



## Psychology Internship Training Program

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

[https://www.manchester.va.gov/careers/Psychology\\_Internship\\_Program.asp](https://www.manchester.va.gov/careers/Psychology_Internship_Program.asp)

**APPIC MATCH Number: 2431**  
**Applications Due: November 15**

### **General Information**

The Manchester VA Medical Center has two psychology internship positions available for the 2021-2022 training year. Our program provides a generalist experience in conjunction with specialized training in integrated psychological assessment, neuropsychological assessment, and/or health psychology. The internship is a one-year, full-time training program with an expected workload of 40 hours per week including direct service delivery and training activities. This is a clinically focused training program with no protected time for research.

### **Accreditation Status**

This internship is a member of Commission on Accreditation of the American Psychological Association (APPIC). This internship is not currently accredited by the American Psychological Association (APA). A self-study has been submitted and we have received notification of approval for an accreditation site visit by APA.

In accordance with VA Psychology Qualification standards, interns who successfully complete an internship at the VA, even if the Internship Program at that site is not yet accredited, **ARE** eligible for VA Postdoctoral Fellowships and/ or VA employment.

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

Office of Program Consultation and Accreditation  
American Psychological Association  
750 1<sup>st</sup> Street, NE  
Washington, DC 2002-4242  
(202) 336-5979

### **Eligibility Requirements**

Internship applicants must meet these criteria to be considered for any VA psychology internship:

1. Be a doctoral student in good standing at an American Psychological Association (APA) or Canadian Psychological Association (CPA) accredited graduate program in Clinical or Counseling Psychology.
2. Candidates must be approved by their graduate program's Director of Training as ready for internship.

We are committed to ensuring a range of diversity among our training classes with respect to Veteran status, members of historically underrepresented groups, sexual orientation, and disability status. All things being equal, consideration is given to applicants who identify themselves as Veterans or members of historically underrepresented groups.

## ***Application & Selection Procedures***

Students who meet the following eligibility criteria are invited to apply for internship.

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

1. **U.S. Citizenship.** HPTs who receive a direct stipend (pay) must be U.S. citizens. Trainees who are not VA paid (without compensation-WOC) who are not U.S. citizens may be appointed and must provide current immigrant, non-immigrant or exchange visitor documents.
2. **U.S. Social Security Number.** All VA appointees must have a U.S. social security number (SSN) prior to beginning the pre-employment, on-boarding process at the VA.
3. **Selective Service Registration.** Male applicants born after 12/31/1959 must have registered for the Selective Service by age 26 to be eligible for U.S. government employment, including selection as a paid or WOC VA trainee. For additional information about the Selective Service System, and to register or to check your registration status visit <https://www.sss.gov/>. Anyone who was required to register but did not register before the age of 26 will need to apply for a Status Information Letter (SIL) and request a waiver. Waivers are rare and requests will be reviewed on a case by case basis by the VA Office of Human Resources Management. This process can take up to six months for a verdict.
4. **Fingerprint Screening and Background Investigation.** All HPTs will be fingerprinted and undergo screenings and background investigations. Additional details about the required background checks can be found at the following website: <http://www.archives.gov/federal-register/codification/executive-order/10450.html>.
5. **Drug Testing.** Per Executive Order 12564, the VA strives to be a Drug-Free Workplace. HPTs are not drug-tested prior to appointment, however are subject to random drug testing throughout the entire VA appointment period. You will be asked to sign an acknowledgement form stating you are aware of this practice. See item 8 below.
6. **Affiliation Agreement.** To ensure shared responsibility between an academic program and the VA there must be a current and fully executed Academic Affiliation Agreement on file with the VHA Office of Academic Affiliations (OAA). The affiliation agreement delineates the duties of VA and the affiliated institution. Most APA-accredited doctoral programs have an agreement on file. More information about this document can be found at <https://www.va.gov/oaa/agreements.asp> (see section on psychology internships). Post-degree programs typically will not have an affiliation agreement, as the HPT is no longer enrolled in an academic program and the program is VA sponsored.
7. **TQCVL.** To streamline on-boarding of HPTs, VHA Office of Academic Affiliations requires completion of a Trainee Qualifications and Credentials Verification Letter (TQCVL). An Educational Official at the Affiliate must complete and sign this letter. For post-graduate programs where an affiliate is not the program sponsor, this process must be completed by the VA Training Director. Your VA appointment cannot happen until the TQCVL is submitted and signed by senior leadership from the VA facility. For more information about this document, please visit <https://www.va.gov/OAA/TQCVL.asp>

- a. **Health Requirements.** Among other things, the TQCVL confirms that you, the trainee, are fit to perform the essential functions (physical and mental) of the training program and immunized following current Center for Disease Control (CDC) guidelines and VHA policy. This protects you, other employees and patients while working in a healthcare facility. Required are annual tuberculosis screening, Hepatitis B vaccine as well as annual influenza vaccine. *Declinations are EXTREMELY rare.* If you decline the flu vaccine you will be required to wear a mask while in patient care areas of the VA.
  - b. **Primary source verification of all prior education and training** is certified via the TQCVL. Training and Program Directors will be contacting the appropriate institutions to ensure you have the appropriate qualifications and credentials as required by the admission criteria of the training program in which you are enrolled.
8. **Additional On-boarding Forms.** Additional pre-employment forms include the Application for Health Professions Trainees (VA 10-2850D) and the Declaration for Federal Employment (OF 306). These documents and others are available online for review at <https://www.va.gov/oa/app-forms.asp>. Falsifying any answer on these required Federal documents will result in the inability to appoint or immediate dismissal from the training program.
9. **Proof of Identity per VA.** VA on-boarding requires presentation of two source documents (IDs). Documents must be unexpired and names on both documents must match. For more information visit: [https://www.oit.va.gov/programs/piv/\\_media/docs/IDMatrix.pdf](https://www.oit.va.gov/programs/piv/_media/docs/IDMatrix.pdf)

