

Psychology Postdoctoral Fellowships

2024-2025 Training Year

Children's Hospital Colorado (CHCO) offers post-doctoral psychology fellowships in multiple areas. All fellowships are designed as full-time 12-month positions beginning in late August, 2024. Fellows will receive a salary of \$54,835, subject to the withholding of taxes. As a CHCO fellow, individuals are eligible for benefits including medical, dental, vision, and life insurance options. Fellows are eligible for a total of 14 days of time off (8 wellness days to use as vacation and 6 sick days), 7 Children's Hospital Colorado observed holidays, and 5 professional leave days (with the option of 4 additional professional days for attending a conference, pending supervisor approval). Malpractice insurance is provided by CHCO.

The fellowship program is comprised of time devoted to clinical training as well as time for scholarly, research or program development activities. 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, letter from graduate advisor or director of training) 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

All applicants must use the online APPIC AAPA (www.appic.org).

A completed application consists of the following materials:

1. Cover letter stating interest in the specific post-doctoral position(s) 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 positions identified.
 - If you are applying for more than one Postdoctoral Fellowship with CHCO, only complete one application. You may upload separate cover letters for each of the positions 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 17th, 19th, 23rd, and 24th of 2024. Offers will be made for each track upon completion of interviews. 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 position. **Application deadline is December 1, 2023.** Any questions or concerns can be directed to our Postdoctoral Fellowship Director, Jessica Kenny, PhD, at Jessica.Kenny@childrenscolorado.org.

Postdoctoral Fellowship Positions

Anxiety and OCD

The Anxiety and OCD Fellowship provides focused training on the assessment and treatment of youth with obsessive-compulsive disorder (OCD) and anxiety disorders. This training experience will take place within the Ambulatory Division of the Pediatric Mental Health Institute (PMHI) of CHCO located on the University of Colorado Anschutz Medical Campus. The PMHI ambulatory clinic is extremely busy and serves an ethnically and socioeconomically diverse group of patients from the Denver metro area. The fellow will learn to conduct traditional diagnostic assessments as well as thorough evaluations connected to our specialty anxiety clinic (the Colorado OCD and Anxiety Program (COAP)). The fellow will maintain an active caseload of individual therapy patients with primary anxiety disorders, trauma, OCD, and related conditions (e.g., Tourette syndrome, trichotillomania, insomnia) and will receive extensive supervision in evidence-based interventions including cognitive-behavioral therapy, exposure with response prevention, Acceptance and Commitment Therapy, and Comprehensive Behavioral Intervention for Tics. The fellow will help staff the Anxiety Intensive Outpatient Program (AIOP), providing an important experience conducting a group therapy intervention for youth with severe anxiety. There will also be an opportunity to staff our weekly exposure-focused maintenance group, for teens who are stepping down from AIOP or who simply need more practice with exposures. The fellow will also have the opportunity to help lead Camp DEFY (Dynamic Exposures For Youth), a week-long summer day camp for children and adolescents with OCD. The target breakdown between clinical and research responsibilities will be 60/40. There will be opportunities to analyze and publish archived data examining a variety of potential mechanisms underlying adolescent anxiety (e.g., sleep disturbance, executive function deficits, fMRI measures of emotion processing) as well as clinical outcome data collected on youth served in our anxiety clinic. In addition to a weekly post-doctoral didactic seminar, the fellow will participate in other PMHI training opportunities and will also have the opportunity to provide supervision to psychology interns and externs.

Cardiology

The Pediatric Heart Institute at Children's Hospital Colorado is a large volume cardiac care and surgery center with a dedicated Cardiac Intensive Care Unit (CICU) and a Cardiac Progressive Care Unit (CPCU) for inpatient treatment. Families are followed as outpatients in our Cardiology Clinic as well as our network of care and multi-state outreach clinics and pediatric psychology is integrated across the continuum of care. The fellowship is designed to provide advanced training in pediatric psychology with cardiac conditions across development and with an emphasis on rare disease presentations. Depending on the fellow's training

