Tuscaloosa VA Medical Center
Psychology Internship Program

MATCH Number: 217111

Applications Due: November 30, 2018

ACCREDITATION STATUS

The Psychology Internship Training Program at Tuscaloosa VA Medical Center was established in 2011 and is fully accredited by the Commission on Accreditation (CoA) of the American Psychological Association. Questions related to the program’s accreditation status should be directed to the Commission on Accreditation:

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

APPLICATION & SELECTION PROCEDURES

Eligibility

Candidates for the Tuscaloosa VAMC Psychology Internship Program must be a U.S. citizen enrolled and in good standing at a clinical or counseling psychology graduate program accredited by the American Psychological Association (APA), Canadian Psychological Association (CPA), or Psychological Clinical Science Accreditation System (PCSAS). Applicants must be certified by their Director of Clinical Training as being ready for internship and preferably will have only minor, if any, dissertation requirements remaining. Applicants should have a minimum of 1000 total clinical hours of practicum and assessment experiences. Preference is typically given to candidates from university-based programs who have had supervised assessment and therapy experience with a broad range of psychopathology across varied adult populations and settings; supervised training in objective psychological and neuropsychological test administration, interpretation, and report writing; and those who have demonstrated interest and experience in research. As an equal opportunity training program, the TVAMC internship welcomes and strongly encourages applications from all qualified candidates, regardless of racial, ethnic, religious, sexual orientation, gender identity, disability, or other minority status.

Application Procedures

Our internship is an APPIC member program. To submit an application, please visit the APPIC website (www.appic.org) for instructions on how to complete the online APPIC Application for Psychology Internships (AAPI). Interested individuals who meet eligibility criteria should submit the following application materials:
• A cover letter indicating interests, including preferred rotations
• APPIC Application for Psychology Internships (AAPI Online)
• Curriculum Vitae
• Official graduate transcript(s)
• A de-identified work sample (e.g., integrated report or case summary)
• Standardized Reference Forms from three references

Instructions for the Applicant Agreement form required for the Match from the National Matching Services program can be downloaded at www.natmatch.com/psychint. Applicants who cannot access the web site should contact National Matching Services (NMS) directly to request instructions and registration forms.

**The deadline for submission of application materials is Friday, November 30, 2018.**

**Candidate Interviews**

We have 4 full-time funded intern positions. Top candidates will be invited for personal interviews to take place in December and January. Onsite interviews are preferred and strongly encouraged; however, in special circumstances we may conduct phone interviews upon request. Please be sure to indicate a daytime telephone number and current e-mail address in your application materials so you can be reached to schedule an interview. The interview day will require approximately 5 hours and will include faculty presentations about the internship and rotations, opportunities to meet with faculty one-on-one, and lunch with current interns. Inquiries about the program and interview process should be directed to the Internship Training Director at Audrey.Austin@va.gov. Applicants not selected to interview will receive notification by electronic mail no later than December 7, 2018. Individuals not interviewed will not be considered for selection during the initial Match.

**Selection**

The Tuscaloosa VAMC Psychology Internship Program complies with all APPIC guidelines in the recruitment and selection of interns, and participates in the NMS Match program. We abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any internship applicant. A complete copy of APPIC policies and the matching program can be found at the APPIC website, www.appic.org.

Successful candidates will be contacted by electronic mail regarding preferences for rotation assignments, and will begin the Internship Program on July 8, 2019. Acceptance is contingent upon passing a routine physical examination and background security check (as is true for all VA internships). All males over the age of 18 years of age are also required to register with the selective service to be eligible for VA training programs.

Thank you for your interest in our program. We look forward to hearing from you.
**For additional information, contact:**

Audrey L. Austin, MPH, PhD  
Psychology Internship Training Director  
Tuscaloosa VA Medical Center  
Psychology Service, 116-B  
3701 Loop Road E.  
Tuscaloosa, AL 35404  
Phone: (205) 554-2000, Ext. 3028  
Email: Audrey.Austin@va.gov

**Program Description**

The Tuscaloosa VA Medical Center Psychology Internship Program provides a one-year, full-time training experience for clinical and counseling psychology doctoral students from APA-, CPA-, or PCSAS-accredited programs. The program provides broad-based, generalist training in clinical assessment, psychotherapy, consultation, and research with opportunities for focused training in PTSD, geropsychology, and integrated health/primary care.

Psychologists are highly active at the Tuscaloosa VAMC, serving in clinics addressing general mental health, substance use disorders, homelessness, PTSD, psychological assessment, neuropsychology, integrated health/primary care, geriatrics, and research. Psychology faculty take seriously their obligation to contribute to the development of well-rounded, competent clinical psychologists prepared for the independent practice of psychology. The internship training staff is supportive, highly available for consultation, and sincerely interested in interns' professional development.

