University of Utah Rehabilitation Psychology
Postdoctoral Fellowship Program

2017-2018

Division of Physical Medicine and Rehabilitation
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Welcome!

Welcome to the University of Utah Rehabilitation Psychology Postdoctoral Fellowship Program!

We are most excited to have you join our team and for us to be involved in your continued development as a psychologist, researcher, and professional. We strongly believe that professional practice in rehabilitation psychology benefits from supervised postdoctoral training providing both foundational and functional competencies expected of a specialist in rehabilitation psychology. The University of Utah Rehabilitation Psychology Postdoctoral Fellowship Program involves clinical and research training at the University of Utah Hospital and School of Medicine. The patient populations served include individuals with spinal cord injury, traumatic brain injury, cerebrovascular accidents, severe burn injury, chronic neurologic conditions, amputation, and trauma. This handbook describes the structure of the University of Utah Rehabilitation Psychology Postdoctoral Fellowship Program, including areas of training, clinical experiences, requirements, and research expectations.

The values and goals of the University of Utah Rehabilitation Psychology Postdoctoral Fellowship Program fall under the mission of the University of Utah Hospital and Health Care System.

The University of Utah Hospital Mission

The University of Utah Health Sciences Center serves the people of Utah and beyond by continually improving individual and community health and quality of life. This is achieved through excellence in patient care, education, and research; each is vital to our mission and each makes the others stronger.

- We provide compassionate care without compromise
- We educate scientists and health care professionals for the future
- We engage in research to advance knowledge and well-being

The goal of the University of Utah Rehabilitation Psychology Postdoctoral Fellowship Program is:

To train psychologists to be equipped to provide competent assessment, treatment, consultation, and research in rehabilitation psychology specialty practice.

Associated areas of training include:

1. Assessment
2. Intervention
3. Consultation
4. Research and scholarly inquiry
5. Administration and management
6. Professionalism
University of Utah Health Care

The University of Utah Health Care System has been among the top 10 academic medical centers in the United States for the last 7-years (http://healthcare.utah.edu/quality/) and running and #1 in quality and accountability for 2016:

University of Utah Health Care serves the state of Utah and surrounding states encompassing a geographic area larger than 10 percent of the continental United States. Currently, there are 4 hospitals and 22 clinical and basic-science departments focusing on a broad range of interdisciplinary clinical services, education, and research in areas of state-of-the-art medicine and health care.

Division of Physical Medicine & Rehabilitation

The University of Utah Division of Physical Medicine and Rehabilitation was founded in 1965 by James R. Swenson, M.D. It is currently the only academic physical medicine and rehabilitation program in the intermountain west and the only program in this region with CARF (Commission on Accreditation of Rehabilitation Facilities) accredited programs in stroke, spinal cord injury, and traumatic brain injury. The Division of Physical Medicine and Rehabilitation has a wide array of clinical, research, educational, and community outreach programs with multiple faculty
members representative of a broad range of academic and clinical interests. A few programs to highlight include:

**TRAILS (Therapeutic Recreation & Independent Lifestyles)** – Led by Jeffrey Rosenbluth, M.D., the TRAILS program is a comprehensive program through the Division of Physical Medicine and Rehabilitation for individuals with spinal cord injury or disease, promoting adaptive recreation (cycling, wheelchair sports, sailing, swimming, skiing, kayaking), community education, wellness, telehealth outreach, volunteer/peer support, transportation, and research.

[http://healthcare.utah.edu/rehab/support_services/trails.html](http://healthcare.utah.edu/rehab/support_services/trails.html)

**POWER (Personal Optimism with Exercise Recovery)** – Led by Pamela Hansen, M.D., the POWER program provides resources for people affected by cancer to improve quality of life, reduce the side effects of treatments, and increase strength for daily living.


**Sports Medicine** – The University of Utah Sports Medicine Program involves numerous specialists and providers in areas of concussion, musculoskeletal disorders, and pain medicine. This program serves as the official health care provider for the University of Utah Athletics Department and the professional NBA Team, the Utah Jazz.

