervention (A&I) Seminars – Each intern will present one assessment case and one intervention case to other trainees and invited staff during their internship year.

Grand Rounds Presentation – Each intern will present on a topic of their choosing to the Cheyenne VAHCS medical staff at Grand Rounds in the spring. This experience is designed to showcase their expertise and provide an avenue for accruing a professional presentation during their training year. Past interns have elected to present on a portion of their dissertation (applying the topic to Veterans' Health) or to present on another topic related to Veteran Healthcare.

TRAINING RESOURCES

Psychology interns have assigned office spaces with a laptop and telephone access. Each intern has administrative and program support for training and consultation with electronic medical record management, telemental health, clinical applications, data management related to clinical workload, and program and facility performance improvement programs. Videoconferencing technologies are available to support didactics and clinical case conferences. Interns have online access to journals.

METHOD AND FREQUENCY OF EVALUATION

The Cheyenne VA Psychology Internship training program employs a multidimensional approach to program evaluation using both internal and external outcome measures. Interns receive ongoing verbal feedback regarding performance and progress, beginning with observations of baseline competencies during orientation week. Additionally, interns receive formal, written evaluations throughout the training year (2 months, 6 months, 8 months, and 12 months). The evaluations assess specific competencies required of all trainees.

At 6 months and 12 months, interns complete an evaluation of the quality of their experience of supervision experience. Interns also provide an overall evaluation of the internship experience at the end of the year. Both interim and final evaluations provided by the interns assist the program in its self-assessment/improvement processes. Supervisors are not informed of the results of evaluations until after the training year has ended.

REQUIREMENTS FOR COMPLETION OF INTERNSHIP

Program completion requires 2080 hours of internship training activities under clinical supervision (at least four hours weekly). Trainees should be on duty and involved in training for at least 90% of these hours (1872 hours), with a minimum of 500 hours in direct patient care activities. Performance evaluation of and feedback to interns by clinical supervisors and other internship faculty is continuous; however, more formal evaluations are completed at established intervals throughout the training year. To maintain good standing in the program, interns will demonstrate ongoing progress and not be found to have engaged in any significant ethical wrongdoing. Remediation may be necessary if an intern performs below expected levels. To successfully complete the program, interns must complete the required supervised activities/hours, attend required didactics and experiential activities, complete a minimum of 6 psychological assessments, not be found to have engaged in any significant ethical wrongdoing, submit required work samples, and receive ratings of primarily "4," indicating little need for supervision, with no ratings below "3" across all competency items.

OUTSIDE EMPLOYMENT

The internship year is busy and demanding. Since the Psychology Service is responsible for interns' clinical training and supervision, outside paid employment for clinical activities such as therapy or psychological assessment is prohibited. Requests for other non-clinical professional activities such as teaching, research, or non-psychological paid employment outside of normal duty hours may be considered on a case-by-case basis. Interns should not commit to any outside employment or volunteer activities before getting the approval from the Director of Training. Human Resources, the Ethics Committee, and/or the Office of the Inspector General (OIG) may also be consulted to consider any possible conflicts of interest.

TRAINING STIPEND AND BENEFITS

Current stipend is anticipated to be \$33,469 divided into 26 pay periods for the year. State and federal income tax and FICA (Social Security) are withheld from interns' checks. The United States Government covers interns for malpractice under the Federal Tort Claims Act. Fringe benefits include health and life insurance at government rates, federal holidays (11 days), vacation (13 days), and sick leave (13 days). Maternity and paternity leave follows VA policy under the Family and Medical Leave Act, allowing up to 12 weeks of unpaid leave. In order to successfully complete the program, a trainee may be required to extend the appointment to accrue sufficient hours.

ADMINISTRATIVE POLICES AND PROCEDURES

The policy of the Psychology Internship Program on Authorized Leave is consistent with the national standard. Applicants are welcome to discuss this with the Director of Training. All documents are available, in advance, by request.

Due Process - All Interns are afforded the right to due process in matters of problem behavior and grievances. Human Resources (HR) policies and procedures may apply in different circumstances.

Privacy Policy - We collect no personal information from potential applicants who visit our website.