**Training Model and Program Philosophy**

Our program is committed to honoring the profound role of science in guiding clinical practice. We appreciate and promote the role of clinical science in providing the foundation for designing, implementing, and evaluating assessments and interventions. While we place a strong emphasis on understanding the science base of psychology, our program most closely reflects a practitioner-scholar training model.

We formally integrate science and practice in a number of ways including didactic seminars on the scientific foundations of clinical practice, clinical care issues that are based on current empirical literature, participation in research activities during the internship year, the use of empirically validated and supported assessment and clinical interventions, and encouragement and provision of administrative leave to attend scientific meetings. We provide interns with a variety of experiences that prepare them for postdoctoral training settings or entry level practice in clinical, research or academic settings.

Because of the training focus of our program, delivery of patient care is secondary to the educational mission. Our training goals are also consistent with the Tuscaloosa VA Medical Center’s mission to provide quality care to veterans while advancing state of the art services through research and education.

Psychology staff assume the responsibility to prepare interns for the clinical and ethical demands of a challenging career in psychology. A developmental model guides our training program as
Interns begin the program with close supervision, mentorship, and didactic instruction. As skills develop and mastery increases, interns gain increasing autonomy in their clinical work. Competencies in professional practice are developed through clinical practice, individual and group supervision, and didactic training.

The TVAMC recognizes the importance of cultural and individual differences in the training of psychologists. Thus, our policies, didactic training, supervision, and clinical work all strive to foster an understanding of the importance that diversity issues play in our work.

Program Goals & Objectives
Internship provides a year of intensive, supervised clinical training, intended as a bridge between graduate school and entry into the profession of psychology. Internship training at the Tuscaloosa VA is designed to accomplish a number of important goals as listed below.

<table>
<thead>
<tr>
<th>Goal #1: AT THE END OF TRAINING, INTERNS WILL DEMONSTRATE INTERMEDIATE TO ADVANCED COMPETENCY IN ASSESSMENT AND EVALUATION OF ADULTS WITH A VARIETY OF DIAGNOSES.</th>
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<tr>
<td>Objective(s): Interns will develop competence in psychological evaluation and assessment of adults with a variety of diagnoses and psychosocial needs. Emphasis is placed on developing competence in diagnostic interviewing and the administration, scoring and interpretation of psychometrically-validated assessment and screening instruments.</td>
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Expected Competencies:
1. Ability to appropriately assess, evaluate, and conceptualize diagnoses for a broad range of diverse patients, including those with complex clinical presentations and complicated co-morbidities, incorporating a thorough understanding of current diagnostic criteria and incorporation of pertinent collateral data.
2. Ability to select and properly administer psychometrically sound assessment instruments and/or other evaluation methods appropriate to address the referral question and the clinical needs of the patient.
3. Awareness and understanding of biopsychosocial factors affecting psychological functioning and adherence to treatment recommendations.
4. Ability to consistently develop a case formulation based on a well-established theoretical orientation appropriate to the diagnosis and assessment results, incorporating individual differences and diversity issues.
5. Ability to produce a concise and thorough clinical report summarizing test results, significant findings, diagnostic impressions, and clinical recommendations.
6. Provides useful and accurate feedback to patients, referral sources, and/or treatment teams.
7. Ability to identify and respond to suicidal or homicidal ideation, intent, or plan, including performing suicide risk assessments adhering to TVAMC Center Memoranda 11-13 (Suicide Risk Assessment and Documentation) and 11-38 (Management of Patients with Homicidal Behavior).
8. Ability to conduct assessments with an awareness and appreciation of current ethical and professional standards.

**Goal #2: AT THE END OF TRAINING, INTERNS WILL DEMONSTRATE INTERMEDIATE TO ADVANCED SKILLS IN THE PROVISION OF PSYCHOLOGICAL INTERVENTIONS, INCLUDING EMPIRICALLY BASED/ SUPPORTED TREATMENTS.**

Objective(s): Interns are expected to further develop their competency in general psychotherapy skills by providing psychotherapy implementing a number of empirically based/supported therapeutic interventions, techniques and approaches that are appropriate for work with a diverse veteran population.

**Expected Competencies:**

1. Intern routinely informs patients of issues of confidentiality and obtains appropriate consent as needed (e.g., recording of sessions) prior to initiation of treatment.
2. Intern provides warm and supportive therapy environment and identifies and attends to process issues.
3. Intern collaboratively develops a treatment plan with the patient and documents progress toward treatment goal(s) on an ongoing basis.
4. Intern considers and incorporates current literature, including research and theory, in developing treatment plans.
5. Intern incorporates issues of culture, individual differences, and/or diversity into the selection of interventions.
6. Intern maintains an awareness and appreciation of current ethical and professional standards pertinent to psychotherapy
7. Intern recognizes and responds appropriately to patient crises.
8. Interns will demonstrate skill in delivering at least one evidence-based psychotherapy (e.g., Prolonged Exposure, Cognitive Processing Therapy) appropriate for a veteran population.