[http://healthcare.utah.edu/orthopaedics/sportsmedicine/](http://healthcare.utah.edu/orthopaedics/sportsmedicine/)

**Rehabilitation Psychology Program**

The Rehabilitation Psychology Program is involved in a broad array of clinical, educational, and research programs in areas of rehabilitation psychology and other areas of health psychology practice. Clinical services involve inpatient and outpatient psychological assessment and treatment for individuals and family members with brain injury, stroke, spinal cord injury, burn injury, amputation, conversion disorder, and other severe injuries/medical conditions. Additionally, our clinic is closely involved with the University of Utah Bariatric Surgery Program providing comprehensive pre-surgical psychological assessment and intervention services. Educationally, the Rehabilitation Psychology Program has collaborative and close involvement with the University of Utah Department of Psychology’s APA Accredited Clinical Psychology Graduate Program and the George E. Wahlen Salt Lake City Department of Veterans Affairs APA Accredited Psychology Predoctoral Internship. The Rehabilitation Psychology Program serves as an external practicum placement for students involved in graduate training through the University of Utah Department of Psychology and an elective internship rotation for APA interns through the George E. Wahlen Salt Lake City Department of Veterans Affairs. Lastly, the Rehabilitation Psychology Program has an extensive network of research investigations examining multiple areas of inquiry including interpersonal influences on rehabilitation outcomes, interpersonal and psychosocial predictors of bariatric surgery outcomes, psychological interventions for post-stroke depression, dyadic interventions for patients and
caregivers, international research examining rehabilitation and caregiver populations, and the influence of sleep on traumatic brain injury recovery. These investigations involve collaboration with multiple departments including the Department of Psychology, the Department of Surgery, the Department of Psychiatry, the Department of Cardiology, the Department of Occupational and Recreational Therapies, and other external universities and institutions.

**Application Requirements**

1. Applicants must have completed a Ph.D. or Psy.D. degree in Clinical or Counseling Psychology from an APA accredited program and an APA accredited internship.
2. Individuals with a Ph.D./Psy.D. in another area of psychology who meet the APA criteria for re-specialization training in Clinical or Counseling Psychology are eligible.
3. All requirements for the doctoral degree must be completed before entry into the fellowship program.
4. Applicants must be United States Citizens.
5. Applicants should be interested in providing clinical assessment and treatment in rehabilitation populations.
6. Applicants should be interested in working in a multidisciplinary team environment.
7. Potential candidates for the position must be willing to participate in a phone/video conference interview or in person interview.
8. Applications should be completed through APPA CAS (APPIC Psychology Postdoctoral Application).
9. Applicants must meet the State of Utah requirements for licensure as a Certified Psychology Resident. For more information please access the Utah Division of Occupational and Professional Licensing: [http://www.dopl.utah.gov/licensing/forms/applications/068_psychologist.pdf](http://www.dopl.utah.gov/licensing/forms/applications/068_psychologist.pdf)

**Selection Criteria**

The University of Utah Rehabilitation Psychology Postdoctoral Fellowship Program is interested in individuals with demonstrated interest in rehabilitation psychology. We prefer candidates with background and interest in behavioral medicine and working in multidisciplinary environments. The ideal candidate will ascribe to a scientist practitioner model with balanced interests and training in clinical practice and research.

**Equal Opportunity Employer and Program**

The University of Utah is an Equal Opportunity/Affirmative Action employer and educator. The University of Utah values candidates from diverse backgrounds and The University of Utah Rehabilitation Psychology Postdoctoral Fellowship Program welcomes and strongly encourages applications from all qualified candidates.

For additional information please visit: [http://regulations.utah.edu/human-resources/5-106.php](http://regulations.utah.edu/human-resources/5-106.php)
Postdoctoral Fellowship Structure

The University of Utah Rehabilitation Psychology Postdoctoral Fellowship Program is a 12-month full-time appointment at the University of Utah School of Medicine. The fellow is expected to provide clinical services Monday through Friday during normal business hours, although schedule adjustments may be required to accommodate evening groups or other program activities. The total weekly time commitment is estimated at approximately 40-50 hours per week to the training program. However, completion of clinical and research duties may require additional hours. The fellow may be at the hospital, clinic, or medical center after hours to complete paperwork or research activities, but direct patient care should not be provided when a supervisor is not physically present or available.