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

LOCAL INFORMATION

Cheyenne is located in the southeastern corner of Wyoming and is the state capital and largest city in Wyoming, with a population of around 65,000. Cheyenne is home to F.E. Warren Air Force Base with the 20th Air Force Command, 90th Missile Wing, and 30th Airlift Squadron as well as the Wyoming National Guard. Our "claim to fame" is the annual Cheyenne Frontier Days rodeo and concert event known as "The Daddy Of 'Em All," which has been going strong for nearly 120 years. The University of Wyoming, located on the high Laramie Plains, is in close proximity with the opportunity to attend local football games. The area offers a wealth of recreational activities including hiking, fishing, camping, cycling, golfing, rock climbing, cross-country and downhill skiing, snowboarding, and snowshoeing. The South Dakota Black Hills with Mt Rushmore and Jackson Hole with Teton and Yellowstone National Parks are within an easy day's drive. The collegiate front range cities of Fort Collins and Loveland, Colorado are within commuting distance with easy access for hiking, cycling, rock climbing, white water rafting, skiing, and snowboarding. Denver and Boulder, CO are within 2 hours' drive. Denver is home to the Colorado Rockies, Avalanche hockey team, and Broncos Super Bowl champions. Red Rocks Park and Amphitheatre, a well-known outdoor music venue set in a rock structure, is also within driving distance for concertgoers.

For more information about Cheyenne, please visit the following websites:

www.cheyenne.org

www.cheyennechamber.org

www.cfdrodeo.com

For further information about northern Colorado, please see the following websites:

Fort Collins, CO:

www.fcgov.com/

www.visitftcollins.com/

Loveland, CO:

<http://www.cityofloveland.org/>

<http://www.visitlovelandco.org/>

Greeley, CO:

www.greeleygov.com

www.greeleydowntown.com

APPLICATION PROCESS

To apply, submit the following materials electronically through the online APPIC Application for Psychology Internships:

- APPIC Application for Psychology Internship (AAPI)
- Detailed Curriculum Vitae – to be submitted as part of AAPI
- Three letters of recommendation – to be submitted as part of AAPI
- Graduate school transcripts – to be submitted as part of AAPI
- Academic Program Verification of Internship Eligibility and Readiness form – to be submitted by your Director of Clinical Training as part of AAPI
- Cover letter (no longer than 2 pages) addressing how your experiences to date and current career goals make you a good fit for the training offered at the Cheyenne VA Medical Center – to be submitted as part of AAPI

Written inquiries can be submitted to:

Dr. Laurel Shiba, PhD
Psychology Service (116B)
Cheyenne VA Medical Center
2360 East Pershing Blvd.
Cheyenne, WY 82001
(970) 593-3300, x2266
laurel.shiba@va.gov

Important Information and Deadlines

Match Number:	230211
Application Deadline:	November 17, 2023
Interview Notification:	November 30, 2023
Interviews:	December 12 – 15, 2023

Please read all relevant instructions carefully to ensure that transcripts, letters of recommendation, and the Academic Program Verification of Internship Eligibility and Readiness forms are submitted in a timely manner. Applications that are not completed by **11:59pm MST on 11/17/2023** will not be considered, even if portions of the application have been submitted prior to that date and time.

This training program follows all APPIC policies for the intern selection process. This internship site strictly abides by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant. You are encouraged to read or download the complete text of their regulations governing program membership and the match process from APPIC's web site. Additionally, the training program is committed to creating a supportive learning environment for individuals of diverse backgrounds, and as a federal agency, the program abides by the US Government's EEO and Reasonable Accommodation policies.

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 for your profession will provide you with the information you need to understand the requirement and reasons for the requirement in timely manner.