**Goal #3: AT THE END OF TRAINING, INTERNS WILL DEMONSTRATE INTERMEDIATE TO ADVANCED SKILLS IN SCHOLARLY INQUIRY AND THE INTEGRATION OF CURRENT SCIENCE AND CLINICAL PRACTICE.**

Objective: Interns will independently consider and incorporate current science and research findings into all aspects of patient care and professional activities.

**Expected Competencies:**

1. Demonstrates knowledge of and incorporation of current literature, research, and theory in clinical practice by routinely referencing the literature in presentations, during case conferences, and during individual/group supervision.
2. Readily identifies knowledge deficits and is proactive in seeking means to obtain requisite knowledge via review of the literature, professional consultation, and/or other means of study (e.g., seminars, workshops, and/or conference presentations).
3. Demonstrates critical thinking skills in case formulations, supervision, and clinical care.

**Goal #4: At the end of training, interns will demonstrate intermediate to advanced knowledge, skills, and attitudes consistent with an appreciation of individual and cultural diversity.**

**Objective(s):** Interns maintain awareness of and sensitivity to diversity issues in terms of gender, age, sexual orientation, disability, religion/spirituality, culture, ethnicity, race and other pertinent individual differences. Interns assess and consider issues of individual differences and cultural diversity in all patient interactions, assessments, and interventions, and maintain awareness of their own cultural biases.

**Expected Competencies:**

1. Interns consider their own culture, ethnic background, and personal biases in regards to how these may impact their interactions with diverse patients, staff, and colleagues.
2. Interns demonstrate the ability to effectively and respectfully work with diverse populations, and provide appropriate assessments and interventions in response to a range of presenting problems and treatment concerns.
3. Interns demonstrate knowledge and understanding of unique issues related to military and veteran culture.
4. Interns readily identify personal knowledge deficits in the area of individual/cultural diversity, proactively recognize when additional knowledge is needed, and discuss in individual and/or group supervision.
5. Interns develop awareness of the effects of cultural/diversity issues and individual differences on response to illness and/or response to treatment, and are knowledgeable about disparities in access to care and treatment outcomes.
6. Interns demonstrate skill in applying and/or adapting evidence-based interventions with special populations.

**Goal #5: At the end of training, interns will demonstrate intermediate to advanced skills in professional consultation, supervision and evaluation.**

**Objective 1:** Interns will obtain intermediate to advanced knowledge, skills, and attitudes related to consultation allowing them to function as effective members of a healthcare team.

**Expected Competencies:**

1. Demonstrates understanding of professional roles within a healthcare setting.
2. Routinely selects the correct assessment/intervention technique to effectively respond to the consultation and the referral question.
3. Ability to collaborate with interdisciplinary providers.
4. Ability to present cases to other professionals in a standardized manner, incorporating biopsychosocial issues and providing clinical recommendations with minimal supervision.
5. Tailors feedback to the audience.
6. Documents patient contacts, assessment, and intervention in a timely and organized manner with minimal supervision and communicates findings to referral source.

**Objective 2:** Interns will obtain intermediate to advanced knowledge of effective supervision techniques

**Expected Competencies:**

1. Demonstrates knowledge and understanding of accepted theories and practice of supervision.
2. Responsive to individual and group supervision, comes prepared, and utilizes feedback well.
3. Maintains confidentiality and safe environment during individual and group supervision.
4. Provides feedback to others in a mature and constructive manner.
5. Considers culture and individual differences when providing and/or receiving supervision.

**Objective 3:** Interns will obtain intermediate to advanced knowledge of evaluation, including program evaluation and evaluation of patient progress.

**Expected Competencies:**

1. Demonstrates knowledge and understanding of program and patient evaluation.
2. Documents ongoing patient evaluation and makes necessary changes to the treatment plan as needed.
3. Provides formal and informal feedback to the Training Committee that facilitates program improvements and/or changes as needed.
4. Serves as the Intern Representative to the Training Committee.
5. Considers culture and individual differences relevant to patient and program evaluation.

**Goal #6:** AT THE END OF TRAINING, INTERN WILL DEMONSTRATE INTERMEDIATE TO ADVANCED SKILLS IN PROFESSIONAL CONDUCT, ETHICS AND LEGAL ISSUES.

**Objective:** Intern will demonstrate professional knowledge and behavior consistent with local and national professional standards, the APA ethical guidelines, and pertinent federal policies.

**Expected Competencies:**

1. Demonstrates knowledge in ethical and legal issues related to all areas of functioning including patient care and interactions with peers and supervisors.
2. Adheres to the Ethical Guidelines of the American Psychological Association and with current professional standards, including the VA Code of Conduct.
3. Demonstrates awareness of professional boundaries and personal issues that might interfere with functioning.
4. Maintains professional deportment in dress, behavior, and interactions with other professionals and patients.
5. Across the course of the training year, assumes increasing professional responsibility for workload, patient care, consultation, and teaching activities.

