Children’s Hospital Colorado offers post-doctoral psychology fellowships in multiple areas. All fellowships are designed as full-time 12-consecutive-month programs beginning in September 2020. Fellows will receive a salary of $47,477, subject to the withholding of taxes. As a full-time Children’s Hospital Colorado employee, fellows are eligible for benefits equivalent to a first-year employee which include; medical, dental, vision, short term disability, and life insurance options. Fellows are eligible for a total of 21 days of paid time off for holiday (7 Children’s Hospital Colorado observed holidays), vacation and sick days, and 5 professional leave days. Malpractice insurance is provided by Children’s Hospital Colorado.

The fellowship program is broadly intended to be comprised of time devoted to clinical training as well as time for scholarly, research or program development activities depending on the specific fellowship. The program is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC-www.appic.org) and the Council of Clinical Health Psychology Training Programs (CCHPTP - www.cchptp.org)

Requirements for Admission

Applicants must have completed their training in an APA or CPA accredited PhD or PsyD program in Clinical, Counseling, or School Psychology, and an APA accredited internship. Candidates are expected to have sufficient training and experience in Child Clinical Psychology to be able to maximally benefit from the experiences offered. Applications will be accepted from doctoral candidates who expect to have completed all doctoral degree requirements by the fellowship start date, including completion of internship and successful dissertation defense. Positions are contingent upon official verification of completion of all doctoral degree requirements (e.g., diploma, transcript) through the graduate school conferring the degree prior to starting the fellowship. The training program is committed to the recruitment of culturally and ethnically diverse individuals. Bilingual Spanish speaking applicants, and all other qualified applicants, are encouraged to apply.

Application Procedures

Children’s Hospital Colorado Fellowship program abides by all APPIC policies and guidelines regarding application and notification procedures, including the APPIC policy that no person in this training facility will solicit, accept, or use any ranking-related information from any Postdoctoral Fellow applicant.

All applicants must use the APPIC AAPA on-line (www.appic.org).

A completed application consists of the following materials:

1. Cover letter stating specifying interest in the specific post-doctoral position of choice, previous clinical, research and professional experience relevant to the post-doctoral program and expectations of personal and/or professional goals that may result from engaging in the specific post-doctoral program identified. If you are applying for more than one Postdoctoral Fellowship with Children’s Hospital Colorado, only complete one application. You may upload separate cover letters for each of the tracks to which you are applying. All Developmental Pediatric applications must include a de-identified work sample.

2. A current Curriculum Vitae

3. Official transcripts of all graduate coursework

4. Three letters of recommendation. Please submit only three letters

Interview dates for selected applicants are January 14th, 16th, 21st, and 24th of 2020. This training program is following the APPIC guidelines for selection of fellowship candidates. Offers will be made on Friday, February 7, 2020. Should you be interested in applying for more than one position, please specify the one you are most interested in and discuss why you have chosen that particular program. Application deadline is November 27, 2019. Any questions or concerns can be directed to our Operations Coordinator, Dianna Torgerson at Dianna.Torgerson@childrenscolorado.org.
Postdoctoral Fellowship Positions

Autism Training Collaborative (ATC)

The ATC brings together 4 postdoctoral Psychology fellowship positions at Children’s Hospital Colorado to provide a range of coordinated clinical and research experiences focused on children and youth with Autism across the spectrum of functioning and common co-occurring difficulties. There are two positions offered in Developmental Pediatrics and two in the Pediatric Mental Health Institute (Dual Diagnosis Behavioral Psychology and ASD/NDD Services and Research). Training opportunities stretch from inpatient to outpatient and community settings, facilitating trainees’ transitions to a variety career paths (see specific fellowship positions for more details). The collaborative includes faculty with a wide scope of clinical and research expertise. Applicants are encouraged to apply to multiple positions within the ATC, sending a separate cover letter explaining their interest in each of the positions to which they are applying. On occasion, fellows may combine experiences. Interest in this option should be expressed in each cover letter and will be further discussed during the interviews.