The University of Utah Rehabilitation Psychology Postdoctoral Fellowship Program is divided into two core rotations (inpatient rehabilitation and outpatient rehabilitation) and two minor six-month rotations in neuropsychology (through the Department of Neurology) and primary care psychology (through the Department of Family & Preventive Medicine). While the program is focused heavily on rehabilitation psychology (75% of clinical treatment time), 25% of the fellow’s time will be dedicated to further training in closely related fields of neuropsychology and primary care psychology.

The fellow will begin his or her training on the University of Utah Inpatient Medical Rehabilitation Unit across all three care teams: Stroke Team, Traumatic Brain Injury Team, and Spinal Cord Injury Team. During this time, the fellow will be acclimating to the inpatient service, while building his or her outpatient clientele through various referral sources and follow-up with patients seen on the inpatient unit. The fellow will also begin his/her first minor six-month rotation in either neuropsychology or primary care psychology. Every three months, the fellow will rotate through each inpatient rehabilitation team while continuing to see patients in the outpatient Rehabilitation Psychology Clinic. At six-months, the fellow will rotate to the second minor rotation. A brief overview of the rotations is provided below:

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<thead>
<tr>
<th>Month 1-3</th>
<th>Month 4-6</th>
<th>Month 7-9</th>
<th>Month 10-12</th>
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<td>Inpatient Rehabilitation –</td>
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<tr>
<td>Across All Teams</td>
<td>Stroke Team</td>
<td>Traumatic Brain Injury</td>
<td>Spinal Cord Injury Team</td>
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<td>(22 hours per week)</td>
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<td>Team</td>
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<td>Outpatient Rehabilitation</td>
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<td>Psychology Clinic</td>
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<td>First Minor Rotation:</td>
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<tr>
<td>Neuropsychology or Primary</td>
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<td>Care Psychology</td>
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<td>(10 hours per week)</td>
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Inpatient Rehabilitation (Division of PM&R)

Primary Supervisors:

Christina M. Derbidge, Ph.D.  Justin MacKenzie, Ph.D.  Stephen Trapp, Ph.D.

The University of Utah Inpatient Medical Rehabilitation Unit is a 37-bed inpatient unit providing acute rehabilitation services for individuals with brain injury, stroke, spinal cord injury, burn injury, amputation, conversion disorder, other severe injuries and medical conditions. The inpatient service is divided into three primary treatment teams specializing in brain injury, stroke, and spinal cord injury. Patients are provided with specialized and individualized rehabilitation services involving rehabilitation medicine, physical therapy, occupational therapy, speech/language therapy, rehabilitation psychology, and respiratory therapy.

The fellow initially begins the inpatient rehabilitation rotation working with patients across all three treatment teams, allowing time to acclimate to the service and the University of Utah Hospital setting. The fellow will be required to provide approximately 22-hours of clinical services per week. Rehabilitation psychology fellows will receive training and supervision in assessment and treatment of psychological adjustment to disability (e.g., anxiety, depression, posttraumatic stress disorder), brief neuropsychological assessment, behavioral pain management, stress management, inpatient substance abuse evaluation and treatment, and caregiver intervention/support. Evaluations and interventions will involve individual, couples, and families. After three months, rehabilitation psychology fellows will begin rotating through each rehabilitation team requiring close involvement with the treatment team providers, including the attending physician, resident physician, medical students, nursing staff, occupational therapists, physical therapists, speech and language therapists, respiratory therapists, and social work staff. Additional providers that fellows will work with outside of the rehabilitation team include psychiatrists and social workers from the University of Utah Psychiatry Consult & Liaison Service. Fellows are required to work collaboratively to enhance treatment of medical and psychological issues during patient’s acute rehabilitation and recovery.
Outpatient Rehabilitation (Division of PM&R)

Primary Supervisors:

Christina M. Derbidge, Ph.D.  Justin MacKenzie, Ph.D.  Stephen Trapp, Ph.D.