6. Demonstrates consolidation of knowledge, skills and attitudes consistent with professional identity as a psychologist, including knowledge of current trends in the field, awareness of new and emerging clinical treatments, and appreciation of the evolving scientific basis of the discipline.

7. Demonstrates an appreciation for the need for ongoing professional development, identity, and knowledge base.

Program Structure

The internship year is structured to provide significant breadth of training by maximizing exposure to a wide range of experiences, while offering sufficient concentration to provide depth of learning and building of expertise. The required workweek is 40 hours, with interns spending 32 hours per week on their clinical rotations. We expect that interns will accrue on average at least 15 hours per week of direct face-to-face clinical contacts. The remaining time is devoted to didactic training, research, and administrative activities.

Interns participate in two six-month primary rotations. Each intern devotes three days per week to clinical training and supervision on the primary rotation and one day per week at a secondary rotation, which must be in a different clinical setting than the primary rotation. All interns are required to complete a 3-month secondary rotation in Psychological Assessment and may request additional secondary experiences of 3, 6, or 9 months in length within other rotations for the remainder of the training year. Secondary rotations are intended to supplement the interns’ experience by giving interns the opportunity to connect with a staff member with whom they would not otherwise have an opportunity to work, or to work with a different population or treatment modality than is available to them on their primary rotation. Because the internship places a particular emphasis on training psychologists who are well-rounded, the secondary rotation is often used to fill gaps in knowledge and/or skills. The secondary rotation is eight hours per week, including one hour of individual supervision with a licensed psychologist.

Final assignment of primary and secondary rotations takes into account the intern’s expressed preferences, faculty and intern evaluation of the intern’s training needs, and the availability of particular experiences and supervision. Secondary rotation activities are scheduled on the same day of the week, so that interns working at secondary sites can use the offices of primary interns, who are themselves away at their own secondary sites. A list of currently available rotations is noted below. Please see the section titled Clinical Training Experiences for detailed rotation descriptions.
Primary Rotation Opportunities

- Geropsychology
- Health Behavior & Functional Restoration Pain Program
- OEF/OIF/OND Transition Center
- Primary Care-Mental Health Integration (PCMHI)
- Residential Rehabilitation Treatment Program (RRTP)

Secondary Rotation Opportunities

- Geropsychology
- Health Behavior & Functional Restoration Pain Program
- Psychological Assessment
- Primary Care-Mental Health Integration (PCMHI)
- Research
- Residential Rehabilitation Treatment Program (RRTP)

Supervision

Supervision is critical to the internship training process in all areas, including clinical service delivery, consultation, and research. In addition to the mandatory four hours of supervision each week, a significant amount of informal, impromptu supervision is also provided.

Evaluation

Specific training needs and goals are elucidated through the development of individualized training plans that are consistent with the goals, objectives, and competencies of the broader training program. Informal progress is monitored on an ongoing basis and more formal evaluations are conducted at mid-point and the end of the training year. Copies of the mid-year and final evaluations are forwarded to the intern's graduate program. At any time that a significant problem in training progress requiring formal remediation is noted, the Director of Clinical Training (DCT) at the home institution will be notified. Copies of any subsequent remediation plans and outcomes will also be forwarded in accordance with the TVAMC policies and procedures that are included in the Training Manual.

Preceptors

Each intern may select a preceptor for the training year. Preceptors are selected from available licensed staff who do not maintain supervisory responsibility for the intern. The role of the preceptor is that of mentor in issues such as professional development and functioning. They may provide assistance to the intern in negotiating the internship year and planning for activities after training.
Research

The Tuscaloosa VA Medical Center has an active and growing research program, which offers opportunities for volunteer participation in numerous research studies. Commensurate with the overall mission of the medical center, research conducted at the facility aims to advance our ability to provide exceptional health care to veterans and to improve their general health and well-being. The types of research typically conducted are clinical investigations of the etiology, evaluation, assessment, and treatment of psychiatric and psychosocial issues, and the outcome of mental health interventions. Recent studies have included the investigation of the efficacy and side effects of medications in the treatment of PTSD, major depressive disorder, and discomfort in dementia. Other research initiatives have focused on supported employment for veterans with PTSD, rural health outreach initiatives, psychosocial interventions for patients with severe mental illness and their family members, and primary care customization for the homeless. Interns are invited to participate in research activities throughout the training year and may be given limited protected time for research endeavors if requested and approved. For interns with a strong research interest who have completed their dissertations, a dedicated secondary rotation experience is also available, as described below.

Clinical Training Experiences

Below is a list of rotations that are currently available. Selection of rotations requires approval of the Internship Training Director, Internship Training Committee, and supervisors.

Geropsychology

Supervisor: Dr. Martin Morthland

The geropsychology rotation blends teaching and practice, informed by science. The rotation includes furthering the intern’s knowledge and practice of evidence-based treatments to a unique and ever-growing older population. This is done in concert with the supervisor so that the intern grows in independence in applying a variety of psychotherapies for this population. An important component to this rotation is also the use of testing and assessment for neurocognitive disorders, informing differential diagnoses, degrees of capacity, and the application of therapy. This rotation allows the intern to perform cognitive assessments and to experience how the results are then applied clinically to the individual. The intern will have the experience of following older adult clients from assessment to practice.

