



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

Veterans Health Administration  
*Bedford Healthcare System*

## Table of Contents

Accreditation Status	2
Psychology Setting	2
Training During and Post-pandemic	3
Training Model and Program Philosophy	3
Program Aims and Objectives	4
Program Structure	5
Supervision and Preceptorship	6
Seminars	6
Intern Evaluation and Expected Competencies	7
Program Records	10
Core Rotations	
Psychotherapy	10
Acute Psychopathology and Assessment Options	12
The Primary Rotations	
Neuropsychology	18
Psychosocial Rehabilitation	20
Addiction and Recovery	23
Outpatient Treatment	27
Geropsychology	29
Primary Care Behavioral Health	31
Additional Training Opportunities in Clinical Research	33
Facility and Training Resources	33
Requirements for Completion	33
Internship Admissions, Support, and Initial Placement Data	34
Eligibility Requirements for All VA Internship Training Programs	37
Local Information	38
Training Staff	39
Trainees for the Past Ten Years	53
Additional Information on Program Policies and Procedures	
The Feedback Process: Interns and Supervisors	55
Intern Development and Professional Functioning	55
Program Evaluation	56
Problem Identification and Resolution	57

# Psychology Internship Program

## **VA Bedford Healthcare System**

Psychology Training Program (116B)  
200 Springs Road  
Bedford, Massachusetts, 01730  
(781) 687-2000, ext. 2378  
<http://www.bedford.va.gov>

**MATCH Number: 1322**  
**Applications due: November 5**

## ***Accreditation Status***

The doctoral internship at **VA Bedford HCS (Edith Nourse Rogers Memorial Veterans Hospital)** is accredited by the Commission on Accreditation of the American Psychological Association. The program had a re-accreditation site visit in May of 2021 and received the full allowable period of accreditation (ten years, through 2031), as the program has in each of its prior site visits since 1995. Questions related to the program's accredited status should be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation  
American Psychological Association  
750 1<sup>st</sup> Street, NE, Washington, DC 20002  
Phone: (202) 336-5979 / Email: [apaaccred@apa.org](mailto:apaaccred@apa.org)  
Web: [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)

## ***Psychology Setting***

The Psychology Training Program at VA Bedford (Edith Nourse Rogers Memorial Veterans Hospital (ENRM)) is a component of the Psychology Service, which employs 46 psychologists along with a large number of associated staff. The Training Program offers three tracks of training in clinical psychology: postdoctoral training involving a full-time yearlong APA-accredited Clinical Psychology residency and a two-year APA-accredited Clinical Neuropsychology residency; a full-time yearlong APA-accredited doctoral internship; and a part-time (20-25 hour/week) practicum for 10 months. The training program has 16 postdoctoral residents, 10 doctoral interns, and 11 practicum students for the 2024-2025 training year. Students from nursing, social work, psychiatry, neurology, and other disciplines also train at the medical center each year.



Psychologists are involved in a range of leadership positions around the hospital, many of whom are program directors within their respective areas. Staff areas of expertise are broad, with a particular emphasis on psychosocial rehabilitation, integrative psychotherapy, empirically supported treatments, and posttraumatic stress disorder (PTSD). Regarding the practice of psychosocial rehabilitation, a number of Psychology Service-run programs have received national awards for innovation. In addition, many staff are involved with research activities. A number of psychology service staff members are

involved in research through the Psychology Service Mental Illness Research, Education, and Clinical Center (MIRECC). Psychology Service and the training program are academically affiliated with the Boston University School of Medicine, where a number of ENRM psychologists hold faculty appointments. Staff psychologists are also active in a range of outside teaching and research at surrounding universities.

The Psychology Service has long been committed to creating, maintaining, and advancing an environment of multicultural understanding and sensitivity. In 2005, the hospital was awarded first place in the Under Secretary for Health Diversity Awards Program. Psychology Service led this multi-focused effort to enhance hospital-wide competence regarding diversity. Psychology Service devotes considerable training for both staff and students to deepen our collective understanding of the objectives, issues, and challenges inherent in pursuing a culture and an environment of mutual understanding and respect. The training program presents a numerous seminars and dialogues for psychology students over the training year to best address these issues. During the first three weeks of the training year, all psychology students participate in five 4-hour workshops on diversity, incorporating discussions on contemporary research and theory as well as experiential activities. This initial immersion in multicultural training and dialogue with one's peers establishes the foundation of multicultural competence as a key component and expectation of the training program. Following these initial workshops, four training psychologists participate in facilitating a twice monthly seminar on diversity, particularly addressing issues of gender, power, and privilege. Content addressed in these larger venues are then able to be further processed within the context of individual supervision. Overall, the program continually strives to provide a personally inviting and professionally relevant environment whereby a range of important, challenging, and poignant issues can be openly explored and addressed, with the aim of increasing our collective awareness, understanding and informed actions.

The psychology training program operates within the context of a VA hospital that is committed to safeguarding and promoting individual rights. Towards these ends, the hospital has outlined and follows a broad range of written procedures, policies and guidelines that promote respect of individual rights as well as support staff and student diversity. Memos pertaining to a range of such policies can be found on the hospital's intranet (<https://dvagov.sharepoint.com/sites/VHABEDIntranet/SitePages/Home.aspx>) which include, for example, policies and program information regarding the hospital's Equal Employment Opportunity program, the process to pursue reasonable accommodation for individuals with a disability, guidelines for the prevention of sexual harassment, and alternative dispute resolution and grievance policies and procedures.

## ***Training During and Post-Pandemic***

When the COVID-19 pandemic began to unfold during the middle of the training year in March 2020, the program quickly adapted to a remote training and clinical model. Over time, we have refined our training structure to effectively include both remote and face-to-face training and clinical venues. The Psychology Service and the training program now have the experience and the resources to quickly adapt to any change in circumstances, should that occur. Psychology students typically train full-time on site, however, for students who can effectively engage all clinical and training obligations from home on one particular day per week, the program typically allows interns to work remotely up to one day per week.

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

The educational philosophy of the Psychology Service training program is scholar-practitioner. Psychological scientific data, empirically derived clinical findings, and the theoretical underpinnings of human functioning are each integrated within all aspects of internship training. The program incorporates these psychology domains through supervision, didactic training, and the manner of clinical conceptualization and intervention methodology practiced. Throughout the training, interns are expected

to apply empirical findings and clinical theory to their work and to critically evaluate the various clinical methodologies to which they are exposed. Similarly, interns are welcome to actively participate in research and to use such findings to inform their clinical activities.

Additionally, the program values:

- development of critical thinking and the ability to understand diverse theoretical perspectives
- flexibility and independence with regard to professional behaviors
- clinical sensitivity, empathy, and respect in all aspects of interpersonal interaction
- self-awareness and multicultural competency

The internship seeks to facilitate professional development in accord with these values and it recognizes that a training philosophy incorporating psychological science, applied research, and clinical theory forms the foundation for such development.

## ***Program Aims & Objectives***

The primary aim of the internship program is to prepare interns to function effectively across a range of postdoctoral and entry-level health service psychology settings, particularly in VA medical centers.

A secondary aim, while still maintaining this generalist training, is upon developing a particular knowledge/skill base associated with one particular clinical area, thereby providing preparation for subsequent professional activities and/or postdoctoral training in a particular area of interest. As will be discussed below, the intern is assigned (on the basis of the intern's ranking of programs via the national computer match) to one of the six following primary rotations: neuropsychology, primary care behavioral health, psychosocial rehabilitation, geropsychology, outpatient psychotherapy, or addiction & recovery .

The specific competencies expected of the intern are listed in the below section, "Intern Evaluation and Expected Competencies", which largely parallel the professional-wide competencies outlined in the 2017 APA Standards of Accreditation. In addition, the program has program-specific competencies associated with each primary rotation, which each particular intern is expected to meet. These competencies are listed as the "learning objectives" under the description for each primary rotation.

Over the course of the training year, the program strives to continually facilitate integration of the intern's self-awareness and unique personhood with evidence-based professional practice. That is, the program aspires to provide a supportive yet challenging context for the intern to integrate clinical theory and empirical evidence within a continuous process of self-reflection, self-understanding and deepening self-awareness.

Throughout the training year, the intern is taught to understand the larger systems (e.g. hospital, VA, health care) in which service is provided and to anticipate and function effectively over time within changing environments. Additionally, the intern learns about the role of a psychologist across diverse professional contexts and learns how to function effectively as a member of an interprofessional team.

Each rotation has a set of target clinical/professional experiences and learning objectives. The target experiences provide the experiential foundation for the particular learning objectives to be achieved. That is, for each rotation, specific learning objectives are achieved through direct clinical experience, active involvement within various organizational and clinical contexts, supervision, and didactic-oriented training. For all interns, across all rotations, the demonstration of expected knowledge and skills over the course of the training year is assessed via an evaluation form covering the nine profession-wide competency areas noted above. Consequently, while rotation-specific learning objectives reflect the somewhat unique nature of knowledge and skills in a particular area (akin to the "surface structure") of clinical practice, the program expects (and evaluates) the level of achievement of the broader profession-wide competencies

across all rotations (“deep structure”). As noted above, the program also expects interns to achieve, as a program-specific competency, a level of specific knowledge and skill associated with their primary rotation (which is measured by a secondary evaluation form unique to each primary rotation).

Although the internship program is fairly rigorous, the program values flexibility in each intern’s training, thereby taking advantage of the particular interests of the intern as well as the wealth of opportunities available for training at the VA Bedford HCS. Accordingly, each intern’s training experience is somewhat unique to that particular student, reflecting the varied options to address individualized interests, needs and learning objectives.

Each intern is assigned a preceptor at the beginning of the year. Preceptors are typically the primary supervisor on the intern’s specialty rotation. Preceptors, in addition to their clinical supervisory role, also attend to other areas of professional and personal functioning, such as professional interests and development, career preparation, overall goals and progress on the internship, and personal issues influencing professional work. Interns are afforded ample time at the beginning of the year to meet with their preceptor, as well as their other supervisors, to discuss the intern’s needs and interests. The preceptor continues to meet regularly with the intern to ensure that his or her training goals are being met.

## ***Program Structure***

### **OVERVIEW OF THE INTERNSHIP**

The training year will commence on Monday, August 11<sup>th</sup>, 2025. The internship is a full-time (40 hours per week) full-year (2080 hour) experience. Interns accrue a total of thirteen days of personal leave and thirteen days of sick leave over the course of the year. In addition, interns are granted up to four days for educational leave and/or professional development (e.g. attending training, professional conferences, and postdoc/job interviews) and eleven federal holidays

### **STUDENT ORIENTATION**

The training year commences with a two-week orientation period, in which students become acclimated to the nature of psychology training at VA Bedford, and begin clinical and professional activities within their particular training track.

The training program orientation affords interns, along with practicum students and residents, an opportunity to get to know each other. During the orientation, students are introduced to various staff and participate in a range of initial seminars and dialogues relevant to VA training and practice. There is a strong didactic and experiential training focus on multiculturalism during orientation, along with other didactics, such as risk assessment and management. The orientation period also allows for interns to begin meeting with each of their primary supervisors or preceptors for their particular rotations.

### **STRUCTURE OF THE INTERNSHIP**

Clinical training is flexible, having two required core rotations, Assessment & Acute Psychopathology and Psychotherapy, as well as one primary rotation. The primary rotation is chosen (via the national computer match) from one of the following six clinical areas: Neuropsychology, Geropsychology, Psychosocial Rehabilitation, Outpatient Treatment, Addiction & Recovery, and Primary Care Behavioral Health.

Additional training is also offered in clinical research. This optional training experience is flexible and usually involves between one and two hours of weekly activity, on average, depending upon the interns interests and availability as well as nature of the particular research project.

All three rotations (i.e., a primary rotation, the assessment & acute psychopathology rotation, and the psychotherapy rotation) run concurrently throughout the year. This training structure provides the intern an opportunity to deepen their understanding, skills and practice in each of these areas of professional activity and practice. On a weekly basis, the primary rotation usually consists of approximately sixteen hours (20 hours for the neuropsychology primary rotation). The psychotherapy rotation consists of approximately twelve hours and the assessment rotation approximately eight hours.

Each rotation draws on the rich array of resources offered at the medical center and specialized staff to support professional training. Typically, multiple sites are combined to support a particular primary rotation, providing a diverse range of clinical situations, patients, and professional contexts in which the intern can develop confidence and proficiencies. Additionally, collegial interaction on an interprofessional team is a highly valued component of training. All clinical services, inpatient and outpatient, are built around the team treatment model, allowing psychology interns to work directly with staff and trainees from psychiatry, social work, nursing, and psychosocial rehabilitation on a regular basis.

## **SUPERVISION AND PRECEPTORSHIP**

A minimum of 3.5 hours of formally scheduled individual supervision is provided for interns each week. Typically, additional supervisory sessions and supervisor contact, as needed, supplement this total. Interns also participate in a weekly group supervision session facilitated by a senior psychologist (not part of the training committee), affording the intern cohort an opportunity to freely explore a range of topics and personal experiences. Other clinical staff may also provide additional supervision or consultation for particular aspects of training.

As noted above, each intern is assigned a preceptor, who is typically (but not always) a clinical supervisor on the primary rotation. In addition to clinical supervision, interns regularly meet with their preceptor over the course of the year to explore professional development issues. In addition, all other assigned supervisors may also periodically engage in precepting activities for the intern, thereby taking advantage of the varied professional backgrounds of each of the intern's supervisors.

## **SEMINARS**

The internship offers a number of didactic opportunities in which interns participate. All interns attend a series of special seminars presented early in the training year, which cover a range of topics such as evaluation of dangerousness to self and others, military culture, the psychosocial rehabilitation model, and assessment and treatment of PTSD.

As noted earlier, all psychology students participate in a three 3-hour workshops on diversity, incorporating discussions on contemporary research and theory as well as experiential activities. Following this intensive training, interns along with practicum students and postdocs attend a biweekly didactic diversity seminar, presented by various staff psychologists with particular expertise in multicultural issues pertinent to various areas of clinical practice (e.g., racial identity models and their application to psychotherapy; LGBT-affirmative psychotherapy; cultural self-assessment).

All interns also participate in a monthly supervision seminar in which they discuss key elements of the supervisory process as well as present on their clinical cases with consultative input and feedback from their peers. This format allows students to practice providing clinically-relevant feedback and perspectives, paralleling the work of a supervisory psychologist, in a context of one's internship peers.

Interns participate in a monthly ethics seminar facilitated by two psychologists (one with a background in law), addressing a range of issues relevant to work as a psychologist and within the VA. Interns also participate in a bimonthly conversation with the director of training regarding professional development issues and programmatic/administrative issues. Lastly, four times over the course of the training year, interns participate in a professional development seminar facilitated by various training committee psychologists on topics particularly relevant to the cohort (e.g., how to pursue a postdoctoral residency, preparing for licensure, etc.).

Special intensive clinical trainings in evidence-based psychotherapies (EBPs) occur each year in the fall. Specifically, there are three-day trainings in CBT-I for insomnia, ACT for depression, Cognitive Processing Therapy for PTSD, Integrated Behavioral Couples Therapy, CBT for substance use, DBT, and CBT for psychosis. Following these intensive trainings, there are weekly consultation groups facilitated by staff with expertise in these EBPs for all students who have taken the training. Interns typically choose one of these modalities in which to participate for the training year.

In addition to EBP training and ongoing weekly group supervision, there is an optional yearlong training focusing on mindfulness. This training incorporates experiential learning and practice, along with theoretical presentations and discussions on clinical application.

Hospital-wide psychiatry grand rounds as well as weekly geriatrics and extended care grand rounds occur over the course of the year. Grand round presentations feature a range of well-known professionals from the greater Boston area.

## **INTERN EVALUATION AND EXPECTED COMPETENCIES**

At the start of the training year, all interns and their supervisors review the intern's current competencies as well as interests and goals for the training year. Regarding the former, a Graduated Levels of Responsibility form (GLoR) is completed with all assigned clinical supervisor for each intern. In the process, the intern's expected clinical activities are reviewed, and the intern is assigned a level of responsibility commensurate with their level of competency. This determination of the intern's level of competency is made in light of the intern's particular training level (e.g., doctoral internship) and present skill set. If the clinical activity in question comprises a new clinical context for the intern, a higher level of supervisory oversight may be selected. As necessary, the GLoR may be adjusted over the course of the year and appropriately updated.

At the beginning of the year, all clinical supervisors are given the intern's summary of their learning objectives (which was completed over the summer) to review with their supervisee. This provides a context to begin to dialogue about the intern's past training, current growth edges and particular clinical and professional interests at the start of the supervisory process. Interns and their supervisors are encouraged to periodically review these interests and growth edges as the year unfolds.

Individual supervisors (in addition to the intern's preceptor) continually evaluate the intern's progress toward the learning objectives. Routine monitoring of the intern's progress toward completing the target clinical and professional experiences determined to be necessary to achieve the objectives enhances the evaluation process. In addition, supervisors are also attuned to the interests and experiences of each of their interns. Towards this end (in December), each intern's supervisory team meet with the intern to discuss the intern's overall experience in the program. Consequently, all supervisors from each of the three rotations participate in this meeting. Within the meeting, supervisors share their observations of the intern's work and professional functioning to date and discuss how best to help the intern achieve their training goals. This meeting also allows for an opportunity to hear from the intern regarding their experience to date and whether their goals and aspirations for the internship are being met.

In relatively infrequent instances where the intern's work and/or professional functioning in some regard is perceived to be problematic or potentially so, the meeting will focus on how best to structure the intern's

training to best address and resolve those issues. In those instances where there is some particularly salient issue, the intern will typically be given an opportunity to discuss this beforehand with the relevant supervisor(s) and their preceptor. A primary goal of the meeting is for the training committee members associated with each intern's training to develop a good initial understanding of the student and for the intern to have an opportunity to articulate their training experience to date and particular interests and goals. Generally, interns experience this meeting as a validation of their professional functioning and skills and appreciate having their supervisors meet as a group to foster an optimal internship training experience for them.

Formal evaluation of each intern's performance occurs three times over the training year: at four months, eight months, and at the completion of training. For these evaluation periods, each intern's supervisor completes a comprehensive trainee competency rating form, which is derived from the 2017 APA Standards of Accreditation nine profession-wide competency areas. The same form is used for each of the three evaluation periods, and the form is used by training program supervisors for rating both intern and postdoctoral resident performance. As noted above, the items on the comprehensive evaluation form encompass the more rotation-specific learning objectives associated with each of the rotations. Additionally, the secondary aim of the program is to develop knowledge and skill related to the particular focus area associated with one of the six primary rotations. Consequently, an additional shorter evaluation form encompassing each primary rotation's set of learning objectives is included in the evaluation process for each intern's respective primary rotation.