**Additional information regarding eligibility requirements (with hyperlinks)**

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

**Additional information specific suitability information from Title 5 (referenced in VHA Handbook 5005 – hyperlinks included):**

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

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

**(c) Additional considerations.** OPM and agencies must consider any of the following additional

considerations to the extent OPM or the relevant agency, in its sole discretion, deems any of them pertinent to the individual case:

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

## **Application Process**

The Manchester VA Medical Center complies with all APPIC guidelines in the recruitment and selection of interns and participates in the computerized match program. The program agrees to abide by the APPIC policy that no person at this training program will solicit, accept, or use any ranking-related information from any intern applicant. A complete copy of APPIC policies can be found at the APPIC website at [www.appic.org](http://www.appic.org).

***The application procedure includes the following steps:***

1. Online APPIC Application for Psychology Internship Training (AAPI)
2. Cover letter indicating specific interests in this internship training program
3. Curriculum vitae
4. Three letters of recommendation, as part of the AAPI
5. Official transcripts of all psychology graduate training
6. All application materials must be submitted through the online AAPI by **November 15, 2020**
7. Training Committee will review all applications and will offer interviews to those who best match with our program. Notification of interview status will be sent by December 1, 2020. Interviews will take place in January 2021 and will be conducted virtually.

## **Stipend and Benefits**

The Manchester VA Medical Center Psychology Internship is a one-year, full-time program that starts in early July 2021. The current annual salary is \$26,289. Interns are eligible for 13 days of paid annual leave (4 hours of leave is earned every two-week pay period), 13 days of paid sick leave (4 hours of sick leave is earned every two-week pay period), paid time off for 10 Federal Holidays, and authorized absence for attendance at professional and scientific meetings (must be approved in advanced by the Training Director). Two interns will be selected for the 2021-2022 training year. Consistent with VA policy, internship funding can be provided only to students who meet the eligibility requirements described above. Only 52-week, full time internships are available.

The VA website has additional information regarding stipend and benefits:  
<http://www.psychologytraining.va.gov/benefits.asp>

Please contact Sherry Thrasher, Psy.D., Director of Training, for questions or further information at (603) 624-4366 x 2858 or by email (preferred) at [Sherry.Thrasher@va.gov](mailto:Sherry.Thrasher@va.gov).

## **COVID RESPONSE**

Due to the COVID-19 pandemic, our training program has successfully transitioned almost all training activities to virtual without significant disruption. Specifically, all trainees are continuing to see veterans via telehealth for individual, group therapy, and assessment, attend and participate in didactics and supervision via virtual media technologies, and receive live, direct observation of

clinical care by supervising psychologists. When appropriate trainees have the ability telework and the option to report in person while continuing to see patients via telehealth.

We anticipate that most of the adaptations described above will persist at least into the first half of the 2020-2021 training year, and we will update our materials as the situation develops. It goes without saying that the health and safety of our psychology trainees, along with the competent care of our nation's veterans, is of utmost importance to us. We will continue to provide high quality training in professional psychology while simultaneously keeping our trainees' health and wellness at the forefront. Applicants should feel free to contact us with any questions.

## **TRAINING SETTING**

The VA Medical Center is located in Manchester, NH and includes our main Medical Center as well as four satellite Community Based Outpatient Clinics (CBOC) located in Conway, Portsmouth, Somersworth and Tilton, NH to increase healthcare access in rural areas. The Manchester VAMC is a Joint Commission accredited, complexity level three facility serving Veterans in southern and eastern New Hampshire. The Manchester VAMC received its triennial reaccreditation by the Joint Commission in 2018. The Manchester VAMC is unique as the main hospital is located in the largest city in the state although the majority of the population treated come from more rural areas across New Hampshire and neighboring states. The Medical Center serves 33,198 enrolled Veterans. Manchester VA Medical Center provides outpatient services including Primary Care, Specialty Care, Mental Health and Extended Care. Additional services provided include a 24/7/365 Urgent Care Center and 41-bed Community Living Center (CLC) that includes a 35-bed Community Living Center and a 6-bed Palliative Care Unit.

Within the Medical Center, psychology training is mainly conducted in the context of the Mental Health Service Line (MHSL), a multidisciplinary department including professionals from the following disciplines: psychology, psychiatry, social work, nursing, clinical pharmacy, and peer support. The mission of the MHSL is to provide quality patient care, training, and research. The Psychology Internship Clinical Training Director and the Psychology Internship Training Committee members provide the majority of psychology training activities.

Currently, there are over 18 doctoral level Psychologists throughout the Manchester VA Medical Center, a few of whom are assigned to CBOCs. Psychologists on staff have interests and expertise in post-traumatic stress disorder (PTSD), substance abuse and co-occurring disorders, primary care & health psychology (Patient Aligned Care Team/Behavioral Health), psychological assessment, military sexual trauma (MST), neuropsychology, traumatic brain injury (TBI), end of life issues/geropsychology, suicide prevention, and serious mental illness. Psychology staff come from diverse academic backgrounds and ascribe to a range of theoretical orientations including cognitive behavioral, psychodynamic, interpersonal-relational, client-centered, humanistic/existential, and integrative.

In addition to its broader commitment to the Veteran population, the Medical Center has a student training program providing associated health trainees from many disciplines with clinical training opportunities. Affiliates currently include schools offering student programs in chaplaincy, primary care/specialty medicine, psychiatry, nursing, optometry, pharmacy, radiology, physical medicine and rehabilitation, psychology, and social work.

