

Psychology Internship Program



Northern Arizona VA Healthcare System
500 North Hwy 89 (116)
Prescott, AZ 86313
(928) 445-4860
<http://www.prescott.va.gov/>

MATCH Number: 221011
Applications Due: December 1, 2016

Accreditation Status

The doctoral internship at the Northern Arizona VA Healthcare System is newly accredited by the Commission on Accreditation of the American Psychological Association. Our next site visit will be in 2022.

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

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

Application & Selection Procedures

Applicants must be enrolled and in good standing in an APA accredited clinical or counseling psychology program. Applicants are required to have 1000 or more hours of practicum experience with a minimum of 500 hours direct service, to have completed their comprehensive examinations, and to have proposed their dissertation to be considered for interview or ranking. Preference will go to applicants with well-balanced training including both assessment and intervention. Applicants will be evaluated individually on their clinical experiences, academic performance, research background, and clinical interests. Preference will be given to applicants with interests that match with the rural emphasis, generalist training, multidisciplinary experience, and Scholar-Practitioner model of training as stated in NAVAHCS training mission. As an equal opportunity training program, the internship welcomes and strongly encourages applications from qualified candidates, regardless of gender, age, race, ethnicity, sexual orientation, gender identity, national origin, color, physical or mental disability, sexual orientation, language, culture, or religion. The training committee will review APPIC applications to determine goodness of fit with our program and will encourage eligible applicants to visit our site and interview. Intern candidates who are unable to visit will be given the opportunity to interview by telephone.

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

Eligibility Requirements for VA training are as follows:

1. U.S. citizenship. VA is unable to consider applications from anyone who is not currently a U.S. citizen. Verification of citizenship is required following selection. All interns must complete a Certification of Citizenship in the United States prior to beginning VA training.
2. A male applicant born after 12/31/1959 must have registered for the draft by age 26 to be eligible for any US government employment, including selection as a paid VA trainee. Male applicants

must sign a pre-appointment Certification Statement for Selective Service Registration before they can be processed into a training program. Exceptions can be granted only by the US Office of Personnel Management; exceptions are very rarely granted.

3. Interns and Fellows are subject to fingerprinting and background checks. Match result and selection decisions are contingent on passing these screens. For more information, please see the Executive Order which establishes the process at : <http://www.archives.gov/federal-register/codification/executive-order/10450.html>
4. VA conducts drug screening exams on randomly selected personnel as well as new employees. Interns and Fellows 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.

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

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

Applications

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

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

Address Questions to:

Dr. Carol W. Brooks
Director of Psychology Training (116B)
Northern Arizona VA Healthcare System
500 North Hwy 89
Prescott, AZ 86313

Match Number: 221011*

Important Deadlines

Application Deadline: December 1, 2016
Interview Notification: December 15, 2016
Interviews: January 2017

Psychology Setting

Northern Arizona VA Health Care System (NAVAHCS) in Prescott, Arizona has been awarded funding for an internship with three intern positions through a competitive application process. We have been training doctoral level practicum students for over 15 years and feel we have a great program to offer interns. Psychology at NAVAHCS spans a broad spectrum of programs and facilities. NAVAHCS currently has 17 psychologists on staff working in the Mental Health Clinic, Domiciliary, Post-traumatic Stress Disorder Clinic, Community Based Outpatient Clinic, Compensation and Pension Assessment, Home Based Primary Care, Community Living Center, Chronic Pain Program, and Primary Care. Psychologists provide a variety of services including individual and group psychotherapy, psychological assessment,

administration, consultation, and participation on interdisciplinary teams. Six of the full-time psychologists and one of the part-time psychologists participate as part of the internship Training Committee.