Health Behavior and Functional Restoration Pain Program

Supervisor: Dr. Audrey Austin

This rotation emphasizes assessment and intervention related to medical comorbidities, such as obesity, chronic pain, and other chronic illnesses. Interns on this rotation will work with the facility’s Health Behavior Coordinator to provide clinical care to veterans, as well as health education and coaching (e.g., Motivational Interviewing) to both staff and veterans. Assessment experience includes initial diagnostic assessment with all referred patients and comprehensive pre-surgical evaluation of patients preparing for bariatric surgery or organ transplantation.
Interns will have the opportunity to provide group intervention for persistent pain conditions and weight loss, to include facilitation of the VA weight management program, MOVE!

A primary focus of this rotation is training in evidence-based treatment for chronic pain. Interns will provide Cognitive Behavioral Therapy for Chronic Pain (CBT-CP) for individuals and groups, face-to-face or via telehealth technology when indicated. Interns will participate as part of the interdisciplinary Functional Restoration Pain Program treatment team, working collaboratively with the program’s Nurse Practitioner, RN Care Manager, Clinical Pharmacist, and other care providers (e.g., kinesiotherapist, occupational therapist, chiropractor, etc.). Additionally, interns will gain exposure to federal and facility policy related to the use and management of prescription opioids through participation in related committees and clinical consultation.

**OEF/OIF/OND Transition Center**
**Supervisor: Dr. Vincent (Tony) Intoccia**

The Transition Center is a post-deployment integrated care clinic serving recently returned veterans from Operation Enduring Freedom, Operation Iraqi Freedom, and Operation New Dawn. The Transition Center, based on the patient-centered medical home model, has been recognized as a “best practice” and has served as a model for VA facilities around the country working to develop coordinated, co-located care for newly returning veterans. Interns will be involved in the assessment, coordination of care, and treatment of veterans receiving care in this clinic. As such, interns will learn how to work collaboratively and efficiently within a multidisciplinary primary care setting. Interns will be afforded the opportunity to gain skill in effective consultation with medical team members, brief targeted assessment, and the provision of brief, evidenced-based psychotherapy for the treatment of anxiety and mood disorders.

Special emphasis will be placed on training and supervision of evidenced-based treatments, including Prolonged Exposure Therapy (PE), Acceptance and Commitment Therapy, and Cognitive Behavioral Therapy for depression, anxiety, and insomnia. This rotation places a specific focus on Prolonged Exposure for the treatment of combat and non-combat PTSD. Training mirrors the National Center for PTSD PE training for VA providers. This includes session-by-session review of the *Prolonged Exposure Therapy for PTSD* manual (Foa, Hembree, & Rothbaum, 2007), audio review of PE sessions, fidelity checklists for each session, and modeling as needed. Interns will also become adept at the common transition related challenges faced by veterans and their families through the deployment cycle. Interns may also have the opportunity to provide PE via telehealth modalities to the Selma Community Based Outpatient Clinic (CBOC) and via clinical video telehealth to veterans’ homes.

**Psychological Assessment**
**Supervisor: Dr. Adriana Yon**

The Psychological Assessment and Testing Center (PATC) provides services to adult and geriatric inpatients and outpatients with a variety of psychiatric, medical, and neurological
conditions. Questions regarding differential diagnosis of psychological disorders are typically posed to PATC staff. Other common reasons for referral include diagnostic issues related to traumatic brain injury, neurodegenerative disorders, stroke, infections, and neoplastic disease. Many patients also have comorbid conditions such as substance abuse, depression, anxiety, severe mental illness, PTSD, and attentional/learning disorders. Assessment training available to interns primarily focuses on general cognitive and personality assessments that inform treatment planning. Interns are involved in all aspects of the assessment process including medical record review, test selection, clinical interview, test administration, test interpretation, report writing, and provision of feedback. It should be noted that TVAMC does not provide formal neuropsychological training as delineated in the Houston Conference guidelines.

**Primary Care-Mental Health Integration (PCMHI)**
**Supervisor: Dr. Tony Cross / Dr. Julie Woosley**

The Primary Care-Mental Health Integration (PCMHI) program is designed on an open access system platform with the primary function of providing direct access to same-day mental health services. This program is built on a population-based foundation and utilizes a stepped care approach to assessment, treatment, and referral. Within this program patients are seen in a brief patient self-management model, emphasizing screening and assessment, solution-focused brief behavioral and cognitive behavioral interventions, and increasing exposure to steps of healthy lifestyle modification. Patients are most typically referred based on population-based screening for problematic alcohol use, depression, and post-traumatic stress disorder; however, patients may be referred and treated for a variety of behavioral health conditions as well (e.g., chronic pain, smoking cessation, medication adherence, and lifestyle modification).

