



## **Cherokee Health Systems Clinical and Health Psychology Postdoctoral Program**

Cherokee Health Systems (CHS) provides professional training that further develops and strengthens an early career psychologist's competence in providing a range of psychological services in a community setting. Cherokee's mission is to improve the quality of life of our patients through the integration of primary care, behavioral health, and substance abuse treatment and prevention programs. We have always been committed to a high standard of excellence in the service of low-income, uninsured, and underserved populations, and our unique structure and scope of services has allowed us to continue to fulfill this mission through training and professional development as well as service delivery

Psychologists play an important role at CHS, providing much of the leadership for treatment programs and consultative services. In fact, CHS is the largest employer of psychologists in east Tennessee and has a longstanding commitment to the training of psychologists at the practicum and pre-doctoral internship level. At Cherokee, psychologists are highly valued members of the multidisciplinary team of healthcare professionals that typically includes: primary care providers, psychiatrists, pharmacists, clinical social workers, nurses, and case managers.

As both a Federally Qualified Health Care Center and a Community Mental Health Center, CHS serves an increasingly broad geographic regions and diverse population with a variety of behavioral health needs, thus allowing us to offer a variety of rich clinical and professional training experiences. The postdoctoral positions include a unique combination of clinical placements, including provision of clinical assessments, consultations, and training, and direct clinical service with children, adults, and families in our integrated health care clinics. CHS' clinics are concentrated in rural east Tennessee with urban hubs in Knoxville, Chattanooga and Memphis. The CHS Postdoctoral Program has four tracks: Clinical Child and Adolescent Psychology, Developmental Psychology, School Therapy, and Integrated Health Psychology. Each track offers opportunities for rural and urban training.



### **Integrated Health Psychology Track**

The Integrated Health Psychology track offers Fellows the unique opportunity to train in the growing area of primary care psychology. Fellows serve as Behavioral Health Consultants (BHCs) within a primary care clinic in a rural or urban setting and are called upon by primary care providers to assess and treat patients presenting with behavioral concerns during a primary care visit. BHCs treat behavioral health concerns and expand their skill sets and scope of practice to a broad scope of health issues, including chronic disease management and wellness. BHCs work as a member of the primary care team and are involved in assessment, intervention, and consultation with patients. CHS has a strong record of integration of behavioral health into primary care. In 2007, CHS was presented with the *Best Practices in 21st Century Primary Care Award* from the Morehouse School of Medicine for effective integration of mental health and primary care. The CHS integrated care model enables providers to coordinate care in a cost effective and clinically effective manner. Behavioral health issues that would normally go undetected and untreated are successfully treated using this model of care, thus reducing the overall costs of care in the long term. Cherokee Health Systems has been highlighted as an exemplary model of integrated behavioral health care into primary care in a recent report for Healthcare Research and Quality (2011), as well in a review sponsored by the Milbank Memorial Fund (2012) and was recognized by the Collaborative Family Healthcare Association with the *2018 Outstanding Contributions to the Primary Care Behavioral Health Model Award*.

Rural Clinic Placements: Morristown, Blaine, Tazewell, Talbott, Alcoa and Maynardville

Urban Clinic Placements: Knoxville (Center City, Dameron Pediatrics, East Knox and 5<sup>th</sup> Ave)

### **Clinical Child and Adolescent Psychology Track**

Fellows in the Clinical Child and Adolescent Psychology track have the opportunity to gain a rich and varied breadth of training opportunities with pediatric populations. This track is well suited for Fellows with interests and learning goals in the areas of: Pediatric Primary Care Psychology, Outpatient Specialty Mental Health, School-Based Treatment, Autism and Developmental Disorders, as well as a combination of these experiences. Fellows are exposed to best practices in child behavioral health care and are offered the opportunity to gain training and clinical practice in evidenced-based interventions such as Trauma Focused Cognitive Behavioral Therapy (TF-CBT) and Parent Child Interaction Therapy (PCIT). In support of CHS' mission to increase access to quality services, Fellows work as members of a multi-disciplinary team to reduce barriers to early prevention and intervention services and to promote health and wellness. Given the safety net population served by CHS, trauma is unfortunately a prevalent concern and, as such, much of our clinical practice and training is informed and guided by trauma informed approaches.