goals, they will meet with patients with complex congenital heart disease, cardiomyopathy/heart failure, arrhythmias or electrophysiology devices, and idiopathic pulmonary hypertension. Psychology evaluation and recommendations are common during critical time points in treatment, including pre- and post-surgery (including the Fontan surgery between ages 2-4 for patients with single ventricle physiology), after a cardiac arrest, pre-implant of a pacemaker or implantable cardioverter defibrillator, unexpected admission to the hospital, etc. Fellows will have the opportunity to work with patients and families seen in cardiology, from fetal diagnosis through young adulthood, across interdisciplinary teams that include cardiologists, advanced practice providers, nurses, and surgeons. The fellow is also included in the Heart Institute Wellness Program which provides psychosocial programming along with social work, child life, spiritual care, learning services, and creative arts therapy. Common referral issues for pediatric psychology include child and family coping with a chronic, life-limiting condition, mood and anxiety difficulties, medical trauma, pain and procedural distress, parental mental health/caregiving stress, social challenges, neurodevelopmental and school problems, adjusting to the impact of disease on quality of life, health-promoting behaviors, adherence to medical regimen, and transition to adult cardiac care. Clinical experience will include biopsychosocial assessment, consultation, short-term health and behavior interventions, care coordination, and support group facilitation. The fellow is integrated into the subspecialty cardiac teams, round inpatient on the CICU/CPCU, and attend meetings. Opportunities include telehealth follow-up, supervision of psychology externs, and didactic teaching to medical staff. The fellow will participate in clinical research and program development with opportunities to be involved in multiple projects consistent with their fellowship training goals.

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 CHCO 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.

Cystic Fibrosis

The Cystic Fibrosis (CF) Center at the Children's Hospital Colorado is the largest pediatric CF center in the country, which allows for an exceptional, in-depth experience with this specialized medical population. The fellow will be fully integrated within the multidisciplinary team that includes pulmonologists, pharmacists, psychologists, dietitians, physical therapists, respiratory therapists, nurses, and social workers. The fellow will work with patients diagnosed with CF, from infancy through young adulthood, providing a range of clinical services, including brief consultation, health and behavior assessments, longer-term psychotherapy, and intervention. Support and intervention will be provided in the outpatient CF Clinic as

part of patient's routine medical care, during sick visits, and on the inpatient medical floor during CF-related hospitalizations. The fellow will also be responsible for independently staffing and integrating psychology services into the Colorado Springs and other CF satellite clinics via telemedicine services. There are additional opportunities to lead groups for patients with CF and their families including a wellness group with the physical therapist, a parent management training group, a support group for teens, and a support group for parents of newly diagnosed babies. The psychology fellow will also be responsible for the supervision of predoctoral psychology interns and psychology externs completing rotations in the CF Center. In addition to providing clinical services, the fellow will have an active role in a variety of ongoing scholarly projects and will receive support to initiate their own research project. Several IRB protocols exist to allow for examination of mental health and medical data and the impact of psychology services on emotional and health outcomes. Current academic project topics include quality of life, mental health, adherence to medical care, health literacy, and the transition to adult care.

Developmental Pediatric Psychology

The Section of Developmental Pediatrics provides outpatient interdisciplinary evaluation and treatment of Autism Spectrum Disorders (ASD), Intellectual Developmental Disorder, other neurodevelopmental and genetic disorders within CHCO. The postdoctoral psychology fellow will increase their understanding of development across childhood as an active team member in a variety of age-based (i.e., infancy to late adolescence) assessment clinics. There are also opportunities within medical subspecialty clinics (e.g., XY, Fragile X, Turner, Deaf and Hard of Hearing), the Pediatric Care Network, outreach clinics, and the Bilingual Assessment Clinic (for Spanish-speaking families). Our setting provides unique opportunities to collaborate with Developmental-Behavioral Pediatricians and other medical providers, Social Workers, Speech/Language Pathologists, Occupational Therapists, Physical Therapists, and Child Life Specialists, in addition to our group of over 20 diverse Psychologists. Fellows focus on building expertise in clinical conceptualization utilizing assessment measures of development/cognition, adaptive functioning, specific autism diagnostics, and common comorbidities and rule-outs, in order to provide supportive feedback for individuals and their families around strengths and needs for support. We strive to provide culturally sensitive services including consideration of the appropriateness of our assessments, partnering with families, and collaborating with medical language interpreters. The year is enriched by short-term targeted intervention experiences (e.g., groups, individual, family/parent coaching) related to these diagnoses and their comorbidities (e.g., anxiety, phobias, mood). We continue to provide evaluation and intervention services through telehealth (video conferencing), as well as in-person visits. 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. There are many opportunities for providing bedside teaching, mentoring and supervision, as well as classroom teaching, varied didactics, program development experience, and professional development. This is a full-time position with supervision provided by experienced licensed psychologists. For Spanish-English bilingual trainees, there are opportunities for training and supervision with bilingual and bicultural licensed psychologists. Experiences within this postdoctoral fellowship are tailored to the fellow's interests and professional development goals, overseen by a year-long mentor.