The majority of our psychologists work within the Mental Health Behavioral Science (MHBS) Service Line. Dr. Jerry Easterday, psychiatrist, is the manager of this service line with Dr. Amy Wrabetz, Lead Psychologist, as the Program Director of the Mental Health Clinic. Dr. Chris Hummel, psychologist, is the Chief of the Domiciliary. Dr. Carol Brooks, psychologist, is the Director of Training for psychology and Dr. Carin Grzelak, psychologist, is MHBS Trainee Education Coordinator. In addition to working within the MHBS service line our psychology staff also works in diverse areas across the facility including but not limited to primary care, neuropsychology, smoking cessation, diabetes management, substance use treatment, biofeedback, home-based primary care, and chronic pain.

Training Model and Program Philosophy

The Psychology Internship at NAVAHCS has been designed to provide psychological training which is broad-based and generalist in nature. The training will emphasize applications and experience in the provision of assessment and therapeutic interventions in both rural and traditional healthcare settings. Our goal is to assist interns in their professional development and their commitment to the delivery of effective, timely, and quality care to a culturally and diagnostically diverse population. The Internship follows the Scholar-Practitioner model, building on and enhancing the interns theoretical foundations through education, integration, experience, and supervision and by encouraging the development of those professional competencies recognized as critical by the APA and VHA. Evaluation of the interns' progress and successful completion will be assessed, supervised and monitored through the use of a competency-based evaluation system.

Program Goals and Objectives

The NAVAHCS Psychology Internship is organized around a set of key characteristics and behaviors which we believe forms the foundation for the successful and meaningful practice of professional psychology. Each of the available placements, all of the didactics and supervision is designed and provided to support and inculcate the goals listed below:

GOAL 1: Interns will exhibit competence in psychological assessment and evaluations.

GOAL 2: Interns will exhibit competence in the provision of appropriate empirically-supported interventions.

GOAL 3: Interns will exhibit competence in application of theories and methods of empirically-supported treatments.

GOAL 4: Interns will exhibit competencies reflecting an integrated professional identity as a generalist psychologist.

GOAL 5: Interns will exhibit competence in general professional skills including teaching, supervision, and management and administration.

Program Structure

The NAVAHCS Psychology Internship is a one year experience which will begin the last pay period (16) of July of each year and just prior to the last pay period of July (15) of the next year and that consists of two six-month major rotations (approximately 30 hours a week) and three four-month minor rotations (8 hours a week) based on a 40 hour work week.

Upon coming on station the psychology interns will have approximately a week of orientation that includes New Employee Orientation to the VA and in particular to NAVAHCS and orientation to the Mental Health and Behavioral Sciences service line and to the Psychology Internship specifically. Interns will be given a detailed overview of the program including a list of the competencies which will be required for successful completion of the internship. Interns will complete a guided self-assessment of their current competencies, interests, theoretical foundation, ethical understanding, and experience in the field of psychology which will serve as a reference point in making decisions regarding rotation choices and as a baseline against which to gauge their progress throughout the year. Interns will visit all of the possible training sites as well as meet informally and formally the psychology staff who will provide the details specific to each of the possible major and minor placements. Interns will complete the. At the end of the week each intern will again meet with the Director of Training and make their respective placement choices. Placements will be determined by the Training Committee with input from interns based on needs and interests.

During the internship year each intern will spend approximately 50% of their time in patient care activities. There will be only one intern slot per placement, per rotation and selection and timing of placement choices will be determined based on the intern's individual interest, experience, and personal goals in conjunction with the Director of Training and the Psychology Training Committee. Interns' experiences and opportunities will follow a step-wise progression increasing in difficulty, complexity and independence as their exposure, education, supervision, and ability warrants.

Interns will receive at least two hours of individual supervision per week provided by the supervisor(s) of their current major rotation and of their minor rotation. The interns will also receive a second hour of supervision on their major rotation that can be either individual or group supervision. The intern will also participate in one hour weekly of group supervision attended by all interns and provided by psychology staff. Supervision will focus on the attainment and demonstration of a strong clinical knowledge base integrated into effective and ethical practice as well as on the development of the interns' professional identity as an independent practitioner. During the course of the internship year interns may also have the opportunity to provide layered supervision in tandem with staff psychologists for practicum students and social work students dependent on their skill development, interests, and placements.