ASD/NDD Services and Research

This position will provide focused experience in services for, and research with, children and adolescents with autism spectrum disorders and other neurodevelopmental disorders. The fellow will have the opportunity to provide services within the context of a multi-disciplinary team, as well as provide both individual and group therapy. The fellow works as a part of a multidisciplinary team that includes medical care providers, behavioral health providers, resource partners, and clinic staff. Fellow’s activities will also include training in the ADOS and other measures relevant to our research projects, as well as the opportunity to provide school and parent consultation and community partnership activities. Weekly didactics, case conferences, individual and group supervision are all provided. The fellow will participate in ongoing research projects with Bruno and Laura Anthony, including participating in a newly funded Autism Center of Excellence (NIMH), and ongoing treatment research programs (including disparities research and Unstuck and On Target, an executive functioning intervention) in community settings. The fellow will also have the opportunity to lead data collection for his or her own new project, if desired, as well as publish from existing datasets (from our Sesame Street See Amazing or our large PCORI trial). The fellow will also have the opportunity to participate in broad policy and training activities through the newly created Center of Excellence for Children’s Mental Health, which will include neurodevelopmental disabilities. Opportunities for teaching are also built into the fellowship.

Developmental Pediatric Psychology

The Section of Developmental Pediatrics provides outpatient interdisciplinary evaluation and treatment of autism spectrum disorders, other neurodevelopmental disorders, and genetic disorders. The postdoctoral psychology fellow is an active team member in a variety of age-based (i.e., infancy to late adolescence) and genetic-related (i.e., XY, Fragile X, Turner) clinics. Our setting provides unique opportunities to understand development across childhood and to collaborate with Developmental Behavioral Pediatricians and other medical providers, Social Workers, Speech/Language Pathologists, Occupational Therapists, and Physical Therapists, in addition to our 20 Psychologists. Fellows focus on building expertise in clinical conceptualization utilizing assessment measures of development/cognition, adaptive functioning, specific autism diagnostics, and diagnostics for common comorbidities and rule-outs, in order to provide supportive feedback for individuals and their families around strengths and needs for support. The year is enriched by intervention experiences (e.g., groups, individual, family/parent coaching) related to these diagnoses and their comorbidities. The postdoctoral fellow participates in scholarship related to their area of interest, which may include research, program development, or quality improvement (QI) projects. Mentors provide support related to developing an independent line of research/scholarship on a variety of topics. Opportunities for providing supervision and teaching, varied didactics, program development experience, and professional development are plentiful. Experiences within this postdoctoral fellowship are tailored to the fellow’s interests and professional development goals. For interested trainees a second year of fellowship may be offered.
**Dual Diagnosis Behavioral Psychology Fellowship**

The fellowship in behavioral psychology for dually diagnosed youth focuses on assessment, treatment, and clinical research with children and adolescents who have developmental disabilities (DD) (including intellectual disability, autism spectrum disorder, and chromosomal anomalies) and co-occurring psychiatric behavioral health conditions (such as mood disorders, anxiety disorders, and/or severe problem behavior). This population of youth is served across several levels of care within the Pediatric Mental Health Institute at Children’s Hospital Colorado (CHCO), including the inpatient and partial hospitalization programs of the Neuropsychiatric Special Care (NSC) unit, as well as through the Outpatient Clinic. The fellow will participate in behavioral evaluation and treatment of patients across all three levels of care by working approximately 3 days per week in the NSC program and approximately 2 days per week in the outpatient clinic. While on the NSC program the fellow works as part of a multidisciplinary team that includes psychology, psychiatry, social work, nursing, and direct care staff. The fellow’s clinical responsibilities on NSC include supervising direct care staff implementing functional analyses of problem behavior and relevant functional communication training programs. Additionally, approximately 20% of the fellow’s time on NSC will include participation in clinical research projects. Ongoing projects on the NSC Unit include refinements to FCT programs and process improvement initiatives. On NSC fellows have access to mentorship in conducting single-case and group research designs to evaluate treatment efficacy and assessment practices, as well as a variety of process/quality improvements efforts to benefit NSC’s service delivery model. While in the outpatient clinic the fellow will serve as primary therapists for children and adolescents with DD presenting for weekly to bi-weekly treatment of co-occurring psychiatric/behavioral health conditions using a range of evidence-based intervention modalities based in Applied Behavior Analysis and Cognitive-Behavioral Therapy, or other applicable contextual-behavioral interventions as appropriate to each individual case. The fellowship is supervised by licensed psychologists and board-certified behavior analysts (BCBA). The ideal fellowship candidate will have completed their pre-doctoral internship and either have a BCBA or have completed coursework to sit for the board examination during their fellowship year. These pre-requisite experiences will allow fellows to benefit from this unique experience that prepares future psychologists to serve an extremely high-needs, complex population of individuals throughout various phases of clinical care.