Rural Clinic Placements: Newport, Talbott, Maynardville, Alcoa, Seymour

Urban Clinic Placements: Knoxville (Center City, Dameron Pediatrics)



### **Developmental Psychology Track**

In support of the CHS mission, Cherokee has a team of developmental psychologists and developmental psychology interns. The developmental psychology team is committed to high quality assessment, consultation, intervention and training for children, families, schools and community agencies working with children with developmental and learning disorders, including autism, specific genetic conditions, prenatal drug exposure, attachment disorders, and learning disabilities, with the primary focus being autism spectrum. CHS has provided developmental psychology services for over 30 years and is represented on Tennessee's Autism Summit Team.. The developmental psychology program has relationships with the University of Tennessee School Psychology Department, the University of Tennessee Speech and Language Department, the East Tennessee Children's Hospital, East Tennessee State University Pediatrics, Vanderbilt University, Maryville College, and local educational agencies.

Rural Clinic Placements: Talbott

Urban Clinic Placements: Knoxville (Center City, Dameron Pediatrics)

### **School Therapy Track**

Cherokee offers the unique opportunity for children and adolescents to receive specialty therapy services within the school setting in order to reduce barriers to accessing quality mental health treatment. Fellows in the School Therapy track provide individual, family, and group therapy to students in elementary, middle, and high schools across East Tennessee. Additionally, fellows frequently collaborate with school staff and provide consultation for, and/or training on a variety of mental health topics (e.g., classroom behavior management, trauma, suicide). Common presenting concerns in the school setting include anxiety, depression, stress and/or trauma, oppositional or defiant behaviors, ADHD, addiction, and poor social skills. Fellows work as members of the Cherokee multi-disciplinary team to link students and their families with additional services and resources, such as primary care, case management, and/or psychiatry, as clinically indicated.

School Placements: Anderson, Blount, Grainger, Hamblen, and Sevier counties



## **About Cherokee Health Systems**

**History:** From our humble beginnings as a community mental health center in 1960, Cherokee Health Systems (CHS) has grown to become a comprehensive health care organization serving nearly 73,000 East Tennesseans every year. In the 1980s the demand for quality health care in East Tennessee prompted Cherokee to expand beyond providing behavioral health services to offering primary care services. For nearly four decades, Cherokee Health Systems has been a national leader in the blending of primary care and behavioral health services and is known as a pioneer in the development of innovative healthcare solutions. Our scope of services has grown from exclusively providing behavioral health services to offering integrated medical and dental care as well. Today, CHS operates 46 clinical sites in 14 east Tennessee counties and employs over 700 professional, support, and administrative staff. We are the largest employer of psychologists in East Tennessee along with dozens of physicians, nurses, social workers, and public health specialists.

Cherokee's mission is to improve the quality of life of our patients through the integration of primary care, behavioral health, and substance abuse treatment and prevention programs. We are committed to a model of patient care that integrates medical and behavioral perspectives. We emphasize prevention and self-management concepts, partnering with our patients in a treatment approach that builds resiliency and encourages personal responsibility for one's health. We strive to improve the well-being of our patients by becoming their partner in healthcare. We are committed to evaluating the services provided and constantly strive to adopt or develop the best practice guidelines and treatment protocols that will best serve our patients, regardless of their ability to pay.

**Location & Culture:** East Tennessee is defined by the eastern third of the state, consisting of approximately 33 counties. The region is both geographically and culturally part of Appalachia and home to the Great Smoky Mountains National Park. In 2019, CHS provided over 400,000 services to over 72,000 people. Knoxville sits along the Tennessee River and the cost of living is below the national average. The city has a rich arts community and is home to the main campus for University of Tennessee. The Knoxville area also has a growing community of refugees, many of whom seek services at our clinics. Patients vary widely in terms of education level and socioeconomic status, but tend to share common cultural values that are evident in both patient care and community interaction. A strong sense of community, southern hospitality, the importance of faith, and a family-centric focus characterize this region.