For interested trainees, a second year of fellowship may be offered to allow for advanced opportunities in professional development, developing additional subspecialty clinical expertise, and building further on specific research interests. It is also now an option for a fellow to split their time between the ASD/IDD Clinics and the Genetic Specialty Clinics over the course of a two-year fellowship, working within the eXtraordinary Kids Clinic, the Denver Fragile X Clinic and other interdisciplinary subspecialty clinics serving children with genetic causes of autism and IDD (including Rett syndrome, 22q deletion syndrome, Angelman/Prader-Willi and other 15q disorders). Both the eXtraordinary Kids Clinic and Denver Fragile X Clinic are directed by Nicole Tartaglia, MD. Dr. Tartaglia developed these unique interdisciplinary clinic and research teams to address the medical, developmental, and psychological needs of children and adolescents with X&Y chromosome variations (including XXY/Klinefelter syndrome, Turner syndrome, Trisomy X, XYY syndrome and other complex sex chromosome disorders) and Fragile X Syndrome. Providers on these teams include developmental pediatrics, clinical psychology, neuropsychology, genetic counseling, endocrinology, speech therapy, occupational therapy, and social work. The clinical programs provide comprehensive evaluations and treatment for children and adolescents with genetic variations. There are a number of research efforts within both of these clinics in which the postdoctoral fellow would participate, with opportunities for various collaborative projects, conference presentations, educational efforts, advocacy, and publications.

Dual Diagnosis Behavioral Psychology

The fellowship in behavioral psychology for dually diagnosed youth focuses on assessment, treatment, and clinical research with children and adolescents who have intellectual and developmental disabilities (IDD; 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 PMHI 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 weeks in the outpatient clinic. While on the NSC program, the fellow works as part of an interdisciplinary 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 and supporting caregivers of patients to implement behavioral treatment 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 evaluating behavior-medicine relations, specifically how cannabidiol effects problem behavior, studying psychophysiologic correlates of problem behavior, and expanding access to behavior-analytic services via community-based participatory research. 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 PMHI 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 fellow will also have the opportunity to

facilitate group therapy for children and adolescents and their families. Opportunities may exist to provide umbrella supervision to psychology externs. The fellowship is supervised by licensed psychologists and Board-Certified Behavior Analysts-Doctoral (BCBA-D). The ideal fellowship candidate will have experience in the assessment and treatment of disruptive behaviors in individuals with DD, 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. For candidates with their BCBA, opportunities may exist on NSC to provide clinical supervision to graduate students completing their independent fieldwork in ABA. 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.

Early Childhood

The Early Childhood Fellowship provides focused training in the assessment and treatment of young children with varying mental health concerns in an outpatient hospital setting. This training will primarily take place in the Pediatric Mental Health Institute at Children's Hospital Colorado. The fellow will maintain an active caseload of individual therapy patients presenting with common early childhood concerns, such as behavioral concerns, caregiver-child relational concerns, trauma, and anxiety. Dr. Holzman is a certified Parent-Child Interaction Therapy (PCIT) trainer, and the fellow can provide PCIT and gain therapist certification. The fellow will be heavily involved in delivering, evaluating, and training clinicians on implementing the Brief Behavioral Parenting Group (BBPG) program, which is a brief, accessible, and evidence-based behavioral parent training program for caregivers of 3- to 7-year-olds. Additionally, the Early Childhood Fellow can engage in clinical, consulting, and research activities dedicated to early childhood populations in community settings. First, the fellow will be involved in a clinical-research partnership with the Denver Great Kids Head Start Program (DGKHS). The partnership focuses on expanding access to the BBPG for families enrolled in Head Start sites at DGKHS and evaluating outcomes of this intervention. Research opportunities include developing ecological ways to assess factors influencing parent-child interactions (e.g., measuring parental executive functioning in the real-world) and examining predictors of engagement and response to BBPG. Second, the fellow will be able to provide trauma-informed, parenting-focused services to families in a rural, underserved community using a telehealth delivery model. We provide consultation to AmeriCorps rotating through the partnered family resource center on behavior management and relationship building techniques. Roughly 60% of the fellow's time will be spent in clinical and consulting activities, and the other 40% spent in clinical research and program development activities. Opportunities will be available to present at conferences and publish manuscripts. Additionally, the fellow can engage in umbrella supervision of psychology trainees and master's-level clinicians in outpatient therapy and assessment services.