CHEYENNE VA PSYCHOLOGY STAFF

Kyle Bewsey, PhD, acting Associate Chief of Mental Health for Training and Education, Psychology Discipline Executive: Dr. Bewsey earned his Master of Arts degree in Clinical Psychology from Western Carolina University in 2006. He received his PhD in Clinical Psychology from the University of North Texas after completing his predoctoral internship at the Gulf Coast Veterans Health Care System in Biloxi, Mississippi in 2012. Dr. Bewsey is a generalist with specialized training in psychodynamic psychotherapy, and combined objective and projective approaches to personality assessment. He currently serves as a committee member on various committees, including the Disruptive Behavior Committee (DBC) and Interpersonal Violence Committee (IPV). He is also a site trainer for Prevention and Management of Disruptive Behavior (PMDB). In addition, Dr. Bewsey provides a wide range of psychological and cognitive assessments. He has trained, worked, and supervised in a variety of mental health treatment settings, including inpatient, residential, intensive outpatient, and community outpatient. His research interests include the assessment and treatment of personality pathology, psychopathy, and psychodynamic approaches to treatment. He is also an avid sports fan, frequents a variety of live music venues, and can regularly be found exploring the wilderness of northern Colorado and southern Wyoming.

Ashley Bittle, LCSW, PsyD, ABPP, Associate Chief of Mental Health for Psychosocial Recovery Services: Dr. Bittle's career spans over two decades in clinical social work and psychology with experience in a variety of settings with diverse populations. She's board certified in clinical psychology (ABCP) and has held clinical, supervisory, and leadership roles in the federal, state, and public sector. Previously, Dr. Bittle has been a VAHCS Supervisor of Specialty Programs (PTSD, ADTP, Neuropsychology, Pain Psychology, DBT, IPV), served on the APA

internship training committee, and led the national Chief Wellness Officer (CWO) project. She was appointed by the American Board of Clinical Psychology to serve as an Academy Ambassador/liaison between ABCP and academic institutions. She has been elected by the National Register of Health Service Psychologists to serve on the Board of Directors beginning January 1, 2023 for a three year term (through December 31, 2026). Dr. Bittle embraces a holistic approach in her professional career as a certified Yoga Instructor and nutrition coach, educator, and practitioner. She also enjoys all outdoor activities, competing in Ironman competitions on a women's triathlon team, and spending time with her family who are avid hockey fans given her husband's lifelong passion and career field in the sport.

Charles Drebing, PhD, Licensed Psychologist with Specialization in Psychosocial

Rehabilitation: Dr. Drebing obtained his PhD in Clinical Psychology from The Fuller Theological Seminary in 1990. He completed his doctoral internship at the West Los Angeles VA, and a 2-year post-doctoral fellowship in neuropsychology at the UCLA School of Medicine – Neuropsychiatric Institute. He has worked in the VA for the past 28 years, and has been an active researcher in the area of psychosocial interventions. Dr. Drebing has broad experience as a clinician and administrator in a variety of outpatient, inpatient, and residential settings within the VA Healthcare System. His primary interests are community reintegration, vocational interventions, social support, and program development.

Laura Eaton, PhD, HBPC Psychologist Northern Colorado: Dr. Eaton obtained her masters in Clinical Psychology from The University of Colorado at Colorado Springs in 2002, and earned her PhD in Clinical Psychology (with an emphasis on aging) from the University of Alabama in 2007. She completed her doctoral internship at the Pittsburgh VA Healthcare System. Her postdoctoral training was at the South Central MIRECC where she focused on evidence-based interventions for anxiety and depression (primarily geriatric) in primary care and rural health settings. Dr. Eaton has broad experience as a clinician and administrator in a variety of outpatient, inpatient and residential settings within the VA Healthcare System. She primarily utilizes a cognitive-behavioral orientation and has completed VA trainings in CPT, PE, PST-HBPC, STAR-VA, CBT-I and is a CBT-D national training consultant. She joined the Cheyenne VA system in 2017, and has worked in the Community Living Center (Nursing Home), Hospice, and Palliative Care settings. Her primary interests are interdisciplinary teams, geropsychology, suicide prevention, quality of care for Veterans and helping Veterans and their families successfully navigate later life. Currently, she serves as the supervisor for the HBPC minor rotation in Northern Colorado and as the Records Coordinator for the internship training committee.