**Training:** Training is integral to CHS' mission as a community healthcare organization. Commitments in support of CHS mission include access for all who need our quality health services, utilization of an integrated comprehensive approach to health delivery, evaluation of community health needs and development of appropriate programs, demonstration of kindness, compassion and help at all times, promotion, education, and definition of personal health responsibility, pursuit of organizational harmony and excellence, continually increasing expertise



and pursuit of state-of-the-art innovative methods and programs, and provision of an environment that is conducive to personal and professional accomplishment and growth.

The inclusion of professional education reflects the emphasis on training and professional development of students and staff. CHS has a strong history in the training and education of health care providers, including psychology, psychiatry, social work, nursing, and family medicine. CHS houses an APPIC member and APA accredited Psychology Internship program, which has operated successfully for ten years. CHS has had a longstanding commitment to training of pre-doctoral psychologists, with over a thirty-year history of training doctoral level psychology graduate students. CHS is an Area Health Education Center (AHEC) in collaboration with Meharry College of Medicine in Nashville. CHS is the largest clinical practicum site for doctoral graduate clinical psychology students from the University of Tennessee. The Tennessee School Psychology Internship Consortium is a member in good standing of Association of Psychology Postdoctoral & Internship Centers (APPIC) and is also accredited by the American Psychological Association.

In addition to a formal training relationship with the University of Tennessee Department of Psychology, CHS has served as the outpatient psychiatry placement site for the Family Practice Residency for the University of Tennessee Medical Center and has served as a primary training site for the Behavioral Medicine Fellow for the University of Tennessee Department of Family Medicine. CHS also has had longstanding training relationships with University of Tennessee Department of Social Work, University of Tennessee and East Tennessee State University Nursing programs (for registered nurses and nurse practitioners). In the last few years, CHS has also developed a training relationship with the University of Tennessee Department of Nutrition to provide training for graduate Nutrition Counseling students in a primary care setting.

### **Postdoctoral Program Overview**

Our Postdoctoral program is designed to build on academic and internship training to further consolidate and solidify clinical skills, and to provide advanced training to expand the scope of practice. The program length is 12 months.

### **Goals and Objectives**

The goals and objectives of the Child and Adolescent, Developmental, School Psychology and Integrated Health Psychology Tracks are parallel but specialized within each track.

### **Integrated Health Psychology Track**

***Goals: Build and refine advanced skills and knowledge in:***

- Advanced assessment, consultation, and intervention skills to address a continuum of primary care presentations including: at-risk intervention and wellness promotion, behavioral health, and chronic disease management.
- Ability to provide integrated service delivery, including professional consultation, interface in a multidisciplinary setting, and knowledge and skills in primary care

psychology

- Treatment in a diverse outpatient clinic as a member of a multidisciplinary team
- Treatment of diverse developmental (children, adults and families) and ethnic (rural Appalachian, African-American, Latino, urban, and refugee) populations

***Objectives:***

- Advanced skills and knowledge in assessment, diagnostic clarification, and consultation on issues commonly presenting in primary care, including providing feedback to primary care team members in practical and understandable language
- Through knowledge of best-practice and evidence based guidelines for primary care psychology
- Advanced treatment expertise with a primary care population (children, adults, and families), including specific skills in intervention with psychological co-morbidities and the behavioral management of chronic disease

**Clinical Child and Adolescent Psychology Track**

***Goals: Build and refine advanced skills and knowledge in:***

- Training in the impact of trauma on development in children and evidence-based treatment to target trauma-impacted youth and families
- Treatment in a diverse outpatient clinic with opportunities to work with specialists in multiple disciplines (e.g., psychiatrists, social workers, nurses, case managers, family physicians, nurse practitioners, pharmacists). Diverse developmental (early childhood, middle childhood, adolescents, and families) and ethnic (rural Appalachian, African-American, Latino, urban, refugee) populations

***Objectives:***

- Advanced skills and knowledge in assessment, case formulation and consultation on complex cases of children. Thorough knowledge of best practice guidelines for children and youth
- Thorough knowledge of best practice guidelines for children and youth.
- Advanced treatment expertise with children, youth, and families, including specific skills in interventions with complex cases involving multiple systems, diverse social stressors (including trauma), and psychological co-morbidities with families who are traditionally under-served.