**Outpatient Psychology**

The Outpatient Psychology Fellowship focuses on assessment and treatment of children and adolescents presenting with a broad range of emotional and behavioral problems within the Ambulatory Division of the Pediatric Mental Health Institute of Children’s Hospital, Colorado with locations on the University of Colorado Anschutz Medical Campus and associated Networks of Care in the Denver area. Patients present to the outpatient clinics with a wide variety of presenting problems including behavior problems, anxiety, depression, trauma, and difficulties coping with comorbid medical conditions. The fellow will conduct traditional diagnostic evaluations and will also participate in innovative assessment approaches that incorporate transdiagnostic and therapeutic assessment principles. Opportunities to engage patients and families in treatment will include individual, family, and group-based therapies. The fellow will also be an active participant in the transdiagnostic research lab and participate in all aspects of research and program development aimed at developing a transdiagnostic approach to pediatric behavioral health services. This approach focuses on the delivery of evidence-based services that treat underlying mechanisms of psychopathology, such as emotion regulation, cognitive flexibility, and experiential avoidance, rather than treating psychiatric diagnoses. Besides the Post-Doctoral weekly didactic seminars, the fellow will participate in other PMHI training programs. Fellows will also have the opportunity to provide education to interdisciplinary colleagues and trainees as well as supervision to psychology interns and externs.

**Pediatric Primary Care**

The Pediatric Primary Care Fellowship focuses on development, implementation, and evaluation of integrated behavioral health services in two pediatric primary care settings. Project CLIMB (Consultation Liaison in Mental health and Behavior), a collaborative effort between the Pediatric Mental Health Institute and Division of General Pediatrics at Children’s Hospital Colorado, provides integrated behavioral health services in the context of an urban, academic medicine pediatric residency training clinic that serves as a medical home for more than 13,000 children. The Young Mothers’ Clinic (YMC) is a pediatric primary care clinic that serves adolescent mothers up to age 22 and their children. The program provides comprehensive multidisciplinary care, which includes social work, case management, nutrition, dental, and integrated behavioral health services, in addition to pediatric care and well-woman and family planning services. YMC is a subsection of the Department of
Pediaetrics at Children’s Hospital Colorado and the behavioral health program is a collaboration between the Department of Pediatrics and the Pediatric Mental Health Institute. Both programs emphasize early identification and treatment of mental health, behavioral, and developmental issues within pediatric primary care and increase access to behavioral health services for a diverse, publicly insured, underserved population. The fellow’s clinical responsibilities include screenings, consultations, brief assessments, brief interventions, and case management for youth and their families. The fellow works as a part of a multidisciplinary team that includes primary care providers, behavioral health providers, resource partners, and clinic staff. Opportunities for scholarship and teaching are built into the fellowship. Fellows spend 70% of their time engaged in clinical activities and services. Educational and scholarly activities comprise the remaining 30% of the fellow’s time. Fellows collaborate on ongoing research projects and develop independent projects focused on quality improvement initiatives, program evaluation, systems and policy work, and clinical informatics. Fellows have opportunities to teach and develop trainings and educational offerings in collaboration with faculty. Additionally, fellows may have the opportunity to supervise psychology interns during the course of fellowship training.

**The Center for Cancer & Blood Disorders (CCBD)**
The Center for Cancer & Blood Disorders fellowship is designed to provide clinical and research training and to develop advanced competencies in pediatric psychology within an oncology-hematology setting. The CCBD at Children’s Hospital Colorado is recognized nationally and internationally for the treatment and care of children, adolescents and young adults with cancer and non-malignant blood diseases, such as hemophilia and sickle cell anemia. The Center is the only dedicated pediatric cancer center in the Rocky Mountain region and treats more than 2000 patients each year from birth to age 25. The Fellow will be engaged in all aspects of clinical assessment, treatment and program development across all CCBD diagnostic and intervention areas, including blood cancers, solid tumors, brain tumors, bone marrow transplantation and non-malignant hematologic disorders. The fellow will work in coordination with members of the CCBD Wellness Program, a psychosocial intervention team comprised of a licensed clinical psychologist, licensed clinical social workers, child life specialists, family navigators, a chaplain, and art and learning specialists. The Fellow will also assist in the development and implementation of research within the CCBD. Didactic experiences will be available through the CCBD and through Pediatric Mental Health Institute training programs.