Ratings representing satisfactory and acceptable performance prior to the completion of the internship (i.e., at the four- and eight-month marks) and at the end of the year are included within the comprehensive evaluation form. Similar criteria are used regarding the secondary primary rotation evaluation forms.

### **Expected Competencies in each of nine areas:**

#### **Research**

- Demonstrates the substantially independent ability to critically evaluate and disseminate research or other scholarly activities (e.g., case conference, presentation, publications) at the local (including VA Bedford), regional, or national level.
- Routinely utilizes the scientific literature in the conceptualization, planning and delivery of clinical services.

#### **Ethical and Legal Standards** (is knowledgeable of and acts in accordance with each of the following)

- The current version of the APA Ethical Principles of Psychologists and Code of Conduct.
- Relevant laws, regulations, rules, and policies governing health service psychology at the organizational, local, state, regional, and federal levels.
- Relevant professional standards and guidelines.
- Recognizes ethical dilemmas as they arise and applies ethical decision-making processes to resolve the dilemmas.

#### **Individual and Cultural Diversity**

- Understands how personal/cultural history, attitudes, and biases may affect personal understanding and interactions with people different from oneself.
- Demonstrates knowledge of the current theoretical and empirical knowledge base as it relates to addressing diversity in professional activities including research, training, supervision/ consultation, and service.
- Demonstrates the ability to integrate awareness and knowledge of individual and cultural differences in the conduct of professional roles (e.g., research, services, and other professional activities).
- Demonstrates the ability to independently apply their knowledge and approach in working effectively with the range of diverse individuals and groups encountered during training.

### Professional Values, Attitudes, and Behaviors

- Behaves in ways that reflect the values and attitudes of psychology, including integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others.
- Engages in self-reflection regarding one's personal and professional functioning; engages in activities to maintain and improve performance, well-being, and professional effectiveness.
- Actively seeks and demonstrate openness and responsiveness to feedback and supervision.
- Responds professionally in increasingly complex situations with more independence as they progress across levels of training.

### Communication and Interpersonal Skills

- Develops and maintains effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services.
- Produces and comprehends oral, nonverbal, and written communications that are informative and well-integrated; demonstrates a thorough grasp of professional language and concepts.
- Demonstrates effective interpersonal skills and the ability to manage difficult communication well.

### Assessment

- Demonstrates current knowledge of diagnostic classification systems, functional and dysfunctional behaviors, including consideration of client strengths and psychopathology
- Demonstrates understanding of human behavior within its context (e.g., family, social, societal, and cultural)
- Demonstrates the ability to apply the knowledge of functional and dysfunctional behaviors including context to the assessment and/or diagnostic process
- Selects and applies assessment methods (including interview approaches) that draw from the best available empirical literature and are appropriate to the referral question
- Interprets assessment results, following current research and professional standards and guidelines, inform case conceptualization, classification, and recommendations, while guarding against decision making biases, distinguishing the aspects of the assessment that are subjective from those that are objective
- Communicates orally and in written documents the findings and implications of the assessment in an accurate and effective manner sensitive to a range of audiences

### Intervention

- Establishes and maintains effective relationships with the recipients of psychological services.
- Develops evidence-based intervention plans specific to the service delivery goals.
- Implements interventions informed by the current scientific literature, assessment findings, diversity characteristics, and contextual variables.
- Demonstrates the ability to apply the relevant research literature to clinical decision making.
- Modifies and adapts evidence-based approaches effectively when a clear evidence-base is lacking
- Evaluates intervention effectiveness and adapts intervention goals and methods consistent with ongoing outcome evaluation.

### Consultation and Interprofessional Skills

- Demonstrates knowledge and respect for the roles and perspectives of other professions.
- Applies the knowledge of consultation models and practices in direct or simulated consultation with individuals and their families, other health care professionals, interprofessional groups, or systems related to health and behavior.

### Supervision

- Demonstrates knowledge of supervision models and practices.
- Applies this knowledge in direct or simulated practice with psychology trainees, or other health professionals. Examples of direct or simulated practice include, but are not limited to, role-played supervision with others, and peer supervision with other trainees.

## **PROGRAM RECORDS**

The program permanently retains all records for each of the interns who has entered the program, such records necessarily include the intern's application file and a program file. The program file contains all evaluations of the intern as well as all intern-completed evaluation forms (regarding various aspects of the program and one's supervisors) from each evaluation period (i.e., 4-, 8-, and 12-month). When relevant, the program file will also contain any remediation-related documentation (such as a remedial plan and subsequent updates documenting intern progress toward expected outcomes).

Whenever a former intern may need the program to verify or document their internship training experience, the program will do so. Contacting the current Director of Training or the Psychology Service is all that is needed to facilitate this request.

## **TRAINING EXPERIENCES**

### **THE CORE ROTATIONS**

#### **PSYCHOTHERAPY**

The full-year psychotherapy rotation takes place within the interprofessional Mental Health Clinic (MHC). Five interprofessional teams comprise the MHC, affording interns (along with psychology practicum students and postdoctoral residents) collaborative contact with clinicians from psychology, nursing, psychiatry, and social work. Two lead psychologists are administratively engaged in various aspects of the clinic, particularly psychology student work. All psychology interns, and most psychology practicum students and postdoctoral residents, train within the clinic, and a range of clinical supervisors support student training. Within this setting, interns are afforded an opportunity to engage a variety of Veterans in recovery-oriented, episodic, and goal-oriented individual and group psychotherapy. A range of psychological issues and severity are represented, including PTSD (combat and non-combat related), anxiety disorders, mood disorders, couples/family issues, and disorders of addiction.

Interns typically engage an average of four hours per week of psychotherapy, and carry a caseload of approximately four to six Veterans. All psychotherapy sessions within the clinic are video-recorded, and these recordings are utilized within the supervision process as a means of enhancing the learning process for the intern.

The MHC operates from an integrative, goal-focused and time-limited psychotherapeutic orientation. In addition, a focus on strengths and recovery from a psychosocial rehabilitation perspective is embodied in the overall approach of the clinic. Within this larger integrative orientation, an appreciation of and training in specific evidence-based psychotherapies (EBPs) is a key component of training and practice within the program.

In collaboration with one's supervisors, interns are encouraged to conceptualize clinical cases broadly and from more than one perspective, and they are similarly encouraged to implement interventions thoughtfully from relevant therapeutic schools to best meet the presented clinical needs of a Veteran. Supervisors represent a range of theoretical and clinical expertise, including cognitive-behavioral, cognitive processing, psychodynamic, humanistic, experiential, and transpersonal/integral orientations. Supervisors have also been trained in one or more EBPs, affording the student an opportunity to learn about and apply these modalities to their work. These EBPs include Cognitive Processing Therapy [CPT] for PTSD, CBT for Insomnia [CBT-I], CBT for Substance Use Disorders [CBT-SUD], ACT for Depression [ACT-D], and Integrative Behavioral Couple Therapy [IBCT]). Lastly, a number of staff members have particular expertise in the treatment of PTSD, providing additional opportunities to learn about trauma-related theory and practice.

In addition to individual psychotherapy, group psychotherapy is an important part of the provision of psychological services. Therapy groups typically involve short-term skill-development groups and some longer-term interpersonal process groups. Skill-building groups involve a broad range of content areas as well as various PTSD-focused groups. In addition, a range of other specialty groups, tailored to a particular issue or disorder, are also offered within the clinic. Interns are given the opportunity to join existing groups or even start a new psychotherapy group based on their clinical interests. Weekly group supervision is provided for the interns regarding their group psychotherapy work.

### ***Learning Objectives***

1. formulate sound case conceptualizations that incorporate various theoretical perspectives and research knowledge
2. identify and collaboratively develop treatment goals with the client
3. accurately assess, and modify as necessary, the progress of the therapy
4. effectively implement skills with regard to one or more psychotherapeutic approaches, such as cognitive-behavioral, psychodynamic, and experiential orientations
5. Receive training and weekly supervision in at least one evidence-based practice protocol
6. be aware of and effectively incorporate one's experience and emotional reactions pertinent to the therapy
7. facilitate effective skill-building time-limited and/or process-oriented psychotherapeutic groups
8. provide multiculturally competent treatment conceptualization and service provision

### ***Target Clinical Experiences***

1. four hours per week of individual psychotherapy throughout the training year
2. co-lead one or more short-term specialty groups and/or a process-oriented group
3. Participate in a weekly two-hour interprofessional team meeting within the MHC

## **ACUTE PSYCHOPATHOLOGY AND ASSESSMENT OPTIONS**

This full-year rotation consists of three four-month trainings, affording the intern a range of evaluation, assessment and intervention activities for various Veteran populations. Interns have the opportunity to rank order their preferences across six possible sub-rotations, thereby maximizing assignment to particular interest areas or desired growth edges.

### **Acute Inpatient Unit**

All interns will spend one full day per week involved in the evaluation and treatment of acute psychopathology through participation on the Acute Inpatient Unit (78G). This is a 15-17 bed, locked unit, designed for evaluation, crisis intervention, and disposition as well as the management of inpatient Veterans with acute symptoms who are unable to be managed in a less restrictive environment. The Veteran population on this unit is mixed, including Veterans with major psychiatric disorders, substance abuse, dual diagnosis, PTSD, severe personality disorders and dementia. The focus on this sub-rotation is primarily on clinical intervention with an acute population. Assessment does occur within this environment, however, this primarily involves ongoing clinical evaluation of risk of harm (to self or others), diagnostic features, fluctuations in mood and ideation, and indicators of stabilization vs. decompensation for the individual Veterans the unit serves. The necessity of such ongoing evaluation and assessment is essentially built into the nature of the various activities the intern will engage. Ample supervision and oversight by the supervising psychologist on the unit will help to integrate clinical observations and impressions into a working clinical conceptualization and treatment planning strategy for both individual and group work. On the unit, the intern will engage in a variety of clinical activities. The intern will attend the unit interdisciplinary team meeting. Interns may also be involved in evaluating and developing safety plans with the Veterans and updating treatment plans. They also may observe unit admission and discharge evaluations. The intern will be involved in various treatment activities on the unit, including two psychotherapy groups. The intern will have the opportunity to design and develop one of the two groups.

#### *Learning Objectives*

1. Assess probable risk pertaining to violence and suicidality
2. Learn to design a therapy group for an acute unit.
3. Effectively communicate symptom observations to the team
4. Develop confidence and skill in co-leading/leading inpatient group psychotherapy and other therapeutic group interventions
5. Develop skills regarding formal safety planning with the Veterans prior to discharge.

#### *Target Clinical Experiences*

1. 3 to 5 focal psychotherapy sessions to address safety planning on the inpatient unit
2. Weekly group psychotherapy and occasionally other therapeutic group activities on the inpatient unit

### **Mental Health Walk-in Clinic**

The Mental Health Walk-in Clinic (WIC) is made up of an interdisciplinary team of nurses, social workers, psychiatric providers, and allied behavioral health trainees. In this setting you will practice rapid assessment of Veterans who present to the clinic with a wide variety of clinical presentations. In this rotation you will have an opportunity to perform admission assessments, brief psychotherapy, and suicide risk assessment. Trainees will participate in all aspects of the assessment process including formulation of the diagnostic picture, gathering relevant biopsychosocial information, and determining the appropriate level of care and intervention for a Veteran. You will likely have the opportunity to work with Veterans

experiencing conditions ranging from PTSD, depression and anxiety to acute psychosis, mania or delusional disorders. At times the clinic also supports clinicians who are encountering crisis situations with clients and supports them with clinical decision making.

### *Learning Objectives*

1. Build skills in the assessment of acute psychiatric conditions
2. Learn to formulate a biopsychosocial understanding of clients, taking into account the various contributions to the diagnostic picture
3. Develop skills regarding brief treatment, stabilization, and solution-focused intervention strategies
4. Learn to assess for suicide risk in emergency settings

### *Targeted clinical experiences*

1. Completion of biopsychosocial intake assessments for Veterans who will be admitted to the acute psychiatry unit
2. Completing referrals for Veterans remaining outpatient and making appropriate treatment recommendations
3. Interdisciplinary assessment of Veterans in collaboration with clinic team

## **The STAR Assessment Rotation**

In this rotation, interns will have an opportunity to integrate into an interdisciplinary team in our Community Living Center (CLC). VA Bedford Healthcare System's CLC is the largest VA CLC in the nation, and our goal is to provide top of the line assessment and care including evidence-based practices (EBP) to this population. The CLC units at Bedford are spread across buildings 4 and 62, and consist of Units 4A-4D, 62B (GPU), 62A, 62C, and 62D.

Interns will provide assessment and treatment to an older-adult population across stages of dementia both with and without behavioral disturbance. This will include functional and behavioral assessments, EBPs, safety evaluations, family psychoeducation, support, and interventions, attendance at Behavioral Rounds, team meetings, and leading and/or developing groups in the CLC.

A central element of this rotation is the training and implementation of Staff Training in Assisted Living Residences (STAR-VA). STAR-VA is an EBP for the assessment and treatment of challenging dementia-related behaviors that utilizes an interdisciplinary, nonpharmacological, behavioral approach. Interns conducting a STAR-VA will perform an in-depth assessment utilizing skills such as behavioral observation, brief cognitive, functional, and mood assessments, structured interviews with staff, thorough chart reviews, and biopsychosocial interviews with Veterans and their family members. From this, the intern will generate a comprehensive STAR-VA report containing recommendations for staff, which they will have the opportunity to present to the team and monitor progress and changes in the Veteran over time.

### *Learning Objectives*

1. Develop proficiency in assessment and treatment of behavioral symptoms of dementia using EBPs including STAR-VA
  - a. Observe/shadow STAR-VA
  - b. Independently conduct STAR-VA assessment
    - i. Behavioral observation
    - ii. Interdisciplinary interviews and consultation
    - iii. Family interviews
  - c. Developing STAR-VA behavioral intervention plan, reports, and recommendations
  - d. Actively engage in STAR-VA implementation.
    - i. Present STAR recommendations to interdisciplinary team and monitor progress

2. Develop comprehensive biopsychosocial reports for Veterans with dementia diagnoses through conducting thorough medical record reviews and collateral interviews
3. Leading and/or developing weekly EBP-informed therapeutic groups
4. Integrate and contribute as a member of an interdisciplinary team
5. Provide psychoeducation, support, and/or treatment to Veteran's family
6. Conduct safety assessments and develop comprehensive safety plans as the need arises
7. Participate in behavioral rounds and provide consultation and recommendations

#### *Target Clinical Experiences*

1. Participate in/conduct 3-5 STAR-VAs (this total number will be dependent on the number of STAR-VA consults entered during the time period which the intern is on the rotation)
2. Conduct 1-2 safety assessments with safety plan(s) (this total number will be dependent on the number of consults entered during the time period which the intern is on the rotation)
3. Lead 1-2 weekly evidence informed therapeutic groups
4. Participate in weekly team meeting and behavioral rounds

### **Geropsychology Assessment on Long-term Care Units**

Psychology interns will have the opportunity to assess older Veterans in the Community Living Center (CLC). The evaluations will be with either Veterans in the short-term Geriatric Evaluation and Management Unit (GEM ) beds or Veterans living in long-term care. Veterans on the short-term inpatient rehabilitation program (GEM) generally return to living independently and an active lifestyle. Veterans in long-term care units are those individuals that are unable to live in a less restrictive setting.

There will be two assessment experiences: intakes and full batteries. Interns will be expected to conduct intake evaluations which consist of a psychosocial history, mental status exams and brief cognitive and personality assessments as well as to provide a comprehensive write-up. The intern will be able to observe an initial evaluation by the supervising psychologist. The intern may be observed in the next assessment, and eventually the intern will independently conduct their own intake assessment. Additional measures will be added dependent upon the referral question. The second experience, geriatric focused objective and projective tests are dependent upon the student's assessment experience. The trainee will have the opportunity to present the findings of the full battery at the team meeting as well as to the Veteran and/or family, as appropriate.

#### *Learning Objectives*

- 1) To learn to efficiently review clinical information in the chart and to incorporate such information into an interview and subsequent intake assessment report.
- 2) To be proficient in conducting brief cognitive and personality assessments in a long-term care setting.
- 3) To be proficient in at least one full assessment, depending upon referral question and student's experience.
- 4) To be able to cohesively present findings to the interdisciplinary team as well as to the patient and/or family, as appropriate
- 5) To be able to write up assessment results into a comprehensive report

#### *Target Experiences*

- 1) To observe once and be observed performing at least one intake assessment during the first month

- 2) To conduct a minimum of two intake assessments per month
- 3) To complete one full assessment battery during the rotation. This may be done either at the end of the rotation or preferably in parts during the entire rotation.
- 4) To present findings of the full battery to at least one interdisciplinary team
- 5) To present findings of the full battery to either the Veteran and/or family
- 6) One hour of supervision per week
- 7) To attend at least one team huddle per week

## **COMPENSATION & PENSION EXAMINATIONS**

During the Compensation & Pension (C&P) four-month rotation, the intern will participate in a graduated training experience involving all steps of a C&P examination. Mental health C&P exams (PTSD, Mental Disorders, or Eating Disorders) are requested when an active-duty service-member or Veteran has submitted a claim for a service-connected mental disorder to the Veterans Benefits Administration (VBA) and a Regional Office of the VBA has gathered sufficient information to warrant an exam. A psychiatrist or psychologist (or mental health trainees under close supervision) conducts a comprehensive assessment to evaluate (a) the presence of mental disorders, (b) whether any disorder present is a result of the Veteran's military service, and (c) the extent of occupational and social disability caused by the Veteran's mental health symptomatology. This process entails a careful chart review, clinical interview, symptom assessment, and completion of the appropriate Disability Benefits Questionnaire (DBQ). The intern devotes up to 8 hours per week to C&P exams with a progression in independence tailored to the intern's developmental level. A typical training sequence would involve reviewing records and observing Dr.'s Dayton, Larson, and Richards complete exams, followed by increasing levels of participation in the interview and writing up portions of the report. Training may culminate with an intern completing all portions of an exam. In addition to the two hours scheduled for each exam, the intern is expected to complete adequate chart review prior to the exam and coordinate with their supervisor in writing the designated sections of the report.