**Developmental Psychology Track**

***Goals: Build and refine advanced skills and knowledge in:***

- Advanced assessment and consultation on issues related to the child development, autism spectrum disorder and other developmental disorders
- Consultation and support to promote the integration of medical, clinical, developmental, and educational services for children with developmental challenges
- Education and training to providers and other child-serving agencies that work with the developmental disabilities to disseminate and enhance best practices for children and

youth

- Assist medical care providers in screening for developmental, behavioral, and social-emotional problems during well child checkups, including the use of the M-CHAT for autism screening
- Provide consultation to the health care team on issues related to child development and behavior management
- Provide consultation to the families of "typically developing" children to minimize risk for developmental, behavioral, or mental health problems
- Assist school systems in the identification of children with special needs; assist in the development of school based programs for children with special needs
- Review and edit written materials used for anticipatory guidance
- Administrative activities to include program development, coordinating case consultations and serving as a liaison to other developmental service providers and educational agencies
- Provision of services in a diverse outpatient clinic with opportunities to work with specialists in multiple disciplines (e.g., psychiatrists, social workers, nurses, case managers, family physicians, nurse practitioners, pharmacists)
- Provision of services to diverse developmental (early childhood, middle childhood, adolescents, and families) and ethnic (rural Appalachian, African-American, Latino, urban, refugee) populations

***Objectives:***

- Advanced skills and knowledge in assessment, case formulation and consultation on complex cases of children with autism spectrum disorder and other developmental challenges, including making recommendations to parents, developmental therapists (e.g. language pathologists), and educational agencies, in practical and understandable language
- Thorough knowledge of best practice guidelines and evidence-based practices in developmental psychology
- Abilities to provide education and training of providers working with families touched by Autism Spectrum Disorder and other developmental challenges
- Advanced treatment expertise with children, youth, and families, including specific skills in interventions with complex cases that may include developmental challenges, health problems, social stressors, and systems coordination issues

**School Therapy Track**

***Goals: Build and refine advanced skills and knowledge in:***

- Treatment in the school setting with opportunities to work with specialists across multiple disciplines in schools and in traditional mental health outpatient clinics (e.g., teachers, school counselors, psychiatrists, social workers, nurses, case managers, family physicians, nurse practitioners, pharmacists)
- Training on the impact of trauma on development in children and evidence-based treatment to target trauma-impacted youth and families

- Diverse developmental (early childhood, middle childhood, adolescents, and families) and ethnic (rural Appalachian, African-American, Latino, urban, refugee) populations
- Consultation and collaboration with school staff to effectively provide evidence-based practice to treat mental health problems in the school setting
- Education and training to schools and other child-serving agencies to disseminate and enhance best-practice treatment for children and youth

***Objectives:***

- Advanced skills and knowledge in assessment, case formulation, and consultation on complex cases of children and adolescents
- Thorough knowledge of best practice guidelines for children and adolescents
- Advanced treatment expertise with children, adolescents, and families, including specific skills in interventions with complex cases involving multiple systems, diverse social stressors (including trauma), and psychological co-morbidities with families who are traditionally under-served

**Training Model**

The Postdoctoral program subscribes to a developmental model that will progressively and systematically strengthen skills, provide more focused training designed to enhance practice, and prepare the Fellow for independent practice. Identified skills are solidified while new experiences expand knowledge and skill sets. Training is individualized and adapted to the trainee's level of functioning as new professional challenges are encountered.