Emilie Elick, PsyD, CLC and Assessment Psychologist Cheyenne: Dr. Elick earned a MS in Clinical Psychology from the University of Alaska Anchorage and a PsyD in Clinical Psychology from Wheaton College. While in Alaska, she provided services in an interdisciplinary substance abuse therapeutic court program, a multi-level correctional center, and worked as a research associate and trainer at the UAA Center for Behavioral Health Research and Services on CDC and SAMHA grants focused on SBIRT, Fetal Alcohol Spectrum Disorders, and suicide prevention. Dr. Elick has particular interest and experience with assessment and has completed a year of training in community psychological and neuropsychological assessment, a major rotation in geriatric cognitive assessment, and has worked with a Clinical Neuropsychologist providing assessments for pilots and potential pilots seeking assessment through the FAA for several years. Clinically, Dr. Elick's primary interest is in trauma-focused treatment. She completed a year of training at the Hines VA Medical Center, where she was trained in CBT, PE, COPE, and trauma-focused

assessment as a part of the PTSD Clinical Team. She transitioned to predoctoral internship at the James H. Quillen VA Medical Center in Tennessee, joining the PTSD Clinical Team, completing CPT consultation and certification, and gaining experience in couples/family conjoint treatment for PTSD (CBCT). Her research interests include the impact of trauma on helping professionals, program evaluation, and disaster recovery. Outside of work, Dr. Elick enjoys hiking, skiing, board games, traveling to new places as well as visiting favorite spots, and spending time with family and friends.

Tabitha Gressard, PsyD, BHIP Psychologist Northern Colorado: Dr. Gressard earned her degree in Clinical Psychology from the American School of Professional Psychology in 2010 following a predoctoral internship at Tripler Army Medical Center (TAMC) in Honolulu, Hawaii and postdoctoral residency at TAMC. Dr. Gressard worked in various positions such as chief of behavioral health, supervisor, private practitioner, subject matter expert for the National Center for PTSD, and enjoys building community and volunteering for her children's school district. She's worked in various milieus of care such as forward deployed (combat) environment, inpatient, outpatient, residential, and group home. She entered the US Army in 1998 and retired after 20 years' time in service as an O4/Major. Dr. Gressard is well versed in military culture, having served in different components of the Army (Reserves, Active Duty, and National Guard) and started enlisted (Food Service Specialist) before promoting to a non-commissioned officer (Retention NCO/Career Counselor), then commissioning as an officer (Flight then Group Psychologist).

Rodney Haug, PhD, Chief of Mental Health, Interim Deputy Chief of Staff: Dr. Haug earned his doctoral degree in Clinical Psychology with an emphasis in psychoneuroendocrinology from the University of North Dakota. He completed his doctoral internship at the Minneapolis MN Veterans Hospital. In addition to his work here he has worked in a variety of settings including VA Vet Centers, private practice, Dept. of Indian Affairs, and the Dept. of Social Services. Areas of clinical experience and interest include trauma treatment, supervision and professional development, and most recently, Primary Care Mental Health Integration. Dr. Haug's theoretical orientation may be best described as eclectic influenced by psychodynamic training, cognitive behavioral paradigms, and life experience. Outside of work his most important activity is time with family and friends while enjoying the outdoors in Colorado and Wyoming.

Joseph L. Kennedy, PhD, Graduate Psychologist, SUD Northern Colorado: Dr. Kennedy earned his PhD in Clinical Psychology from the University of Nebraska, Lincoln in 2022. He completed his doctoral internship at the Cheyenne VA Health Care System and continued on as a SUD Outpatient Graduate Psychologist at the Northern Colorado clinic. He has developing expertise in the treatment of comorbid substance use and other mental health disorders, guided by a harm reduction framework. He also has interest in the application of mindfulness for mental and physical wellness. Outside of work, Dr. Kennedy enjoys spending time with his family, hiking, watching and playing hockey, working on cars, exploring Colorado and Wyoming, and cooking.