**Pediatric Solid Organ Transplant**
The Pediatric Solid Organ Transplant Programs at Children’s Hospital Colorado offers a unique training opportunity in the area of pediatric psychology. This fellowship is designed to provide clinical and research training and to develop advanced competencies in pediatric psychology. The Fellow will be engaged in all aspects of clinical assessment, treatment, and program development across the solid organ transplant programs (e.g., liver, kidney, heart) in the inpatient and outpatient medical clinic settings at Children’s Hospital Colorado. In addition, the Fellow will assist in the development and implementation of research on a variety of ongoing projects (e.g., substance use in pediatric transplant patients, adherence to medication regimens, risk factors during pre-transplant evaluations, addressing disparities in transplant listing).

**Sie Center for Down Syndrome**
The Sie Center for Down Syndrome is a multidisciplinary, consultative service at Children’s Hospital Colorado that provides comprehensive family-centered care to infants, toddlers, children, adolescents, and young adults with Down syndrome. Psychological services within this clinic allow families of individuals with Down syndrome to access integrated behavioral health services in the context of an urban, academic medical, pediatric training clinic. These services include assessment and treatment of behavioral, developmental, and psychological issues as they manifest in Down syndrome. The Sie Center for Down Syndrome Psychology Fellow will have clinical responsibilities that include screening, consultation, assessments, behavioral intervention, and case management. The fellow will work within the context of a multidisciplinary team that includes a developmental pediatrician, nurse practitioner, physical therapist, occupational therapists, speech therapists, special education consultant, social worker, psychologist, psychiatrist, and nursing. Cointervention with other disciplines as well as collaboration with medical clinics across the hospital allows for a truly unique experience. Opportunities for scholarship are built into the fellowship and can include collaborations with other subspecialty clinics, work on existing projects, or support to develop independent projects. Fellows will spend approximately 60% of their time engaged in clinical activities and services, with the remaining 40% utilized for research and scholarly activities.
TRUE Center for Gender Diversity Fellowship

The TRUE Center for Gender Diversity Fellowship focuses on assessment, psychoeducation, consultation and treatment of gender diverse and transgender children and adolescents. The post-doctoral fellow works as part of the TRUE (Trust, Respect, Understand, Emerge) Center for Gender Diversity at Children’s Hospital Colorado; the only comprehensive care center in the Rocky Mountain Region for gender-diverse children, adolescents and young adults. The fellow will be engaged in all aspects of gender history and psychological diagnostic evaluation services, psychoeducational and therapeutic groups, brief interventions, individual psychotherapy, and consultation in a multidisciplinary treatment team. The fellow also has the option to complete a minor rotation, during the year, in the SOAR (Sex development Outcomes - Achieving Results) clinic, which is a multidisciplinary clinic for children with differences or disorders of sexual development. The fellow works as a part of a multidisciplinary team, in both of these settings, which includes medical care providers, behavioral health providers, resource partners, and clinic staff. The fellow is also involved in program development and research projects pertaining to assessment, treatment, and outcomes with gender non-conforming and transgender youth. Opportunities for teaching are built into the fellowship.

The Psychology Training Program Structure

The Chief of Psychology and Director of Postdoctoral Fellowship training is Dr. Bruno Anthony. Dr. Jenna Glover is Director of the Psychology Training programs which is under the supervision of the Director of Training and the Psychology Training committee. The director of training and the committee are charged with overseeing the progress of the fellows, interns, and externs; facilitating interdisciplinary clinical experiences; and developing the program. The Training committee meets regularly to review the trainee’s performance and training needs, and to discuss program development. Trainees provide ongoing verbal feedback on the program to the training directors. At the end of the training year, the training directors conduct exit interviews with the fellows, interns, and externs covering all major aspects of the training year to elicit their feedback. Trainee feedback is consistently used to make adjustments to caseload expectations, program structure, and available rotations.