**Structure**

All Postdoctoral Fellows participate in one year of structured clinical and learning activities, which are outlined below. The structure allows for some flexibility to increase the breadth, depth, and diversity of experience. At the beginning of the program and throughout the year, each Fellow will collaboratively develop and refine a training schedule that is tailored to his or her unique clinical interests within the core framework of the program.

**Placements and Schedule**

**Integrated Health Psychology Track**

The Integrated Health Psychology placement offers Fellows the unique opportunity to train in the growing area of primary care psychology at several local clinics. Interns serve as Behavioral Health Consultants within a primary care setting (Family Practice, Pediatrics and Internal Medicine) and are called upon by primary care providers to assess and treat patients presenting with behavioral concerns during a primary care visit. They then provide feedback to the medical provider regarding clinical impression and treatment, and coordinate follow-up appointments with the patient as necessary. As members of an interdisciplinary primary care team, Fellows





learn to apply psychological theory and techniques to address behavioral aspects of health and illness. Training also emphasizes understanding ethical issues that arise in a primary care setting and understanding the role of a psychologist on a primary care team. In this placement, Fellows will provide a range of health psychology services to patients and medical providers, including:

- On-site and timely assessment
- Assessing readiness to change and utilizing motivational interviewing techniques
- Psycho-education and behavioral lifestyle change
- Management of behavioral factors in illness and health
- Implementation of evidence-based practice to address mental health concerns (primarily cognitive-behavioral, ACT, mindfulness, and solution-focused therapy)
- Consultation and collaboration with primary care providers

*Supervisors for the Integrated Health Psychology track include:*

*David Bull, PsyD*

*Jean Cobb, PhD*

*Sarah Hawkins, PhD*

*Brittany McCafferty, PhD*

*Sara Propst, PhD*

*Eboni Winford, PhD*

*Hilary Parker, PsyD*

*Kevin Myers, PsyD*

*Sample Integrated Health Psychology Fellow Schedule:*

	<b>Mon</b>	<b>Tues</b>	<b>Wed</b>	<b>Thurs</b>	<b>Fri</b>	
	Integrated Primary Care (East Knox Clinic)	Integrated Primary Care (Center City)	Integrated Primary Care (East Knox Clinic)	Integrated Primary Care (Center City)	Integrated Primary Care (East Knox Clinic)	
8a	Behavioral Health Consults & Follow ups	Behavioral Health Consults & Follow ups	Behavioral Health Consults & Follow ups	Individual Supervision	Behavioral Health Consults & Follow ups	
9a				Behavioral Health Consults & Follow ups		
10a						Behavioral Health Consults & Follow ups
11a						
12p	Lunch	Lunch	Lunch	Lunch	Lunch	
1p	Individual Supervision	Behavioral Health Consults & Follow ups	Behavioral Health Consults & Follow ups	Behavioral Health Consults & Follow ups	Behavioral Health Consults & Follow ups	
2p	Behavioral Health Consults & Follow ups					
3p						
4p		Professional Development Seminar				

### Clinical Child and Adolescent Psychology Track

Child and Adolescent Postdoctoral Fellows work in some combination of CHS's rural and/or urban clinics. This placement provides opportunities for both short and long-term individual, family and group psychotherapy. The Fellow will carry an independent, full-case load of child and adolescent patients over the course of the year. During a full day, most clinicians are scheduled to see 1-2 new patients for intake assessment and 5-7 on-going therapy cases, Trainees will have the opportunity to work with a wide-range of behavioral health issues, including those with high co-morbidities. Postdoctoral Fellows will refine their skills in clinical interviewing diagnostic clarification, treatment planning, intervention, documentation and coordination of care with on-site psychiatry and case management, when appropriate. Fellows will provide the following psychological services:

- Clinical assessment
- Implementation of evidence-based practice to address behavioral health concerns (e.g., PCIT, TF-CBT, ARC, DBT and CPP).
- Consultation and collaboration with a multidisciplinary healthcare team