Research has long been a focus at the Manchester VA Medical Center, and we are an affiliate of the Northern New England Research Consortium VA Medical Centers (NNERC). Currently, the research program focuses on enrollment in the Million Veterans Program and other clinical trials. Areas of particular interest are cancer, congestive heart failure, pre-diabetes, PTSD, traumatic brain injury, and chronic pain management.

## ***FACILITY AND TRAINING RESOURCES***

Interns provide services at the main campus in Manchester and may occasionally provide telehealth services from the main medical center to satellite clinics. Interns have individual offices with computers, telephones, and locking cabinets for storage of supplies and personal belongings. Interns also have access to clinical spaces for therapy and evaluations on each rotation. All offices are equipped with networked computers that allow access to the VA computerized medical record system, internet/intranet, and email. Printers and secure fax machines are readily available in all treatment areas. Administrative assistance for clinical activities such as scheduling initial or return outpatient appointments are provided by the staff Medical Support Assistants (MSA) assigned to the various clinics. Administrative tasks (requesting a change in work hours, days off, etc.) are facilitated by the Mental Health Service Line (MHSL) timekeeper, MHSL administrative staff, and the Psychology Training Director.

Commonly used psychological tests are available from rotation supervisors and from within the Mental Health Assistant (MHA) program available to Interns as a part of the medical records system. Among these are numerous specialized psychological and neuropsychological tests and surveys in the areas of chronic pain, trauma, family and interpersonal functioning, coping, stress, adjustment to disability, language/verbal abilities, learning and memory, executive functioning, attention, mental control, visuosperceptual/sensorimotor functioning, and abstract problem solving.

Interns also have access to the 24/7 electronic Medical Library which contains over 16,000 electronic journals and 20,000 e-book holdings. Librarians are available onsite Monday through Friday from 8am to 4pm and to assist Interns with literature searches related to clinical topics.

## ***TRAINING MODEL AND PROGRAM PHILOSOPHY***

Our Psychology Internship Training Program at the Manchester VA Medical Center is committed to close supervision and competency-based training in a collegial setting. Our philosophy is that all practicing Psychologists should have a strong foundation in general clinical psychology and the ability to apply empirical data to clinical procedures and assessments. We adhere to a practitioner-scholar training model. We believe a core general base is needed prior to becoming a competent and skilled specialist. The goals of the program are to train interns to deal with challenges found in the VA medical system, as well as other medical and mental health settings. We facilitate and encourage global learning that is culturally sensitive and diverse and promotes creativity, problem solving, empirically based and supported practices, scholarly inquiry, and good clinical judgement. Our application of the practitioner-scholar model can be seen in the core design of the Manchester VA Medical Center internship training program and is demonstrated throughout the training year.

The training year focuses on the practical application of scholarly knowledge through assessment, diagnostics, treatment, training, research, inter and multi professional collaboration, supervision, and professional development. The intention is to build upon an intern's knowledge base and extend that knowledge to specific situations and obstacles encountered during the internship year, thus preparing the intern for a post-doctoral residency or entry-level practice of professional psychology. Interns are intimately involved in direct patient care in all treatment settings, while taking increasing responsibility for treatment decisions as their knowledge and skill level increases. Interns are expected to begin to understand their own limitations and strengths while demonstrating professional and ethical behavior and conduct.

## ***PROGRAM GOALS AND OBJECTIVES***

Our Psychology Internship Training Program at the Manchester VA Medical Center is committed to close supervision and competency-based training in a collegial rural medical center setting. Our training philosophy is well aligned with the Practitioner-Scholar model. We believe that all practicing Psychologists should develop a care base of generalist skills which provides a strong foundation for development into a competent and skilled specialist. The goals of our training program are to (a) help interns build a strong base of clinical skills through participation in our

generalist training model, (b) provide interns opportunities to explore various specialty care areas to encourage further skill and career development, (c) foster the application of empirical data to clinical procedures and assessments, (d) train interns to work effectively within the VA Medical Center or other large medical and mental health care systems. We facilitate and encourage global learning that is culturally sensitive and diverse in content to promote creativity, problem solving, implementation of empirically based practices, scholarly inquiry, ethical behavior, and good clinical judgement.

Our application of the Practitioner-Scholar model can be seen in the core design of the Manchester VA Medical Center internship training program and is reinforced throughout the training year. The training year focuses on the practical application of scholarly knowledge through assessment, diagnostic evaluation, treatment, training, research, inter- and multi-professional collaboration, supervision, and professional development. The intention is to build upon an Intern's knowledge base and extend that knowledge to specific situations and obstacles encountered during the internship year, thus preparing the intern for a post-doctoral residency or entry-level practice of professional psychology. Interns are intimately involved in direct patient care in all treatment settings, while taking increasing responsibility for treatment decisions as their knowledge and skill level increases over the course of the training year. Interns are expected to begin to understand their own limitations and strengths while demonstrating professional and ethical behavior and conduct.

The overarching mission of our Psychology Internship Training Program is to train psychology students to attain general entry level practice competencies in provision of a full range of psychological services for a diverse patient population. The goals and objectives of this program reflect our dedication to providing a broad training experience designed to prepare interns for working in a variety of settings and are consistent with the current Standards of Accreditation for Health Service Psychology (SOA).

## ***PROGRAM COMPETENCIES***

During the course of your training there are a number of performance criteria that remain consistent across all training rotations. Below is a list of the core competencies and objectives that each intern can expect to achieve by the end of the internship year. These competencies will be achieved through a combination of applied practice on rotations, supervision/consultation, and didactic and other trainings.