In order to provide education and exposure to research in a variety of areas, the internship at NAVAHCS conducts a bi-monthly Topics in Psychology Seminar. This seminar is a series of half-day in-depth training conferences provided on site and covering psychological topics identified as being most useful to the successful completion of their internship experience and to enhance their development as professionals. Interns will also attend seminar series on Individual and Cultural Diversity and Psychological Assessment on alternating months. Additionally, they will participate in the Psychology Research and Application seminars monthly. At Research and Application seminars, interns will present and discuss professional journal articles on topics germane to the profession of psychology and particularly to the treatment of veterans with a broad spectrum of needs and challenges including rurality. Interns will also attend multidisciplinary treatment planning meetings, staff meetings and complex case conferences as they are scheduled.

Interns will be assessed as to readiness, experience, skill set and knowledge base when entering the program. Rotations and training will be recommended to best meet the interns' individual needs and to enhance their strengths. Interns will be evaluated regularly throughout the internship by supervisors of both their major and minor placements. Evaluation and assessment through supervision will occur weekly so that strengths and growth areas are highlighted and addressed prior to becoming problematic. Interns will be evaluated midway through each rotation, major and minor, and at the end of each rotation. Results will be shared and discussed between supervisor and intern as well as between supervisory staff and the Director of Training. Interns will evaluate supervisors and programmatic content at the end of each rotation. Results will be shared and discussed between supervisor and intern and as well as between supervisory staff and Director of Training. Interns will also be requested to complete an end of internship evaluation of the NAVAHCS Psychology Internship, including assessments of supervisors, clinical experiences, rotations, and didactics. An exit interview will be conducted between the interns and the

Director of Training. Alumni assessments will be conducted with interns who have been out of the program at one year and five years. Results of these assessments and evaluations will inform the ongoing development, training and resource management of the NAVAHCS Psychology Internship.

Training Experiences

At the beginning of the internship year and after a comprehensive self-assessment and orientation to the program and supervisors, interns are placed in 2 of the 3 six-month placements for their major rotations (30 hours a week) and 3 of 4 four-month placements for their minor rotations (8 hours a weeks). Minor rotations may be repeated, but each major rotation will be for one semester only. Placement assignments may be adjusted throughout the training year by the Director of Training dependent on the intern's skill, interest, progress and needs.

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

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

The intern's integration into the MHC will begin with the observation of service delivery, progress to the interns providing the service with supervisor observation and culminate with the intern's performing the services independently with ongoing supervision of gradually decreasing intensity. Interns will be educated in the performance of empirically-supported treatments including motivational interviewing and various Cognitive Behavioral Treatments. Interns will receive training on the appropriate use of CVT for the delivery of psychological services and will, after sufficient observation of the provision of these services, provide services by CVT under the observation of their supervisor and then independently as they attain the necessary skills and knowledge. During the Mental Health Clinic placement interns will follow and treat no less than five and no more than eight MHC individual outpatient cases and will lead or co-lead no less than two ongoing groups. Groups currently offered in the MHC include: Couples group; Bi-polar group; Men's 70+ group; MST groups (of both sexes); Mood Management group; Nightmare Rehearsal Group; and Care-givers group. Interns on this rotation will complete three psychological assessment batteries of any type, under supervision. Interns on this rotation will be regularly assigned to: Provide intakes; function on a scheduled basis as part of the crisis management team; function on a scheduled basis as part of the consultation/treatment disposition team; provide consultation and capacity evaluations as requested for the inpatient unit and attend weekly consultation rounds with the MHBS Medical Director at the CLC.