The University of Utah Rehabilitation Psychology Clinic provides outpatient assessment and treatment for individuals with a wide-range of medical and psychological conditions. Common referrals for services include psychological adjustment to disability, anxiety, depression, posttraumatic stress disorder, somatoform disorder, alcohol and substance abuse, marital and couples issues, behavioral pain management, stress management, caregiver support, and disability self-management (e.g., spinal cord injury, stroke, brain injury, etc.). The Rehabilitation Psychology Clinic accepts referrals from multiple sources, including the Division of Physical Medicine and Rehabilitation, Workman’s Compensation, the Department of Neurology, the Department of Cardiology, the Department of Surgery, the Department of Psychiatry, and various community referrals.

Fellows will maintain a small outpatient caseload of approximately 8-hours per week throughout their training. They will provide individual, couples, family, and group assessment and treatment services. Fellows will also be provided with the ability to follow individuals from their inpatient to outpatient care as appropriate. Consistent with their inpatient rehabilitation rotation, rehabilitation psychology fellows are required to work collaboratively and closely with other providers to enhance rehabilitation treatment and outcomes.
Neuropsychology (Department of Neurology/Division of PM&R)

Primary Supervisors:

Angela Eastvold, Ph.D., ABPP
Board Certified Clinical Neuropsychology

Jeremy Davis, Psy.D. ABPP
Board Certified Clinical Neuropsychology

Summer Rolin, Psy.D.

This rotation will involve completing outpatient neuropsychological assessments with adults at the University of Utah Rehabilitation Center or through the Imaging & Neurosciences Center. Typical patient populations include: traumatic brain injury, stroke, sport concussion, epilepsy, multiple sclerosis, neurodegenerative disease (e.g., Parkinson’s, Huntington’s, Alzheimer’s disease), tumor, autoimmune disorders, CNS infectious diseases and psychiatric disorders.

Neuropsychological evaluations entail assessment of the cognitive, behavioral and emotional difficulties resulting from brain dysfunction. A clinically-oriented, flexible approach is used in the neuropsychological assessment process. Fellows will develop the knowledge to choose the appropriate measures, administer neuropsychological tasks, score and interpret results, write integrated reports, form appropriate recommendations and communicate results to patients and their families. Case conceptualization will emphasize integration of all information, including how factors such as physical pain or emotional distress impact cognitive functioning. Fellows will be expected to complete one evaluation per week throughout their rotation, typically entailing up to 10 hours, although this could vary depending on the level of previous neuropsychological experience, knowledge and training.

There may be opportunities to sit in on interdisciplinary epilepsy case conferences and observe Wada tests and possibly neurological resective surgery. There may also be opportunities to co-lead various psycho-educational groups (e.g., Cognitive Rehabilitation, Cognitive Health, Somatization).
Primary Care Psychology (Department of Family & Preventive Medicine)

Supervisor:

Katherine Fortenberry, Ph.D.

The University of Utah Health Care System provides continuity of healthcare services through 10 neighborhood health centers. The primary care psychology rotation involves outpatient psychological evaluation of adult patients at the University of Utah Madsen Health Center and the University of Utah Sugar House Health Center. Rehabilitation psychology fellows will provide primary care consultation, evaluation, and brief psychotherapeutic interventions for a variety of psychological and behavioral conditions, including anxiety, depression, grief and loss, behavioral management of chronic health conditions, adherence to medical recommendations, and adjustment to chronic health issues. Evaluation and intervention approaches will primarily utilize a cognitive-behavioral approach to treatment with an interpersonal emphasis. Fellows will be required to work collaboratively and closely with the referring primary care physician and staff.