**Research**
**Supervisor: Dr. Michelle Hilgeman**

Interns who choose the research rotation are given the opportunity to devote one day per week to research and scholarly activity. Individualized research goals will be developed in collaboration with Dr. Hilgeman and/or an identified Research Mentor, with whom the intern will meet regularly to discuss progress toward identified goals. Interns are expected to develop a research product such as an abstract submission, presentation or poster for a local, regional or national conference; a manuscript submission; a drafted grant application; or a case study report for publication. Interns will present their research to peers and faculty as part of the didactics schedule.

**Residential Rehabilitation Treatment Program (RRTP)**
**Primary Supervisors: Dr. Andrew Oakland / Dr. Elizabeth Outman / Dr. Caitlin Retterer**

The RRTP is a 140-bed residential rehabilitation unit with several programs: PTSD, Substance Use Disorders, and Domiciliary Care for Homeless Veterans. Veterans typically stay as residents for approximately two months and engage in a variety of treatments during their stay. Interns on this rotation will have a variety of clinical exposures with a very diverse veteran population.
Veterans come from many service eras, all branches of service, with varied psychosocial histories. The most common problems seen on the unit are substance use disorders, PTSD, homelessness, and mood and anxiety disorders.

An intern’s clinical time is typically split among seeing individual patients, leading therapy groups, and conducting psychodiagnostic assessments. Interns on the unit also serve as an integral part of the multidisciplinary treatment team. RRTP staff includes case managers (RNs, social workers, and addictions therapists), psychiatrists, clinical pharmacists, nursing staff (nurse managers, RNs, LPNs, NAs), nurse practitioners, and dieticians, among others. Each intern is able to individualize their training plan depending on experience and interests, but overall focus is placed on learning evidence-based psychotherapy, particularly for PTSD. Interns have the opportunity to learn Cognitive Processing Therapy (CPT) through individual cases and group treatment, as well as Prolonged Exposure (PE) via individual therapy. Other treatments available for training include Dialectical Behavior Therapy (DBT skills group), Skills Training in Affective and Interpersonal Regulation (STAIR group), Acceptance and Commitment Therapy (ACT), and Cognitive Behavioral Therapy for Depression (CBT-D).

**DIDACTICS**

Interns participate in weekly didactic seminars covering a broad array of topics important to clinical practice including assessment, evidence-based psychotherapy, diversity, behavioral health, ethics, consultation, program evaluation, supervision, and professional development. Didactic sessions are led by internship training faculty on a rotating basis and by guest presenters from other clinical areas.

Other avenues for learning include attendance at additional seminars, lectures, team meetings, and case conferences held at the facility, in the community (e.g., the annual Mental Health Summit), and via web-based offerings. Interns also have the opportunity to attend similar activities as they arise in the Psychology Department at the University of Alabama.

**ADDITIONAL TRAINING AND ENRICHMENT OPPORTUNITIES**

In addition to planned rotation and didactic experiences, interns have the opportunity to participate in additional activities to augment clinical training. Recent opportunities have including community outreach at local events, shadowing in the facility’s Neurology Clinic, development of group interventions (e.g., mindfulness workshop, LGBT+ support group, Genesis groups), and participation in the VA Innovators Network.

**Genesis Psychosocial Rehabilitation & Recovery Center**

The Genesis PRRC is a structured program designed to provide a continuum of care to assist veterans with serious mental illness to integrate into meaningful, self-determined roles in the community. Genesis staff welcomes interns interested in working with this population to provide therapy or psychoeducation groups and assist with other aspects of the center’s programming.
VA Innovators Network

In 2016, the Tuscaloosa VAMC joined the Innovator’s Network, a group of 33 medical centers that seek to create change from the frontlines up to the national level. As the needs of our veterans are constantly changing, the Innovator’s Network provides facilities with resources to anticipate and meet those needs. As a part of the Innovator’s Network, frontline staff at TVAMC have access to the Spark-Seed-Spread Investment Program, which provides financial resources needed for innovative projects to be successful. One recent project – “Serving All Who Served: Improving Access to Healthcare for LGBT Veterans” – was initiated by an intern and has been featured in a VA Innovation Ecosystem podcast (http://bit.ly/2t0T3G1). We encourage interns to share and implement ideas that will help provide innovative care to our Veterans.

Internship faculty strive to be creative and flexible to meet interns’ training needs and interests. Interns are strongly encouraged to communicate their personal and professional goals to training staff to facilitate involvement in the above activities or other adjunctive opportunities.

Requirements for Completion

All VA doctoral internships are full-time, 52-week experiences. To successfully complete the program each intern must complete a total of 2080 hours (including accrued leave). Interns and supervisors develop specific training targets for each rotation and these targets must be consistent with the program’s broader training goals, objectives, and expected competencies. Interns are provided with copies of all evaluation forms during orientation which include the expectations regarding clinical competencies that are expected as well as the minimal level of achievement to successfully complete the program.