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

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

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

Supervising Psychologist: Dr. Carin Grzelak

Major Rotation-Behavioral Health/Primary Care: The Behavioral Health/Primary Care placement is an opportunity to work in a largely interprofessional role. The placement is located in Primary Care and utilizes the biopsychosocial model of treatment through the provision of group and individual therapy, consultation services, and the education and training of Primary Care staff. Interns will spend approximately 16 hours per week providing behavioral health care, and they will spend 16 hours per week in Primary Care Mental Health Integration work. Interns on this rotation will work directly with primary care teams in addressing patient's mental health concerns and behavioral issues related to their medical needs. During the Behavioral Health portion of the placement, interns work in primary care to encourage and educate providers and patients about health psychology, preventive behaviors and interventions, and demonstrate the usefulness of these techniques through participation on interdisciplinary teams and direct care. The rotation will promote familiarity and collaboration with a variety of professions including physicians, pharmacists, nurses, nurse practitioners, diabetes educators, dietitians, and physical and occupational therapists. Interns will have the opportunity to be trained in and assist in training primary care staff in Motivational Interviewing and TEACH (a form of health behavior coaching). As part of the PCMHIT interns are on-call to provide real-time mental health consultation and interventions for individuals who are not deemed to need the intensive services that would result in a referral to specialty mental health. Services provided on this rotation will be short-term, solution-focused interventions for mental health concerns related to behavioral health issues.

Interns will provide consultation, assessment, and brief, empirically-supported individual therapy for individuals with medical problems and psychological concerns (i.e., chronic pain, diabetes, smoking, insomnia, depression, anxiety). Care provided by interns on this rotation will emphasize patient-centered care and empowerment. As part of the rotation, interns will assist with a variety of group interventions including psycho-educational classes such as ACT for Chronic Pain, CBT for Insomnia, and CBT for Smoking Cessation. Provision of services to rural patients will be a part of this rotation through telephone interventions and the use of CVT services with appropriate supervision. Interns on this rotation will have the opportunity to attend Pain School and the Pain Committee.

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

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

Supervising Psychologist: Dr. Carol Brooks and Dr. Christina Carmody

Major Rotation-Domiciliary: The Domiciliary is a 120-bed residential program providing treatment for Veterans with various mental health disorders, including substance use disorders, as well as Veterans who are homeless. This placement will provide the intern with an opportunity to assess and treat a diverse group of patients with a broad range of diagnoses and challenging life stressors. This setting affords the student a unique chance to follow the progress of a resident over time and witness real time improvements on a daily basis. The supervising psychologist utilizes an apprenticeship model, meaning that the intern is provided with an unparalleled opportunity to develop and function as an integral part of dynamic interdisciplinary and interprofessional teams, which include medical and clinical providers and staff, peer support specialists, occupational and recreational therapists, and vocational specialists. Interns on this rotation will attend and participate in: Staff meetings; staff retreats; multidisciplinary

treatment team meetings; applicant screening committee; community meetings; and the clinical consultation committee.

Training opportunities within this rotation include: Running therapeutic groups for culturally diverse patients including Native American Veterans; co-leading interdisciplinary and interprofessional treatment meetings; helping to plan, organize, and execute a clinical staff retreat; providing in-service education to diverse staff; and multiple opportunities to increase clinical and assessment skills with Veterans diagnosed with personality disorders. The integrated clinical team includes a physician, physician's assistant, and nursing staff, ensuring that the intern will grow in their knowledge of the biological etiologies, sequelae, and treatment of mental health and substance use disorders. The interns will have opportunities to collaborate with vocational and recreational therapists in developing comprehensive treatment plans. This collaboration will provide the intern with a clear understanding of the manner in which various disciplines work together with the patients to develop and implement innovative and successful treatment plans. Interns on this rotation will perform inpatient and outpatient consultations for all hospital services and providers. Interns will be offered opportunities for the provision of layered supervisory experience of advanced psychology practicum students in psychology and social work interns. Primary treatment opportunities in the Dom include facilitating large psycho-educational groups, leading smaller psycho-therapeutic groups and implementing cognitive behavioral interventions at both the group and individual level. Interns on this rotation provide individual and group psychotherapy as well as co-therapy with providers from other disciplines and with interns. In addition to being a frontline clinical provider, the intern serves as a consultant to staff members from other disciplines and to less experienced interns.

