

Psychology Postdoctoral Fellowships

2023-2024 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 September 2023. 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 paid time off (7 vacation and 7 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, 20th, 23rd, and 26th of 2023. 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 5, 2022.** Any questions or concerns can be directed to our Postdoctoral Fellowship Director, Jennifer Lindwall, at Jennifer.lindwall@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. 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. Some training opportunities may differ due to COVID-19 health and safety precautions. The 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.

Child and Adolescent Evidence-Based Treatment Services and Intervention Research

This fellowship provides focused training in the assessment and treatment of children and adolescents with varying mental health concerns in an Outpatient setting. This training experience will take place across several levels of outpatient care (i.e., partial hospitalization program [PHP]; outpatient clinic) in the Pediatric Mental Health Institute at Children's Hospital Colorado. Roughly 50% of the fellow's time will be spent in research/program development and clinical research activities, and the other 50% in providing clinical services. Training in translational research as well as health services and intervention research will

be provided. Projects will focus on multiple areas of research, including multi-method assessment of transdiagnostic mechanisms, intervention development and evaluation, conducting clinical trials, mixed methods, and dissemination and implementation research. The fellow will be engaged in projects evaluating factors influencing the effectiveness and implementation of evidence-based therapeutic services. One set of projects involves adapting and implementing transdiagnostic interventions in intensive mental health settings (e.g., PHP) and for high-acuity populations. Other projects focus on identifying predictors of engagement and response to a brief parent training program delivered via telehealth to caregivers of young children. Pending grant funding, opportunities may be available to provide brief parenting programs for families enrolled in Head Start within in the Denver Metroland as well as prepare for disseminating brief parenting programs to families enrolled in Head Start across the State of Colorado. Opportunities will be provided to present at conferences and publish manuscripts. Clinically, the fellow will carry an outpatient caseload using evidence-based treatments, including the Unified Protocol for Children and Adolescents (UP-C/UP-A), parent training, and parent-child interaction therapy (PCIT). Dr. Kennedy is a developer of the UP-C/UP-A, and Dr. Kennedy and Dr. Holzman are certified trainers in the UP-C/UP-A and PCIT, respectively, and can support the fellow in achieving therapist certification in these interventions. Opportunities will also be provided to engage in umbrella supervision of Psychology trainees and master's-level clinicians, as well as to assist with consultation to community organizations and schools.

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 disorder, intellectual developmental disorder/intellectual disability, other

neurodevelopmental disorders, and genetic disorders/chromosomal anomalies 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 Spanish speaking family clinics (toddlers/early childhood and school-age/adolescent clinics). 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, autism, and common co-occurring conditions 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 that meet social and cultural needs of patients from diverse backgrounds, 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 in different modalities (e.g., groups, individual, family/parent coaching) related to these diagnoses and co-occurring mental health conditions (e.g., anxiety, phobias, mood). Developmental Pediatrics provides 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. Research mentors provide support related to developing an independent line of research/scholarship on a variety of topics. There are also opportunities for providing bedside teaching, mentoring and supervision, as well as classroom teaching. Varied didactics, program development experiences, and professional development round out the year. This is a full-time position with supervision provided by experienced 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.

Eating Disorders

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 5-6 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 a caseload of 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.

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) 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 33,000 visits annually. The team is comprised of psychologists, psychiatrists, a developmental and behavioral pediatrician, a masters level clinician, a behavioral health navigator, social work, and behavioral health trainees. The Young Mothers' Clinic (YMC) is a pediatric primary care clinic that serves adolescent mothers up to age 25 and their children. The program provides comprehensive multidisciplinary care, which includes social work, resource connection and support, dental, and integrated behavioral health services, in addition to pediatric and well-woman care and family planning services. CHC and YMC are in the Section of General Pediatrics, Department of Pediatrics and the integrated behavioral health programs are in the Section of Integrated Behavioral Health of the Child and Adolescent Psychiatry Division in the Department of Psychiatry.

Additional opportunities for integrated behavioral health fellowship training exist in the following clinics/programs:

- **Special Care Clinic:** The Special Care Clinic (SCC) is the largest dedicated clinic in the United States for children with medical complexity and their families. SCC provides primary care, co-management with community primary care pediatricians, and consultative care for children who live far from the Denver Metro Area. SCC cares for approximately 4,300 unique children and youth ages birth-mid 20s.
- **Gender Affirming Care for Gender Expansive Youth:** Opportunities to provide gender affirming care assessment and intervention services and to participate in program development are available through the Pediatric Mental Health Institute, Endocrinology, 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.

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. Fellows' clinical responsibilities include screenings, consultations, brief assessments, brief interventions, short-term therapy, and case management

for youth and their families. Fellows work 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 direct 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 fellowship training.

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 on-going 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).

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. Some training opportunities may differ due to COVID-19 health and safety precautions. 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.

The Psychology Training Program Structure

The Director of Psychology Postdoctoral Fellowship training is Dr. Jennifer Lindwall, and the Interim Director of Psychology Training programs is Dr. Cindy Buchanan. 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 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 within the fellowship track. 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 by licensed psychologists within their fellowship track, who will oversee training, including all of the fellow's clinical cases as well as research and scholarly activities. Supervision will be provided by licensed psychologists for a minimum of two hours per week within the fellow's track where they provide clinical care. 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.

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, 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 paid time off for holidays (7 vacation and 7 sick days), 7 Children's Hospital Colorado observed holidays, and 5 professional leave days (with the option of 4 more 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 the libraries at CHCO and the University of Colorado, including access to books and on-line journals. Fellows also 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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