Successful completion of the internship requires demonstration of each competency as follows:

### **Competency in Research:**

Objective(s):

- a) Intern integrates current scholarly literature to all professional activities
- b) Intern critically evaluates and disseminates research during supervision and case presentations

Relevant Training Activities: In all clinical activities, interns are expected to seek and critically evaluate relevant literature. Interns participate and present in Didactic Seminar, Assessment Seminar, and/or the Multicultural Lunch & Learn series. Certain clinical rotations also offer Journal Clubs and similar avenues for critical evaluation of research.

### **Competency in Ethical and Legal Standards**

Objective (s):

- a) Intern demonstrates knowledge of and acts in accordance with the APA Ethical Principles of Psychologists and Code of Conduct in all professional endeavors (e.g.,

- assessment, intervention, research, consultation, communication, etc.)
- b) Interns demonstrates knowledge of and acts in accordance with professional standards, relevant laws, regulations, rules, and policies governing health service psychology at the Manchester VA Medical Center as well at the state and federal level
- c) Intern recognizes ethical dilemmas as they arise and applies ethical decision-making processes to resolve them
- d) Intern demonstrates general ability to think critically about ethical issues

Relevant Training Activities: Interns participate in ethics-focused seminar presentations in the context of the Didactic Seminar. Interns work with supervisors on their clinical rotations and in their general psychotherapy and psychological testing cases to identify and address ethical problems/dilemmas.

### **Competency in Individual and Cultural Diversity**

Objective (s):

- a) Intern understands how their personal/cultural history, attitudes, and biases may affect how they understand and interact with people different from themselves (Self-Reflection)
- b) Intern has knowledge of current theoretical and empirical knowledge base as it relates to addressing diversity in all professional activities including research, training, supervision/consultation, and service (Scholarly Awareness)
- c) Intern integrates awareness and knowledge (including current theoretical and empirical knowledge) of individual and cultural diversity across the full range of professional roles (e.g., assessment, intervention, research, professionalism, communication, etc.) (Application to Clinical Work)

Relevant Training Activities: Interns will participate in VA sponsored multicultural activities and diversity education presented through Didactic Seminar. Interns address diversity issues in the context of the clinical rotation, general psychotherapy cases, and psychological /neuropsychological testing cases.

### **Competency in Professional values, attitudes, and behaviors**

Objective (s):

- a) Intern conducts and presents their self in a professional manner
- b) Intern is accountable, dependable, responsible, and shows initiative
- c) Intern engages in self-reflection regarding personal and professional functioning and engaging in activities to maintain and improve performance in all professional context
- d) Intern actively seeks and demonstrates openness and responsiveness to feedback and supervision
- e) Intern responds professionally in increasingly complex situations

Training Activities: Interns participate in a monthly professional seminar in the context of the Didactic Seminar or group supervision. Interns are expected to demonstrate professionalism, self-reflection, and openness to learning in all training activities. Supervising staff model appropriate professional behavior.

### **Competency in Communication and Interpersonal Skills**

Objective (s):

- a) Intern develops and maintains effective working relationships with a wide range of individuals including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services
- b) Intern writes and speaks in a clear and concise manner

- c) Intern demonstrates sound case conceptualization skills and utilizes professional language and constructs
- d) Intern writes reports that integrate background history, medical information, interview, and test data
- e) Intern effectively communicates results or feedback (e.g., patients, family members, or other professionals)
- f) Intern professionally documents (i.e., timely, accurately, and concisely) all assessment, interventions, and interactions into the medical record

Training Activities: All training activities are relevant to this aim of the program. The professionalism-themed seminar presentation mentioned above also addresses communication skills. Staff are expected to model this area of competency for trainees at all times.

### **Competency in Assessment**

Objective (s):

- a) Intern demonstrates diagnostic interviewing skills, including the capacity to make an accurate differential diagnosis
- b) Intern performs risk assessments consistent with standards of practice
- c) Intern selects appropriate assessment/evaluation tools
- d) Intern appropriately administers and scores test instruments
- e) Intern appropriately interprets administered test instruments
- f) Intern reviews and incorporates information from the medical record into the assessment, evaluation, or case conceptualization
- g) Intern communicates findings, both orally and in written documentation, in an accurate and effective manner sensitive to the target audience

Relevant Training Activities: Interns participate in an Assessment Seminar throughout the training year, featuring numerous presentations on diagnosis, clinical interviewing, and testing. Interns complete general psychological and neuropsychological testing cases throughout the training year. Most, if not all clinical rotations offer additional opportunities for diagnostic interviewing and communication of findings.

### **Competency in Intervention**

- a) Intern establishes and maintains good working relationships and therapeutic alliance with recipients of psychological services and those involved in consultation efforts
- b) Intern performs informed consent and explains limit to confidentiality
- c) Intern develops evidence-based intervention strategies and techniques within clinic work and consultation efforts
- d) Intern demonstrates the ability to apply the relevant research literature to clinical decision making
- e) Intern evaluates intervention effectiveness, and adapts intervention goals and methods consistent with ongoing evaluation

Relevant Training Activities: Throughout the training year interns may engage in psychological interventions including individual and group psychotherapy, psychoeducation, and family/couples' services. The clinical rotations and general psychotherapy cases offer the primary opportunities for intervention training.

### **Competency in Supervision**

Objective (s):

- a) Intern demonstrates knowledge of supervision theory/strategies
- b) Intern builds good rapport with supervisee/peers and establishes a safety learning environment

- c) Intern demonstrates a working understanding of process issues and demonstrates the ability to provide effective feedback (e.g., case conceptualization, case presentation, feedback from peer or to junior trainees)

Training Activities: Interns engage in small group supervision of general psychotherapy cases every week throughout the training year and are expected to engage in peer supervision in that context. Some clinical rotations offer further opportunities for peer supervision/consultation and/or supervision of practicum students or interdisciplinary trainees. Interns also participate in several seminar presentations focused on the development of supervision skills in the context of the Didactic Seminar.

