



# Psychology Postdoctoral Fellowship

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[Prairie-Care.com](http://Prairie-Care.com)



# About PrairieCare

*PrairieCare is a psychiatric healthcare system that offers mental health services to youth, adolescents, and adults at nine locations throughout Minnesota. PrairieCare has become one of the state's largest providers of mental health services and provides a full continuum of care for patients and their families/caregivers. Treatment locations available through PrairieCare include outpatient clinic, intensive outpatient, partial hospitalization, inpatient hospitalization, and residential care. The inpatient hospitalization and residential care are exclusive to children and adolescents, while the outpatient clinic, intensive outpatient, and partial hospitalization settings are available to youth and adults.*

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## Philosophy and Goals

*As an organization, PrairieCare is guided by core values of integrity, compassion, and determination to provide each individual patient the psychiatric care they truly need and to transform psychiatric healthcare. These values, mission, and vision form the base for the psychology postdoctoral fellowship program and the work that is accomplished throughout the PrairieCare system. This program aims to prepare psychologists to begin their independent practice in psychological testing and assessment in their preferred level of care. As a part of this program, trainees can expect to receive evidence-based training in testing and assessment and clinical work with a highly diverse patient population across various levels of care. Training will also include opportunities for understanding current practices in psychology and areas in which the field can continue to grow to serve the needs of our patients and communities.*

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## Competencies and Objectives

### ***Ethical and Legal Standards***

Postdoctoral fellows will develop and display knowledge of and compliance with psychologists' ethical guidelines and code of conduct, as well as Minnesota legal standards for the practice of psychology. They will work to understand and follow legislation and PrairieCare policies regarding mandated reporting, as well as competence in seeking consultation related to ethical and legal issues as needed.

### ***Diversity and Inclusion***

Postdoctoral fellows at PrairieCare will develop knowledge, insight, and skills to support the Diversity and Inclusion statements that guide the work at PrairieCare.

***Our Diversity Statement:*** At PrairieCare diversity is the sum of our visible and invisible identities including: race, ethnicity, socioeconomic status, class, sexuality, gender, gender identity, age, religion, and ability. Every person has a valuable perspective, shaped by individual life experiences, all of which makes us similar to and unique from one another.

***Our Inclusion Statement:*** We welcome and value the diversity of our patient, families, co-workers, and communities. We intentionally engage and leverage these differences in ways that increase contributions and opportunities for all people. Safety, humility, and integrity will guide us as we live our mission, vision, and values.

### ***Testing and Assessment***

Postdoctoral fellows will develop competence in provision of psychological and developmental testing services from intake to the testing feedback session with a variety of presenting problems and across a variety of levels of care. The specific objectives focus on accuracy, efficiency, clarity, and completeness, while meeting individual patient and multi-disciplinary treatment team needs.

### ***Communication and Interpersonal Skills***

Postdoctoral fellows will demonstrate professional, clear, compassionate, and respectful verbal and written communication with colleagues, multi-disciplinary treatment teams, patients, and families. The training will also focus on developing strong interpersonal skills to support effective working relationships, problem solving, and conflict management.

### ***Consultation***

Postdoctoral fellows will develop skills in formal and informal consultation and collaboration with a variety of providers across levels of care. This will include formal and informal case presentations and consultation with multi-disciplinary treatment teams within and across patients' levels of care, as needed. Fellows will also learn how and when to engage in consultation with administrative personnel and the legal support team.

### ***Professionalism***

PrairieCare postdoctoral fellows will receive direct and indirect support in developing a professional identity as psychologists with specialized expertise in psychological assessment and testing. At PrairieCare we emphasize a positive attitude, respectful communication, professional attire, workstation organization and care, cooperation with coworkers and patients, taking initiative, encouraging and showing accountability, and a positive approach to teamwork.