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

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

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

Supervising Psychologists: Dr. Chris Hummel or Dr. Joyce Rafidi-Tatum

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

Minor Rotation-Home Based Primary Care: Home-Based Primary Care (HBPC) offers a unique opportunity to provide psychological services to patients and their families/caregivers outside of a traditional office setting. HBPC patients are typically from a geriatric population and have complex medical conditions that create physical limitations often causing them to be homebound. Mood disorders and dementia are fairly common in this population. Psychological interventions tend to be brief and problem-focused. A significant amount of time can be spent traveling to patient's homes. Time management and the ability to function autonomously are additional skills that can be gained from the HBPC experience.

Interns will function within an interdisciplinary team contributing to the development of comprehensive treatment plans addressing both medical and psychological problems. Other team members include

nurse practitioners, registered nurses, dietician, social workers, pharmacist, kinesiotherapists, and administrative support. In addition to the delivery of brief, problem-focused therapies, interns will also have the opportunity to conduct psychological assessments of capacity, cognitive functioning and independent living skills.

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

Supervising Psychologist: Dr. Kathleen Baird

Minor Rotation-Chronic Pain:

The Chronic Pain Minor Rotation will provide an introduction to treating chronic pain in the Veteran population. Chronic pain is a significant issue both within and outside of the VA. Patients at NAVAHCS are treated using a biopsychosocial approach. Interns will collaborate interprofessionally to provide coordinated care for Veterans that will focus on quality of life. Interns will engage in individual and group interventions. They will have the opportunity to learn the use of Cognitive Behavioral Therapy in working with this population.

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

Supervising Psychologist: Dr. Carol Brooks

Minor Rotation – Psychosocial Rehabilitation and Recovery Center (PRRC):

NAVAHCS utilizes the empirically supported recovery model in the provision of services to veterans with serious and persistent mental illness and significant functional impairment. The function of PRRC is to normalize the veteran's daily experience by providing support, treatment, and education to empower them to attain for themselves a life of independence, quality and fulfillment. Interns completing the PRRC rotation will receive experience in implementing the recovery model in individual and group format and will work collaboratively with an interprofessional team including social workers, nursing staff, vocational staff, occupational therapists, and peer counselors as well as with referral sources and consults.

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

Supervising Psychologist: Dr. Amy Wrabetz

Minor Rotation – Program Development:

The Program Development Minor Placement will encourage Interns to engage in a self-reflective process to assess their values and choose a project that has meaning for them. Interns will work to develop their program or project within the context of NAVAHCS and the internship. Tools and resources will be provided for interns to use in this process along with guidance in exploring barriers, priorities, and realistic expectations. Interns might or might not have the opportunity to trial their program or project depending on the nature of the project and the time available. In this one placement, more than one intern might engage in this process at the same time.

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

Supervising Psychologist: Dr. Carol Brooks

Topics in Psychology Seminars - Typically half day training events for interns and professional staff occur bi-monthly. A specific topic will be the focus each seminar with various presentations by professional staff. Topics to be covered include but are limited to the following:

- DIVERSITY, CULTURE & RURAL HEALTH
- PTSD/MST

- HEALTH PSYCHOLOGY
- DRUG AND ALCOHOL DEPENDENCE/ABUSE
- LEADERSHIP
- SERIOUS AND PERSISTENT MENTAL ILLNESS
- PERSONALITY DISORDERS
- GERIATRICS ISSUES
- TBI, COGNITIVE DISORDERS, AND POLY-TRAUMA
- PROFESSIONAL PSYCHOLOGY
- FAMILY THERAPY
- LIFE AFTER INTERNSHIP
- MILITARY PSYCHOLOGY
- INTEGRATIVE MEDICINE