Upon completion of the program all interns will demonstrate competence in the following domains:

- Research
- Ethical and Legal Standards
- Individual and Cultural Diversity
- Professional Values, Attitudes, and Behaviors
- Communication and Interpersonal Skills
- Assessment
- Intervention
- Supervision
- Consultation and Interprofessional/Interdisciplinary Skills

In addition to developing clinical competencies, maintaining good standing within the program also necessitates certain levels of professional behavior. Interns are expected to appear and conduct themselves as professionals. Veterans, families, staff, and fellow interns shall be treated with dignity and respect at all times. The APA ethical guidelines, HIPAA regulations, and VA Privacy policies will be strictly adhered to, especially in matters of confidentiality of information, non-exploitation of patients, and avoiding conflicts of interest. Additionally, interns are responsible for conforming to all other Medical Center and Office of Personnel Management regulations concerning conduct and behavior.
FACILITY AND TRAINING RESOURCES

RESOURCES AND BENEFITS

Many resources are available as part of the training program. We enjoy a highly committed and accomplished psychology faculty and multidisciplinary colleagues who are actively involved in our training programs, contributing to a rich environment for interprofessional training, consultation, and leadership. Trainees can expect to have private office space during their training tenure. Networked desktop computers, equipped with the latest version of MS Office Professional, are provided for patient care, word processing, and internet access for literature and other search services. Testing materials and reference resources are also provided for trainees’ use.

Financial Support. The current intern annual stipend is $26,166, to be paid in 26 bi-weekly installments. You must arrange to have pay deposited directly to your banking account. Checks are automatically deposited every other Friday.

Health Insurance. VA covers health care benefits for interns on a matching basis (i.e., trainees pay a portion of the premium for the insurance program and VA pays the other portion of the premium). Health insurance is also available to trainees’ spouses and dependent children. Details of health insurance plans available to you will be presented by the Human Resources service during orientation and you can select the plan that works best for you.

Work Hours. Like most other Medical Center employees, interns work a 40-hour week with a standard work day (tour of duty) from 8:00 AM to 4:30 PM, with 30 minutes for lunch, resulting in an 8-hour day. Please plan to arrive and be present at your duty station ready to begin work at 8:00 AM.

Leave. Interns accrue four hours of annual leave (vacation) and sick leave per pay period, in the same manner as other Medical Center employees, for a total of 13 days of annual leave and 13 days of available sick leave during the year. In addition, interns receive ten paid federal holidays. In limited cases, authorized absence (i.e., leave that does not count against annual leave or sick leave) may be granted for attendance at conferences, workshops, professional meetings, and the doctoral oral exam or dissertation defense at the discretion of the Training Director and the Chief of Psychology.

ADMINISTRATIVE POLICIES AND PROCEDURES

Self Disclosure. The Tuscaloosa VA Medical Center’s Psychology Training Program does not require interns to disclose personal information in the context of their training unless the supervisor feels that such personal information is needed in order to evaluate or obtain assistance for a trainee whose personal problems are preventing them from performing professional activities competently or whose problems are posing a threat to the trainee or others.

Due Process. All trainees are afforded the right to due process in matters of problematic behavior and grievances. A due process document is distributed to every intern during orientation and reviewed in detail. A copy of our due process policy is available upon request.

Privacy Policy. We do not collect personal information about you when you visit our website.
INTERNSHIP TRAINING STAFF

Audrey L. Austin, MPH, PhD
Internship Training Director
Health Behavior Coordinator
Staff Psychologist, Functional Restoration Pain Program
Doctoral Degree: University of Alabama, 2013
Clinical/Research Interests: public health, healthy aging, chronic pain, trauma

Tony H. Cross, PhD
Staff Psychologist, Primary Care-Mental Health Integration
Doctoral Degree: University of Alabama, 2009
Clinical/Research Interests: primary care psychology, behavioral medicine, chronic pain

Michelle M. Hilgeman, PhD
Research Psychologist, TVAMC Research & Development Service
Faculty Affiliate, Alabama Research Institute on Aging
Investigator, Tuscaloosa Research Education and Advancement Center
Doctoral Degree: University of Alabama, 2010
Clinical/Research Interests: clinical geropsychology, end-of-life decision-making, caregiver experiences, quality of life and quality care for individuals with memory related disorders

Vincent A. Intoccia, PsyD
Staff Psychologist, OEF/OIF/OND Transition Center
Local Evidence-Based Psychotherapy Coordinator
LGBT+ Care Coordinator
Doctoral Degree: Spalding University, 2007
Clinical/Research Interests: health psychology, primary care and pain psychology, program development/implementation/evaluation

David W. MacVicar, PhD
Psychology Service Chief
Staff Psychologist, OEF/OIF/OND Transition Center
Doctoral Degree: University of Montana, 2002
Clinical/Research Interests: evidence-based treatments for PTSD, integrated and co-located mental health treatment within primary care