### *Learning Objectives*

1. efficiently review clinical records relevant to evaluating psychiatric disability
2. be prepared to quickly build rapport, explain the C&P exam process, and answer any questions posed by the Veteran or family members who accompany the Veteran
3. gather a thorough clinical history spanning pre-military, military, and post-military experiences (social/marital/family, occupational/educational, mental health, legal/behavioral, substance abuse)
4. accurately diagnosis according to DSM-5 criteria any mental disorders present for a Veteran and whether any of the conditions are a result of military service; provide medical opinions where appropriate
5. ability to accurately administer and score CAPS-5
6. evaluate the level of occupational and social impairment resulting from mental disorders
7. properly document information and conclusions in a C&P report
8. gain a working knowledge of the typical presentation of trauma-related issues in a military context

### *Target Clinical Experiences*

1. Observe / shadow 2 C&P Exams (PTSD Initial or Review and one Mental Disorder). This may be a good opportunity for interns to gain experience observing a PTSD Initial Exam.
2. Co-lead 4 C&P Exams (PTSD Review and Mental Disorder) and complete appropriate DBQ.
3. Independently administer 2 C&P Exams (PTSD Review and Mental Disorder) and complete appropriate DBQ. Less assistance should be needed in completing the DBQ by this stage.
4. Administer the Clinician-Administered PTSD Scale for DSM-5 (CAPS-5) for most, if not all, PTSD exams co-lead or independently administered.
  - a. Follow CAPS-5 instructions for administration and scoring
5. Review all charts before observing, co-leading or independently administering C&P exams

## **ADDICTION ASSESSMENT**

The Addiction Assessment rotation offers interns a four-month immersive and specialized training experience in evaluating and addressing substance use disorders among Veteran populations. This rotation is dedicated to developing the interns' expertise in comprehensive addiction assessment, personalized treatment planning, and evidence-based interventions for Veterans struggling with addiction. During this rotation, interns will be stationed in the Veterans Mental Health and Addictions Program (VMHAP), our outpatient substance use disorder clinic at the Bedford VA. The focus of the rotation will be on evaluating referrals to one of our substance use programs (e.g., the Domiciliary, Intensive Day Treatment Program (IDTP), Stepdown), while assessing risk of harm, co-occurring mental health conditions, and then collaborating with the patient on treatment planning. Depending on interests, the trainee will also have the opportunity to participate in clinical interventions, including group therapy, individual therapy, and contingency management.

### *Learning Objectives*

1. Conduct clinical interviews to assess substance use history, triggers, and potential risk factors.
2. Administer and interpret validated assessment tools for substance use disorders and co-occurring conditions
3. Provide feedback to Veterans and collaborate with them on treatment options tailored to their individual needs.
4. Enhance communication skills to effectively collaborate with interdisciplinary teams and referral sources
5. Develop experience and confidence delivering clinical interventions, including group psychotherapy, individual psychotherapy, and/or contingency management

### *Target Clinical Experiences*

1. Weekly evaluation slot with accompanying summary, including treatment recommendations
2. Feedback sessions with Veteran to consult around treatment recommendations
3. One hour of supervision per week
4. Approximately two hours per week providing clinical intervention (group therapy, individual therapy, and/or contingency management)

## **PTSD ASSESSMENT**

In this rotation, interns will have an in-depth opportunity to learn about assessment of PTSD for purposes of treatment planning. This training offers a unique experience in conceptualizing treatment based on a thorough understanding of the individual's experience based on a comprehensive PTSD assessment. During this rotation, interns will learn to administer and interpret the Clinician Administered PTSD Scale for DSM-5 (CAPS-5), the gold standard in PTSD assessment. In learning the CAPS-5, the intern will focus on differential diagnosis between PTSD and other presenting mental health diagnoses. Additionally, the intern will learn how to best understand the various features inherent in a PTSD diagnosis. Particular attention will be paid to the role of moral injury in a Veteran's traumatic experiences and how treatment might best address such dynamics. The intern will also consider how secondary-gain factors may impact assessment of PTSD, particularly in VA settings. The intern will also explore the ways in which cultural factors impact presentation and assessment of PTSD. At the start of the rotation, interns will first likely engage in one or more mock assessment evaluations, with the supervisor serving as the Veteran client. A report will be written for each mock assessment. After this initial learning, the intern will field referrals from across hospital settings, particularly from the outpatient mental health clinic.

### *Learning Objectives*

- 1) Describe current and full diagnostic criteria for PTSD according to DSM-5.
- 2) Describe purpose, benefits, and key features of CAPS-5.
- 3) Conduct a concise and thorough CAPS-5 interview.
- 4) Identify techniques for addressing discrepancies and response bias in respondent answers during CAPS-5 interview.
- 5) Recognize potential co-occurring conditions that may accompany or share PTSD symptoms.
- 6) Apply the CAPS-5 scoring criteria appropriately.
- 7) Describe how the concept of moral injury relates to PTSD.
- 8) Describe cultural factors influencing the presentation and experience of PTSD.

### *Target Clinical Experiences*

- 1) Online and interactive trainings
- 2) Readings relevant to the phenomena of PTSD, particularly those related to diagnosis and treatment
- 3) 4-6 PTSD assessments with accompanying reports (which included one or more mock assessments and reports)

## THE PRIMARY ROTATIONS

### NEUROPSYCHOLOGY

The Neuropsychology program receives consults from the entire VA Medical Center, including primary care, psychiatry, and neurology. Consults are received on both outpatient and inpatient bases. Veterans are referred for evaluations of cognitive functioning and cognitive rehabilitation services. Common evaluation referral questions include differential diagnosis of neurodegenerative disorders, assessment of cognitive symptoms following head injury, identification of cognitive disturbance due to psychiatric illness and/or substance abuse, and detection of attention deficit disorder and learning disabilities. Assessment of capacity for medical/financial decision making and disposition planning are also common referral questions from our inpatient units. Cognitive rehabilitation services include group and individual rehabilitation and short-term family and couples counseling around adjustment to disease/disability/caregiving when needed. The Neuropsychology program also works closely with the Geriatric Research, Education, and Clinical Center to provide comprehensive services to individuals suffering from dementia, primarily Alzheimer's disease.

The neuropsychology training program provides interns with intensive experience in neuropsychological evaluation with a wide variety of Veteran populations across the age spectrum. Training in neuropsychology focuses on brain-behavior relationships and represents a combination of clinical psychology and behavioral neurology. Emphasis is placed on the integration of multiple data sources (e.g., testing, interview, behavioral observations, report of family, medical records, neuroimaging studies) in order to reach a diagnostic impression and provide practical treatment recommendations. While the majority of cases are seen on an outpatient basis, students also routinely complete inpatient evaluations while rotating through the Inpatient rotation in order to gain experience with psychiatric and geriatric inpatient populations. Interns see one general outpatient case per week and one Clinic case per week, alternating between the Memory Diagnostic Clinic (a multidisciplinary team clinic focused on evaluation of memory concerns in older Veterans), Polytrauma/TBI Acquired Brain Injury Clinic (providing evaluations for patients across the spectrum of traumatic brain injury and stroke screening evaluations to Veterans returning from the recent wars), and Inpatient Clinic (with inpatient assessment and treatment experiences on the Geriatric Psychiatry Unit as well as neuropsychological and capacity evaluations conducted within psychiatric, subacute medical rehabilitation, nursing home, and hospice units (focused on inpatient geriatric evaluations). Interns will also see one case through the Teleneuropsychology Clinic per month, (providing neuropsychological evaluation to Veterans in New Hampshire VA Clinics via video technology). and General Inpatient rotation (neuropsychological and capacity evaluations conducted within short-term psychiatric, long-term psychiatric, long-term nursing home care, and hospice units).

Interns are also trained in individual and group cognitive rehabilitation techniques. Interns are taught how to provide supportive counseling and/or psychoeducation to Veterans and their loved ones in order to maximize Veteran functioning in the face of cognitive difficulties. The intern will have the opportunity to conduct both individual and group psychotherapy as well through their year-long psychotherapy rotation within the Mental Health Clinic.

In addition to the general seminar series for all interns, neuropsychology interns attend a weekly neuropsychology lecture series, a weekly case challenge/case presentation series modeled after the American Board of Professional Psychology oral exam to assist all neuropsychology students to prepare for this next step in their career, and a monthly decision-making capacity seminar. Interns also attend weekly brain cuttings, when offered on the Bedford campus. Other didactic opportunities are available off-campus with affiliated sites.

Although not a requirement of the rotation, the neuropsychology intern has the opportunity to become involved in cutting-edge research on aging and Alzheimer's disease. The interested intern would have the

opportunity to be involved in a specific project which can be completed within the training year, as defined by their availability and interests.

Greater than 50% of the intern's time is spent in neuropsychology-related activities, which meets the recommendations of the 1997 Houston Conference on Training in Neuropsychology.

### ***Learning Objectives***

1. administer and score a variety of neuropsychological instruments
2. interpret results of neuropsychological instruments both quantitatively and qualitatively as the findings relate to cognitive functioning
3. select appropriate instruments for evaluations of various diagnostic issues and referral questions, particularly those referral questions which pertain to treatment planning, return to home and work, and competency
4. translate evaluation results into overall patterns of cognitive functioning
5. accurately identify patterns of cognitive functioning associated with various diagnoses, such as Alzheimer's disease and other dementias, ADHD, and psychiatric disorders
6. gather a history from the patient and family that is sufficient to aid in diagnosis and recommendations
7. identify aspects of the history most important to differential diagnosis
8. write concise, organized, understandable neuropsychological reports
9. provide specific, individualized recommendations that address the whole health of Veterans and may be used for treatment-planning, connection with needed services, developing compensatory strategies, or addressing lifestyle factors to optimize cognitive health
10. deliver feedback on test results/diagnosis to patients and family members in a clear, easily understandable, and collaborative manner
11. obtain an understanding of the clinical care common to various neurological disorders, such as Alzheimer's disease and other dementias, ADHD, and psychiatric disorders, including common pharmacological treatment, surgical treatment, health management, psychosocial intervention, and family care
12. understand the fundamentals of cognitive rehabilitation as they apply to neuropsychological recommendations and patient treatment

### ***Target Clinical Experiences***

1. a minimum of 30 neuropsychological reports
2. lead clinician for a minimum of 20 face-to-face feedback sessions
3. lead interviewer for a minimum of 20 initial interviews
4. a minimum of one time-limited cognitive rehabilitation treatment (group or individual)
5. participation in Neuropsychological Assessment courses offered at Boston VAMC
6. weekly participation in Neuropsychology Seminar
7. minimum of 3 case presentations to the neuropsychology training group

## **PSYCHOSOCIAL REHABILITATION**

The Psychosocial Rehabilitation rotation provides flexible, collaborative, and evidence-based training for psychologists interested in transdiagnostic treatment approaches across multiple levels of care to support veterans living with significant functional impairment. As a nationally recognized center for Psychosocial Rehabilitation, VA Bedford is uniquely equipped to provide training in recovery-oriented treatment modalities (i.e., interventions that focus on functioning, strengths, and wellness rather than symptoms, problems, or deficits), in addition to providing opportunities for integration of clinical research and participation in interprofessional treatment teams. We welcome applications from students of any background who are seeking transdiagnostic training in **recovery-oriented** and **strengths-based** models of care for Veterans with mental health and/or substance use conditions.

### *Background:*

Veterans can experience personal and environmental barriers to achieving their goals (housing, employment, financial stability, satisfying interactions with their families and other people, a sense of personal accomplishment, symptom reduction, etc.). Many (but not all) of these Veterans experience symptoms of serious mental illness (SMI) such as schizophrenia, bipolar disorder, major depression, or PTSD; many also experience substance use disorders and multiple comorbid diagnoses that can interfere with attaining goals. To serve the needs of these Veterans, training in Psychosocial Rehabilitation spans multiple levels of care (outpatient, residential, inpatient, and community-based), incorporates perspectives from providers of different backgrounds (including peer services, social work, psychiatry, and vocational counseling), and emphasizes the importance of recognizing the impact of stigma. Our hope is that, as we engage with Veterans in a collaborative recovery-oriented process, the Veterans we serve will discover an increased sense of independence and empowerment, and that by building their skills they will find themselves achieving the highest possible level of community-based functioning. We understand that this orientation requires us to address our own, society's and the Veteran's own stigmatizing attitudes towards people who have been diagnosed with mental illness, and that we are constantly moving toward having the Veterans integrally involved in the design of their treatment and of the program itself. These issues form the background for student involvement in the Psychosocial Rehabilitation Rotation.

Psychologists play a crucial role in this developing clinical area by spearheading new methods of effective treatment that are supported by research. Because of their orientation and training, psychologists bring a unique perspective to issues of systemic change and an ability to accurately evaluate and develop innovative approaches to working with people with the challenges presented by serious mental illness. As such, students who train in this rotation are encouraged to think creatively about ways in which to enhance standard care with novel treatment approaches, assessment methods, and new areas of investigation. Many of the training faculty involved with this rotation have experience in developing and testing novel transdiagnostic treatments and are available to mentor students' research in this area.

### *Training Opportunities:*

The Psychosocial Rehabilitation rotation offers a range of customizable experiences that allow the intern to engage in a variety of clinical activities, including time-limited psychotherapy. The intern will follow Veterans through various phases of the rehabilitation process, including the initial processes of discovering and developing the Veteran's personal goals through the application of a number of therapeutic techniques that allow for the achievement of those goals. The specific combination of training experiences is flexible based on individual interns' needs and expertise, with final training placements determined based on a collaborative discussion between the intern and the PSR program faculty. All interns also receive training in outpatient psychotherapy through the Mental Health Clinic, and psychologists within the PSR rotation provide supervision in skills needed to apply transdiagnostic recovery-oriented care in the context of a general mental health clinic. The intern is typically based in a combination of the four following programs:

The Domiciliary Care for Homeless Veterans (DCHV) is a 100-day mental health residential rehabilitation treatment program (MH RRTP) designed specifically to provide Veterans who are homeless and in recovery from mental health and/or substance use disorders with the tools necessary for successful

community reintegration. The Domiciliary is a therapeutic community setting in which Veterans partner with staff in their treatment through such methods as individual psychotherapy, psychoeducational and process-oriented groups, case management (i.e., housing, benefits, employment), and medical support as they relate to self-identified goals. The Domiciliary employs a holistic approach toward the treatment of resident Veterans who may present with multiple risk-factors and require a full range of rehabilitative services (i.e., psychological, vocational, spiritual, and physical) which includes participation in the Compensated Work Therapy (CWT) program. Treatment within the 100-day stay in the Domiciliary represents a unique opportunity for interns to engage in time-limited psychotherapy with Veterans (e.g., treatment ranging from 10-20 sessions) that integrates recovery-oriented care (e.g., case management, focus on functioning, peer support services). In addition to providing psychotherapy services, interns partner with assigned Veterans to develop recovery/treatment plan to guide the Veterans Domiciliary care. Interns are also part of the interdisciplinary team and learn to function in the capacity of a consultant to the team. The intern also has opportunities to co-lead groups based on interests and training goals (e.g., CBT for Substance Use, DBT, Seeking Safety, etc.) with an experienced psychologist on the Domiciliary and eventually facilitate groups on his or her own. An intern may also have opportunities for program development.

The Compensated Work Therapy program provides vocational services to Veterans whose employment and educational goals have been impacted by mental and physical health conditions as well as homelessness. The intern may choose among the following CWT services: (a) vocational counseling including managing the impact of mental health conditions such as PTSD, depression, and anxiety in work settings, (b) community-based employment services including direct hands on mentoring for job search and job maintenance skills, or (c) educational counseling including identifying and making progress on educational goals, managing symptoms of TBI, ADHD, PTSD in educational settings, and making the transition from the military environment to the education environment for returning Veterans.

The Program for Outpatient Wellness, Engagement, and Recovery (POWER) is an outpatient specialty clinic for Veterans living with SMI (i.e., schizophrenia spectrum disorders, bipolar disorders, or major depression or PTSD that significantly impacts functioning). Interns have the opportunity to learn evidence-based treatments for adults living with SMI, including CBT for Psychosis (CBT-P) and CBT strategies for living with bipolar disorder. Interns will have the opportunity to participate on an interdisciplinary team of psychologists, social workers, and vocational rehabilitation counselors, as well as other psychosocial rehabilitation fellows. Opportunities are also available to co-facilitate outpatient groups for adults with SMI (e.g., addressing stigma, developing coping/recovery skills, hearing voices, bipolar support groups, etc.).

This internship rotation also provides ample opportunities for Clinical Research and Program Development, in collaboration with the VISN 1 Mental Illness Research, Education and Clinical Center (MIRECC). Many of the psychologists providing training in the PSR spectrum of care are also involved in ongoing clinical research projects that provide many training opportunities for the PSR intern. Interns choosing to participate in Clinical Research and Program Development identify a primary research mentor from within the PSR program and have the opportunity to participate in activities including manuscript writing, data analysis, assisting with ongoing clinical trials, and professional development in research methods. Examples of recent or ongoing research in this rotation include Lisa Mueller, PhD (PI: Supported Employment: Motivational Enhancement for Entry and Outcome), Brian Stevenson, PhD (PI: EmpowerWork lab; developing and testing interventions that promote vocational functioning and self-efficacy of veterans with mental health or substance use disorders); and Andrew Peckham, PhD (PI: Impulsivity, Cognition, & Emotion Lab; planned projects include multimodal assessment of impulsivity and treatment outcomes in the CWT program).

### ***Learning Objectives***

1. effectively conduct individual and group psychotherapy targeted at rehabilitation including modular approaches (e.g. Anthony psychiatric rehabilitation technologies)
2. facilitate Veteran integration into the community (e.g., employment, education, social activities, etc.)
3. accurately assess readiness for change

4. effectively assist Veterans to develop rehabilitation readiness
5. collaboratively work with the Veterans to set an overall rehabilitation goal and recovery care plan
6. general understanding and intervention skills with regard to the treatment of substance use disorders
7. evaluate history, conflicts, ego strength and skill deficits to identify Veterans for time-limited therapy
8. appropriately select among evidence-based treatments to utilize within time-limited psychotherapy
9. deal effectively with disruptions to the therapeutic alliance
10. understand institutional dependency and how to help Veterans overcome psychological barriers to living in less restrictive environments
11. understand how intellectual, cognitive and personality factors interact with other areas of functioning
12. understand how hospital and community resources impact rehabilitation and how to help Veterans access resources
13. critically evaluate gaps in care and develop hypotheses for novel transdiagnostic treatments to fill these gaps

***Target Clinical Experiences (example)***

1. two to four individual therapy cases per week with a diverse group of Veterans within the Domiciliary or Power Clinic
2. two to four rehabilitation or vocational counseling cases per week with Veterans from the CWT program
3. lead/co-lead one or more Domiciliary and/or Power Clinic groups per week
4. regular participation in team treatment planning meetings
5. learn to design psychosocial rehabilitation interventions that assist in program development and/or participate in clinical research.