Lindsay Labrecque, PhD, BHIP Northern Colorado: Dr. Labrecque earned her MS and PhD in Clinical Psychology from the University of Colorado Boulder. She completed her predoctoral internship at the Boise VA Health Care System. She then completed her postdoctoral fellowship in Primary Care Mental Health with a focus on refugee healthcare at Denver Health. Dr. Labrecque is a generalist with particular interests in couple therapy, personality disorders including borderline personality disorder, anxiety disorders, trauma, and the intersection of mental and physical health including chronic pain. Dr. Labrecque was trained in evidence-based therapies including CBT and

DBT and utilizes an integrated and flexible approach in which such models are applied creatively in service of patient goals. Her research interests include the intersection of mental health and marital and relational well-being. Dr. Labrecque currently offers a minor rotation in the Behavioral Health Interdisciplinary Program (BHIP). Outside of work, Dr. Labrecque enjoys skiing, hiking, cooking, and spending time with family and friends.

Mercedes Lavoy, PhD, Northern Colorado PC-MHI Supervisor: Dr. Lavoy earned her MS and PhD from Washington State University, and completed her predoctoral internship at the Long Beach VA Health Care System. She then completed her 2-year postdoctoral fellowship in Trauma, Risk, and Resiliency at the Warrior Resiliency Program, a Department of Defense program that trains military psychologists. She trained under US Army Southern Regional Medical Command at the San Antonio Military Medical Center, in which she treated Active Duty personnel at Brooke Army Medical Center and Wilford Hall Medical Center. She has also held the following positions: Northern Arizona VA Health Care System, PTSD Clinical Team; Eastern Colorado VA Health Care System, Mental Health Clinic and PC-MHI. Dr. Lavoy enjoys trying new restaurants, going to the gym, hiking, live music, and volunteering with youth.

Erin McEvoy, PhD, BHIP Psychologist: Dr. McEvoy earned her Masters of Science in Counseling from the University of Nebraska-Omaha in 2009. She earned her PhD in Counseling Psychology from the University of Northern Colorado in 2022. Her internship year was completed at the Cheyenne VA Healthcare System. Dr. McEvoy is a generalist with a special interest in trauma focused treatments and psychological assessments. She currently works as a psychologist in NoCo BHIP, providing therapy and comprehensive assessments. Dr. McEvoy has trained in a variety of settings across diverse populations including active duty military, veterans, children, adolescents, adults, and older adults. Outside of work, Dr. McEvoy loves being outdoors and spending time with her family; she is the proud spouse of a Veteran and mother of three.

Barbra Peacock, PsyD, Assessment Psychologist: Dr. Peacock earned her doctoral degree from Nova Southeastern University in 2020. She completed her internship at Miami VAHCS with an emphasis in geropsychology and minor in neuropsychology. Dr. Peacock went on to complete a two-year neuropsychology postdoctoral fellowship in a group private practice in New England. After completing Colorado licensure, she worked for a year in private practice completing neuropsychological evaluations. Dr. Peacock currently serves as the assessment psychologist for the Cheyenne VAHC and as the Assessment Coordinator on the psychology internship training committee. She offers both major and minor rotations in assessment, during which interns can perform neurological, geroneurological, and psychological testing.

Debbie Pozarnsky, PhD, HBPC Psychologist Cheyenne: Dr. Pozarnsky completed her PhD in Clinical Psychology at Fielding Graduate University in Santa Barbara, CA in 2019, following her predoctoral internship at the Sheridan VA Health Care System. She has experience working with individuals with serious mental illness since 2004 at several facilities, including Mountain Crest Behavioral Health Center in Ft. Collins, CO, and the Colorado Mental Health Institute at Fort Logan in Denver, CO. She has also worked with children in residential psychiatric facilities, including St. Joseph's Children's Home in Torrington, WY. Dr. Pozarnsky has an integrated approach to therapy based on CBT and ACT, and is trained in EMDR. When not at work, Dr. Pozarnsky enjoys spending time with her husband and 7 children, hiking in the Colorado mountains, walking along the beaches of the Atlantic and Pacific coasts whenever she has the opportunity, and reading classic novels.