Martin Morthland, PhD
Staff Psychologist, Geriatrics & Extended Care
Doctoral Degree: University of Alabama, 2010
Research/Clinical Interests: computer-assisted therapy, use of EBTs for older adults to improve mood and quality of life, end-of-life issues, capacities assessment of older adults

Andrew P. Oakland, PhD
Staff Psychologist, Residential Rehabilitation Treatment Program
Doctoral Degree: University of Nebraska, 2015
Clinical/Research Interests: substance abuse and PTSD treatment, cognitive processing therapy, motivational interviewing, cognitive-behavioral intervention

Elizabeth Outman, PhD  
Assistant Internship Training Director  
Staff Psychologist, Residential Rehabilitation Treatment Program  
Doctoral Degree: University of Georgia, 2003  
Clinical/Research Interests: evidence-based treatments for PTSD, motivational interviewing, integrated behavioral health interventions, medical education

Caitlin Retterer, PsyD  
Staff Psychologist, Residential Rehabilitation Treatment Program  
Doctoral Degree: Regent University, 2017  
Clinical/Research Interests: evidence-based treatments for PTSD, cognitive-behavioral treatments, Acceptance and Commitment Therapy, multicultural psychology

Julie Woosley, PhD  
Staff Psychologist, Primary Care-Mental Health Integration  
Doctoral Degree: University of Alabama, 2015  
Clinical/Research Interests: sleep disorders, depression, anxiety

Adriana Yon, PhD, ABPP  
Clinical Neuropsychologist  
Staff Psychologist, Psychological Assessment & Testing Center  
Doctoral Degree: University of Alabama, 2009  
Clinical/Research Interests: gero-neuropsychology, dementia treatment and research, performance validity testing

LOCAL INFORMATION

The Tuscaloosa VA Medical Center (TVAMC) is a teaching hospital affiliated with the University of Alabama (both at Tuscaloosa and Birmingham) and shares training programs in psychiatry, clinical pharmacy, and social work. The facility includes the main medical center complex situated on a beautiful campus of 125 acres with 25 major buildings, as well as a community-based outpatient healthcare clinic located in Selma, AL. The TVAMC is part of Veterans Integrated Service Network (VISN) 7 which also includes the Birmingham VA, Central AL Veterans Health Care System, Atlanta VA, Dublin VA, Charleston VA, and the Columbia VA. According to the 2018 VA All Employee Survey, the Tuscaloosa VA Medical Center ranks 18th out of 142 facilities across the nation as the Best Place to Work. We are a leader in our region for workplace culture, with outstanding ratings across more survey domains than any facility within our VISN.

TVAMC is located in a thriving riverside community of nearly 100,000 residents in west-central Alabama, about 60 miles southwest of Birmingham. The city of Tuscaloosa takes its name from the Choctaw Indian Chief "Tushka Lusa" (tushka meaning "warrior", lusa meaning "black"). The Black Warrior River, which runs through the town, also has strong ties to indigenous Native Americans. The city has emerged as one of America's most progressive communities and was
named the Most Livable City in America at the 2011 Conference of Mayors. Tuscaloosa has a strong sense of history, culture, community, and resiliency, demonstrated most powerfully by continued growth following recovery from the April 2011 tornado outbreak.

Summers are hot in Tuscaloosa, but the weather is mild for most of the year. Interns who enjoy the outdoors will find numerous opportunities for recreation, including biking, hiking, sports or simply lounging in a hammock in the many acres of green space maintained by the Tuscaloosa County parks and recreation service. The Black Warrior River, Lake Tuscaloosa, and other nearby lakes provide opportunities for paddle boarding, kayaking, and additional water-based activities. Those who prefer indoor pursuits will find a variety of restaurants, bars, local breweries, and cultural activities to keep them busy when not on duty. The city’s Riverfront and Downtown areas have expanded following a multi-million dollar reinvestment. The area is home to the 7,470 seat Tuscaloosa Amphitheater and a vibrant entertainment district.

Tuscaloosa is also home to the University of Alabama, which has a number of strong collegiate athletic programs – Roll Tide! – that have accumulated numerous National Championship titles. In addition to sports, the university sponsors a number of cultural events including live theater, dance, and musical performances. The campus also houses a number of museums and galleries including the Sarah Moody Art Gallery, the Paul “Bear” Bryant museum, and the Alabama Museum of Natural History. In downtown Tuscaloosa, the university hosts the Paul R. Jones Gallery of American Art, one of the largest collections of African American art in the world. There is a strong off-campus arts community as well, including the Bama Theater, Tuscaloosa Symphony Orchestra, Kentuck Arts Center, and several other galleries and performance venues.

We hope you are able to interview to learn more about TVAMC and Tuscaloosa. In the meantime, check out the “Living” and “Visiting” links at http://www.tuscaloosachamber.com/ for more information about the local area.