*For those interested in learning a little more about psychosocial rehabilitation and the kinds of work we do at Bedford, please see the following two articles:*

<https://doi.org/10.1037/adb0000753>

<https://doi.org/10.1037/ser0000694>

*Also, please see a PSR postdoctoral fellow-produced podcast, which includes interviews with PSR psychologists and other faculty:*

<https://www.podbean.com/pu/pbblog-55yxf-125058e>

## **ADDICTION & RECOVERY**

### **Mission Statement**

The VA Bedford Psychology Addictions Training program is rooted in a recovery-oriented, Veteran-centered system of care. Our immersive interdisciplinary training experiences prepare trainees to provide culturally competent, evidence-based treatment for substance and behavioral addictions. Trainees are encouraged to develop their individual professional identities and leadership skills through mutual learning with mentors and supervisors and quality improvement and other system-level experiences.

### **Our Vision**

VA Bedford's Addictions Training Program seeks to continually improve the quality of training and mental health services through ongoing education of staff and students in specialized areas of addiction, prioritizing interprofessional training, modernizing and delivering care through evidenced-based methods.

### **Our Values I.D.E.A.**

**Integrity** – We consistently adhere to strong ethical and moral principles.

**Dignity** – We recognize the right of people to be valued and respected for their own sake and to be treated ethically.

**Excellence** – We aim for excellence in training and clinical care through continuous learning, collaboration, and feedback.

**Advocacy** – We advocate for Veterans, trainees, and colleagues, and empower all in their own self-advocacy.

The primary rotation in addiction and recovery consists of four core training experiences: (1) the Domiciliary Care for Homeless Veterans (DCHV), (2) the Behavioral Addictions Clinic (BAC), (3) VA Bedford Tobacco Treatment Program (TTP), and the (4) Opioid Reassessment Clinic (ORC). The intern will be situated in two of the four programs for the first half of the year, and then switch to the remaining two for the last half of the year. Over the course of each 6-month training cycle, the intern will dedicate 8 hours per week to each of the two programs. This will provide the intern breadth of exposure to a range of addictions common among Veterans as well as gaining a depth of experience in delivering clinical services to Veterans with addictions in different stages of recovery.

In addition, the addictions primary rotation provides an opportunity to engage in research. Several of the faculty involved in the addictions primary rotation are members of the VISN 1 New England Mental Illness Research, Education, and Clinical Center (VISN 1 New England MIRECC). The mission of the VISN 1 New England MIRECC is to develop innovative treatments and clinical programs for Veterans with co-occurring addictions and mental health disorders. The addictions intern will be able to participate in research and program development activities related to addictions, including opportunities to participate in ongoing clinical trials, prepare and deliver conference presentations, and engage in scientific writing.

Overall, the addictions primary rotation provides a unique learning opportunity for interns to understand the intersection of addictions and co-occurring mental health disorders, with other psychological and social stressors through these four core experiences. There is an emphasis on conducting comprehensive assessments to inform case conceptualization and understanding the key evidence-based therapeutic approaches within the field of addictions treatment, particularly those involving motivational enhancement, cognitive-behavioral therapy, acceptance- and mindfulness-based interventions, and recovery-oriented approaches. The intern will get both a breadth and depth of training experiences in addictions that will include developing and refining skills in assessment, intervention, and program development to prepare the intern for competitive positions in addictions-related fields.

### DCHV Sub-Rotation

The Addictions Intern training experience in the Domiciliary Care for Homeless Veterans (DCHV) program is designed to expose the trainee to providing a range of rehabilitation-oriented services to Veterans with a variety of presenting issues with a focus on substance use disorders as a primary focus of treatment. The DCHV is a 100-day residential treatment program for Veterans who are at high risk for becoming or are currently homeless. Treatment is provided by a multidisciplinary team including psychologists, psychiatrists, nurses, social workers, peer support specialists, rehabilitation technicians, and occupational therapists. The intern will have the opportunity to interact regularly with the multidisciplinary team toward the treatment of these Veterans while carrying a caseload of several individual clients and co-leading/leading psychoeducational groups. Example groups include the trauma-informed Safety Emotion Loss (SELF), Cognitive Behavioral Therapy for Substance Use Disorders (CBT-SUD) and Acceptance and Commitment Therapy (ACT) for addictions groups. As part of the individual therapy process, interns partner with assigned Veterans to develop recovery/treatment plan to guide the Veterans Domiciliary care and utilize measurement-based care to track treatment process and outcomes.

### Behavioral Addictions Clinic (BAC) Sub-Rotation

Behavioral addiction is a form of addiction that involves a compulsion to engage in a rewarding non-drug-related behavior despite negative consequences to the person's physical, mental, social, or financial well-being. Types of behavioral addictions addressed in the BAC include gambling, compulsive sexual behavior (e.g., frequent sexual partners, problematic use of pornography), binge eating disorder, excessive internet use, (e.g., online shopping, playing video games), and compulsive buying. Rates of gambling disorder and compulsive sexual behavior (i.e., dysregulated sexual behaviors, e.g., excessive use of pornography, frequent casual sexual partners) are higher among Veterans than non-Veterans. There is growing demand for behavioral addiction treatment services within VHA, particularly among returning combat Veterans. The BAC provides cutting-edge training to interns on the assessment and treatment of behavioral addictions which commonly co-occur with conditions such as PTSD, sexual trauma, substance use, and anxiety among Veterans. The BAC operates on a short-term treatment model where the focus of the individual and group treatment services is on assisting Veterans to obtain mastery over the problematic behaviors for which they have been referred. After successful completion of the BAC treatment services, the Veterans are then referred to their main treatment providers to address other remaining mental health service needs as appropriate. The BAC is the only specialty outpatient clinic in VHA that focuses the training for doctoral psychology interns on best practices for assessing and treating problem gambling, compulsive sexual behavior disorder, and binge eating disorder, and it has been recognized as a leader in VHA for assessing and treating behavioral addictions. The Addictions Intern will have the opportunity to be trained in effective brief treatments for behavioral addictions, including Acceptance Commitment Therapy, Cognitive Behavioral Therapy, brief Dialectical Behavioral Therapy, and Mindfulness-Based Relapse Prevention. The intern will also gain experience conducting intakes and assessments, engaging in differential diagnosis pertaining to behavioral addictions, and providing brief individual and group psychotherapies as well as psychoeducation for Veterans. Finally, the Addictions Intern should expect to integrate literature reviews on relevant areas of behavioral addictions into case presentations throughout the year.

### VA Tobacco Treatment Program Sub-Rotation

The Tobacco Treatment Program (TTP) serves the entire medical center and surrounding outpatient clinics. Tobacco cessation is multidisciplinary and represented by psychology, nursing, psychiatry, and pharmacy. The mission of the VA Bedford Tobacco Treatment Program is three-fold: 1) provide assessment and intervention to Veterans at all stages of change with respect to changing tobacco use, 2) increase awareness of the negative health effects of tobacco and commercial nicotine use among Veterans and their family members, and 3) provide education and consultation to health care providers on best practices for tobacco treatment and the changing tobacco product landscape.

The Addiction Intern will receive exposure to conducting focused tobacco dependence assessments, delivering intensive short-term empirically supported treatment for tobacco users at all stages of change with regard to stopping tobacco (e.g., motivational, cognitive-behavioral, and acceptance- and mindfulness-based approaches), and facilitating motivational and psychoeducational groups for tobacco cessation. There is a weekly TTP team meeting, where cases are presented, and tobacco treatment plans are discussed and modified. There is strong emphasis on the cultivation of interdisciplinary case conceptualization as clinical practice guidelines for tobacco dependence focus on the integration of tobacco cessation medications with intensive psychosocial treatment.

#### Opioid Reassessment Clinic Sub-Rotation

The Opioid Reassessment Clinic (ORC) was developed to assist Veterans and their medical providers in providing optimal care as related to the prescription of opioid medications for treatment of chronic pain conditions. Veterans referred to the clinic undergo assessment of their current prescriptions and functioning with emphasis given to the evaluation of risk factors associated with adverse outcomes, substance use concerns, and the Veteran's chronic pain experience. Possible recommendations include the Veteran following-up with the clinic for a patient-centered opioid taper or to eliminate their use of full agonist opioids with treatments using medication assisted therapy (MAT) such as buprenorphine.

The ORC is an interprofessional team which includes family medicine and psychiatry physicians, nurse practitioner, psychologist, pain nurse, and peer support specialist as well as a nurse practitioner fellow, psychology post-doctoral fellow and intern, and family medicine medical residents. The team incorporates the use of Animal-Assisted Therapy (AAT) by working with 1-2 pairs of trained AAT dogs and their handlers. The ORC treatment team also consults and collaborates with Veterans' Primary Aligned Care Teams (PACT) within Primary Care. Additionally, the ORC partners with the Bridge Clinic in the Veterans Mental Health and Addictions Program (VMHAP) to provide a unique group treatment option for Veterans with comorbid chronic pain conditions and opioid use disorder.

During this rotation, interns will gain experience in providing team-based interprofessional care (completing co-intakes and co-visits with providers from other disciplines) as well as consultative services within the setting of a specialty clinic co-located within Primary Care. Interns will have the opportunity to provide motivational interviewing (MI) interventions for Veterans who are contemplative (or pre-contemplative) about addressing concerns related to opioid medications. Interns will also gain understanding of the complex relationship between chronic pain conditions and opioid use disorder as well as pain self-management treatment options such as cognitive behavioral therapy for chronic pain.

#### ***Learning Objectives***

1. Develop skills in case conceptualization by working with Veterans presenting with addictions and co-occurring disorders
2. Acquire proficiency in performing comprehensive assessments for Veterans presenting with addictions and being able to provide feedback
3. Learn to skillfully deliver evidence-based treatments for addictions including motivational interviewing, cognitive behavioral therapy, and acceptance- and mindfulness-based treatments
4. Develop professional identity as a psychologist working collaboratively as a member of the interdisciplinary treatment team through case presentations, consultation with providers from other disciplines, and outreach and education
5. Understand the range of treatment approaches for people with addictions, particularly motivational enhancement therapy, CBT, and recovery-oriented approaches to addictions treatment
6. Understand the concept of co-occurring disorders and the interrelationship between mental illness and addictions
7. Acquire familiarity with the different stages of recovery from addictions, particularly as applied to group psychotherapy processes
8. Effectively provide interventions from the principles of psychosocial rehabilitation, including the development of Veteran-centered recovery/treatment plans.

9. Become familiar with administrative functioning by managing consults, conducting intakes, and managing clinic assignment.
10. Develop familiarity with methods for evaluating the efficacy of various approaches to addictive behaviors.
11. Refine research-related skills via participation in clinical trials, conference presentations, and/or manuscript preparation.

***Target Professional Experiences***

1. Participate in the CBT-SUD seminar and consultation series.
2. Co-lead therapy groups for Veterans at different stages of recovery from addictions (early recovery, middle and/or late recovery groups)
3. Provide individual psychotherapy for Veterans with addictions
4. Actively participate in interdisciplinary team meetings
5. Coordinate addictions treatment with other medical and mental health providers and collaborate in Veteran care through delivery of co-visits
6. Assume select administrative clinical duties including clinical intakes and managing consults.
7. Participate in program development, outreach, and education activities
8. Contribute to research focused on addictions which may result in a poster and/or a manuscript

## **OUTPATIENT TREATMENT**

This rotation focuses upon the provision of clinical services through both the hospital outpatient psychotherapy clinic (described earlier under the “psychotherapy rotation”) and a community-based outpatient clinic. Typically, the intern spends one day/week in one of the satellite outpatient clinics, providing evaluation and psychotherapy to a previously under-served population of Veterans living in the community. Interns on the outpatient rotation have a unique opportunity to see how several outpatient clinics function within a larger institution, and how such clinics interact with and are integrated within a range of services throughout the medical center.

Interns on the outpatient rotation engage an expanded role within the outpatient clinic at Bedford, maintaining a larger caseload of group and individual therapy cases. That is, outpatient primary rotation interns have a total of 14 hours allotted to psychotherapy (which includes both the psychotherapy core rotation and the outpatient primary rotation). Intern’s work typically involves recovery-oriented, episodic, goal-oriented psychotherapy with individual patients. A variety of group opportunities are also available.

Outpatient interns spend one full day per week at the community-based outpatient clinic (CBOC) either in Haverhill or Lynn, Massachusetts, approximately 30 minutes away from the medical center. Within the CBOC, the intern will function as a member of an interdisciplinary primary healthcare team, providing evaluation and treatment to a range of underserved Veterans in the community. There is an opportunity to become involved in program development work with regard to designing and implementing clinical services, particularly psychotherapy groups. There are a number of pertinent treatment needs in this population, such as those pertaining to PTSD, wellness, and substance dependence.

Interns on the outpatient rotation will be exposed to a range of psychotherapeutic orientations via weekly supervision from three separate supervisors. Consequently, interns will be encouraged to conceptualize their therapy cases from multiple perspectives and to experiment with interventions from various orientations, as appropriate, within their therapy work. Interns also have the opportunity to work in collaboration with the telemental health (TMH) psychologist on group therapies from Haverhill utilizing TMH.

Overall, this rotation is a flexible combination of clinical services and training. The intern will have the opportunity to shape a training structure that reflects their particular interests and experience. For example, the intern can concentrate on particular psychotherapeutic models of work and/or emphasize a particular population or disorder in their training.

### ***Learning Objectives***

1. understand the overall functioning and integration with other services of two outpatient therapy clinics
2. assess current program needs related to an outpatient clinic, particularly a community-based clinic with limited available resources
3. familiarity with the characteristics and treatment needs of an underserved Veteran population within community-based services
4. knowledge and professional skills related to working within a primary healthcare multidisciplinary treatment team
5. ability to perform assessment, intake evaluation, and crisis management within a community outreach center
6. clinical skills with regard to understanding and facilitating PTSD-oriented psychotherapy groups
7. ability to effectively implement at least one evidence-based practice (EBP) protocol with Veterans
8. ability to conceptualize clinical cases from several theoretical perspectives (e.g., psychodynamic, cognitive-behavioral, humanistic, and experiential)
9. implement interventions from various therapeutic approaches, as relevant, for each clinical therapy case

10. ability to become aware of one's experience as a therapist, including biases, countertransference and subtle tendencies, through the understanding and application of the principles of mindfulness

***Target Clinical Experiences***

1. provide approximately 14 hours per week of individual psychotherapy within the Haverhill CBOC and the MHC (which includes cases from the psychotherapy core rotation)
2. receive supervision from three supervisors representing a range of psychotherapy models and perspectives
3. based on the programmatic needs of the clinic, provide a particular psychotherapy group or groups to address clinical needs
4. co-facilitate one or more PTSD psychotherapy groups
5. Participate in an intensive training and subsequent weekly group supervision for at least one EBP protocol
6. participate in a primary healthcare interdisciplinary treatment team in the Haverhill CBOC

## **GEROPSYCHOLOGY**

The Geropsychology program at the Edith Nourse Rogers Memorial Veterans Hospital utilizes a comprehensive approach to train pre-doctoral level interns in psychotherapy, consultation, and psychological assessment with a diagnostically and demographically diverse population of older adult Veterans. The Geropsychology intern will collaborate with interdisciplinary teams of medical, social work, and rehabilitation staff and bring psychological perspectives to the unique presenting problems of older adult Veterans. This interdisciplinary collaboration also provides an opportunity for the intern to increase her or his breadth of knowledge about the physical and mental health care needs of older adults in a variety of medical settings. Our Geropsychology department is comprised of psychologists with a wide variety of skills and training in providing inpatient, outpatient, hospice, palliative, and home-based care treatment services. Interns in the training program will receive direct supervision and consultation with Geropsychology staff in addition to supervision with Mental Health Clinic staff and other disciplines.

The older adult Veteran population served by the hospital presents with a wide range of psychological and neuropsychological conditions that often interact with medical comorbidities requiring extended care and/or rehabilitation. Veterans presenting with cognitive impairment and psychological problems related to developmental issues, medical problems, and other psychopathology are seen in both outpatient and inpatient settings and may be seen by different services within Geropsychology over the course of their illness. The Geropsychology intern will have the opportunity to work with Veterans in the following settings in three consecutive rotations: **Community Living Center (CLC)**, **Hospice and Palliative Care**, and **Home-Based Primary Care (HBPC)**. In addition, the intern will provide individual psychotherapy in the **Geropsychology Outpatient Clinic** for the duration of the year.

During the first four months of the training year, the intern will work with residents of the **Community Living Center (CLC)**, or nursing home units. In the CLC, the intern is assigned to one to two units and works with residents on an individual basis. The intern also attends interdisciplinary team meetings on their respective units to participate in treatment planning for the residents. The intern will have opportunities to co-facilitate and/or develop groups, work with families, and provide consultation using STAR-VA evidence-based intervention for managing challenging behaviors in residents with dementia. Past trainee group experiences have included an Inpatient Caregiver Group, Vietnam Group, Positive Psychology Group and Reminiscence Group.

In the second rotation of the training year, the intern will work with residents in **Hospice and Palliative Care**. The Hospice program operates on a designated Hospice unit as well as in a scattered beds model throughout the facility. In these settings, the intern will engage in individual and family psychotherapy for a variety of issues including anticipatory grief, end-of-life issues, and bereavement. The intern will continue to develop competencies by working closely with an interdisciplinary team and engaging in family meetings. There will also be opportunities for consultation, Telemental health, as well as debriefings and education for staff. The intern will also have the opportunity to co-facilitate or develop a group on the unit.

In the final rotation of the training year, the intern works with the **Home-Based Primary Care (HBPC)** team. The intern will join HBPC staff psychologists in meeting with home-bound Veterans in the community to conduct therapy, administer assessments, and consult with the interdisciplinary team. The intern will be encouraged to use supervision to examine personal reactions to and develop competencies in the provision of psychological services in non-traditional settings.

As mentioned, in addition to the three four-month rotations above, the intern will also provide individual and group psychotherapy to Veterans in our **Geropsychology Outpatient Clinic** through the duration of the year. In some instances, interns may have the unique opportunity to participate in a Veteran's care as the Veteran progresses through the continuum from outpatient to home-based to community living center and even hospice status.

In addition to these core Geropsychology track rotations, the intern will also have several supplemental opportunities unique to the Geropsychology track. First, beyond the training in **evidence-based**

**practices** described above, the Geropsychology intern may have the opportunity to train in one of several evidence-based practices specifically pertinent to the older population, including STAR-VA, Meaning Centered Psychotherapy for patients with advanced cancer or illness, Complicated Grief Therapy, and Problem-Solving Therapy for Home-Based Primary Care. Second, the Geropsychology intern can participate in one of the Assessment Rotations related to Geropsychology. Information on these rotations can be found under "Training Opportunities (pg. 10).