**Competency in Consultation and Interprofessional /Interdisciplinary Skills**

Objective (s):

- a) Intern demonstrates knowledge and respect for the roles and perspectives of other professions/referral sources
- b) Intern works with individuals of other professions to maintain a climate of mutual respect and shared values in regards to interprofessional practice. This includes appreciation and integration of contributions and perspectives of other professions.
- c) Intern uses the knowledge of one’s own role and those of other professions to appropriately assess and address (i.e., coordinate) the healthcare needs of the patient and populations served

Relevant Training Experiences: Most clinical rotations offer opportunity for interdisciplinary treatment team collaboration for patient care. Interns are expected to collaborate with other professionals on the coordination of care for their general psychotherapy and psychological testing cases. Interns are expected to demonstrate respect for other professions in all training activities.

**PROGRAM STRUCTURE**

We anticipate having two full-time funded internship positions for the 2021-2022 class.

Interns are expected to commit 40 hours per week to the internship training experience and are required to complete two major rotations as well as two of the three available minor rotations over the course of the year. The training year is divided into two 6-month terms. Interns will be concurrently engaged in the major rotation (24 hours per week) and a minor rotation (6-8 hours per week). The balance of training hours will be spent in supervision, seminar, and other trainings. Every effort will be made to assign a set of clinical rotations that will balance the intern’s interests with needs to ensure a broad range of clinical experiences. It is expected that each intern will attend all scheduled seminars, trainings, and supervision. In addition, interns are encouraged to participate in other educational training opportunities that become available such as grand rounds, symposiums, evidence-based psychotherapy trainings, etc.

July-December	January- June
Major Rotation (24 hours/week)	Major Rotation (24 hours/week)
Minor Rotation (8 hours/week)	Minor Rotation (8 hours/week)
Supervision (4 hours/week)	
Didactics (3-4 hours/week)	

**Major Rotations (6 months, 24 hours per week)**

**Outpatient Mental Health Clinic:** Care through Outpatient Mental Health Clinic is collaborative, coordinated, and promotes access to care. The clinic is comprised a multidisciplinary team of professionals including Psychiatrists, Psychiatric Nurse Practitioners, Psychologists, Social Workers, Licensed Marriage and Family Therapists, and Registered Nurses. The Outpatient Mental

Health Clinic serves veterans of all ages with a wide array of mental and co-morbid physical health concerns. Treatment modalities include individual and group psychotherapy therapy, family therapy, and psychoeducation groups. Interns will have the opportunity to work with patients presenting the full spectrum of mental health issues. Interns will gain experience in conducting initial diagnostic intake interviews, maintain a caseload of individual therapy patients and co-facilitate a minimum of one therapy group. Training is available in multiple evidence-based psychotherapies including Cognitive Processing Therapy (CPT), Cognitive Behavioral Therapy for Insomnia (CBT-I), Cognitive Behavioral Therapy for Depression (CBT-D), Dialectical Behavior Therapy (DBT), & Seeking Safety.

**Primary Care Mental Health Integration:** The focus of the rotation is learning the skills necessary to work in an integrated care setting with mental health providers who are co-located and collaborative in their work with primary care providers. The Intern has an opportunity to provide interdisciplinary consultation to Physicians, Nurse Practitioners, Physician Assistants, Nurses, and Clinical Pharmacists, as well as provide brief, focused evidence-based treatment such as Cognitive Behavioral Therapy for Insomnia, Nightmare Reduction, Problem-Solving Training, mindfulness, and stress management. The intern will also have the opportunity to conduct brief, cognitive and psychological screening assessment batteries.

### **Minor Rotations: (6 months, 8 hours per week; Intern selects 2 of 3 rotations)**

Minor rotations are designed to provide additional specialized training opportunities.

**Integrated Psychological Assessment:** On this rotation interns are typically performing psychological evaluations for Veterans being seen in outpatient mental health clinics. Some opportunity maybe available for the intern to perform psychological evaluations in the Community Living Care (CLC) center. Interns are trained to accurately administer and score psychological instruments, interpret test data, write integrated reports, and provide feedback sessions to Veterans about the results of their psychological assessments. Testing referrals are submitted by various disciplines, including psychiatry, primary care, and neurology. Commonly administered measures include but are not limited to: MMPI-2-RF, MCMI-III, PAI, and WAIS-IV.

**Neuropsychological Assessment:** The Neuropsychological Assessment Rotation is based out of the Outpatient Mental Health and Polytrauma Clinics. The most common referral sources are mental health, neurology, and primary care. During this rotation, interns are exposed to a wide array of neurologic and psychiatric presentations including dementia, traumatic brain injury, multiple sclerosis, and other neurodegenerative diseases. Opportunities exist to interface with other neuroscience disciplines (psychiatry, neurology, etc.) as well as with rehabilitation professionals. The neuropsychology rotation involves conducting evaluations to address the diagnostic and treatment planning needs of Veterans. Interns are trained to accurately administer and score neuropsychological instruments, interpret test data, write integrated reports, and provide feedback sessions to Veterans about the results of their neuropsychological assessments. Interns are also provided opportunities to co-facilitate educational and cognitive skills training groups.