Requirements for Completion

Interns are expected to complete 2080 hours of internship (less appropriate leave time for a minimum of 1752 hours) with approximately fifty per cent of their time spent in the provision of clinical services including support activities. The internship follows a model of graduated experience and complexity that will be reflected in all areas of work including therapeutic interventions, assessment, use of supervision, and didactic presentations. Intern progress will be evaluated through a competency-based assessment process. The interns will proceed, developmentally, through the year, and will be required to achieve terminal competency ratings that reflect an increase in understanding, skill, and professional abilities that are consistent with independent practice. All interns will be expected to maintain good standing with their doctoral programs as well as the NAVAHCS internship program. The program ensures that interns will actively engage in the provision of clinical services, and will benefit from observation of, and participation in, interprofessional and interdisciplinary teams and treatment approaches. Interns will also participate in management, administrative, teaching, and advocacy activities specific to each rotation to ensure they acquire a well-rounded, generalist, skill set in preparation for the entry-level practice of professional psychology. Interns will conduct themselves in an appropriate, professional, and ethical manner at all times. Failure to follow the APA Ethical Principles of Psychologists and Code of Conduct may result in the intern being placed on probation or in the case of egregious violations the intern may be terminated. As interns progress they will graduate from needing close supervision to a more independent practice of consultative/collegial supervision. Interns receive regular feedback and supervision to guide them toward successful completion of the program. In addition to weekly supervision, interns will meet monthly with the Director of Training to discuss their individual progress, as well as their ongoing evaluations of and recommendations for the internship programming, and supervision. Interns are expected to have satisfactory ratings on end of rotation assessments of their competencies in each area in order to successfully complete the program.

Facility and Training Resources

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

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

Salary

The current intern salary is \$24,014 divided into 26 pay periods for the year. All employees receive pay through direct-deposit. Paper pay stubs are in the process of being phased out and replaced by electronic on-line service, My Pay (*please save your sign on and password for use during the internship*). Problems receiving your pay should be directed to the Human Resources Assistant Specialist assigned to MHBS service line.

Time Requirements

The NAVAHCS Psychology Internship is a one year experience (2080 hours less appropriate leave) which will begin the pay period in July and will consists of two six-month major rotations (30 hours a week) and three four-month minor rotations (8 hours a week) based on a 40 hour work week. Regular work hours or "tour of duty" are 8:00AM to 4:30pm, Monday through Friday, except for Federal holidays. Lunch breaks are thirty minutes. No overtime is available during your internship. You cannot be credited with more than eighty hours during any two week pay period. If extensive illness results in failure to complete your required training during your one year appointment (1752 hours), you would need to work beyond your twelve month appointment without compensation to accumulate the hours required to successfully complete the internship.

Sick Leave (SL)

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

Annual Leave (AL)

Interns earn 4 hours of AL each pay period (13 days a year). Again, as with SL, AL is accrued over time and interns must have earned leave on the books in order to use it. Interns should request leave as far in advance as possible from the Director of Training and ensure that all rotation supervisors are aware of expected leave and that there are no gaps in clinical coverage. In addition, interns shall receive the 10 paid Federal holidays annually. Holidays, annual leave and SL hour's count toward the 2080 hour time requirement as interns remain under our supervised employment.

Authorized Absence (AA)

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

Discrimination

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

Each facility has an Office of Equal Employment Opportunity, with an identified officer who assists employees who believe they suffer from discrimination, or reprisal for having participated in protected EEO activity. EEO staff will confidentially discuss concerns and explore possible avenues for resolution, through traditional and alternative dispute resolution techniques. These guidelines protect employees and interns, as well as the people interns and employees come in contact with. Interns are encouraged to

identify situations of possible discriminatory action. The name and phone number of the local EEO Officer is Mike Markgraf at (928) 776-6146

APA Ethical Principles and Code of Conduct

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

Due Process and Grievance Policies

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

Privacy policy

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

Self-Disclosure

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

NAVAHCS Psychology Supervisor Staff

Kathleen Baird, Ph.D.