*Supervisors for the Clinical Child and Adolescent track include:*

*Brooke Browning, PhD*

*Sara Propst, PhD*

*Anna Taubenheim, PsyD*

*Sample Clinical Child and Adolescent Psychology Fellow Schedule:*

	<b>Mon</b> <i>(Newport Clinic)</i>	<b>Tues</b> <i>(Newport Clinic)</i>	<b>Wed</b> <i>(Newport Clinic)</i>	<b>Thurs</b> <i>(Talbot Clinic)</i>	<b>Fri</b> <i>(Talbot Clinic)</i>
8a	Therapy Intake	Therapy Patients	Therapy Intake	Therapy Intake	Therapy Patients
9a	Therapy Patients		Therapy Patients	Therapy Patients	
10a					
11a		Therapy Intake	Individual Supervision		Individual Supervision
12p	Lunch	Lunch	Lunch	Lunch	Lunch
1p	Therapy Intake	Therapy Patients	Therapy Patients	Therapy Patients	Therapy Intake
2p	Therapy Patients				Therapy Patients

### Developmental Psychology Track

Developmental Postdoctoral Fellows work in some combination of three of the CHS integrated health care clinics: Center City (Knoxville), Dameron Peds (Knoxville), and Talbott. Fellows will provide the following psychological services:

- Comprehensive record review
- On-site developmental assessments for infants, toddlers, preschoolers, and school age children with developmental challenges
- Developmental Psychology evaluation reports identifying strengths, challenges, and recommended interventions
- Consultation in multi-disciplinary meetings involving families, developmental therapists, and educators
- Consultation and collaboration with the developmental team, including participation in Autism Treatment Team Meetings
- Education and training to local child healthcare providers, parents and educators

*Supervisors for the Developmental track include:*

*William Allen, PhD*

*Brooke Browning, PhD*

*Sample Developmental Psychology Fellow Schedule:*

	<b>Mon</b> <i>(Talbott Clinic)</i>	<b>Tues</b> <i>(Dameron/CC Clinic)</i>	<b>Wed</b> <i>(Dameron Clinic)</i>	<b>Thurs</b> <i>(Talbott Clinic)</i>	<b>Fri</b> <i>(Talbott Clinic)</i>
8a	Individual Supervision	Assessments	Individual Supervision	Assessment Intake	Assessments
9a	Therapy Patients		Therapy Patients	Therapy Patients	
10a					
11a		Assessment Intake			Autism Treatment Team
12p	Lunch	Lunch	Lunch	Lunch	Lunch
1p	Assessment Intake	Therapy Patients	Assessments	Assessments	Assessment Intake
2p	Assessments				Therapy Patients
3p					
4p					

### **School Therapy Track**

School Therapy Postdoctoral Fellows work in some combination of schools (elementary, middle, high) within Anderson, Blount, Grainger, Hamblen, or Sevier Counties. This placement provides opportunities for both short- and long-term individual, family, and group psychotherapy. Fellows carry an independent, full-case load of child and adolescent patients over the course of the year. During a full day, most clinicians are scheduled to see 1-2 new patients for intake assessment(s) and 5-7 on-going therapy cases. Fellows will have the opportunity to work with a wide-range of behavioral health issues, including those with high co-morbidities. Postdoctoral Fellows will refine their skills in clinical interviewing, diagnostic clarification, treatment planning, intervention, documentation, and coordination of care with school staff and with other providers within the outpatient clinics (e.g., psychiatry, case management, primary care), when clinically indicated. Fellows can expect opportunities to provide the following psychological services:

- Clinical assessment
- Implementation of evidence-based practice to address behavioral health concerns (e.g., CBT, CBITS, TF-CBT, ARC, and DBT).
- Consultation and collaboration with school counselors, teachers, and other school staff
- Consultation and collaboration with a multidisciplinary healthcare team
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*Supervisors for the School Therapy track include:*