Abraham G. Reynolds, PhD, Graduate Psychologist, Pain Team Cheyenne: Dr. Reynolds received his doctoral degree in Clinical Psychology from Loma Linda University with an emphasis in health psychology. He completed practicum experiences with two years as an outpatient therapist with Riverside – San Bernardino County Indian Health, Inc.; as a facilitator for group therapy services at the Loma Linda University Behavioral Medicine Center as part of the partial hospitalization and intensive outpatient programs for the treatment of anxiety, depression, severe mental illness, personality disorders, and dual diagnosis; administered, scored, and interpreted assessments for adolescents at the Redlands Unified School District, and had additional training experience as an outpatient therapist with court-ordered clients through Carson City Rural Clinics. Dr. Reynolds then joined the Cheyenne VA to complete his internship, with experiences in the Cheyenne VAMC, providing assessments, gaining experience with Cheyenne PCMH, as a group facilitator in RRTP, outpatient BHIP services, and with the interdisciplinary pain team (working with providers from teams in Cheyenne and Loveland). Dr. Reynolds stayed with the Cheyenne VAMC in the pain team after graduating. His training and experiences focus on trauma-informed care that helps clients through a holistic approach to patient care. His clinical work addresses chronic pain, insomnia, managing chronic health conditions, and treating somatic symptoms and related disorders using CBT, ACT, DBT, EFT, and MI modalities. Outside of work, Dr. Reynolds enjoys playing video games, disc golf, board games, playing cards, reading, getting outdoors to explore nature, and spending quality time with his friends and family, in particular his wife, son, and dog.

Eric B. Richardson, PhD, Health Behavior Coordinator and PC-MHI Psychologist: Dr. Richardson received his doctoral degree in Clinical and Community Psychology from Wichita State University. He completed his internship at The University of Oklahoma Health Sciences Center OKV VA Consortium with an emphasis in primary care psychology. Following internship, he served as a BHIP psychologist for the V19 telehealth hub (Clinical Resource Hub) at the Salt Lake City VAMC. Dr. Richardson then transferred to the Cheyenne VA to fill the role of Health Behavior Coordinator. His training and experiences focuses on the impact of psychological and behavioral processes in health, healthcare, and the prevention of illness. His clinical work addresses chronic pain, tobacco cessation, insomnia, weight loss, oncology, managing chronic health conditions, and somatic symptoms and related disorders using CBT, ACT, and MI modalities. He is also a member of the Cheyenne PC-MHI team and serves as the Didactics Coordinator for the internship training committee. Outside of work, Dr. Richardson enjoys hiking, backpacking, board games, D&D, reading, cooking, woodworking, and spending time with his wife, two cats, and his son.

Tina M. Rose, PsyD, BHIP Supervisor: Dr. Rose earned her PsyD and MA, both in Clinical Psychology, from Indiana University of Pennsylvania. Prior to her graduate training, she earned a BA in Psychology from West Virginia University. She completed her doctoral internship at Purdue University Counseling and Psychological Services and postdoctoral fellowship at the Ohio State University Counseling and Consultation Service. As a strong generalist, she enjoys working with a variety of populations. Throughout her career, she has honed her interests in mindfulness, brain and behavior relations, social justice, dialectical behavior therapy (DBT) and radically open DBT, and stigma reduction. In her spare time, she enjoys the great outdoors, yoga, making jewelry, reading, and spending time with her adorable kitty.

Jasmine L. Samour, PsyD, PC-MHI Psychologist Northern Colorado: Dr. Samour earned her PsyD in Clinical Psychology from the Chicago School of Professional Psychology. She completed her doctoral internship the Cheyenne VA Healthcare System and continued on as a PC-MHI Graduate Psychologist at the Northern Colorado clinic. Within psychology, her interests include all

forms of assessment (Rorschach 4ever <3!), integrated care, geropsychology, and multicultural therapy. In her professional work, Dr. Samour utilizes psychodynamic interventions in combination with humanistic techniques and ACT. She also serves as a member of the Disruptive Behavior Committee at the Cheyenne VAHCS. Outside of psychology, Dr. Samour enjoys hockey (GO AVS!), her dog McCoy, movies, spending time with loved ones, and all things indoors (comedy and humor especially).