Eating Disorders Program and Digestive Health Institute

The Eating Disorders Program and Digestive Health Institute fellowship is a joint training program that combines training in two settings. The fellow will split their time across both settings during the training year.

The Eating Disorders Fellowship provides focused training on the assessment and treatment of youth with eating disorders. This training experience will take place within the Eating Disorders Program (EDP) in the Pediatric Mental Health Institute (PMHI) of CHCO located on the University of Colorado Anschutz Medical Campus. EDP is a partial hospitalization program for 8-17 year olds requiring a higher level of care to treat

their eating disorder (i.e., Anorexia Nervosa, Bulimia Nervosa, Avoidant/Restrictive Food Intake Disorder, and OSFED). Patients attend program 7 days a week for an average of 5-7 weeks with a focus on weight restoration and initiation of parent supported nutrition. The fellow will learn to conduct specialized eating disorder evaluations as well as conduct ongoing progress monitoring. The fellow will serve as the primary therapist for patients in the Eating Disorders Program. The primary therapist role involves family therapy, individual therapy and leading the multidisciplinary team. The fellow will receive extensive supervision in evidence-based treatments for pediatric eating disorders including modified Family-Based Treatment (FBT) and Emotion-Focused Family Therapy (EFFT). In addition to carrying a caseload in EDP, the fellow will have the opportunity to continue seeing some patients as step-downs in the Outpatient Psychiatry clinic after they discharge from EDP. The fellow will also be involved in ongoing program development and evaluation. This includes monitoring treatment fidelity in the milieu, which employs the Unified Protocol for Adolescents (UP-A). The fellow will also be involved in clinical research in EDP. This includes the opportunity to analyze and publish clinical outcome data. The fellow may also have the opportunity to provide supervision to psychology interns and externs. Additional clinical and research opportunities are available and can be incorporated into the fellowship depending on training goals.

The gastroenterology postdoctoral fellow experience will focus on building specialized skills and autonomy as an integrated psychologist in an academic medical setting. The Digestive Health Institute at Children's Hospital Colorado serves a rich clinical population of medically complex and diverse patients with co-occurring psychosocial needs. The postdoc will be able to participate in several experiences (such as the Neurogastro Motility clinic, Inflammatory Bowel Disease clinic, Intestinal Rehab, and the outpatient general GI clinic). These clinical experiences include short-term/consultative patient care, working on a multidisciplinary team, and longer-term behavioral health care. The postdoc will have the opportunity to conduct assessments and interventions both in-person and via telehealth to expand psychology's reach to rural and underserved regions/populations in Colorado. Areas that psychology focuses their services on can range from coping with chronic medical illness, adherence, improving quality of life, pain and stress management, feeding difficulties, and psychoeducation around the mind gut connection. The postdoc will participate in specialty clinics, maintain an ongoing, independent caseload of several outpatient clients, actively participate in team meetings and collaborate with varying members of the medical team. This training experience will prepare the postdoc for a career as an integrated, pediatric psychologist in academic medicine. The fellow will be closely involved in a combination of clinical, research/program development, and teaching activities. The postdoc will have the opportunity to provide supervision to any interns and externs that rotate through GI during that year as well as collaborate with medical residents and fellows within GI. The fellow will also have opportunities to work on program development projects around psychology utilization with a medical setting. While the training year will focus on clinical, scholarly, and teaching work in conditions seen by pediatric gastroenterology, the skills acquired during this fellowship will be cross-cutting and applicable to a variety of pediatric psychology positions, making the fellow a competitive applicant on the job market.