*Anna Taubenheim, PsyD*

*Sample School Therapy Fellow Schedule:*

	<b>Monday</b> <i>(Anderson County High)</i>	<b>Tuesday</b> <i>(Lake City Middle)</i>	<b>Wednesday</b> <i>(Anderson County High)</i>	<b>Thursday</b> <i>(Lake City Elementary)</i>	<b>Friday</b> <i>(Anderson County High)</i>
8a	Intake	Therapy Patients	Intake	Intake	Parent/Family Therapy Session
9a	Therapy Patients		Therapy Patients (Group)	Therapy Patients	Therapy Patients
10a					
11a		Intake	Individual Supervision		Individual Supervision
12p	Lunch	Lunch	Lunch	Lunch	Lunch
1p	Intake	Therapy Patients	Therapy Patients	Therapy Patients	Intake

2p	Therapy Patients	Intake		(Group)	Therapy Patients
3p	Teacher/School Counselor Consultation	Parent/Family Therapy Session	Teacher/School Counselor Consultation	Parent/Family Therapy Session	Teacher/School Counselor Consultation
4p	Return to home office to wrap up	Professional Development Seminar	School Therapy Conference Call	Return to home office to wrap up	Return to home office to wrap up

### Learning Activities

**Clinical Supervision.** Each Postdoctoral Fellow receives a minimum of two hours of formal individual supervision a week by a licensed doctoral level psychologist with expertise in the specialty track domain. All clinical supervisors are readily available and have an “open door” policy allowing for additional informal supervision as needed.

**Learning Activities.** Each Postdoctoral Fellow engages in a minimum of two hours of learning activities, including but not limited to:

- Weekly one-hour Professional Development seminar led by a licensed doctoral level psychologist
- Weekly one-hour treatment team meeting in which behavioral providers discuss clinical issues
- Continuing Education seminars sponsored by CHS, an approved provider of APA Continuing Education credits, including a required Ethics seminar, Integrated Behavioral Primary Care two-day Training Academy, Integrated Behavioral Addiction Medicine two-day Training Academy and a Pediatric Behavioral Health Consultant two-day Training Academy
- Supervised teaching activities, including presentation of a didactic seminar for the APA accredited psychology internship program at CHS, clinical supervision of interns and psychology practicum students, and dissemination and implementation of best practices in specialty area
- Participation in health related public advocacy events in the community

### Evaluation

Evaluations are scheduled every 4 months. The Postdoctoral Fellow is provided with written and oral feedback regarding their progress and professional development. The Fellow in turn provides formal feedback to clinical supervisors and leadership on a trimester basis. The Postdoctoral Fellow also completes a self-assessment during these evaluation periods to assess and monitor progression on their training goals.



### **Preparation for Licensure**

Licensure requirements in the state of Tennessee include 1900 hours of supervised experience and 1 hour of weekly individual supervision. The requirements for this program exceed the state licensure requirements.

### **Benefits**

***Stipend:*** \$42,000 paid in 26 biweekly payments

***Insurance and Retirement Plan Benefits:*** Cherokee Health Systems offers a comprehensive benefits plan for psychology Postdoctoral Fellows, which is the same plan available to all full-time employees, including health insurance, dental insurance, optional life and disability insurance, and a retirement plan. Please refer to the CHS Benefits Summary for more detailed information.

***Vacation and Leave:*** All Cherokee employees enjoy a total of eight paid holidays per year. Additionally, Fellows are allocated 20 days of paid time off (PTO) to use for vacation, studying for the EPPP, sickness, medical or dental appointments, and other personal business. Postdoctoral Fellows are also allowed up to 5 additional days leave per year for professional development and continuing education.

***Professional Liability:*** Postdoctoral Fellows are covered for their training activities under Cherokee's professional liability insurance (\$1,000,000.00 per claim and \$3,000,000.00 aggregate).

***APPIC Membership:*** The Cherokee Health Systems Psychology Postdoctoral program is an approved member of APPIC.



### **Application Procedure**

**Qualifications:** Applicants must demonstrate completion of all professional doctoral degree requirements from an APA-accredited program (Ph.D. or Psy.D.) and an APA-approved pre-doctoral internship.