Tirzah Shelton, PsyD, Cheyenne PC-MHI Supervisor: Dr. Shelton completed her doctoral degree at Our Lady of the Lake University in San Antonio, Texas. Her clinical interests include Solution-Focused Brief Therapy, Narrative Therapy, and Family and Couple Therapy. Her work centers on how to provide meaningful interventions for common life issues typically found in a fast-paced primary care clinic setting. Her research interests focus on social justice of marginalized people and participating in collaborative endeavors illuminating first-person perspectives as a critical means to improve policy and therapeutic practices. She has researched military suicide underscoring contextual features in choosing life, flattening power differential in supervision and therapy contexts, and investigating brief therapy for PTSD in the Air Force.

Laurel Shiba, PhD, acting Director of Training for Mental Health, PC-MHI Psychologist Northern Colorado: Dr. Shiba earned her doctorate from Palo Alto University with an emphasis in Diversity and Community Mental Health in 2018. She completed her internship at the Charlie Norwood VAMC and the Medical College of Georgia in Augusta, GA. She remained at the Charlie Norwood VAMC for her postdoctoral fellowship. She joined the Cheyenne VAHCS in November 2019. Within psychology, her interests include health psychology and behavior change, mindfulness, and culture-related factors. In addition to offering a rotation in Primary Care-Mental Health Integration, she supervises a minor rotation in assessment. When she is not at work, Dr. Shiba enjoys cooking, board games, watching TV, jigsaw puzzles, reading, and pestering her two cats.

Delia Sosa, PsyD, PRRC Program Coordinator: Dr. Sosa earned a PsyD in Clinical Psychology from Pacific University School of Graduate Psychology. She completed her doctoral internship and post-doctoral training at the Cheyenne VA Healthcare System. Dr. Sosa has previously offered a minor rotation in the VITAL (Veterans Integration to Academic Leadership) Program, focused on bringing VA mental health services in the form of evidence-based practices, outreach, and staff/faculty training opportunities to seven different colleges/universities in Wyoming and Northern Colorado. Dr. Sosa's interests and areas of specialized training include: PTSD, multicultural therapy, working with the Latinx/Spanish-speaking population, and VA certification in Cognitive Processing Therapy for PTSD, Cognitive Behavioral Therapy for Chronic Pain, and Acceptance and Commitment Therapy for Depression. She serves on the psychology internship training committee as the Diversity Coordinator.

Sarah B. Staats, PhD, PMOP Coordinator and Pain Program Manager: Dr. Staats received her doctoral degree in Clinical and Community Psychology from Wichita State University in Wichita, Kansas... *GO SHOX!* She went on to complete a PC-MHI specialty internship and postdoc at the Denver VA. She then served as PC-MHI Psychologist at the Robert J. Dole VAMC in Wichita and at the Loveland outpatient clinic prior to transitioning to her current role. Her training and experience focus on integrated, team-based care; health psychology and behavioral medicine (esp. pain, sleep, weight and health behaviors, tobacco use cessation); exposure-based approaches to anxiety; and utilizing ACT, CBT, MI, & DBT from a holistic and humanistic

framework. Dr. Staats supervises interns in interdisciplinary pain care. Aside from work, Dr. Staats enjoys hiking, camping, coffee, cooking enormous and very spicy curries, board games, reading, learning more always, and savoring each moment with her husband, kiddo, two beloved cat-children, and extended family.

Neli Stoycheva, PsyD, PC-MHI Psychologist Fort Collins: Dr. Stoycheva is a licensed clinical psychologist and currently works in Primary Care Mental Health Integration (PC-MHI) at the Fort Collins VA Clinic. She received her MA from Argosy University and her PsyD in Clinical Psychology at The Chicago School of Professional Psychology at Irvine, CA. She completed an APA-accredited predoctoral internship at the University of North Dakota, with an emphasis track in Administration. During her internship she received formal training in Eye Movement Desensitization and Reprocessing (EMDR). Prior to joining the VA, Dr. Stoycheva completed her postdoctoral training at Hartgrove Behavioral Health Hospital, where her focus was providing acute crisis stabilization care, along with completing administrative and supervisory duties. Her areas of clinical interest include health psychology and severe mental illness. She is trained in Prolonged Exposure for Primary Care (PE-PC), Brief Cognitive Behavioral Therapy for Depression (bCBT-D) and Brief Cognitive Behavioral Therapy for Chronic Pain (bCBT-CP).