### ***Differentiating Levels of Care***

A unique perspective offered at PrairieCare is the understanding of and ability to differentiate between necessary levels of mental healthcare depending on the needs of the patient. Postdoctoral fellows will have the ability to work within and/or have exposure to our full continuum of care including outpatient, intensive outpatient, partial hospitalization, inpatient hospitalization, and residential care. Among our levels of care, there is an opportunity to work with youth as well as adults depending on the service.

### ***Intervention (optional)***

PrairieCare clinicians work with a variety of presenting concerns and patient demographics, offering the ability for postdoctoral fellows to personalize their psychotherapy training to several areas of interest. Depending upon their interest and availability, postdoctoral fellows may have the option to work with their supervisor to establish an outpatient clinic caseload of up to eight psychotherapy patients per week. Exposure to an integrative multi-disciplinary care approach to mental health treatment may also be possible through PrairieCare's Center for Integrative Mental Health.

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## **Training Program Details**

The postdoctoral fellowship at PrairieCare is focused on the training and development of psychological assessment and testing skills across a continuum of care. The curriculum and training are focused on skill development across the assessment process for a wide variety of conditions, such as neurodevelopmental disorders, mood disorders, and cognitive concerns. Training includes each step of the assessment process, observations of the supervisor and trainees, opportunities for case consultation and collaboration with other staff, ongoing supervision and report review, and supplemental education to support the learning process. This program has an individualized approach based on the trainee's needs and level of expertise. As the training year progresses, we encourage adapting the training focus based on specific areas of assessment and the interest in a level of care. The 2023/2024 training year begins August 28, 2023.

### *Training Program Details, continued*

Postdoctoral fellows can expect to engage in testing and assessment across PrairieCare's sites in the Twin Cities metro area, including:

- **Brooklyn Park:** Inpatient, Partial Hospitalization, Intensive Outpatient, and Clinic levels of care
- **Chaska:** Partial Hospitalization and Clinic levels of care, including the Center for Integrative Mental Health
- **Edina:** Partial Hospitalization, Intensive Outpatient, and Clinic levels of care, including the Center for Neurotherapeutics
- **Maple Grove:** Residential level of care
- **Maplewood:** Partial Hospitalization and Clinic levels of care
- **Woodbury:** Intensive Outpatient and Clinic levels of care.

The primary office for the postdoctoral fellows is in the 212 Medical Building in Chaska, MN with supervision by licensed psychologist, Amy Swingle, PsyD, LP. The program is seeking APPIC accreditation and meets the postdoctoral training licensure requirements for the state of Minnesota.

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## Training Activities

Fellows work directly with their supervisor for purposes of training in the testing process adjusted per level of care, including determination of testing goals, development of individualized testing batteries, administration of tests, scoring and interpretation of tests, report writing, and provision of feedback for assigned patients. Autonomy in this process will be increased as fellows display competency, though supervision will remain present at a developmentally appropriate level throughout the training year.

*The specific responsibilities and training activities for postdoctoral fellows at PrairieCare include:*

- Engaging in diagnostic assessments, as relevant to the level of care, and/or engaging with other staff and record review to determine the referral question for each patient and determine an appropriate testing plan.
- Administering psychological tests in standardized fashion.
- Translating psychological testing results through assessment report writing and other means of communication, as indicated.
  - Providing timely documentation summarizing, interpreting and contextualizing testing findings and communicate/collaborate about resulting findings to appropriate others.
  - Documentation will be tailored to level of care to best meet the need and serve purpose of pragmatic, efficient and effective interpretation and integration of results in terms that are understandable to the general public.
  - Results that are translated as appropriate via documentation or other appropriate means to patient (as appropriate), family/responsible caregivers, referring provider/treatment team, and collaborating providers/caregivers.
- Coordinating care with patient, family members/guardians, providers/school staff, and treatment teams, both internally and externally, as applicable and in alignment with policy and procedures.
- Providing services under supervision of a licensed psychologist. Supervision consists of two hours of weekly individual supervision. The postdoctoral fellow will maintain responsibility for tracking and seeking signoff for attendance to supervision.