- Degree: Ph.D., Clinical Psychology, Kent State University, 1999
- Theoretical orientation: Biopsychosocial, Cognitive Behavioral
- Professional interests: Geropsychology, Health Psychology, Dementia
- Rotation: HBPC

Carol Brooks, Ph.D.

- Degree: Ph.D., Clinical Psychology, Idaho State University, 2007.
- Theoretical orientation: Cognitive Behavioral
- Professional interests: Health psychology, Chronic Pain
- Rotation: Behavioral Health/Primary Care, Chronic Pain, Program Development

Christina Carmody, Psy.D.

- Degree: Psy.D. Clinical Psychology, Argosy University , 2003
- Theoretical orientation: Cognitive Behavioral
- Professional interests: Health Psychology, Sleep, Biofeedback, Brief Treatment of Depression and Anxiety
- Rotation: Behavioral Health/Primary Care, Biofeedback

Ali Cassidy, LCSW

- Degree: LCSW, Clinical Social Work,
- Theoretical orientation: Cognitive Behavioral
- Professional interests: Recovery and Rehabilitation and DBT
- Rotation: PRRC

Carin Ness Grzelak, Ph.D.

- Degree: Ph.D., Counseling Psychology, Western Michigan University 2000
- Theoretical orientation: Relational Oriented Cognitive Behaviorist
- Professional Interests: Stress Management, Relationship Issues including family and couples work, Phase of Life, Developmental Issues, Depression, Anxiety
- Rotation: Outpatient Mental Health Clinic

Beth Ann Hicks, Psy.D.

- Degree: Psy.D. Clinical Psychology, Minnesota School of Professional Psychology at Argosy University 2014
- Theoretical orientation: Gestalt/Eclectic
- Professional interests: Transsexual study and treatment
Training and supervision of students and interns
Cultural issues in therapy
Therapy for the LGBT community
Treatment of depression, anxiety and PTSD
- Diversity Coordinator

Chris Hummel, Psy.D.

- Degree: Psy.D., Clinical Psychology, Argosy University, 2002
- Theoretical orientation: Cognitive Behavioral
- Professional Interests: Men's Psychology, Sexual Offenders, Military Family Psychology
- Rotation: Domiciliary

Joyce Rafidi-Tatum, Psy.D.

- Degree: Psy.D., Clinical Psychology, Chestnut Hill College, 2004
- Theoretical orientation: Cognitive Behavioral
- Professional interests: Addictions, Eating Disorders
- Rotation: Domiciliary

Michael Thomas, Ph.D.

- Degree: Ph.D. Clinical Psychology, University of South Dakota 2013
- Theoretical orientation: Cognitive Behavioral
- Professional interests: Chronic Pain, Rural Culture and Diversity, Medical Psychology, Disaster Psychology, Motivational Interviewing, Age Related Vision Loss
- Rotation: Behavioral Health/Primary Care

Amy Wrabetz, Ph.D.

- Degree: Ph.D. Clinical Psychology, Arizona State University, 1996
- Theoretical orientation: Cognitive Behavioral, Object Relations, Interpersonal Process
- Professional interests: Women's Psychology, Transgender Psychology, Gero-psychology, Complex PTSD
- Rotation: PRRC

Current and Former Psychology Interns

The internship program at NAVAHCS is relatively new and its first class of interns completed the program on 7/26/13. They were from University of South Dakota and California School of Professional Psychology Ph.D. program at Fresno, California. These two interns went on to complete VA post-doctoral training programs, and one has been hired as staff psychologist for NAVAHCS and the other has been hired as a staff psychologist at another VA. The second intern cohort completed on 7/25/14. They were from the Arizona School of Professional Psychology at Phoenix and the Minnesota School of Professional Psychology at Twin Cities. Both of these interns have been hired as a staff psychologist for NAVAHCS. Our third internship class graduated on 7/24/15 and come to us from Adler Institute in Chicago, Arizona School of Professional Psychology at Phoenix, and Alliant International University in San Francisco. Of this class one has been employed by NAVAHCS, one is employed in California, and the third is employed in New Mexico.

Local Information

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