**General Application and Selection Procedures:** The Cherokee Health Systems Psychology Postdoctoral Program complies with APPIC application procedures. CHS is an equal opportunity employer and adheres to APPIC's nondiscrimination policies.

Submit applications electronically to Sandra Greear at [sandra.greear@cherokeehealth.com](mailto:sandra.greear@cherokeehealth.com). Completed applications include a cover letter, curriculum vitae, and three letters of recommendation sent directly from the reference. Please specify the track for which you are applying and preference for rural or urban clinic placement in your cover letter and the subject line of your email. The APPIC application deadline is the **third Monday in January**. However, applications will be reviewed year-round. Selected applicants will be invited for an interview. On-site interviews are not required. On-site interviews will be scheduled during the **first two weeks in February**. Applicants will have the opportunity to visit CHS and meet faculty and current postdoctoral Fellows. In accordance with APPIC selection guidelines, CHS will make offers for Fellowship on the APPIC Uniform Notification Date (UND) via phone and e-mail.



**Contact Information:** For any additional information that may be required to assist you in the application process contact:

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### Postdoctoral Training Faculty

**William Allen, Ph.D.** (University of Tennessee, 1988). Psychologist, Director of Developmental Services, Lead Psychologist for the Tennessee Internship Consortium. Interests: Autism Spectrum Disorder and other developmental disabilities.

**Jessica Allin, Ph.D.** (University of Tennessee, 2005). Psychologist. Interests: Autism Spectrum Disorders and other developmental disabilities, psychoeducational assessment.

**Michelle Black, Ph.D.** (University of Tennessee, 2014). Developmental Psychologist, Pediatric Behavioral Health Consultant. Interests: Autism Spectrum Disorder and other developmental disabilities, pediatric primary care psychology.

**Brooke Browning, Ph.D.** (University of Kentucky, 2013). Psychologist/Behavioral Health Consultant. Interests: Autism spectrum disorders and pediatric psychology.

**David Bull, Psy.D.** (Xavier University, 2012). Psychologist, Behavioral Health Consultant. Interests: primary care psychology, rural health, health behavior change.

**Jean Cobb, Ph.D.** (Georgia State University, 2011). Psychologist, Behavioral Health Consultant. Interests: primary care psychology, pediatric psychology and women's health.

**Allison East, Ph.D.** (University of Southern Mississippi, 2004). Psychologist, Behavioral Health Consultant. Interests: pediatrics, primary care psychology.

**Sarah Hawkins, Ph.D.** (East Tennessee State University, 2016) Psychologist and Behavioral Health Consultant. Interests: primary care psychology, social determinants of health, patient-provider communication.

**Parinda Khatri, Ph.D.** (University of North Carolina at Chapel Hill, 1996). Psychologist, Chief Clinical Officer, Behavioral Health Consultant. Interests: primary care psychology, training, behavioral medicine.

**Brittany McCafferty, Ph.D.** (University of Toledo, 2014) Psychologist and Behavioral Health Consultant. Interests: primary care psychology, treatment of severe and persistent mental illness, women's health.

**Carter Miller, Ph.D.** (Texas A&M University, 1993) Psychologist and Behavioral Health Consultant, Vice President of Psychosocial Rehabilitation Services. Interests: chronic illnesses, paraprofessional training and development, community psychology.

**Kevin Myers, Psy.D.** (Indiana State University, 2017) Psychologist and Behavioral Health Consultant. Interests: rural health and primary care psychology.



**Sara Propst, Ph.D.** (University of North Carolina at Greensboro, 2011). Psychologist, Behavioral Health Consultant. Director of Training and Behavioral Health Education. Interests: integrated care, children and families, health behavior change.

**Anna Taubenheim, Psy.D.** (Marshall University, 2014) Psychologist and Behavioral Health Consultant. Interests: pediatric psychology, trauma in primary care, school therapy.

**Eboni Winford, Ph.D.** (University of North Carolina at Charlotte, 2013). Psychologist, Behavioral Health Consultant. Interests: primary care behavioral health/integrated care, refugee health, religion/spirituality, and meaning-making with chronic illness.