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 at Children's Hospital Colorado. Project CLIMB (Consultation Liaison in Mental health and Behavior) provides the full continuum of integrated



behavioral health services in the Child Health Clinic, an urban academic medicine pediatric residency training clinic that serves as a medical home for more than 15,000 children with more than 34,000 visits annually. The HEART program in the Young Mothers' and Families Clinic (YMFC) provides integrated behavioral health services in a pediatric primary care clinic that serves as a medical home for over 2,000 young mothers and their children. The clinics serve an urban, racially diverse, and low SES population. The integrated teams are comprised of psychologists, psychiatrists, a developmental and behavioral pediatrician, masters level clinicians, a behavioral health navigator, social work, and behavioral health trainees. CHC and YFMC are in the Section of General Pediatrics, Department of Pediatrics and the integrated behavioral health programs are in the Section of Integrated Behavioral Health, in the Child and Adolescent Psychiatry Division of the Department of Psychiatry, University of Colorado School of Medicine. 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 diverse, primarily publicly insured, and medically underserved populations. Both clinics are HealthySteps (www.HealthySteps.org) sites, providing an evidence-based intervention that pairs pediatric providers with integrated behavioral health providers who meet with families at well-child visits from birth to age 3. The teams provide developmental interventions (e.g., HealthySteps), screening and early identification, diagnostic assessments, medication evaluations, crisis/risk assessments, staff consultation and training, psychosocial and behavioral group and individual interventions, short-term therapy, and recommendations for treatment of infants, children, adolescents, and their families. Fellows' clinical responsibilities include screenings, consultations, brief assessments, brief interventions, short-term therapy, and case management for youth and their families. Fellows spend approximately 70% of their time engaged in direct clinical activities and services. Educational and scholarly activities comprise the remaining 30% of the fellow's time. Additionally, fellows may have the opportunity to supervise psychology interns or externs during fellowship training.

Additional opportunities for integrated behavioral health fellowship training include:

Special Care Clinic (SCC): The largest dedicated clinic in the United States for children with medical complexity and their families provides primary care, co-management with community primary care pediatricians, and consultative care for children for approximately 4,300 unique children and youth ages birth-mid 20s. Training experiences include providing the full array of integrated behavioral health services to patients seen in SCC.

Gender Affirming Behavioral Healthcare for Gender Expansive Youth: Training experiences providing gender affirming behavioral healthcare, assessment, and intervention services. Fellows also participate in program development, evaluation, and research. Fellowship experiences are offered through collaborations in General Pediatrics, the Pediatric Mental Health Institute, Endocrinology, Urology, and the TRUE Center for Gender Diversity. The TRUE (Trust, Respect, Understand, Emerge) Center at Children's Hospital Colorado is the only comprehensive care center in the Rocky Mountain region specifically set up for gender-diverse children, adolescents, and young adults. The interdisciplinary team includes experts in adolescent medicine, endocrinology, nursing, psychology, and social work and provides affirmation services to gender diverse youth.

Solid Organ Transplant

The Pediatric Solid Organ Transplant Programs at CHCO offer a unique training opportunity in the area of pediatric psychology. The solid organ transplant programs at CHCO are among the highest volume pediatric transplant centers in the country. 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. The psychology fellow will have the opportunity to complete pre-transplant psychological evaluations for patients ages 0-25 undergoing evaluation for transplantation. All children, adolescents, and families meet with psychology during the transplant evaluation process on either an inpatient or outpatient basis. The evaluation includes an assessment of family functioning, adjustment, and mood—factors that impact a child's ability to cope with a solid organ transplant. Children, adolescents, and families continue to meet with psychology throughout the transplant process; the psychology fellow will continue to complete ongoing health and behavior assessment, intervention, and consultation with patients during the pre- and post-transplant phases. The fellow will see patients during hospitalizations and during their outpatient medical clinic visits to help them adjust to new treatments or medical illnesses and provide interventions for treatment adherence, coping with procedure-related distress, and providing support around managing emotional reactions to their health conditions. The fellow will also be involved in parent support groups. The fellow is the point person for the transplant teams, attends team meetings, and becomes an integrated member of the teams. 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 and associations with post-transplant medical outcomes, addressing disparities in transplant listing, transition to adult healthcare, longitudinal assessment of wellbeing post-transplant).

The Psychology Training Program Structure

The Director of Psychology Postdoctoral Fellowship training is Dr. Jessica Kenny, and the Director of Psychology Training programs is Dr. Laura Judd-Glossy. 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 progress of trainees 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 their 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 overseen 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.