### ***Learning Objectives***

1. To develop competencies identified by the Pikes Peak model for training in Geropsychology.
2. Provide older adult Veterans with psychotherapy utilizing a variety of theoretical modalities, such as behavioral, cognitive-behavioral, psychodynamic, humanistic, interpersonal, and existential.
3. Incorporate factors such as medical, psychosocial, and developmental issues into psychological case conceptualization and intervention planning to address the unique mental health needs of older adult Veterans.
4. Engage in Evidence Based Practices (EBP)s such as managing disruptive behaviors in Veterans with advanced dementia (STAR-VA), hospice related issues, and caregiver support interventions.
5. Attend educational seminars and conferences on relevant topics in Geropsychology, including Geriatric Grand Rounds.
6. Explore newly developing roles for psychologists in geriatric care (e.g. Home-Based Primary Care, Hospice) and potentially undeveloped roles.
7. Learn both the psychological and physiological symptoms associated with death and dying.
8. Provide anticipatory grief and grief support as well as psychoeducation to Veterans and families, as well as staff members working in Hospice & Palliative Care.
9. Develop effective consultation skills within an interdisciplinary system that includes medical staff, social work, chaplaincy, dietary, rehabilitation therapists and other extended care professionals.
10. Conduct psychological assessments of the older adult including brief evaluations of cognitive functioning, diagnostic screenings, assessment of appropriateness of the person's environment to his/her functional abilities, and general mental health functioning.
11. Engage in supervision from a variety of supervisory perspectives.

### ***Target Clinical Experiences***

1. On the Community Living Center rotation, provide four hours per week of individual psychotherapy and one hour per week of group psychotherapy.
2. On the Hospice and Palliative Care rotation, provide four hours per week of psychotherapy, including individual, family, and group work.
3. On the Home-Based Primary Care rotation, dedicate approximately six hours per week to clinical contact in Veterans' homes, team consultation, supervision, and travel.
4. Additionally, provide approximately two hours per week of individual psychotherapy and one hour per week of group psychotherapy in the Geropsychology Outpatient Clinic for the duration of the training year.
5. Provide at least one in-service on psychological issues relevant to treatment of the older Veteran, including staff wellness.
6. Provide anticipatory grief and/or bereavement support to a Veteran's family.
7. Participate in a minimum of one interdisciplinary team meeting per week.
8. Engage in one of the Gero-specific assessment rotations
9. Option to participate in program development or quality improvement project (new or existing)

## **PRIMARY CARE MENTAL HEALTH INTEGRATION**

The primary care mental health integration (PCMHI) program was established to promote effective treatment of common mental health and physical health conditions commonly seen in the primary care environment. With a high level of stigma associated with seeking specialty mental health services, PCMHI allows patients to receive short-term therapy and psychiatric medication management within the comfort of the primary care environment. This includes ability to provide early interventions when Veterans present to primary care in the early stages of symptomatology. In addition, our team is trained in helping to address psychological aspects that impact medical conditions (i.e. life-style behaviors, effective use of coping strategies, impact of stress on the body, & adjustment to medical conditions). PCMHI services are delivered by a team consisting of psychologists, clinical nurse specialists, social workers, residents in each of these respective disciplines, and peer specialists. The intern will be an integrated member of the PCMHI team, and will learn to provide treatment for mental and physical health concerns that are commonly seen within the primary care setting and the Women's Health Clinic. This experience will provide the intern with the knowledge and understanding in applying the biopsychosocial model and the mind-body approach to providing whole-person care.

Referrals to the program are generated from primary care providers either by their discretion and/or positive responses to routine screens for depression, PTSD, substance use, weight, or chronic pain. If the Veteran is interested in PCMHI services, then a member of our team joins the end of the primary care visit as a warm handoff. This allows us to get a brief sense of the Veteran's needs, and to help reduce stigma and open up access to mental health services. The team completes a brief psychological evaluation during a warm handoff, and triages for appropriateness of fit for the program based on level and type of care needed. This feedback is sent back to the primary care providers to facilitate the collaboration between these services or to coordinate with programs that would best meet the needs of the Veteran. Brief interventions are provided in PCMHI through use of CBT, ACT, mindfulness-based approaches, and the use of biofeedback. The intern will learn to provide the full spectrum of care provided by the program.

In addition to working as an integrated member of PCMHI and primary care, interns will also complete two 6 month sub-rotations in pain self-management services and the MOVE! weight management program. Similar to their experience in PCMHI, the interns will serve as members of integrated teams within both of these clinics (including opportunities to co-facilitate groups with physical therapy, nutrition, recreational services, and clinical pharmacy). Both sub-rotations include experiences with providing group and individual therapy, as well as training and consultation across disciplines.

### ***Learning Objectives***

1. Understand the common mental health conditions that are presented in the primary care clinic and how to treat these conditions from an evidence-based integrated primary care-mental health model.
2. Understand common behavioral health concerns presented in primary care (i.e., chronic pain, weight management).
3. Understand the co-morbidities of mental health and physical conditions and how they relate to each other.
4. Conceptualize from a biopsychosocial model of care, apply this model to clinical cases, and ability to coordinate associated care with primary care staff.
5. Learn to practice from a team based care approach both within the PCBH team as well as with the larger primary care team across different disciplines (physicians, all levels of nursing, social work, pharmacy, clerical support and extended care professionals)
6. Understand the medical language and be competent in reviewing medical records to the degree to which trainee can coordinate care and offer treatment.
7. Learn brief model of care including brief assessments, brief session duration and brief number of sessions.
8. Develop consultation skills in working with health care professionals (i.e. primary care providers, specialty providers, pharmacy, nutrition, rehabilitative medicine staff including recreational, occupational and physical therapists).

9. Learn care management of mental health conditions through brief assessments, monitoring, psychoeducation and coordination of care as necessary.
10. Understand the role of the psychologist in the Patient Centered Medical Home (called Patient Aligned Care Team in VHA) model of care as part of the Health Care Reform Act.
11. Ability to work as a team member in PCBH.

### ***Target Clinical Experiences***

#### **Primary care** (full year):

1. Provide 4 hours/week of individual psychotherapy in the primary care clinic consisting of cases for mental and physical health concerns.
2. Participate in weekly interdisciplinary group supervision and weekly team meeting.
3. Assist in providing same day PCBH access with process of completing warm hand-offs.
4. Receive supervision from interprofessional team perspective.
5. Optional experience in providing biofeedback.
6. Optional experience in program development.

The year is divided into 2 rotations (6 months):

1. **Weight management** (4.5 hours/week):
  - a. Provide individual psychotherapy in the primary care clinic targeting health behavior change for weight management.
  - b. Weekly co-facilitation of MOVE! weight management group with nutrition, recreational therapy, and clinical pharmacy.
  - c. Completion of pre-surgical and transplant evaluations.
2. **Chronic pain self-management** (4.5 hours/week):
  - a. Help co-facilitate weekly 2-hour Active Management of Pain (AMP) group with physical therapy.
  - b. Complete pain consultations utilizing biopsychosocial conceptualization and treatment planning.
  - c. Provide individual psychotherapy for pain self-management (CBT-CP, biofeedback, etc.).

## **ADDITIONAL TRAINING OPPORTUNITY IN CLINICAL RESEARCH**

The Psychology Service participates in VA Bedford's active and productive research community, with most psychology research housed in the VISN 1 New England Mental Illness Research, Education, and Clinical Center (MIRECC) or Neuropsychology service. VA Bedford Healthcare System has academic affiliations with Boston University School of Medicine in Boston, Massachusetts, and the University of Massachusetts Medical School in Worcester. The VISN 1 New England MIRECC is focused on co-occurring disorders—substance use and other mental illnesses. Areas of study include vocational rehabilitation, gambling and other forms of behavioral addictions, tobacco cessation, psychosocial treatments for co-occurring disorders, pharmacological interventions for addiction, spiritually-integrated interventions, qEEG as a predictor of treatment outcome, and community reintegration and other psychosocial rehabilitation research. Please see <https://www.mirecc.va.gov/visn1/> for more information on VISN 1 New England MIRECC.

Interns with an interest in research are welcome to inquire about involvement in ongoing research programs.

Research opportunities also exist in other parts of the hospital, notably in the Geriatric Research, Education and Clinical Center (GRECC) and the Center for Healthcare Organization & Implementation Research (CHOIR).

## ***Facility and Training Resources***

All interns are given an office within a suite of offices together, which also includes a conference area and a full kitchen. The one exception to this is for the neuropsychology intern, who is placed in a nearby suite of offices in the Neuropsychology Service area, along with postdocs and practicum students engaged in neuropsychological training. Each intern has a computer assigned to them and access to the suite's network printer. Computer access allows the intern internet access as well as access to the VA's Computerized Patient Record System (CPRS). All students are provided with VA-laptops, which enable remote training and clinical work to occur reasonably smoothly (without some of the challenges that can arise when using personal computing equipment to connect with government/VA resources).

The Administrative Coordinator of the Psychology Service and the Psychology Training Program Administrative Assistant provide program and clerical support to the internship program. Administrative and support staff throughout the medical center provide support to interns working within particular areas. The library service at Bedford, as a member of the VA library network and various biomedical library consortia, has access to the collections of major research, university, hospital and public libraries.

## ***Requirements for Completion***

Interns continue to be in good standing while on internship provided they are able to maintain acceptable levels of engagement in training related activities as well as achieve minimal levels of competence with regard to their work, while demonstrating appropriate ethical and professional behaviors. Acceptable levels of performance with regard to each competency area within the internship are detailed within the evaluation form. As noted above, evaluations of interns occur formally three times over the course of the training year. Successful completion of the program involves the intern completing the equivalent of a full year of full-time training as well as achieving at least a minimal level of competency in each of the basic areas of psychology listed above.

## ***Internship Admissions, Support, Initial Placement Data***

### **Internship Program Admissions**

Date Program Tables are updated: July 1, 2024

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

The program seeks qualified applicants from both clinical, counseling and combined doctoral training programs in psychology. The program does not necessarily favor any particular area of practicum clinical training or prior experience. The program also does not require a certain number of direct contact hours or any other type of minimum criteria. However, training, experience, and interest relevant to the program's primary rotations and/or Veteran issues may be desirable. A full description of each of the rotations is provided earlier in this brochure.

Interns selected to the internship program have been carefully reviewed and ranked by a two-stage selection process that includes all members of the training committee, with particular involvement from those psychologists directly affiliated with the applicant's stated interest(s) regarding the primary rotations. After initially reviewing and rating all online written applications (rated along six dimensions: amount of clinical experience, quality of academic performance, personal attributes as well as breadth and depth of past experience, the ability to understand diversity, letters of recommendation, and research achievement), selected applicants are invited for interviews.

The interview process is conducted in the form of four "open houses", which will occur remotely during the 2024/2025 selection cycle, as it did during the prior selection season. During the morning of the open house, members of the training staff present on the various foundational elements of the internship program. Following lunch, each intern applicant participates in three to four individual interviews. Applicants interview with prospective supervisors associated with the one or two primary rotations for which they expressed interest in their application (i.e., from the six "Programs" listed for the national match). The program asks prospective applicants to carefully review each of the primary rotations in this brochure so as to best determine one's most preferred primary rotations, affording the applicant an opportunity to interview with supervisors associated with one's desired primary rotation(s). Please note, as the neuropsychology primary rotation is geared toward those students who plan to become clinical neuropsychologists, students expressing interest in neuropsychology will only be considered for this primary rotation.

Ratings from the interviews address four dimensions (clinical sensitivity, critical thinking, interpersonal and personal qualities, and match between applicant and program). Lastly, ratings and rankings from the training committee are analyzed and compiled into a rank ordering for each of the primary rotations/programs.

***Applications are due on November 5<sup>th</sup> and all applicants are notified via email of their status on or before December 1<sup>st</sup>.***

**In addition to the general AAPI Online application package, the following is required:**

- ✓ A rank ordering of one or two of the Primary Rotations (i.e., "first choice", and if interested in an additional primary rotation, "second choice") for which you would like to interview (do not list "Assessment & Acute Psychopathology" or "Psychotherapy" rotations, as these are core rotations for all interns). **This information should be clearly stated in bullet points at the top of your cover letter. Cover letters without this information included will not be able to be reviewed.**
- ✓ One assessment report (applicants primarily interested in the Neuropsychology Primary rotation should include a neuropsychology assessment report) submitted as a supplemental form

*For further application questions, please contact:*

Director of Psychology Training, Richard R. Amodio, PhD ([richard.amodio@va.gov](mailto:richard.amodio@va.gov)) 781-687-3056

**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	No		N/A
Total Direct Contact Assessment Hours	No		N/A

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

## Program Policies and Support

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

Annual Stipend/Salary for Full-time Interns	\$38,124	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	Yes	
<b>If access to medical insurance is provided:</b>		
Trainee contribution to cost required?	Yes	
Coverage of family member(s) available?	Yes	
Coverage of legally married partner available?	Yes	
Coverage of domestic partner available?	No	
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	104 (accrued)	
Hours of Annual Paid Sick Leave	104 (accrued)	
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):		
<p>Internships are for 2080 hours to be completed over a twelve-month period. Interns accrue a total of thirteen days of personal leave as well as sick leave over the course of the year. In addition, interns are granted up to four days for educational leave and/or professional development (such as dissertation-related meetings, attending training or professional conferences, or postdoctoral interviews).</p> <p>This training brochure outlines specific policies regarding grievance options and procedures, due process with regard to intern performance or professional functioning issues, and other relevant policies related to the medical center and the training program specifically.</p>		

### Outcome Data: Initial Post-internship Positions

	2020-2023	
Total # of interns who were in the 3 cohorts	28	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	1	
	Postdoc	Employed
Community mental health center		
Federally qualified health center		
Independent primary care facility/clinic		
University counseling center		
Veterans Affairs medical center	16	1
Military health center		
Academic health center	4	
Other medical center or hospital	2	1
Psychiatric hospital	1	
Academic university/department		
Community college or other teaching setting		
Independent research institution	1	
Correctional facility		
School district/system		
Independent practice setting		1
Not currently employed		
Changed to another field		
Other		
Unknown		

## ***Eligibility Requirements for All VA Internship Training Programs***

1. Doctoral student in good standing at an American Psychological Association (APA) or Canadian Psychological Association (CPA) accredited graduate program in Clinical, Counseling, or Combined psychology or Psychological Clinical Science Accreditation System (PCSAS) accredited program in Clinical Science. Persons with a doctorate in another area of psychology who meet the APA or CPA criteria for respecialization training in Clinical, Counseling, or Combined Psychology are also eligible.
2. Approved for internship status by graduate program training director.
3. 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.
4. 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.
5. Interns and other students are subject to fingerprinting and background checks. Match result and selection decisions are contingent on passing these screens.
6. VA conducts drug screening exams on randomly selected personnel as well as new employees. Interns and other students 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.

## Local Information

The Medical Center is located in Bedford, Massachusetts, a town of 14,000 that retains the charm of a quiet New England town although its expansion over the years marks it clearly as a suburb of Boston some 20 miles to the southeast. Bordered by Concord to the west and Lexington to the south, Bedford lies within earshot of the “shot heard ‘round the world” that initiated the American Revolution ([www.lexingtonchamber.org](http://www.lexingtonchamber.org)). The Minuteman National Historical Park offers historical tours and events, as well as 11 miles of trail for biking, running, or walking.



Heading south east from Bedford, metro-Boston and surrounding cities, such as Cambridge and Somerville are a close and commutable 15-20 mile drive. Boston is one of America's oldest cities (founded in 1630) and retains its cozy European charm ([www.bostonusa.com](http://www.bostonusa.com); [www.boston-online.com](http://www.boston-online.com)). Boston offers an array of cultural events and opportunities, such as large theater productions, smaller independent theater, annual film festivals, and music venues both large and small. Cambridge and Somerville are smaller cities surrounding Boston and offer a myriad of restaurants, theaters, and music venues. The famed Charles River, which runs through Cambridge, offers opportunities for rowing and miles of trails for running, and serves as the backdrop for many area festivals. Harvard Square, one of the most well-known areas of Cambridge and home to Harvard University, is well known for its bookshops, coffeehouses, music, festivals, and street theater. Harvard University and Cambridge Center for Adult Education offer an impressive array of continuing education courses. MIT, Boston University, Boston College and Tufts are other major schools that make the Boston/Cambridge area a world center for higher education. The Boston area is also known for its world class hospitals including Mass General, Mass Eye and Ear, Beth Israel, Brigham and Women's, Dana Farber Institute, Children's, and McLean. Various lectures and educational opportunities are available through area academic centers and teaching hospitals.



Heading two hours north from Bedford one finds the White Mountains of New Hampshire, and the Green Mountains of Vermont, with some of the finest hiking, climbing, and skiing in the Northeast. Cape Cod's expansive beaches lie two hours to the south and Martha's Vineyard and Nantucket Islands are accessible by ferry from the Cape. Other beautiful ocean beaches are less than an hour from Bedford. Walden Pond (actually a small lake), where Thoreau lived and swam, is just 15 minutes from the hospital and is perhaps the prettiest of the local fresh water swimming options. Stockbridge, the home of both Alice's Restaurant and the Austen Riggs Center, is in

the southern Berkshire Mountains two hours to the west. The natural beauty and artistic offerings (music at Tanglewood, dance at Jacob's Pillow and several first rate summer theaters) of the Berkshires are among the reasons many urbanites establish this as their second home.

## ***Training Staff***



### **Brent Abrams, PsyD**

Staff Psychologist, Veteran's Mental Health and Addictions Program (VMHAP)

Doctoral Program:

Clinical Psychology (PsyD), Widener University

Predoctoral Internship:

AIDS Care Group, Sharon Hill, PA

Postdoctoral Fellowship:

Addictions Track, Bedford VAMC

Dr. Abrams is a staff psychologist in the Veteran's Mental Health and Addictions Program (VMHAP) and is also involved in the Tobacco Cessation Program. His primary interests involve the assessment and treatment of addictive disorders, including harm reduction techniques, and his clinical background is in CBT, ACT, and Motivational Interviewing. Originally from the Philadelphia area, Dr. Abrams is a big fan of Philadelphia sports, and will likely remind you of that every chance he gets.

### **Olivia Allen, PsyD**

Staff Psychologist, Mental Health Clinic

Doctoral Program: Clinical Psychology (PsyD), Antioch University New England

Predoctoral Internship: VA Central Western Massachusetts

Postdoctoral Fellowship: Outpatient Psychotherapy Track, VA Bedford HCS

Dr. Allen is a staff psychologist in the Outpatient Mental Health Clinic. Her clinical interests include trauma, PTSD, anxiety, depression and insomnia. She is formally trained in Cognitive Processing Therapy, Cognitive Behavioral Therapy for Insomnia, Acceptance Commitment Therapy and Dialectical Behavioral Therapy. In her free time, she enjoys spending time with family and friends, running and playing with her two golden retrievers.