Additional Training and Research Faculty

The University of Utah Health Care System has a wide-range of psychologists performing a variety of clinical services, educational pursuits, and research interests. Below are a few faculty closely aligned with the postdoctoral fellowship training program:

Robert Jackson Courtney, Ph.D. (Division of PM&R)

Dr. Courtney is a staff psychologist with over 40-years of clinical experience in treatment of addictions, including more recent work with bariatric surgery patients. He performs pre-surgical psychological bariatric evaluations and also provides services for individuals struggling to adjust to the significant behavioral, emotional, and interpersonal changes that can occur post-surgically.
Alexandra Terrill, Ph.D. (Division of Occupational Therapy)

Dr. Terrill is an assistant professor and researcher in the Department of Occupational and Recreational Therapies. She has an extensive background in rehabilitation psychology having completed her postdoctoral fellowship training through the Department of Rehabilitation Medicine at the University of Washington. Her research interests include psychological resilience and positive psychological interventions as they relate to successful adjustment to disability. Dr. Terrill has developed new research programs utilizing dyadic positive psychology interventions to promote improved adjustment among individuals with stroke, spinal cord injury, and their spouses/caregivers.

Lorie Richards, Ph.D. (Division of Occupational Therapy)

Dr. Richards is an associate professor and the Chair of the Department of Occupational and Recreational Therapies. She has years of experience designing and conducting clinical trials in rehabilitation. She has particular interest in stroke rehabilitation, including cognitive and neurorehabilitation. Dr. Richards is part of a collaborative team examining positive psychology interventions among individuals with stroke and their caregivers, as well as other stroke rehabilitation studies.
Didactics

Rehabilitation psychology fellows are required to participate in all didactic and training activities. Attendance and participation in these activities is mandatory and takes precedence over service delivery, activities, and other meetings. Core didactic and training topics will involve essential information to assist in the development of competencies and foundational skills necessary for the practice of rehabilitation psychology. A listing of some past topics is provided below. Fellows are encouraged to work with the training staff to tailor didactics to their various strengths, weaknesses, and interests. Additional didactic and training activities will also be available through the Division of Physical Medicine & Rehabilitation Grand Rounds, other departments, and other community organizations. For example, some didactic and training activities will be available through collaborative ties with the George E. Wahlen Salt Lake City VA Clinical Psychology Postdoctoral Fellowship. Involvement in didactics will be scheduled for 90-minutes weekly.

- Foundational Principles of Rehabilitation Psychology
- Models of Disability & Adjustment to Disability
- Spinal Cord Injury
- Traumatic Brain Injury
- Mild Traumatic Brain Injury/Concussion
- Stroke
- Terminal Illness/Death & Dying
- Inpatient Hospital Assessment
- Neuropsychological Assessment
- Somatoform/Conversion Disorders
- Alcohol/Substance Abuse and Disability
- Motivational Interviewing in Healthcare Settings
- Behavioral Management of Chronic Disease
- Behavioral Treatment of Sleep Disorders
- Amputation
- Adapted Recreation
- Supervision
- Geriatrics
- Chronic Pain
- Assistive Technology
- Ethics/Bioethics
- EPPP/Licensure
- Disability and Sexuality
- Caregiver Issues and Interventions
- Multicultural Competency
- Psychopharmacology
- Pediatric and Family Issues
- Delirium Assessment and Interventions
- Women and Disability
- Positive Psychology Interventions
- Cognitive Rehabilitation & Remediation
Clinical Competencies

The rehabilitation psychology fellowship seeks to build competency in areas identified by the American Board of Rehabilitation Psychology and areas important to competent interdisciplinary practice of rehabilitation psychology services.

ASSESSMENT

- Adjustment to disability for patients and families
- Assessment of extent and nature of disability and preserved abilities
- Assessment of educational and/or vocational capacities
- Personality and emotional assessment
- Neuropsychological assessment
- Capacity assessment
- Assessment of sexual functioning, pain, substance use/abuse, and social and behavioral function

INTERVENTION

- Individual therapy interventions related to adjustment to disability
- Family/couple therapy interventions related to adjustment to disability
- Behavioral management
- Sexual counseling with disabled populations

CONSULTATION

- Cognitive and behavioral functioning
- Vocational and educational considerations
- Personality and emotional assessment
- Substance abuse identification and management
- Sexual functioning and disability