**Health Psychology/Integrated Care:** Interns are trained to complete health behavior related intakes, assessments and interventions for a range of health issues which may include chronic pain, weight management, pre-surgical evaluations for bariatric surgery and organ transplant (as available), insomnia, and smoking cessation. Interns will also have the opportunity to co-facilitate an Intensive Outpatient Rehabilitation Program for chronic pain. Opportunities for training exist for health-focused evidence-based therapies including motivational interviewing, Cognitive Behavioral Therapy for Chronic Pain, Cognitive Behavioral Therapy for Insomnia, and Acceptance and Commitment therapy for Chronic Pain. Numerous opportunities are available to work on interdisciplinary teams providing health-focused interventions and to provide multidisciplinary clinical consultation. Training opportunities are tailored based upon the Interns specific interest and service availability.

## **Intern Seminar Series**

In addition to clinical rotations, interns are expected to attend weekly didactic and assessment seminars, as well as a monthly journal club. Additionally, there will continue to be facility level trainings offered to Interns throughout the year by the Psychology Training Faculty and other VA staff (grand rounds, multi-cultural/diversity issues, symposiums, etc.).

**Didactic Seminars:** Each training year includes a series of weekly didactic trainings, provided by training program faculty and other VA clinicians. The initial trainings are intended to provide a strong foundation of knowledge and skills for all interns, regardless of past experiences. Over the course of the year, training continues to increase in complexity and depth to match the increasing proficiency of our interns. Weekly didactic topics are chosen by the Training Committee to align with required core competencies, common diagnoses, clinical topics unique to the VA system, and feedback/goals of the interns. Interns are provided with the opportunity to facilitate didactic sessions over the course of the training year.

**Assessment Seminar:** This weekly seminar covers the fundamentals of psychological assessment, encompassing intellectual, personality, and cognitive factors. Seminars are focused primarily on topics related to general skills in differential diagnosis, clinical interviewing, test administration, interpretation, report writing, and feedback. As the training year progresses, the seminar places more emphasis on specialized issues and topics, such as ethical issues related to psychological assessment, forensics, health focused assessment, neuropsychological assessment, and assessment of geriatric patients. Interns are required to present assessment cases throughout the training year.

**Journal Club:** The Journal Club meets monthly to review recent peer-reviewed research and provides a forum to discuss and practice application to clinical practice. Interns have the opportunity to select topics, articles, and facilitate discussion.

## **Supervision**

Interns can anticipate a minimum of four hours of routine, onsite supervision per week provided by a Licensed Psychologist. Direct supervision methods will include live observation and audio-recording of sessions. The degree of responsibility given to the intern and the amount of structure provided depends on his or her level of prior experience and is provided in the following formats:

### **Rotation Supervision**

Interns receive two hours of individual supervision with their major rotation supervisor and one hour of supervision with their minor rotation supervisor. Additional supervision will be provided as needed.

### **Group Supervision**

Interns receive one hour of weekly group supervision with a Licensed Psychologist. Group supervision focuses on clinical issues related to long-term therapy cases.

## **REQUIREMENTS FOR COMPLETION**

At the start of the training year interns will be assessed to determine baseline areas of strength and weakness in order to facilitate the development of a training plan that best meets the specific training needs of each intern in accordance with our generalist training philosophy.

Interns are expected to progress along a continuum of competence over the course of the internship year. To maintain good standing, interns actively participate in clinical experiences, complete documentation in a timely manner, are receptive and responsive to supervision, seek supervisory assistance as needed, recognize professional limitations, and conduct themselves in an ethically and professionally appropriate manner.

In order for Interns to successfully complete the program, they must complete the following

requirements:

1. A total of 2080 internship hours
2. Competency ratings of 4 or higher for all competencies at the last evaluation period
3. Not be found to have engaged in any significant ethical wrongdoing
4. Attend scheduled seminars unless otherwise excused
5. Must complete all administrative requirements including adequate recording keeping for patient care and program evaluation forms

Interns receive a total of four evaluations from their supervisors. Interns will be evaluated on core competencies at 3 months, 6 months, 9 months, and 12 months. The mid-year (6-month) and end-of-the year (12 month) evaluation forms will be sent to Interns' graduate programs. A final written evaluation is completed and reviewed prior to completion of the training year. Interns must maintain adequate performance in core areas to remain in good standing. Interns who do not maintain this minimal level of competence will have a remediation plan initiated.

### **ADMINISTRATIVE POLICIES AND PROCEDURES**

The Manchester VA Medical Center's policy on Authorized Leave is consistent with the national standard. Interns are encouraged to discuss this with the Director of Training.

**Problems, Due Process, Remediation, & Appeal:** All Interns are afforded the right to due process in matters of problematic behavior and/or performance issues. Due process procedures and policies are reviewed with Interns during orientation. A written copy of our "Policies and Procedures for Competency Concerns" will be provided at the time of review.

**Grievance Policy:** All Interns are afforded the right to file a grievance against any training staff, including the Training Director, over the course of the training year. Grievance Policy procedures and are reviewed with Interns during orientation. A written copy of our "Grievance Policy" will be provided at the time of review.

**Privacy Policy:** We collect no personal information from you when you visit our program website.

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

**Statement of Nondiscrimination:** The Manchester VA Medical Center Internship program strongly values diverse experiences and backgrounds as the building blocks of a rich training environment. As such, the program emphasizes respect for trainees, patients, and staff members representing all forms of diversity, including (but not limited to) race, ethnicity, religion, gender, sexual orientation, disability, marital status, Veteran status, and political affiliation. Interns are entitled to equal treatment in selection decisions and freedom from harassment or unfair treatment.