**Victoria Ameral, PhD** Clinical Research Psychologist, VISN 1 New England Mental Illness Research, Education, and Clinical Center (VISN 1 New England MIRECC)  
 Doctoral Program: Clinical Psychology (PhD), Clark University  
 Predoctoral Internship: Addictions & Co-occurring Disorders Track/Women's Trauma & Recovery Team, VA Boston HCS  
 Postdoctoral Fellowship: Interprofessional Advanced Addiction Fellowship, VA Boston HCS

Dr. Ameral's research focuses on the development of recovery-oriented treatments for opioid use disorder, including Acceptance and Commitment Therapy approaches for supporting early recovery. She also conducts work evaluating addiction treatment outcomes in naturalistic settings and examining the role of co-occurring trauma in addiction recovery. A lifelong Massachusetts resident, she enjoys beach trips, hiking, snowshoeing, and learning about meteorology.

**Richard Amodio, PhD** Director of Psychology Training; Clinical, Assistant Professor, Psychiatry, Boston University School of Medicine  
 Doctoral Program: Clinical Psychology (PhD), University of Cincinnati  
 Predoctoral Internship: VA Boston HCS  
 Postdoctoral Training: Southwood Community Hospital, Norfolk, MA

Dr. Amodio's specialties are in the areas of experiential and awareness-based psychotherapy, integrative psychotherapy, and integral perspectives on healing and human development. In his free time, he enjoys family activities, learning classical guitar, good documentaries, being in nature, and trying to understand the nature of reality (with little success).

**Amy Bachand, PhD** Staff Psychologist and Primary Care Health Behavior Coordinator  
 Doctoral Program: Clinical Psychology (PhD), Louisiana State University  
 Predoctoral Internship: Medical Psychology, Boston Consortium in Clinical Psychology  
 Postdoctoral Fellowship: Research Fellow in Psychology Pain Management and Medical Informatics, VA Boston HCS

Dr. Bachand's clinical and research interests are in Behavioral Medicine, with specific interests in health promotion, weight management, diabetes management, pain management and stress management utilizing cognitive behavioral therapy and mindfulness-based techniques. When she is not chasing after her two young children, Amy enjoys photography, sports and being outside.

**Kate Bartels, PsyD** Staff Psychologist, Veterans Integration to Academic Leadership (VITAL)  
 Doctoral Program: Clinical Psychology (PsyD), Women James College  
 Predoctoral Internship: Psychosocial Rehabilitation Track, VA Bedford HCS  
 Postdoctoral Fellowship: IPMH - Community Intervention, VA Bedford HCS

Dr. Bartels' clinical interests include dual diagnosis, anxiety, and interpersonal difficulties. She is a trained provider in Cognitive Behavioral Therapy for Insomnia. Dr. Bartels utilizes an integrative approach to treatment that incorporates Cognitive Behavioral Therapy, Motivational Interviewing, and Positive Psychology interventions. Outside of work, she enjoys spending time with her family and friends, playing volleyball,

traveling, and watching true crime documentaries.

**Joshua Berger, PhD**                      Staff Psychologist, Mental Health Clinic and Safing Center

Doctoral Program:                      Clinical Psychology (PhD), Clark University  
Predoctoral Internship:                VA Syracuse HCS  
Postdoctoral Fellowship:              Trauma Recovery Services, VA Providence HCS

Dr. Berger is a psychologist in the Mental Health Clinic and the Safing Center. He has previously conducted research on intimate partner violence, civilian readjustment following deployment, and on the psychology of men and masculinity. His clinical interests include trauma, depression, and anxiety disorders, in addition to relationship functioning and couples therapy. His approach to therapy incorporates a Veteran centered, recovery based, and interpersonally focused approach, incorporating mindfulness based and evidence-based practices. He has completed VA training in Acceptance and Commitment Therapy for Depression (ACT-D), Cognitive Processing Therapy (CPT), and Cognitive Behavioral Therapy for Insomnia (CBT-I). He is also a consultant for the national CBT-I training program. Outside of work, he enjoys spending time with friends and family, enjoying his soccer fandom, and exploring the wonders of New England.

**Lisa Bloom-Charette, PhD, ABPP**      Staff Psychologist and Clinical Gerontology Specialist, Community Living Centers; Clinical, Assistant Professor, Psychiatry, Boston University School of Medicine  
Doctoral Program:                      Clinical Psychology (PhD), Nova Southeastern University  
Predoctoral Internship:                Inpatient/Mental Hygiene Tracks, Brockton VA, VA Boston HCS  
Postdoctoral Fellowship:              Arbour Geriatrics

Dr. Bloom-Charette is a staff geropsychologist in the Community Living Center and Geriatric Evaluation and Management Unit (GEM). She has been Board Certified in Geropsychology since 2017. She is also on the faculty at the Boston University School of Medicine. Her clinical and research interests include substance abuse in the elderly, effects of covid upon the CLC, geropsychology training models, life review; and helping staff deal with resident's difficult behaviors using STAR-VA. Dr. Bloom-Charette is trained in the following Evidenced - Based Practices: Cognitive Behavioral Therapy for Chronic Pain (CBT-CP); Cognitive Behavioral Therapy for Insomnia (CBT-I) and Exposure, Relaxation and Rescripting Therapy for Military Veteran (ERRT-M) She is the co-editor of the book, Enhancing the Quality of Life in Advanced Dementia. She enjoys skiing, hiking, kayaking in the White Mountains where she manages an Airbnb

**Rachelle Calixte, PhD**                      Recovery Services Manager for Peer Support and Mental Health Intensive Case Management (MHICM) Programs; Local Recovery Coordinator  
Doctoral Program:                      Clinical Psychology (PhD), American University  
Predoctoral Internship:                Connecticut Valley Hospital – Whiting Forensic Institute and River Valley Services  
Postdoctoral Fellowship:              Interprofessional Fellowship in Psychosocial Rehabilitation, VA Bedford HCS

Dr. Calixte is a clinical psychologist specializing in Veterans' recovery and community reintegration. As the Recovery Services Manager for the Peer Support and Mental Health Intensive Case Management (MHICM) programs, she values providing recovery-oriented services that target recovery in functioning. She also serves as the Local Recovery Coordinator and promotes program development and evidence-based interventions for Veterans with serious mental illness (SMI). She is a faculty member in the Psychosocial Rehabilitation (PSR) and Community Reintegration training programs. Her research and clinical interests include serious mental illness, multicultural frameworks, and reducing barriers to mental and physical health care. She is also an avid fan of all of the Boston sport teams and she routinely schedules her year around playoffs.

**Anastasia Canell, Ph.D.**                      Staff Psychologist, Community Living Centers

Doctoral Program:	Counseling Psychology (PhD), Lehigh University
Predoctoral Internship	Geropsychology Primary Rotation, VA Bedford HCS
Postdoctoral Fellowship	Geropsychology Track, VA Bedford HCS

Dr. Anastasia Canell is a staff psychologist in the three Dementia Specialty Care Community Living Centers. Her passion for geropsychology began at the age of 14 when she was a caregiver to both of her grandmothers as they lived with dementia. Since then, she has dedicated her profession to bettering the mental health of older adults and caregivers through the application of innovative clinical practice. Dr. Canell is trained in evidence-based practices specific to dementia care, including Reminiscence Therapy, Montessori Approaches to Person-Centered Care in VA (MAP-VA), and STAR-VA, as well as ACT, Later Adulthood Trauma Reengagement (LATR), and Meaning-Centered Psychotherapy. Dr. Canell strives to always integrate advocacy into her professional identity as a scientist-practitioner, volunteering with the Alzheimer's Impact Movement on her free time. Within a few minutes of meeting her, you will probably learn that she is Greek, has a Brussels Griffon puppy, and has watched every episode of Survivor

<b>Anna Cassel, PhD, BCB</b>	Staff psychologist, Primary Care Behavioral Health VISN 1 Lead for Biofeedback
------------------------------	---

Doctoral Program:	Clinical Psychology (PhD), University of Maine
Predoctoral Internship:	Health Psychology Track, VA Maryland Health Care System
Postdoctoral Fellowship:	Primary Care Behavioral Health, VA Bedford HCS

Dr. Cassel is a supervisor in the Primary Care Behavioral Health program, and also the VISN 1 lead for biofeedback. She specializes in working with pain self-management, diabetes management, insomnia, and other chronic medical conditions. Her approach to therapy includes cognitive behavioral therapy, acceptance and commitment therapy, mindfulness, and biofeedback. Though her free time is often consumed with taking care of her young daughter, Dr. Cassel loves spending time with family & friends, cooking, spending time outdoors, and traveling.

<b>Gregory Dayton, PhD</b>	Staff Psychologist, Compensation & Pension Clinic
Doctoral Program:	California School of Professional Psychology-Fresno
Predoctoral internship:	University of Texas Health Science Center at Houston Medical School

Dr. Dayton is a staff psychologist conducting Compensation and Pension evaluations (i.e., disability exams) for mental health disorders including PTSD, anxiety, depression, and other conditions claimed to be related to service. Dr. Dayton has worked in the compensation and pension program most of his VA career, although his first VA job- and for nineteen years in the private sector before that- was as an outpatient therapist. Outside of work, he enjoys the outdoors, the arts, travel, and hanging out with his wife, a psychologist he met in graduate school over thirty years ago.

<b>Kristen Dillon, PsyD, ABPP</b>	Staff Geropsychologist, Hospice & Palliative Care and Community Living Centers, VISN 1 Geriatric Mental Health Champion
Doctoral Program:	Clinical Psychology (PsyD), William James College
Predoctoral Internship:	Roger Williams University Consortium
Postdoctoral Fellowship:	Geropsychology, VA Bedford HCS

Dr. Dillon's research and clinical interests include anticipatory grief, ambiguous loss, caregiving, bereavement, existential concerns, and older adults with serious mental illness. She is also interested in the impact of death and dying on Veterans and families, including family dynamics and PTSD. She was trained in Meaning Centered Psychotherapy through Memorial Sloan Kettering Cancer Center. She is board certified in Geropsychology through the American Board of Professional Psychology and the VISN 1 Geriatric Mental Health Champion. In her spare time, Dr. Dillon enjoys spending time with her family, singing, playing the guitar

and being around people who make her laugh. She also enjoys hiking and is currently a few hikes away from completing all of NH's 48 mountains over 4000 feet; Learn more about Dr. Dillon's professional interests and about Geropsychology on Instagram [@goldengeropsychgirls](#) and Twitter [@DrDillon\\_Gero](#)

**Tracey Gagnon, PhD**                      Staff Psychologist, Pain Section and Primary Care Behavioral Health  
Technical Assistant, Center for Integrated Healthcare

Doctoral Program:                      Clinical Psychology (PhD), University of Kentucky  
Predoctoral Internship:              VA Northern California HCS  
Postdoctoral Fellowship:            Primary Care Behavioral Health, VA Bedford HCS

Dr. Gagnon is a clinical supervisor in the Primary Care Behavioral Health and Addiction training tracks. Her clinical and research interests are in Integrative and Behavioral Medicine with a specialty in the treatment of chronic pain conditions. Her approach to treatment is integrative, incorporating Cognitive Behavioral Therapy, Acceptance and Commitment Therapy, Motivational Interviewing, and Biofeedback.

**Lauren Grabowski, PhD**              Staff Psychologist, Intimate Partner Violence Assistance Program Coordinator,  
Safing Center Coordinator  
Doctoral Program:                      Clinical Psychology (PhD), University of Massachusetts Boston  
Predoctoral Internship:              Albany Psychology Internship Consortium  
Postdoctoral Fellowship:            Fellowship in Serious Mental Illness, Jesse Brown VA Medical Center

Dr. Grabowski is a psychologist in the Safing Center and serves as both the Safing Center Coordinator, as well as the Intimate Partner Violence Assistance Program Coordinator at VA Bedford HCS. Her former research interests span common factors (e.g., disclosure in psychotherapy; the relation between psychotherapy process and psychotherapy outcome) and serious mental illness (e.g., the relation between social cognition, personality, and chronic schizophrenia). She became interested in supporting folks who use or experience violence in their intimate relationships through her clinical work with clients recovering from serious mental illness, who are more likely to experience violence at various levels of their sociocultural context. She approaches psychotherapy through a client-centered, recovery-oriented lens, integrating humanistic/multicultural, psychodynamic, and cognitive-behavioral approaches to attend holistically to clients' challenges and strengths. Outside of work, she enjoys watching stand-up comedy, bad reality television, and avoiding her cell phone as much as possible.

**Stephen L. Gresham, PhD**              Director of DEI; Co-Associate Director of Psychology Training; LGBT Special  
Emphasis Program Manager; LGBTQ+ Veteran Care Coordinator  
Doctoral Program:                      Counseling Psychology (PhD), University of Wisconsin  
Predoctoral Internship:              Albany Psychology Internship Consortium  
Postdoctoral Fellowship:            IPMH – Administration & Training, VA Bedford HCS

Dr. Gresham's clinical interests include working with trauma, sexual orientation and gender identity concerns, as well as mood and anxiety disorders from an integrated perspective. Dr. Gresham is interested in multicultural programming and training, increasing the quality and availability of services to underserved and marginalized populations, and improving the availability of culturally informed providers. Dr. Gresham has a special interest in working with Black/African-American as well as LGBTQ clients. [Learn more about Dr. Gresham's insights on the intersections between yoga, mental health, and antiracism here.](#)

**Shehzad Jooma, PsyD**                      Staff Psychologist, Mental Health Clinic

Doctoral Program:                      Clinical Psychology (PsyD), Baylor University  
Predoctoral Internship:              Outpatient Psychotherapy Track, VA Bedford HCS  
Postdoctoral Fellowship:            IPMH – Administration & Training, VA Bedford HCS

Dr. Jooma's research interests center on the psychology of men and masculinity. His clinical interests include trauma, mood disorders, grief and loss, and various forms of anxiety disorders (including PTSD, OCD, and phobias), using interpersonal and emotion-focused frameworks as well as evidence-based treatment models. He is formally trained in Prolonged Exposure, Cognitive Processing therapy, Integrative Behavioral Couples Therapy, and Acceptance and Commitment Therapy for Depression. His clinical background also includes work with children and adolescents. Outside of the VA, he consults with an organization that delivers social services and culturally sensitive support to Muslims in the United States and has recently consulted with international organizations to identify and implement clinical interventions for children and parents in war-torn countries. Interests old and new include chasing around his 1-year-old daughter, yard-saling, instantpotting, and various outdoor activities.

<b>Chivi Kapungu, PhD</b>	Staff Psychologist, Mental Health Clinic; Senior Lecturer, M.I.T. Department of Women and Gender Studies
Doctoral Program:	Clinical Psychology (PhD), University of Massachusetts, Boston
Predoctoral Internship:	Beth Israel Medical Center (Manhattan, NY)
Postdoctoral Fellowship:	Interprofessional Fellowship in Psychosocial Rehabilitation, VA Bedford HCS

Dr. Kapungu is a staff psychologist in the Mental Health Clinic. As the VISN 1 Women's Mental Health (WMH) Champion she is engaged in developing and implementing reproductive mental health programs across New England. Within WMH VA National, she provides mentorship and training on perinatal mood and anxiety disorders, reproductive trauma, and perimenopause. Her clinical and research interests include cross-cultural sequelae and recovery from traumatic exposure in humanitarian conflict settings. Adventure travel is a passion, with Vietnam, Bali, Greece, and Zimbabwe (home) being the most memorable and life changing places to visit.

<b>Gregory Katzen, PsyD</b>	Staff Clinician, Mental Health Clinic
Doctoral Program:	Clinical Psychology (PsyD), PGSP-Stanford PsyD Consortium
Predoctoral Internship:	Marin County Behavioral Health and Recovery Services, Marin, CA
Postdoctoral Fellowship:	IPMH - Community Intervention, VA Bedford HCS

Gregory is a clinician in the Mental Health Clinic (MHC) working out of Bedford and the Gloucester CBOC. Prior to completing his Postdoctoral Fellowship at VA Bedford HCS he was the director of a mental health program in Marin County, CA, focused on harnessing the power of meaningful work and mutual support to promote recovery, equity, and social justice. His therapeutic approach is rooted in the recovery-model, integrates components of ACT, compassion-focused therapy, positive psychology, and mindfulness-based CBT, and is deeply informed by his own ongoing process of recovery and growth. He loves family cuddle puddles, outdoor adventures, vegan culinary creativity, his partner's paintings, and dancing like no one is watching.

<b>McKenzie Kaubrys, PhD</b>	Staff Psychologist, Mental Health Clinic
Doctoral Program:	Counseling Psychology (PhD), University of Minnesota
Predoctoral Internship:	Outpatient Psychotherapy Track, VA Bedford HCS
Postdoctoral Fellowship:	IPMH – Administration & Training, VA Bedford HCS

Dr. Kaubrys is a staff psychologist in the Mental Health Clinic. Her clinical and research interests include the treatment of trauma, mood and anxiety disorders, and sleep concerns, including insomnia and nightmares. Dr. Kaubrys is trained in a variety of evidence-based treatments for addressing PTSD, insomnia, and mood dysregulation. Her approach to treatment includes cognitive-behavioral, humanistic, and acceptance-based therapies. Outside of work, she enjoys taking advantage of the outdoor

adventures New England has to offer, including skiing, hiking and backpacking, and spending time at her family's "camp" in Maine.

**Malissa Kraft, PsyD, ABPP-CN** Clinical Neuropsychologist

Doctoral Program: Clinical Psychology (PsyD), Wheaton College  
Predoctoral Internship: Neuropsychology Track, VA Bedford HCS  
Postdoctoral Fellowship: Neuropsychology/Geropsychology Track, VA Boston HCS

Dr. Kraft oversees the teleneuropsychology service at Bedford, which involves providing virtual assessment services to veterans throughout New Hampshire and Vermont who have less access to neuropsychology providers. She has a specific interest geriatric neuropsychology and integrating telehealth technology into providing ongoing care for aging veterans with dementia. In her free time, she enjoys being with her family and spending time outdoors as much as possible—hiking, running, gardening, and beekeeping.

**Stacey Larson, PsyD, JD** Staff Psychologist, Compensation & Pension Program

Doctoral Program: Clinical/Forensic Focus (PsyD), Widener University – Institute for Graduate Clinical Psychology; Widener University – Delaware Law School (JD)  
Predoctoral Internship: Keystone Center (Chester, PA); Intake and Assessment Unit, Delaware Department of Child Mental Health,  
Postdoctoral Fellowship: N/A

Dr. Larson is a staff psychologist providing Compensation and Pension (disability benefits) evaluations with military veterans when veterans claim mental disorders related to their military service. Mental health claims frequently evaluated include PTSD, depression, anxiety, insomnia, and cognitive and psychological sequelae of traumatic brain injury. She is also interested in the intersection of law and psychology (HIPAA, informed consent, competency), ethical issues, and risk assessment.