PROFESSIONALISM

- Collaboration with other medical providers
- “Ambassador” for psychology
Supervision
Rehabilitation psychology fellows will be supervised by licensed psychologists in the State of Utah who are credentialed providers through the University of Utah Medical Center. Fellows will have at minimum three hours of supervision each week: one hour of supervision dedicated to inpatient rehabilitation psychology, one hour of supervision dedicated to outpatient rehabilitation psychology, and one hour of supervision in their six-month rotations in neuropsychology and primary care psychology. In addition, it is expected that rehabilitation psychology fellows will seek out additional supervision and consultation, as needed.

Evaluation
Rehabilitation psychology fellows will be evaluated throughout the course of their training year. Open communication, evaluation, and feedback are believed to be an integral part to development and growth in post-doctoral training. Fellows will be formally evaluated at the midpoint of their fellowship (i.e., six-months) and at the end of the fellowship year. Rehabilitation psychology fellows will be evaluated on the clinical competencies outlined previously. Fellows will also complete a self-assessment evaluation and an evaluation of the training site and supervisors at these time intervals.

Professional Presentations
Rehabilitation psychology fellows are required to make a professional presentation to the psychology staff during their fellowship training. Various professionals, psychology clerkship students, and students from other areas may also be invited to attend. The presentation should involve an area of clinical interest associated with rehabilitation psychology. Fellows are expected to demonstrate competency in areas integral to specialty practice, including aspects of assessment, intervention, and consultation. It is recommended that the fellow discuss their chosen topic with various training staff prior to initiating a specific presentation topic.

Research Expectations
Fellows are expected to be involved in an active program of research throughout the course of their training. Research activities can include development of a new research project, use of existing data, and/or collaboration with psychologists on their current projects. At minimum, rehabilitation psychology fellows are expected to submit at least one research abstract for a national conference poster and/or presentation or submit a manuscript for publication prior to completing their fellowship program. The research project must be approved by the training staff and it is recommended that a topic or project be identified early in the fellowship year.
Research Resources and Support

The Division of Physical Medicine & Rehabilitation offers a great deal of support for research, including access to the University of Utah Study Design and Biostatistics Center, research support staff for initiation of new projects, and the University of Utah Division of Physical Medicine & Rehabilitation Research Committee for additional support, feedback, and pilot grant funding.

Salary

Rehabilitation psychology fellows are paid $37,000 over the course of their 12-month fellowship. Fellows are eligible for overtime pay above 40-hours a week. As a University of Utah School of Medicine employee, rehabilitation psychology fellows accrue an additional 14.2% of their salary in retirement benefits (retirement is limited to United States citizens, permanent residents and H-1B, and other eligible visa holders). As noted, these retirement benefits are in addition to the $37,000 salary. Over the course of the 12-month fellowship, this comes to an additional $5,254 in retirement benefits.

Benefits and Leave

https://www.hr.utah.edu/benefits/

As an employee of the University of Utah School of Medicine, rehabilitation psychology fellows have access to a variety of benefits, including medical and dental benefits, retirement benefits, holiday leave, and vacation/sick pay. Please visit the University of Utah Human Resources website for information regarding eligible benefits for rehabilitation psychology fellows:

https://www.hr.utah.edu/forms/lib/5-308.Matrix.pdf

Training Resources

Rehabilitation psychology fellows will be provided with their own office at the University of Utah – School of Medicine and all necessary equipment to complete their fellowship requirements, including computers, electronic medical record access, phone/fax, copies, pager, computer and technical support, etc. Nancy Andersen, the fellowship training coordinator and the Rehabilitation Psychology Clinic administrative secretary, is knowledgeable in personnel issues and fellows are encouraged to utilize her expertise, as needed.
University of Utah Office of Postdoctoral Affairs and Professional Programs

Fellows are also encouraged to become involved with the University of Utah Office of Postdoctoral Affairs and Professional Programs. The Office of Postdoctoral Affairs and Professional Programs provide resources, support, social networking, and professional networking for postdoctoral fellows throughout the University of Utah. For more information, please visit their website at:

http://postdocs.utah.edu/

Living in Salt Lake City, Utah

An important part of professional development involves finding balance in areas of life outside of work and psychology. The University of Utah Rehabilitation Psychology Fellowship Program encourages fellows to seek out activities and experiences valuable to their personal well-being. Fortunately, Salt Lake City offers a wide range of activities both within the city limits and in the nearby outdoors.