The fellowship program provides protected time for professional didactics each week. Fellows participate in weekly one-hour didactics focused on professional development and other topics related to clinical work, scholarship/research, consultation, and assessment. Presenters for didactics are primarily licensed clinical psychologists involved in the Psychology training program, but also include colleagues from other disciplines that collaborate regularly with psychologists within the hospital setting (e.g., medical interpreters, chaplains). Fellows also attend weekly grand rounds in the Pediatric Mental Health Institute, and they are required to present once at these grand rounds during the training year. Additionally, fellows are encouraged to attend other didactic and professional development opportunities that are provided in the hospital (e.g., Pediatric Grand Rounds, Psychiatry Grand Rounds), greater campus, and community as their schedules allow. Furthermore, some fellowship tracks offer additional didactic series focused specifically on topics related to the fellowship track's area of expertise.

Supervision

Each fellowship track has one or more licensed psychologist(s) who provides direct training and supervision to fellows. 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. A minimum of 2 hours per week of supervision is provided by licensed psychologists on the fellow's supervisory team. Track supervisors will oversee training, including all of the fellow's clinical cases as well as research and scholarly activities. 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. Postdoctoral fellows will be provided with opportunities to supervise psychology interns and/or externs during their fellowship year, with supervision provided by a licensed psychologist on their supervisory team. Some supervision may occur in group settings with other trainees. Upon completion, psychology fellows will have successfully completed 2,080 hours in their Postdoctoral Psychology Fellowship, including a minimum of 104 hours of direct supervision. The requirement for post-doctoral supervision in Colorado is 1,500 postdoctoral hours under the supervision of a licensed psychologist.

The *Children's Hospital Colorado Ofreciendo apoyo y Liderazgo a Estudiantes Graduados Avanzando competencia con Supervisión grupal en Español* (COLEGAS) program is designed to promote clinical linguistic proficiency and cultural responsiveness when conducting psychological services with Latinx families, explore factors that influence service delivery for Latinx families, and identify avenues for advocacy for bilingual/bicultural families and clinicians. The group is led exclusively in Spanish by bilingual and bicultural psychologists, meets weekly for 50 minutes, and is structured to include didactic sessions, monthly case reviews, and presentations on clinical or professional topics of interest. Group members include bilingual psychology trainees who provide services in Spanish at Children's Hospital Colorado and the University of Colorado School of Medicine.

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 ongoing 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, provide additional mentorship and support, 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. The training year is a period of accelerated growth and identity consolidation for postdoctoral fellows. It is expected that even the most competent fellows are still relatively early in their professional development, and that the training experiences will challenge them to grow personally and professionally. As such, the evaluation process is designed to identify both areas of strength and areas needing further development. The training staff and director endeavor to create a safe environment in which self-reflection, and appropriate assistance seeking, is encouraged and supported. It is also expected that through the process of supervision, opportunities for growth will be identified and addressed for all fellows. This process is intended to promote growth and is viewed as a vital component of professional development. If additional support is needed beyond the typical supervision provided to the fellow, the Training Director and Director of Psychology Training will collaborate with the fellow and the supervisory team to ensure that fellows have appropriate support in place to reach their goals for the training year.

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 check, employee health screening, 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 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. As part of the orientation process, all fellows will receive a copy of the fellowship handbook, that includes additional information about the training model, training goals and competencies, the evaluation process, fellow rights and responsibilities, due process procedures, and the appeal and grievance procedures.

Resources and Support

The psychology fellows are hospital employees, and have similar benefits, rights, and responsibilities as a first-year employee. Fellows are eligible for a total of 14 days of time off (8 wellness days to use as vacation and 6 sick days), 7 Children's Hospital Colorado observed holidays, and 5 professional leave days (with the option of 4 additional professional days for attending a conference, pending supervisor approval). Malpractice insurance is provided by CHCO. Fellows may choose benefits from a cafeteria plan of options including health, dental, vision, and life insurance benefits. Fellows 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. IT support is also provided for the fellow by CHCO's IT Help Desk as needed. Fellows have access to resources on the hospital Intranet, and to on-line medical search engines and journals. The fellows are provided with an email account, voicemail, and access to transcription services.

For questions, please contact:

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Psychology Fellowship Training Faculty

(Biographies of Training Faculty are available for viewing on our webpage <https://www.childrenscolorado.org/doctors-and-departments/departments/psych/mental-health-professional-resources/training/>)

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