**Jonathan Lee, PhD** Staff Psychologist and Clinical Lead, Tobacco Cessation Program

Doctoral Program: Clinical Psychology (PhD), Suffolk University  
Predoctoral Internship: Los Angeles Ambulatory Care Center, VA Greater Los Angeles HCS  
Postdoctoral Fellowship: Clinical Research Fellow, Dr. John JB Morgan Foundation, Family Institute/Northwestern University

Dr. Lee is a staff psychologist and Clinical Lead for Bedford's Tobacco Cessation Program. His background is in cognitive Behavioral therapy with emphasis on mindfulness and acceptance-based principles. His clinical and research interests are in understanding tobacco use and cessation, transdiagnostic processes, and mechanisms of treatment. He also has a growing interest in bread baking and enjoys baking artisanal breads.

**Morgan E Longstreth, Ph.D.** Clinical Psychologist, Mental Health Clinic

Doctoral Program: Clinical Psychology (PhD), University of Wyoming  
Predoctoral Internship: Geropsychology Primary Rotation, VA Bedford HCS  
Postdoctoral Fellowship: Geropsychology Track, VA Bedford HCS

Dr Morgan E. Longstreth is a clinical psychologist in the Mental Health Clinic (MHC). Her work focuses specifically on the needs of older adult Veterans referred to the MHC. She considers herself an ACT-oriented provider and values working with older adults to find purpose, meaning, willingness, and acceptance in both the normal and disordered challenges of aging. She is currently working toward her



of Medicine  
 Postdoctoral Fellowship: New York Presbyterian Hospital and Memorial Sloan-Kettering Cancer Center, Cornell Weil Medical College

Dr. O'Connor is the Director of the Neuropsychology Service at the VA Bedford HCS. She is an Associate Professor at Boston University School of Medicine in the Department of Neurology and Assistant Director of the Boston University Alzheimer's Disease Center Education Core. She is also an investigator in The Center for Translational Cognitive Neuroscience. Dr. O'Connor serves as the lead neuropsychologist for the Memory Diagnostic Clinic, a multidisciplinary team clinic focused on evaluation of older adult veterans. Dr. O'Connor's funded research is focused on the development of treatment interventions designed to improve daily living and well-being in aging individuals with and without neurocognitive disorders and their family members

**Dipali Patel, PsyD** Staff Psychologist, Domiciliary Residential Rehabilitation Treatment Program (DR RTP)

Doctoral Program: Clinical Psychology (PsyD), William James College  
 Predoctoral Internship: Psychosocial Rehabilitation Track, VA Bedford HCS  
 Postdoctoral Fellowship: Psychosocial Rehabilitation, VA Bedford HCS

Dr. Patel is a staff psychologist in the Domiciliary where she provides individual and group therapy to Veterans in a residential treatment setting. She is a faculty member in the Psychosocial Rehabilitation (PSR) and Addictions and Recovery training programs and a co-facilitator of the year-long CBT-SUD training seminar. She is a formally trained provider in Motivational Interviewing, Motivational Enhancement Therapy, and Social Skills Training for Schizophrenia. Her approach is recovery-oriented, client-centered, and integrative to help Veterans reach their fullest potential and work towards meaningful and fulfilling lives. Her clinical interests include serious mental illness, psychosocial rehabilitation, PTSD, stigma reduction, and moral injury. Outside of work, she enjoys spending time with her partner and dog, kayaking, going to concerts, traveling, catching a live sports game, and curating niche playlists.

**Andrew D. Peckham, PhD** Community/Recovery & Suicide Prevention Team Psychologist; Co-Director, Interprofessional Fellowship in Psychosocial Rehabilitation; Investigator, VISN 1 New England Mental Illness Research, Education, and Clinical Center (MIRECC); Assistant Professor, UMass Chan Medical School  
 Doctoral Program: Clinical Science (PhD), University of California, Berkeley  
 Predoctoral Internship: McLean Hospital/Harvard Medical School (Adult Track)  
 Postdoctoral Fellowship: McLean Hospital, Behavioral Health Partial Hospital Program/NIH NRSA Fellowship

Dr. Peckham is a clinical psychologist providing evidence-based, recovery-oriented treatment across the spectrum of Community/Recovery services, including the CWT program, Peer Services, and the POWER clinic. Within the Suicide Prevention team, he also provides training and education about suicide prevention to Veterans, staff, and community members. He is Co-Director of the Interprofessional Fellowship in Psychosocial Rehabilitation (PSR) and supervises students in the delivery of recovery-oriented care for Veterans with serious mental illness. Dr. Peckham's clinical and research interests include psychosocial treatments for bipolar disorder and transdiagnostic interventions for impulsive behavior.

**Maura E. Pellowe, PhD** Chief, Psychology Service; Local Evidence-Based Psychotherapy Coordinator  
 Doctoral Program: Clinical Psychology (PhD), University of Wyoming

Predoctoral Internship: White River Junction VA Medical Center  
Postdoctoral Fellowship: N/A

Dr. Pellowe is the Chief of Psychology. She also serves as the facility Evidence Based Psychotherapy Coordinator. Her interests include assessment, diagnosis, and evidence-based treatments of PTSD. She is a VA National Consultant for Prolonged Exposure therapy and provides clinical supervision to VA clinicians around the country. She also provides Cognitive Processing Therapy for PTSD and Cognitive Behavioral Therapy for Insomnia, among other psychotherapies.

**Lisa Richards, PsyD** Staff Psychologist, Compensation & Pension Program, Mental Health Clinic  
Doctoral Program: Clinical Psychology (PsyD), University of Denver School of Professional Psychology  
Predoctoral Internship: Rocky Mountain Regional VA Medical Center  
Postdoctoral Fellowship: N/A

Dr. Richards is a staff psychologist and divides her time between the Compensation and Pension department and the outpatient Mental Health Clinic. She provides Compensation and Pension disability examinations within the service-connection process which include PTSD, depression, anxiety, insomnia, and cognitive and psychological sequelae of traumatic brain injury. In the mental health clinic, she provides individual and couples treatment using a Self-Psychology approach with a focus on patient strengths. She also provides in-depth exploration of trauma for individual with PTSD resulting from combat and sexual trauma. Her passions include exploring New England with her husband and dogs, art museums, gardening, and humor writing.

**Melissa Rindge, PsyD** Staff Neuropsychologist  
Doctoral Program: Pacific University School of Graduate Psychology  
Predoctoral Internship: Boise VA Medical Center  
Postdoctoral Fellowship: VA Bedford HCS

Dr. Rindge is a clinical neuropsychologist working within the Bedford VA's neuropsychology service. Dr. Rindge serves as the lead neuropsychologist for the Inpatient Neuropsychology, Cognitive Rehabilitation, and Decision-Making Capacity Clinics. Dr. Rindge identifies as generalist in the field of neuropsychology and enjoys evaluating adult patients with a variety of medical and psychiatric presentations. She also has a strong interest in providing psychotherapeutic interventions through a neuropsychological lens in the settings of feedback and cognitive rehabilitation. Other research interests include quality improvement and program development in neuropsychology. Dr. Rindge loves to travel, go on walks, cook with family and friends, and snuggle up with her cat on the couch during cold New England winters.

**Garret Sacco, PhD** Staff Psychologist, Mental Health Clinic; Co-Director of the Behavioral Addictions Program; Co-Chair of the Disruptive Behavior Committee  
Doctoral Program: Clinical Science (PhD), University of Delaware  
Predoctoral Internship: Primary Care Behavioral Health Track, VA Bedford HCS  
Postdoctoral Fellowship: IPMH - Community Intervention, VA Bedford HCS

Dr. Sacco is a staff psychologist in the Mental Health Clinic (MHC). He has also worked in community based mental health, psycho-oncology, college counseling, primary care behavioral health, and behavioral addiction clinics. His clinical interests include treatment of depression, anxiety, and trauma. Dr. Sacco is trained in a variety of treatments which address mood disorders, anxiety, insomnia, borderline personality disorder, chronic pain, and behavioral addictions. Dr. Sacco's approach to treatment includes cognitive behavioral, exposure-, and acceptance-based therapies. He serves as a supervisor in the MHC and behavioral addictions clinic and a facilitator of the year-long CBT-I training seminar. Outside of work, he enjoys spending time with his family,

listening to and playing music, and watching movies. He is always looking for travel recommendations.

### **Jasbir Sandhu, PsyD**

Doctoral Program: Clinical Psychology (PsyD), William James College

Predoctoral Internship: Kansas City VAMC

Postdoctoral Fellowship: Phoenix VAHCS

Dr. Sandhu is a staff psychologist in the Mental Health Clinic. He provides individual, and group psychotherapy. Clinically his areas of interest include anxiety related disorders, trauma, and existential dread. He practices from an integrative perspective, primarily utilizing third-wave cognitive behavioral therapies, augmented with strength-based approaches. He is part of the Dialectical Behavior Therapy (DBT) team and co-facilitates the DBT group. He additionally has interest areas in program and process development projects. When not at work he can usually be found exploring the outdoors with his four-legged adventure buddy Ophelia. He has a great fondness for all things homemade, most recently seltzer.

### **Kristen Sorgi-Wilson, PhD**      Staff Psychologist, Mental Health Clinic

Doctoral Program: Clinical Psychology (PhD), Temple University

Predoctoral Internship: Outpatient Psychotherapy Track, VA Bedford HCS

Postdoctoral Fellowship: IPMH - Administration & Training, VA Bedford HCS

Dr. Kristen Sorgi-Wilson is a staff psychologist in the Mental Health Clinic (MHC). Prior to training at VA Bedford for internship and postdoctoral residency, she worked in a substance use treatment clinic at VA Philadelphia, as well as several university-based clinics. Kristen's clinical interests include the treatment of depression, anxiety disorders, PTSD, and personality disorders. She takes an integrative therapeutic approach anchored in CBT and third-wave modalities, with a particular sweet spot for DBT. She is a member of the MHC's Full-Model DBT Team and has experience with CPT, PE, CBT-I, CBT-SUD, ACT, and IBCT. In Kristen's spare time, she enjoys running, trying new board games with friends and family, and getting re-acquainted with bike riding (after a many-year hiatus).

### **Tucker Smith, PsyD**      Staff Psychologist, Mental Health Clinic

Doctoral Program: Clinical Psychology (PsyD), Long Island University, Post  
Predoctoral Internship: Chalmers P. Wylie Ambulatory Care Center, Columbus VA  
Postdoctoral Fellowship: IPMH - Community Intervention, VA Bedford HCS

Dr. Smith is a staff psychologist in the Mental Health Clinic. He began his work with Veterans as an intern at the Columbus VA before pursuing outpatient work in his home state in postdoctoral and staff positions at the Bedford VA. Dr. Smith's approaches to therapy draw from Cognitive Behavioral Therapy, Motivational Interviewing, and strengths-based Positive Psychology. He also holds an interest in the challenges of PTSD and is a trained provider in Cognitive Processing Therapy. You may see him circling campus in a walk-and-talk session or trying not to slouch at his standing desk. He also enjoys biking to work on the Minuteman Bike Path, listening to music with the car windows down, and searching for the perfect bagel.

### **Brian Stevenson, PhD**      Clinical Research Psychologist, VISN 1 New England Mental Illness Research, Education, and Clinical Center (VISN 1 New England MIRECC); Assistant Professor of Psychiatry, Boston University School of Medicine

Doctoral Program: Counseling Psychology Emphasis (PhD), Counseling, Clinical, and School Psychology Program, University of California, Santa Barbara  
Predoctoral Internship: Psychosocial Rehabilitation Track, VA Bedford HCS  
Postdoctoral Fellowship: N/A

Dr. Stevenson is a clinical research psychologist and co-director of training for the VISN 1 New England Mental Illness Research, Education, and Clinical Center (MIRECC). He is also Assistant Professor of Psychiatry at UMass Chan Medical School and Adjunct Instructor of Counseling Psychology at Boston College. He is a member of the Psychosocial Rehabilitation (PSR) Fellowship and the Program for Outpatient, Wellness, Engagement, & Recovery (POWER), and directs the EmpowerWork lab. [His work](#) focuses on developing interventions that support meaningful employment goals and self-efficacy for veterans with addictions and co-occurring conditions. Outside of work, he enjoys drawing/graphic design, snowboarding and draganboarding, watching documentaries or sports, and spending time outdoors with his two rambunctious sons.

**Sara K. Sullivan, PhD** Clinical Neuropsychologist, Neuropsychology Service

Doctoral Program: Clinical Psychology (PhD), Binghamton University  
 Predoctoral Internship: Neuropsychology Track, Center Central Arkansas Veterans HCS  
 Postdoctoral Fellowship: Neuropsychology, VA Bedford HCS

Dr. Sullivan is a clinical neuropsychologist working within the Neuropsychology Service. In addition to providing services in the general outpatient neuropsychology clinic and inpatient units on campus, she works closely with the Polytrauma/TBI Interdisciplinary Team, a multidisciplinary team that screens returning veterans for traumatic brain injury. Her clinical and research interests include neuropsychological functioning in TBI and various neurological/neuropsychiatric conditions, cognitive processes affected by emotions and modifiable lifestyle factors, and the effects of symptom attribution on functional abilities.

**Lisa Taylor, PsyD** Clinical Psychologist, Home-Based Primary Care and Community Living Centers

Doctoral Program: Clinical Psychology (PsyD), Nova Southeastern University  
 Predoctoral Internship: Geropsychology Track, VA Northeast Ohio HCS (Louis Stokes/Cleveland VA Medical Center)  
 Postdoctoral Fellowship: Geropsychology, VA Bedford HCS

Dr. Taylor is a clinical psychologist in Home-Based Primary Care (HBPC), and the Community Living Centers (CLC) which includes three Dementia Care Units (DCU) and a Geriatric Psychiatric Unit (GPU). Her clinical interests include Geropsychology, behavioral health, working on interdisciplinary teams, and utilizing evidence-based treatments including STAR-VA. She liked unicorns before they were cool and enjoys spending time with her daughter and rescue dog.

**Roni Tevet, PhD** Staff Psychologist, Mental Health Clinic; Co-Associate Director of Psychology Training

Doctoral Program: Clinical Psychology (PhD), Suffolk University  
 Predoctoral Internship: Addictions Track, VA Bedford HCS  
 Postdoctoral Fellowship: IPMH - Interprofessional Education & Program Development, VA Bedford HCS

Dr. Tevet is a staff clinical psychologist in the Mental Health Clinic part of the Veterans Integration to Academic Leadership (VITAL) team working with students Veteran. She provides individual, couples, and group psychotherapy, drawing from an integrative perspective, using CBT and humanistic approaches. Her clinical interests focused on working with Veterans who struggle with the impact of trauma, depression, anxiety, interpersonal difficulties, personality disorders, and substance use. She is interested in helping Veterans identify and achieve their goals using their strengths. She is formally trained in Integrative Behavioral Couples Therapy, Skills Training in Affective and Interpersonal Regulation, Cognitive Behavioral Therapy for Depression, Cognitive Behavioral Therapy for Substance Use and Cognitive Processing Therapy. Dr. Tevet is part of the Dialectical Behavior Therapy (DBT) team and co-facilitates the DBT group. Outside of work, she

enjoys spending time outdoors as much as possible with her family and dog, traveling, and baking.

**Kate Urban, PsyD**                      Staff Psychologist, Veterans Integration to Academic Leadership (VITAL)

Doctoral Program:                      Clinical Psychology (PsyD), Women James College  
Predoctoral Internship:                Psychosocial Rehabilitation Track, VA Bedford HCS  
Postdoctoral Fellowship:               IPMH - Community Intervention, VA Bedford HCS

Dr. Urban's clinical interests include dual diagnosis, anxiety, and interpersonal difficulties. She is a trained provider in Cognitive Behavioral Therapy for Insomnia and Cognitive Processing Therapy. Dr. Urban utilizes an integrative approach to treatment that incorporates Cognitive Behavioral Therapy, Motivational Interviewing, and Positive Psychology interventions. Outside of work, she enjoys spending time with her family and friends, playing volleyball, traveling, and watching true crime documentaries.

**Amanda Veith, PhD**                      Staff Psychologist, Acute Inpatient Psychology Unit

Doctoral Program:                      Clinical Psychology (PhD), Duke University  
Predoctoral Internship:                Georgetown University Child Development Center  
Postdoctoral Fellowship:               Counseling Services of Katy

Dr. Veith is a staff psychologist on the acute inpatient psychology unit with specialty areas in group and individual. Her interests include cognitive behavior therapy, positive psychology, motivational interviewing, PTSD, suicidology, whole health, and program development. She has experience working in acute inpatient settings, residential treatment settings, and outpatient clinic settings. She enjoys creative writing, theater, and the ocean.

**Matthew Wachen, PhD**                      Staff Psychologist, Home-Based Primary Care

Doctoral Program:                      Clinical Psychology (PhD), University of Connecticut  
Predoctoral Internship:                Greater Hartford Clinical Psychology Internship Consortium  
Postdoctoral Fellowship:               Primary Care Behavioral Health, VA Bedford HCS

Dr. Wachen is a staff psychologist in Home-Based Primary Care and the Geropsychology Outpatient Clinic. His interests include healthy aging and geropsychology, caregiving, the integration of mental health and primary care, and the management of chronic disease and maladaptive behaviors with cognitive behavioral therapy and mindfulness-based techniques. He believes that the solution to a great many of life's problems can be found by going outside. He has also somehow remained devoted to the Baltimore Orioles.

**Kaylyn Watterson, PhD**                      Staff Psychologist, Mental Health Clinic; Federal Women's SEPM

Doctoral Program:                      Counseling Psychology (PhD), University of Louisville  
Predoctoral Internship:                Albany Psychology Consortium, Albany NY  
Postdoctoral Fellowship:               Clinical Psychology Adult Track; Albany Medical College/Albany  
Medical Center

Dr. Watterson is a counseling psychologist who graduated from the University of Louisville in 2021. During her Pre-Doctoral Internship at Albany Psychology Consortium, she worked in outpatient and inpatient settings, including Mental Health Clinic and PTSD Clinic at the Albany Stratton VAMC and a forensic unit at Capital District Psychiatric Center. She previously conducted qualitative research in lived experiences of mental illness stigma and recovery in Bipolar I. During her Fellowship year at Albany

Medical Center, Dr. Watterson taught a cognitive-behavioral therapy course to Psychiatry residents and provided multiple outreach presentations on topics of burnout, work-life balance, and trauma informed care for the medical school and various groups on campus. Her clinical interests include trauma, depression, chronic illness, personality functioning, and relational and identity concerns. Dr. Watterson approaches psychotherapy from an integrative framework which centers the therapeutic relationship while incorporating short-term psychodynamic and cognitive-behavioral techniques. She is formally trained in Interpersonal Therapy for Depression (IPT-D). Her interests include building her clinical library, cooking, venturing into New England, and herding her two large Siamese cats.