### *Training Activities, continued*

- Attending required training seminars, staff/team meetings, and/or rounds as applicable. Engaging as an active participant within organizational or level of care initiative, as applicable.
- Maintaining clinical records and confidentiality of client medical records according to PrairieCare policies, level of care requirements, and HIPAA rules.
- Preparing and submitting accurate and timely billing records per policy and level of care requirements.
- As applicable, contributing to interdisciplinary teams the perspectives of their unique training and clinical lens.

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## Supervision and Evaluation

At the beginning of the postdoctoral training year, fellows will work with their primary supervisor, Amy Swingle, PsyD, LP, to assess previous academic and clinical experiences, clinical and professional interests, and unique skills sets as applied to the assessment and testing process. Using this assessment, each trainee will work with their supervisor to establish individual goals and related objectives for their training experience and development. Training goals and objectives will be used to guide the individualized portions of the training year where appropriate and possible within the PrairieCare system. Evaluation of progress toward overall program competencies and individual goals and objectives will occur halfway through and at the end of the training year. Less formal evaluations will occur at approximately three months and nine months into the training year.

Trainees will each participate weekly in two hours of individual supervision with their primary supervisor or another licensed psychologist at PrairieCare, in compliance with the licensure requirements in the state of Minnesota and APPIC postdoctoral program requirements. Trainees will also attend monthly case consultation meetings at the Chaska office, one-to-two-hour didactic trainings at least every two to four weeks, and additional consultation and training meetings as needed or desired throughout the training year. Formal didactics will be live in-person or tele-video trainings with a range of topics related to areas of competency (i.e., diversity and equity, ethics, specific testing measures, report writing, etc.). Additional training is available to postdoctoral fellows as needed and as they desire to participate through an online training platform and via the PrairieCare Education Series, which offers monthly didactic trainings for PrairieCare staff and other professionals in the community.

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## Eligibility for Postdoctoral Fellowship Program

*Requirements for eligibility to start a postdoctoral fellowship at PrairieCare include:*

- Completion of an APA accredited doctorate program in Psychology (PhD, PsyD or EdD)
- Completion of an APA accredited internship program associated with a doctorate program in psychology
- Academic and experiential foundation and qualifications to meet standards in administering and interpreting psychological tests at a level expected for a postdoctoral, unlicensed psychologist
- Excellent and agile written and oral communications skills
- Knowledge of full range of acuity of adult, adolescent, and/or child psychological disorders (depending on training/competency)
- Skills in time management and timely, efficient documentation
- Ability to make effective decisions while in potentially stressful situations and circumstances
- Driven by our values and commitment to safety and quality care, PrairieCare has joined every major health system in Minnesota by requiring a COVID-19 vaccine for all team members, or an approved exemption limited to medical or religious accommodations.

# Stipend, Benefits, and Resources

The postdoctoral fellow position is a full-time exempt employment position with a competitive benefits package, including medical insurance, dental insurance, and paid time off. The salary for the postdoctoral fellowship year is \$50,000. Postdoctoral fellows will be provided additional information about benefits support resources through PrairieCare's Human Resources Department during the interview. Human Resources also acts as a support system for postdoctoral fellows during their time at PrairieCare if any concerns arise that cannot be resolved through the primary supervisor. We create a welcoming and supportive environment for our patients, and we want to do the same for you!

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## Interviews and Offers

- Applications received on or before December 16th will be given priority and applications received after that date will be reviewed on a rolling basis until positions are filled. Please submit applications through the APPA CAS system. Questions may be directed to Dr. Amy Swingle (aswingle@prairie-care.com).
- Interviews will be scheduled either in-person or via a virtual video meeting in January or early February 2023.
- Offers are expected to be extended in mid-February.
- PrairieCare adheres to the Common Hold Date and will allow applicants to hold offers until 9:00am CST (10:00am EST) on 2/27/2023. After that time, offers for any remaining open positions will be extended to candidates on a rolling basis until filled.