### **CORE PSYCHOLOGY TRAINING STAFF**

**Erazo-Upton, Anita, Ph.D., Lead Psychologist and Director of Psychology.** Dr. Erazo-Upton has worked at the Manchester VA since 2011. She currently serves at the Lead Psychologist for the Manchester VAMC and is the Director of Psychology for the Mental Health Service Line. She completed an APA-accredited internship at the VA Illiana Health Care System, Danville, Illinois. She has also worked in a variety of mental health settings in NH including a private inpatient psychiatric hospital, an outpatient behavioral health practice for a major medical center, outpatient mental health for the largest community mental health center in NH, and the Secure Psychiatric Unit on the grounds of the NH State Prison. Her primary theoretical orientation is cognitive-behavioral therapy. Dr. Erazo-Upton's clinical interest include chronic pain, trauma treatment (she is trained in Cognitive Processing Therapy, Prolonged Exposure, and EMDR), anxiety and

depression, mood disorders, and personality disorders. Her professional interests include evidence-based treatments and consultation for CBT-Chronic Pain.

**Giurleo, Susan, PhD, Counseling Psychologist, Primary Care Mental Health Integration Lead.**

Dr. Giurleo received her PhD in Counseling Psychology from the University of Illinois at Urbana-Champaign in 1999. She completed an APA-accredited internship at the University of New Hampshire Counseling Center and a post-doctoral internship with the Massachusetts Department of Youth Services program for juvenile offenders. Prior to joining the staff at Manchester VAMC, Dr. Giurleo worked in various positions in public/private schools, private practice and recently the Department of Defense as a contractor psychologist at Hanscom Air Force Base in Bedford, MA. She has been on the staff at Manchester VAMC since June 2018 and has served as the Women's Mental Health Champion, Military Sexual Trauma Coordinator and currently serves as the Primary Care Mental Health Integration (PCMHI) Lead.

**Gross, Tony, Psy.D. Clinical Psychologist; HBPC Psychologist.**

Dr. Gross received his Psy.D. in Clinical Psychology from Antioch New England Graduate School in 2001. He completed his APA-accredited internship and post-doctoral fellowship at Boston University, The Daniels Institute, prior to joining the staff there. He served in multiple capacities as staff member, training committee member, and later as Clinical Director. During his 8-year tenure there he was instrumental in developing the Couples and Family training program, the Diversity training, and training in the integration of spirituality and psychology. He supervised practicum students, interns, and postdocs. In addition to these duties, Dr. Gross was a staff member at the Assabet Valley Pastoral counseling center and had his own private practice in Cambridge, Massachusetts where he specialized in adult and couples therapy. He also consulted with new clinicians on setting up a private practice. More recently, he has served as an HBPC psychologist in the VA in Hampton, Virginia before transferring to Manchester VA where he has served both in PCMHI and currently in HBPC.

**Lawrence-Clarke, Sandra D Ph.D., Chief of Administrative Medicine (Compensation and Pension, Occupational Health, Environmental Agents Registry Exams, and Psychological Assessment/Testing).**

Dr. Lawrence-Clarke received her Ph.D. in Clinical Psychology from SUNY Buffalo in 1992. She completed her doctoral internship at the Buffalo VAMC, and post-doctoral fellowships in Neuropsychology at National Rehabilitation Hospital (1994) and Baltimore VAMC (1995). She worked as a staff psychologist at Loma Linda VAMC in various programs from 1995-2004, where she was a primary supervisor for both practicum students and doctoral interns. She was the coordinator of the Anxiety Disorders Clinic at Bert Nash Community Mental Health Center from 2004-2011, where she was the primary supervisor of psychology practicum students. She has been at the Manchester VAMC since 2011. In addition to her clinical and administrative duties, she participates in the LGBT Workgroup and is a designated care coordinator for LGBT veterans. Dr. Lawrence-Clarke's professional interests include exposure therapies for the various anxiety disorders, LGBT healthcare, supervision and professional development, and neuropsychology.

**Lynch, John, Psy.D., Clinical Psychologist, Mental Health Service Line.**

Dr. Lynch received his Psy.D. in Clinical Psychology from Antioch University New England in 2012 and completed his doctoral internship at VA Hudson Valley Health Care System in Montrose, NY. He has worked at VA Valley Coastal Bend in Harlingen, Texas with the SPMI population on the Mental Health Intensive Case Management (MHICM) team and provided individual and group psychotherapy in the outpatient mental health clinic. Dr. Lynch also spent time at VA White River Junction on the Home Based Primary Care (HBPC) team before beginning at Manchester VA in 2015. Dr. Lynch currently co-facilitates the Dialectical Behavior Therapy (DBT) Skills group and has led the Men's Sexual Trauma group in Manchester. He is trained in Cognitive Processing Therapy, Acceptance and Commitment Therapy for Depression, and Eye Movement Desensitization and Reprocessing (EMDR) Therapy, though primarily works within the Humanistic Interpersonal frame.

**Mallon, William, Psy.D. Staff Psychologist, MH TAG Team.**

Dr. Mallon received his Psy.D. in Clinical Psychology from William James College in 2018. He completed an APA-accredited internship at the White River Junction VAMC (White River Junction, VT). He is a graduate of this

training program, from 2016 to 2017, he was an advanced practicum student. Prior to joining the staff at Manchester VAMC, Dr. Mallon worked at Sing Sing Correctional Facility in Ossining, New York, a maximum-security prison for men. He provided clinical services to inmates with serious mental illness and a history of violence, who were releasing to the community. He also served as the primary clinician in the Special Housing Unit. In his current role, Dr. Mallon provides crisis coverage to Urgent Care and to Specialty Clinics. He is also the local Suicide Prevention for Emergency Department (SPED) coordinator. Prior to starting this position, Dr. Mallon developed a strong interest in risk assessment and “managing risk together.” Dr. Mallon has additional clinical interests including personality and psychodiagnostics assessment and brief, evidence-based psychotherapy. Clinical populations of interest include trauma exposed/PTSD, serious mental illness, substance abuse and criminal justice involvement.