**Anna Ying, PhD**

Staff Psychologist, Pain Clinic

Doctoral Program:	Clinical Psychology (PhD), University of Massachusetts Boston
Predoctoral Internship:	Primary Care Behavioral Health, VA Bedford HCS
Postdoctoral Fellowship:	Primary Care Behavioral Health, VA Bedford HCS

Dr. Ying is a clinical supervisor in the Primary Care Behavioral Health and Addiction training tracks. Her clinical interests are in mental health integration into medical clinics, with a specialty in chronic pain. Her research interests are in culturally responsive messaging about mental health and help-seeking. Her approach to treatment is integrative, incorporating Cognitive Behavioral Therapy, Motivational Interviewing, and Biofeedback. She enjoys cooking, spending time by the water, and indoor rock climbing.



## ***Trainees for the Past Ten Years***

### **2024-2025**

Miami University	PhD	Clinical Psychology
Chicago School of Prof Psychology	PsyD	Clinical Psychology
Yale University	PhD	Clinical Psychology
Boston College	PhD	Counseling Psychology
Midwestern University	PsyD	Clinical Psychology
William James College	PsyD	Clinical Psychology
Suffolk University (2)	PhD	Clinical Psychology
Clark University	PhD	Clinical Psychology
Washington University	PhD	Clinical Psychology

### **2023-2024**

Clark University	PhD	Clinical Psychology
University of Maine	PhD	Clinical Psychology
University of Houston	PhD	Clinical Psychology
Kean University	PsyD	Clinical Psychology
Indiana University of Pennsylvania	PsyD	Clinical Psychology
Nova Southeastern University	PhD	Clinical Psychology
University of Georgia	PhD	Clinical Psychology
University of Wisconsin-Milwaukee	PhD	Counseling Psychology
William James College (2)	PsyD	Clinical Psychology
Florida Institute of Technology	PsyD	Clinical Psychology
Nova Southeastern University	PhD	Clinical Psychology

### **2022-2023**

Boston University	PhD	Clinical Psychology
Lehigh University	PhD	Counseling Psychology
Pacific University	PhD	Clinical Psychology
Palo Alto University	PhD	Clinical Psychology
William James College	PsyD	Clinical Psychology
Springfield College	PsyD	Counseling Psychology
Rowan University	PhD	Clinical Psychology
University of Utah	PhD	Counseling Psychology
Temple University	PhD	Clinical Psychology
Rutgers University	PsyD	Clinical Psychology
University of LaVerne	PsyD	Clinical Psychology

### **2021-2022**

University of Maryland	PhD	Clinical Psychology
University of Minnesota	PhD	Counseling Psychology
University of Massachusetts/Boston (2)	PhD	Clinical Psychology
University of Massachusetts/Boston	PhD	Counseling Psychology
William James College	PsyD	Clinical Psychology
Loyola University	PsyD	Clinical Psychology
University of Tulsa	PhD	Clinical Psychology

### **2020-2021**

Clark University	PhD	Clinical Psychology
Antioch New England University	PsyD	Clinical Psychology
Wright Institute	PsyD	Clinical Psychology
Springfield College	PsyD	Counseling Psychology
University of Wyoming	PhD	Clinical Psychology
Long Island University	PsyD	Clinical Psychology

William James College	PsyD	Clinical Psychology
American University	PhD	Clinical Psychology
<b>2019-2020</b>		
University of San Francisco	PsyD	Clinical Psychology
Northeastern University	PhD	Counseling Psychology
Boston University	PhD	Clinical Psychology
William James College	PsyD	Clinical Psychology
Nova Southeastern University	PsyD	Clinical Psychology
University of San Francisco	PsyD	Clinical Psychology
Antioch New England University	PsyD	Clinical Psychology
Palo Alto University	PsyD	Clinical Psychology
Marywood University	PsyD	Clinical Psychology
<b>2018-2019</b>		
Florida School of Prof Psychology	PsyD	Clinical Psychology
SUNY/Albany	PhD	Counseling Psychology
Nova Southeastern University	PsyD	Clinical Psychology
William James College	PsyD	Clinical Psychology
William James College	PsyD	Clinical Psychology
Fuller Theological Seminary	PhD	Clinical Psychology
Chicago School of Prof Psychology	PsyD	Clinical Psychology
Antioch New England University	PsyD	Clinical Psychology
<b>2017-2018</b>		
Pepperdine University	PsyD	Clinical Psychology
SUNY – Albany	PhD	Counseling Psychology
Antioch New England	PsyD	Clinical Psychology
Pacific Graduate School of Prof Psy	PsyD	Clinical Psychology
Boston College	PhD	Counseling Psychology
University of Delaware	PhD	Clinical Psychology
Fordham University	PhD	Clinical Psychology
William James College	PsyD	Clinical Psychology
<b>2016-2017</b>		
Suffolk University	PhD	Clinical Psychology
William James College	PsyD	Clinical Psychology
University of Massachusetts/Boston	PhD	Clinical Psychology
Clark University	PhD	Clinical Psychology
SUNY – Albany	PhD	Clinical Psychology
University of Illinois/Chicago	PhD	Clinical Psychology
SUNY – Binghamton	PhD	Clinical Psychology
<b>2015-2016</b>		
University of California/Santa Barbara	PhD	Combined: Clinical-Counseling-School
Wayne State University	PhD	Clinical Psychology
William James College	PsyD	Clinical Psychology
Suffolk University	PhD	Clinical Psychology
Suffolk University	PhD	Clinical Psychology
Alliant University/San Francisco	PsyD	Clinical Psychology
University of La Verne	PsyD	Clinical Psychology

## ***Additional Information on Program Policies and Procedures***

### **THE FEEDBACK PROCESS: INTERNS & SUPERVISORS**

The training program at Bedford seeks to make the feedback process something that is clear, predictable, and useful for all our students. Toward this end, the training committee has developed several mechanisms to help ensure that these objectives are met. In addition, the program has worked to make providing feedback (both to and from students) something that is built into the culture of the training program.

During each of the formal evaluation periods, interns and their supervisors have a designated period set aside to specifically review together the intern's performance to date as well as the dyad's work together in the supervision. That is, both the intern's performance (as summarized in the general competency evaluation form completed by the supervisor) as well as the intern's experience of the supervision (as summarized in an evaluation form completed by the intern of both strengths and areas of possible modification or improvement with regard to the supervision) is reviewed during this feedback process.

To best facilitate this conversation and review between intern and supervisor, a week is designated as "evaluation and feedback week," and during this time the review and feedback process is the priority. These review meetings should occur during regularly scheduled weekly or biweekly supervision. In instances where the intern meets with a supervisor on a biweekly basis and the evaluation week falls on an off-cycle week, the following week will serve as the "evaluation and feedback week." The review/feedback process may reasonably fill the entire hour, and supervisors as well as interns are encouraged to use this protected time to freely share and explore each individual's experiences to date. Clinical material may also be addressed in this meeting, following the complete review/feedback process. Consistent adherence to this protocol ensures that interns have the opportunity to receive timely and detailed feedback as well as ensure that supervisors will similarly be given an opportunity to receive relevant feedback.

### **INTERN DEVELOPMENT AND PROFESSIONAL FUNCTIONING**

As a training program, we are committed to facilitating each intern's professional development across the range of areas of professional functioning. Regarding internship training, there is an equal focus on clinical training (involving the areas of evaluation, assessment, and intervention) as well as functioning competently in all relevant aspects of professional functioning.

The Council of Chairs of Training Councils (CCTC) of APA has developed a policy that specifically addresses the need for professional psychologists to "demonstrate competency within and across a number of different but interrelated dimensions", stating that training faculty has a "duty and responsibility to evaluate the competence of students and trainees across multiple aspects of performance, development and functioning". The policy goes on to state "in addition to performance in coursework, seminars, scholarship, comprehensive examinations, and related program requirements, other aspects of professional development and functioning (e.g., cognitive, emotional, psychological, interpersonal, technical and ethical) will also be evaluated". The internship training program sees the merit in this position and has adopted this model policy as an additional means of ensuring student professional development and enhancing student self-awareness. The implementation of such evaluation processes will allow for the identification of student strengths as well as areas of improvement, and if needed, to assist in the development of remediation plans for the student.

The CCTC policy lists some of the key areas where such professional competency should be demonstrated and necessarily evaluated by training staff as the following:

- a) interpersonal and professional competence
- b) self-awareness, self-reflection, and self-evaluation
- c) openness to processes of supervision
- d) resolution of issues or problems that interfere with professional development or functioning in a satisfactory manner

The psychology training program uses the vehicle of supervision, which involves supervisor/student interactions as well as the direct observations of student behavior and clinical functioning (either live or recorded) to monitor the above areas of professional functioning. Relevant items on periodic written evaluation forms are the means to routinely document the student's general level of competency in these areas.

It is important to emphasize that the psychology training program values and respects each student's uniqueness and right to personal privacy. The above-stated policy is not intended as a justification to pursue or address areas of personal functioning that do not relate to or impact upon professional functioning or training within the internship program. Consequently, relevant behavior or issues typically would be those observed within the context of the student's work and professional interactions. However, the CCTC policy notes that the exceptions to this general rule would occur when the student's outside conduct "clearly and demonstrably a) impacts the performance, development, or functioning of the student-trainee, b) raises questions of an ethical nature, c) represents a risk to public safety, or d) damages the representation of psychology to the profession or public". In such cases, "the program may review such conduct within the context of the program's evaluation processes."

As any training or professional issue either arises or becomes apparent, the training program will first provide feedback and engage the student in an open dialogue about the issue at hand. Such conversations with the student are designed to heighten awareness of the issue at hand and help the student determine how best to address or resolve the relevant issue. Should the behavior in question persist or be of a significant magnitude of importance, the student's preceptor and/or the director of training will document the behavior at issue. At this point, the training committee's procedure for responding to issues in need of remediation, fully described in a subsequent section on Intern Deficiencies, will be implemented. The purpose of implementing a clear protocol is to allow the student maximal opportunity to effectively resolve the situation, while best utilizing ongoing staff monitoring and feedback regarding the issue. Due process policies and procedures are always available to the student should they so choose, and these are fully described below within the section Grievance Procedures.

## **PROGRAM EVALUATION**

The internship program utilizes various formal and informal mechanisms to ensure that training objectives are met, both with regard to the individual intern and for the program as a whole. In actuality, the ongoing multifaceted monitoring of each intern's progress throughout the internship year provides the ground and primary basis for the program's overall evaluation and modification, and when necessary, reconceptualizing the functionality of particular programmatic training activities and protocol.

As noted earlier, formal evaluations are completed by each clinical supervisor at 4-, 8- and 12-month periods. These evaluations (and their review with each supervisor) serve as a basis for discussion of progress and training objectives. Particularly relevant in this program evaluation process are the interns' formal evaluations of the program and of their individual supervisors, which are also completed at 4-, 8- and 12-month periods. Specifically, each intern completes written evaluations of each of his/her supervisors as well as a series of other evaluation forms that cover the scope of the internship training program (i.e., clinical rotations, seminars/didactics, group supervisions, and the internship generally).

This entire feedback process between interns and supervisors allows for the program to identify and review relevant programmatic components, including issues related to overall structure as well as specific details. In addition, several formal meeting contexts provide another means to specifically examine questions and issues related to the functioning of the training program. Consequently, program review and modification processes can occur through one or more of the following channels of interaction and formal communication regarding the training program:

- 1 The training directorate meets weekly to discuss and review all aspects of the program, including intern-provided feedback (both formal and informal). This meeting continuity allows for the director and co-directors to continually explore and deepen their understanding of the program, its aims and intern overall experience, providing the training directorate an opportunity to continually refine the program.
- 2 The training directorate meets with each small group of training psychologists (affiliated with a rotation or training context) once or twice over the course of the year. These meetings provide an in-depth opportunity to explore the structure and unique issues relevant to each of the program's rotations and training contexts. Also, the training directorate meets with the intern, preceptor and/or rotation supervisor(s), as needed, to address and explore issues as they arise.
- 3 Retreats with all the training supervisors occur periodically. These retreats provide an in-depth opportunity for all training supervisors to receive presentations and to participate in an extended dialogue regarding key elements or changes regarding the program's structure or philosophical framework.
- 4 In addition to the intern's work with their preceptor, individual meetings between the training director or one of the co-directors with an intern occur as needed or whenever requested by the intern. The training directors value being available to interns whenever an administrative, professional/ ethical, clinical or program-related issue may arise.

When significant programmatic changes are entertained, there is always a bi-directional interaction process between training staff and Interns. In essence, each group serves the function of providing corrective feedback to the other. Consequently, any change entertained by the training directorate is typically presented to the interns for feedback and suggestions for possible revisions, and vice versa. This process also works very well regarding the early stage of idea generation, prior to any actual proposed change. For example, either group may determine some aspect of the training program, or lack thereof, to be in question. In this case, one group may simply request from the other a consideration of the present issue and a potential action plan to address it.

## **PROBLEM IDENTIFICATION AND RESOLUTION**

### ***Grievance Procedure***

Two procedures for addressing grievances are available to interns -- an internal conflict resolution procedure designed specifically for the training program as well as a hospital-wide mediation procedure (Alternative Dispute Resolution) through EEO should the internal procedure not achieve the desired resolution.

When possible, an intern with a grievance is encouraged to first address the problem with the individual that is the focus of the grievance. Informal means of resolving problems before they reach the grievance stage are recommended.

If resolution is not achieved, the intern should contact his/her preceptor or the training director. If the non-resolved grievance is against the preceptor (or one of the two associate directors of training), the intern will go directly to the training director. If the non-resolved grievance is against the training director, the intern will go directly to either his/her preceptor or the chief of the Psychology Service.

Subsequently, either the preceptor or training director will convene a meeting with the persons involved to gather relevant facts, establish the specific nature of the grievance, and explore options for change which will adequately resolve the grievance. If the meeting does not resolve the grievance to everyone's satisfaction, the director of training and the two associate directors, in consultation with the chief of the service, will review the details of the situation and make a determination about how best to proceed.

At each step of the process, the goal of the training directorate is to optimally support the student who has the grievance, and when reasonable and appropriate, intervening to directly address issues with staff and/or modifying the intern's training context and supervisory assignments. Should such resolutions not satisfy the intern's concerns, the hospital's mediation program is available to all employees.

### ***Staff Standards***

All staff are required to abide by the highest ethical standards and any staff behavior that reasonably raises questions about adherence to such standards (including but not limited to boundary violations, dual roles, etc.) and that impacts psychology trainees should be brought to the attention of the training director (or to the chief of psychology if the behavior at issue involves the training director). As appropriate, the procedures outlined above under internal grievance procedure shall be followed to review and act upon this information.

### ***Intern Deficiencies***

The following procedures will be followed in advising and assisting interns who are not performing at an expected competency level regarding clinical skills and professional behavior.

At any time during the training year, if evaluation of an intern by one or more of his/her supervisors indicates that the intern is not meeting expected competencies or is not performing as expected regarding professional or program requirements, then the supervisor(s) is to notify the intern as rapidly as possible of any difficulties. Interns are also encouraged to actively seek feedback on an ongoing basis.

It is expected that relatively minor deficiencies will initially be addressed informally by the intern's preceptor or other supervisors. Should such informal means of addressing the issue not adequately resolve the problem, then the protocols described below will be implemented, starting with a written remediation plan.

The preceptor and other supervisors assigned to the intern jointly discuss the current situation and decide upon what professional area(s) is at issue. A written remediation plan, outlining current deficits along with expected target behaviors, is prepared, signed by the intern, all supervisors, and the director of training. This signed copy is added to the intern's training file.

Monitoring and monthly review will be the responsibility of the preceptor and supervisor(s). The training director will be consulted as needed and will be periodically updated about the intern's performance. Updated signed remediation plans, documenting improvement, and ongoing deficits, are completed on a monthly basis and added to the intern's training file

Changes may be necessary in the intern's activities or rotations to continue progress toward objectives. Such changes will be made in consultation with the training director. If significant changes to the intern's activities are recommended, these will be communicated to the intern's graduate director of clinical training by the internship training director.

Monthly written summaries will be provided to the intern. When the intern has shown satisfactory progress for two months, achieving the learning objectives outlined in the remediation plan, the intensified review process will be terminated. If the intern fails to make progress toward the revised goals and objectives, then the following additional steps will be taken.

Recommendation for probation, approved by the training directorate, is the initial step towards potentially removing the intern from the training program. Once the intern is placed on probation, the intern's graduate program is notified of this decision. Following notification of being placed on probation, the intern will have no less than one month to significantly improve the behavior(s) at issue. After this time, the training directorate will review any changes in the intern's performance over the past month.

If some improvement (but less than full resolution of the deficits) in performance is noted by the intern's supervisors, the supervisory team and the training directorate may continue monthly reviews of the intern's progress. However, if at any point it is determined that the intern's performance has fallen to the level of what initially prompted probation, the program will move to have the intern removed from the internship.

If it is the consensus of the intern's supervisory team and the three-person training directorate that an intern should be removed from the program, a specific and detailed set of recommendations will be communicated by the training director to the intern and the graduate program. These recommendations will serve to guide the intern towards remediation of his or her deficits in future training elsewhere.

### ***Professional Standards for Interns***

It is expected that all interns will abide by appropriate standards of professional and ethical behavior in all interactions and activities. Problematic, unethical, or illegal conduct by an intern should be brought to the attention of the training director. Any person who observes such behavior, or reasonably questions that such behavior has occurred, whether staff or intern, has the responsibility to report the incident.

1. Incidents of a minor nature may be dealt with by the training director, the preceptor, and the intern. Such incidents may be documented at the discretion of the training directorate. If the incident is determined to involve a particularly problematic behavior or otherwise constitute an illegal or unethical action, a written record is made of this complaint and action. All written records become a permanent part of the intern's file.
2. Any such particularly problematic or illegal/unethical behavior, or multiple minor infractions, must be reviewed by the training directorate. After a careful review of the case, the training directorate will recommend either probation or dismissal of the intern. Recommendations of a probationary period must include specific guidelines including a time frame and periodic review as described above. A violation of the probationary contract will necessitate the termination of the intern's appointment.