Salt Lake City is the capital of Utah with an estimated population of 191,180 people (1,140,483 if you examine the total metropolitan area) and is frequently recognized as a great place to live and work. In the sixth edition of the Places Rated Almanac, Salt Lake City was ranked the best place to live in North America and was recently rated as the eighth best place to live for careers as rated by Forbes Magazine. Salt Lake City is situated next to the Wasatch Mountains with access to world class skiing, snowboarding, hiking, climbing, and mountain biking just minutes away from downtown. Three Nordic ski areas, the nation’s only recreational ski jumping complex, and seven-world class ski resorts are within a 40-minute drive of downtown Salt Lake City, Utah. There are numerous festivals, art exhibits, museums, art performances, music concerts, and sporting events available throughout the year.

A few favorite activities of the staff and “must see” events and areas are listed below:

- Outdoor recreation: Skiing, snowboarding, hiking, backpacking, mountain biking, fishing, camping, horseback riding, rock climbing, etc.
- Professional and amateur sports, including the National Basketball Association’s Utah Jazz, the International Hockey League Utah Grizzlies, the Major League Soccer Real
Salt Lake soccer club (Dr. Eastvold is the official neuropsychologist for the Real Salt Lake team), and the University of Utah sports teams who compete in the Pacific 12 Conference.


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**Grievances and Due Process**

Disagreements between fellows and training staff may occur and a formal grievance policy is in place to appropriately facilitate resolution of these issues. It is hoped that grievances can be appropriately resolved in the least formal manner whenever possible. Rehabilitation psychology fellows and training staff will work to address these issues promptly and in a timely manner.

Due process can be initiated by either rehabilitation psychology fellows or training staff.

**Postdoctoral fellow due process steps:**

1. Initially discuss the issue with the staff member involved
2. Discuss the issue with the Director of Training
3. If the issue is still not sufficiently addressed, the University of Utah Staff Employee Grievance Policy will be followed. Please refer to the following link for additional information: [http://regulations.utah.edu/human-resources/5-203.php](http://regulations.utah.edu/human-resources/5-203.php)

**Training staff due process steps:**

1. Initially discuss the issue directly with the involved fellow
2. Consult with the Director of Training
3. If the issue is still not sufficiently addressed, the University of Utah Staff Employee Grievance Policy will be followed. Please refer to the following link for additional information: [http://regulations.utah.edu/human-resources/5-203.php](http://regulations.utah.edu/human-resources/5-203.php)
Remediation, Probation, Suspension, and Dismissal

Rehabilitation psychology fellows who display problematic behaviors interfering with professional function, including inability to develop professional skills, inability to integrate professional standards, and/or inability to manage personal stress/psychological issues that impair professional function may be subject to remediation, probation, suspension, or dismissal from the program. Training staff will utilize professional judgment to determine when these behaviors are deemed problematic. Depending on the severity of the problem, the process of remediation may not follow a step-wise approach; meaning that serious problems may require earlier and more significant intervention.

The ideal process for addressing these issues would begin with a verbal warning regarding the problematic behavior and changes to address the behavior appropriately within the context of clinical supervision and training. Should problematic behaviors continue, a formal written warning will be provided outlining the concerning behavior and expected changes to resolve the problem or issue. Depending on the severity of the problematic behavior, the fellow may be placed on probation or suspension to resolve the concerning behavior. Failed interventions or egregious ethical and problematic behavior may result in dismissal from the program, including involvement with the Division of Physical Medicine & Rehabilitation Medical Director and the University of Utah Human Resources.

Last Revised: 11/18/2016