**Pullman, Rebecca, Psy.D., Clinical Psychologist, Assistant Director of Doctoral Internship Training.** Dr. Pullman received her Psy.D. from William James College in 2016. She completed an APA-accredited internship at Tewksbury State Hospital, where she worked on an inpatient unit within the Department of Mental Health. She then completed her postdoctoral fellowship at the Bedford VAMC with a focus on psychosocial rehabilitation. This fellowship involved working with Veterans with serious mental illness from a recovery model perspective. Since becoming an employee at the Manchester VA Medical Center, she has been a member of the Suicide Prevention Committee, serves as a back-up suicide prevention coordinator and is involved in the Mental Health Optimization Workgroup (MHOW). Dr. Pullman’s interests include psychological and cognitive assessment, serious mental illness, risk assessment, suicide prevention, and the treatment of behavioral addictions such as gambling disorder.

**Rekart, Kathleen, PhD., Clinical Psychologist.** Dr. Rekart is a staff psychologist at the Manchester VA Medical Center. She received her doctorate in clinical psychology from Northwestern University and completed internship and postdoctoral training at the Edith Nourse Rogers Memorial VA Hospital in Bedford, MA. Her primary clinical interests include group and individual cognitive-behavioral treatments for anxiety, PTSD, and insomnia. She is a national and regional trainer and training consultant for VA Evidence-Based Psychotherapies including Problem-Solving Training, Cognitive Processing Therapy for PTSD, and Cognitive-Behavior Therapy for Insomnia.

**Scheriff, Jennifer Psy.D., Licensed Clinical Psychologist, Mental Health/Palliative Care.** Dr. Scheriff received her Psy.D. in Clinical Psychology from Antioch University New England in 2011 and completed her dissertation on acknowledging and attempting to overcome potential barriers to psychotherapy with Arab-American Muslim populations. She completed her APA-accredited predoctoral internship at Hudson River Regional Psychiatric Center in Poughkeepsie, New York. She has worked in multiple settings prior to starting work at the Manchester VAMC in 2017, including community mental health centers, private group practice, state psychiatric hospitals, and nursing homes; however, across all settings she has focused on promoting empirically supported and client-centered mental health care to people with severe mental illness and to underserved populations. She has served on multiple committees within the VA including Disruptive Behavior Committee, Integrated Ethics Committee, the Palliative Care Consultation Team, and serves as the alternative coordinator for the Life-Sustaining Treatment Decisions Initiative Advisory Council. Some of Dr. Scheriff’s professional interests include DBT, trauma and resilience, schizophrenia and psychotic spectrum disorders, promoting cultural competency, projective personality assessment, assessment and treatment of geriatric clients, and palliative care.

**Semiatin, Alicia Psy.D., Chief of Mental Health.** Dr. Semiatin received her Psy.D. in Clinical Psychology from the Massachusetts Professional School of Psychology (now known as William James College). She completed an APA-accredited internship at the Los Angeles VA Ambulatory Care Center and an APA post-doctoral residency in Integrated Care at the West Los Angeles VA Medical Center. Dr. Semiatin has been on staff since 2014 having worked as a Staff Psychologist in the Mental Health Clinic, Team Lead for the PCMHI program, and as Associate Service Line Manager for the Integrated Pain Care Service Line. She participates in didactic training and has

served in both primary and secondary supervisory roles for the internship and practicum programs. She is the Chair of the facility Mental Health Executive Board and serves as a member on several other committees including the Psychology Training Committee, Whole Health Committee, Research & Development Committee, Pain Management Committee, Medical Executive Committee, Professional Standards Board, Peer Review Board, Electronic Health Records Committee, Oversight of and Care in the Community Committee, Quality/Safety/Value Committee, and Veterans MH Council. She serves on several VISN1 committees including the VISN1 Mental Health Executive Council and VISN1 Whole Health Committee. She is the Manchester VA Medical Representative to the NH Governor's Commission on PTSD and TBI and Governor's Challenge for Suicide Prevention. She has previously served as Psychological Assessment Coordinator, Employee Assistance Program Coordinator, IRB Representative, LGBT Committee, and MH Summit Planning Committee. Her passion is systemic improvement of integrated care and she enjoys working with diverse interdisciplinary teams to improve whole-health approaches to healthcare delivery.

**Thrasher, Sherry, Psy.D. Associate Chief of Staff/Research; Director of Doctoral Internship Training.** Dr. Thrasher received her Psy.D. in Clinical Psychology from the Georgia School of Professional Psychology in 2008. She completed an APA-accredited internship at Atlanta VAMC and a post-doctoral fellowship in Neuropsychology at Yale University, Department of Neurosurgery. Prior to joining the staff at the Manchester VAMC, she worked as a Clinical Neuropsychologist at the Fayetteville, NC VAMC and was a member of various committees and teams. She has been on staff at the Manchester VAMC since 2014 and has worked as a Neuropsychologist in the TBI and Polytrauma and Mental Health Clinics, and served as an IRB Representative. She participates in didactic training and has served in both primary and secondary supervisory roles for the internship and practicum programs. In addition to clinical duties, she currently serves as the Director of Doctoral Internship Training and is actively involved in research. Dr. Thrasher's professional interest include the assessment of TBI, dementia, and epilepsy.

### ***INTERNS***

2020-2021

Nova Southeastern University  
Roberts Wesleyan University

2019-2020

Antioch University  
Nova Southeastern University

2018-2019

Northeastern University  
William James College

### ***LOCAL INFORMATION***

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