Taylor Wise, PsyD, PC-MHI Psychologist Northern Colorado: Dr. Wise graduated with a Master of Science in Kinesiology and Sport Psychology from Temple University in 2017. She went on to earn her PsyD in Clinical Psychology from the University of Denver, with emphases in Health, Sport, and Military Psychology. She completed her pre-doctoral internship at the Cheyenne VA Healthcare System in 2021 and continued on as a BHIP Graduate Psychologist at the Fort Collins clinic. Within psychology, her interests include health and performance, integrated and holistic care, coping with chronic illness, disordered eating, behavior change, and mindfulness. She primarily utilizes ACT, CBT, and DBT orientations. When she is not at work, Dr. Wise enjoys running, hiking, climbing, skiing, reading, and spending time with loved ones.

Thomas L. Wykes, PhD, Associate Chief of Mental Health for Medical Integration: Dr. Wykes earned his PhD in Clinical Psychology from the University of Wyoming in 2016. He completed his doctoral internship in the Serious Mental Illness (SMI) specialty track at the VA Maryland Healthcare System/University of Maryland School of Medicine Psychology Internship Consortium in 2015. Dr. Wykes has experience conducting academic research in the areas of health psychology and SMI, with an emphasis on diabetes self-management in the context of SMI. Dr. Wykes serves as the co-chair of the Health Promotion and Disease Prevention (HPDP) committee at the Cheyenne VAHCS.

The information in this brochure is updated annually and is current as of October 2, 2023.

VA Drug-Free Workplace Program Guide for Veterans Health Administration (VHA) Health Professions Trainees (HPTs)

In 1986, President Reagan signed Executive Order 12564, Drug-Free Federal Workplace, setting a goal to prevent Federal employee use of illegal drugs, whether on or off duty. In accordance with the Executive Order, VA established a Drug-Free Workplace Program, and aims to create an environment that is safe, healthful, productive, and secure.

As you should already know:

- All VHA HPTs are exempt from pre-employment drug-testing.
- Most VHA HPTs are in testing designated positions (TDPs) and subject to random drug testing.
- All VA employees appointed to a TDP (including HPTs) must sign a Random Drug Testing Notification and Acknowledgment Memo. The list of exempt positions (*not* TDP) is in the memo linked below.
- All HPTs in TDPs are subject to the following types of drug testing:
 - Random;
 - Reasonable suspicion;
 - Injury, illness, unsafe or unhealthful practice; and
 - Follow-up after completion of a counseling or rehabilitation program for illegal drug use through the VA Employee Assistance Program (EAP).

Here are a few additional points:

- VHA HPTs may receive counseling and rehabilitation assistance through the VA EAP. Contact the local VHA HR office for more information about EAP.
- VHA HPTs will be given the opportunity to justify a positive test result by submitting supplemental medical documentation to a Medical Review Officer (MRO) when a confirmed positive test could have resulted from legally prescribed medication.
- Prior to being notified of a drug test, VHA HPTs may avoid disciplinary action by voluntarily identifying themselves to EAP as a user of illegal drugs. Disciplinary action will not be initiated if the HPT fully complies with counseling, rehabilitation and aftercare recommended by EAP, and thereafter refrains from using illegal drugs.

Note: Self-identification must happen prior to being notified of a drug test. This option is no longer viable once a HPT has been selected for a drug test.

However, be aware that VA will initiate **termination** of VA appointment and/or dismissal from VA rotation against any trainee who:

- Is found to use illegal drugs on the basis of a verified positive drug test (even if a drug is legal in the state where training); or
- Refuses to be drug tested.

Additional Information and Resources:

- Drug-Free Workplace Program (DFWP) Helpline 1-800-967-5752
- VA, OAA Health Professions Trainee Application Forms webpage and Random Drug Testing Notification and Acknowledgment Memo:
<http://www.va.gov/OAA/docs/HPTTestingAck2022Final.pdf>
- VA Publications: <https://www.va.gov/vapubs/>
 - VA Handbook 5021, Employee-Management Relations
 - VA Handbook 5383, Drug-Free Workplace Program