Training Plan

Each psychology fellow, with his or her supervisors and the training director, will develop a specific program that addresses the requirements and goals of the training program, the fellow’s individual training needs and interests, and the patient care needs within the Department and Hospital. As they demonstrate readiness over time, fellows are given increasing clinical responsibility, autonomy, and exposure to more challenging treatment cases. All of these experiences are titrated and reviewed by supervisors who are active treatment providers and team members on the units. The development of increasing competence is evaluated informally in supervision, and formally every six months through written evaluations.

Supervision

The training staff provides close supervisory support while guiding trainees toward assuming increasing autonomy in the clinical responsibility of their cases. The goal of supervision is to support the fellow during exposure to new patient populations, assessment tools and intervention strategies, and to build feelings of competence and functional autonomy in areas of strength.

Weekly supervision is provided by licensed psychologists. Most supervising psychologists are full-time staff members on the service where they supervise. Staff members of other mental health disciplines, who are qualified and experienced, may provide additional supervision in specific areas for duties that they regularly perform. All trainees will receive weekly supervision on each service where they provide clinical treatment, and for psychological testing. Fellows will receive back-up on-call supervision from their outpatient or primary supervisor. Postdoctoral fellows may be supervised to provide weekly supervision to Interns. Additional supervision and consultation is provided as needed. Some supervision may occur in group settings with other trainees. Upon completion, psychology fellows will have successfully completed 1,750 hours in their Postdoctoral Psychology Fellowship, with 104 hours in direct supervision. The requirements for post-doctoral supervision in Colorado is 1,500 postdoctoral hours under the supervision of a licensed psychologist. At least 75 hours of direct supervision must be provided (at least 50 of them individual).
Evaluation Process
The evaluation process is designed to provide fellows with information that will inform their professional growth. The expectation is that fellows and supervisors will engage in on-going evaluation of the fellow’s performance, and that the supervisory relationship will support optimal learning and development. At the end of each six-month period, the fellow and supervisor will complete a more formal written evaluation of each other. The mutual exchange of feedback between the supervisor and fellow is designed to enhance professional growth of both by identifying strengths, areas needing improvement, and personal goals. The training director meets regularly with the fellows to monitor achievement of training goals and to facilitate professional development. The training director also maintains regular contact with all supervising psychologists regarding the progress and functioning of the fellows under their supervision. Psychology fellows and interns, and child psychiatry residents have dedicated didactic time on Tuesday mornings. Attendance and participation in seminars is required, including attendance in Pediatric Mental Health Institute Grand Rounds, and the time is protected from other clinical demands. Fellows and staff are encouraged to also attend continuing education, technical assistance, and wellness programs offered within and outside of the hospital.

Orientation
Psychology fellows orient at the beginning of the training year. As hospital employees, fellows must complete hospital required human resource (HR) activities, some of which must be completed prior to employment (criminal background employee health and drug and alcohol screening). Fellows are also required to attend an all-day hospital orientation. Whenever feasible, fellows orient together, to facilitate interdisciplinary socialization and support. During orientation, fellows meet individually with their Program Supervisors to develop their personal training goals for the year. They will also be introduced to department and hospital staff, services, and activities. All trainees will receive training to chart, bill and complete reports in the electronic medical record (EPIC) system.

Resources and Support
The psychology fellows are hospital employees, and have similar benefits, rights and responsibilities as a first year employees. Fellows are provided with seven paid holidays and fourteen days to take as vacation or sick time, a total of 21 Personal Time Off (PTO) days. Fellows are also allowed five professional leave days and five conference days.

Fellows may choose benefits from a cafeteria plan of options including health, dental, vision and life insurance benefits. Interns are provided with parking at the employee cost per pay period. As employees, the fellows have access to the on-site employee health service, and they may also access the employee assistance program (EAP).

The fellows are provided with general administrative assistance provided by the Operations Coordinator. Support includes facility and institute related issues, Human Resource liaison, institute and program support, assessment materials, support for supply and other program business process, systems, and IT support is also provided for the fellow by the Children’s Hospital Colorado IT Help Desk as needed.

Fellows have access to the hospital medical and patient libraries and to the University of Colorado at the Hospital based Library for access to books and journals. Fellows have access to resources on the hospital Intranet, and to online medical search engines and journals. The fellows are provided with an email account, access to transcription services, voice mail and text pagers.

Biographies of Training Faculty are available for viewing on our webpage https://www.childrenscolorado.org/doctors-and-departments/departments/psych/training/
For questions, please contact the following individuals:

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