

**VA Advanced Fellowship Program in Mental Illness Research and Treatment
at the VISN 5 Mental Illness Research, Education, and Clinical Center (MIRECC)**



**VA Maryland Health Care System
Baltimore Medical System**

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<http://www.mirecc.va.gov/visn5/research/fellowship.asp>

Overview of the Fellowship

The VA Advanced Fellowship Program in Mental Illness Research and Treatment at the VISN 5 MIRECC has one post-doctoral psychologist fellowship position and one post-residency psychiatrist fellowship position in Mental Illness Research and Treatment. The goal of these two-year fellowships is to train psychologists and psychiatrists to become leading clinical researchers in the area of serious mental illness. Fellows develop independent programs of research on topics related to psychosocial treatment development and implementation of recovery-oriented services. The fellowship program provides opportunities for mentored research training in psychosocial treatment development; individual, group, family, and community interventions; health services and implementation research; and research in psychopharmacology. Fellows engage in supervised clinical training, delivering clinical services both in settings that serve Veterans with serious mental illness as well as in other programs within fellows' areas of interest. In addition, fellows participate in educational activities with local, VISN-wide, and national reach within VA and benefit from academic experiences focused on biostatistical methods, health informatics, grant writing, and overall career development. Fellows spend approximately 65% of their time in research-related research and clinical activities, 25% of their time in clinical service and training activities, and 10% of their time in didactic and administrative activities. We are committed to ensuring a range of diversity among within our Fellowship and welcome applications from candidates representing different geographic areas, ages, racial and ethnic backgrounds, sexual orientations, disabilities, and life experiences.

We are one of 25 sites in the national VA Advanced Fellowship Program in Mental Illness Research and Treatment. Our Fellowship Program follows the broad organizational structure of the national program, which aims to provide clinical research activities in concert with clinical experiences over a two-year time frame. MIRECC Fellowship sites around the nation are linked electronically and by two-way interactive videoconference for learning, information sharing, and the development of a national laboratory in advanced psychiatry and psychology. Our program is affiliated with the University of Maryland, School of Medicine, Department of Psychiatry; this provides an outstanding collaborative and interdisciplinary setting for fellows. Our program has been in existence and offering postdoctoral training since 2003. Our fellows have established careers as experts in serious mental illness research and clinical care in VA, academic, and hospital settings.

The VA Capitol Health Care Network (VISN 5) serves Veterans from the entire state of Maryland, and portions of Virginia, West Virginia, and Pennsylvania, as well as the District of Columbia. Fellows' offices and research activities are housed in the Baltimore VA Medical Center, located in downtown Baltimore and adjoining the University of Maryland School of Medicine and Medical Center.

Applicants for the post-doctoral psychologist fellowship position must have graduated from an American Psychological Association (APA) accredited doctoral program in clinical or counseling psychology (or be on track to complete their graduate program prior to beginning the fellowship) and must have completed an APA-accredited internship. Applicants for the post-residency psychiatrist fellowship position must have completed Accrediting Council for Graduate Medical Education (ACGME) or American Osteopathic Association (AOA) accredited residency training, must be either board certified or actively pursuing board certification, and specifically interested in pursuing a clinical research career focused on psychiatric disorders and associated conditions.

A successful candidate for the fellowship program will have participated in active programs of research with resultant presentations/publications and will have a history of specialty training in serious mental illness. The fellowship adheres strongly to a scientist-practitioner model of training. The candidate will demonstrate a commitment to the scientist-practitioner model as evidenced by history of research in serious mental illness, as well as training in empirically supported treatments for those with these conditions. Successful candidates will also demonstrate a commitment to serving Veterans and an interest in VA. Those who do not meet these eligibility requirements will be notified by the site as soon as possible.

The Postdoctoral Fellowship abides by the policies stated in the Association of Psychology Post Doctoral and Internship Centers (APPIC), American Psychological Association (APA) and VA Office of Academic Affiliation (OAA) regulations. Applicants are referred to the APPIC website, www.appic.org, APA website, www.apa.org, and OAA website, www.va.gov/oaa/ for a detailed description of the policies. The VAMHCS is an Equal Opportunity Employer. Our postdoctoral fellowship program values cultural and individual diversity and welcomes applicants from all backgrounds.

Application & Selection Requirements and Procedures

Psychologist Applicants

Applications for the post-doctoral psychologist fellowship position are due **January 31, 2017**. Except under very unusual circumstances, all application materials must be submitted through the APPA CAS (<http://appic.org/AAPI-APPA/APPA-Postdoc-Application-Information>).

The following documents are required for application to our program:

1. A letter of interest that outlines career goals, expectations, and goodness of fit with the mission of the VA Advanced Fellowship Program in Mental Illness Research and Treatment at the VISN 5 MIRECC
2. A current curriculum vitae
3. Official graduate transcripts
4. A signed letter from your graduate program Director of Clinical Training or mentor that lists date of dissertation proposal, anticipated or actual date of dissertation defense, and anticipated or actual date of graduation
5. Three signed letters of recommendation, one of which must be from an internship supervisor

The Fellowship Steering Committee will review all completed applications and will extend invitations for on-site or telephone interviews during late January and early February. Offers will be extended by the Director of Fellowship in line with the uniform notification date of **February 27, 2017**.

Psychiatrist Applicants

Applications for the post-residency psychiatry fellowship position will be accepted and reviewed by the Fellowship Steering Committee on a rolling basis until the position is filled. Psychiatrist applicants can send or email materials directly to the Fellowship Director at the address below. The following documents are required for application to our program:

1. A letter of interest that outlines career goals, expectations, and goodness of fit with the mission of the VA Advanced Fellowship Program in Mental Illness Research and Treatment at the VISN 5 MIRECC
2. A current curriculum vitae
3. Official graduate transcripts
4. Three signed letters of recommendation, one of which must be from an internship supervisor

All questions and inquiries should be sent via email to:

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410-637-1859
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Program Goals & Objectives

The primary goal of the VA Advanced Fellowship Program in Mental Illness Research and Treatment at the VISN 5 MIRECC is to develop outstanding academic, clinical service, and healthcare system leaders. We strive to train fellows who will lead mental health research and service in the 21st century and build the evidence base for mental health interventions by effectively translate research findings into clinical practice and programming, large-scale training of service providers, and focused educational activities. The program provides fellows with advanced training in mental health research, clinical experience in settings that serve individuals with serious mental illness, and opportunities to develop their skills in teaching and training in didactic, academic, and clinical venues. Many Fellows pursue careers focused predominantly on academic research and education in mental health. Others pursue leadership careers that emphasize clinical service, program development and implementation, quality improvement and program evaluation, and clinician education and training within the field of mental health. The program aims to train Fellows for careers in mental health both within and outside of the VA system.

Program Structure and Training Experiences

As noted above, Fellows spend approximately 65% of their time in research-related research and clinical activities, 25% of their time in clinical service and training activities, and 10% of their time in didactic and administrative activities. These activities are outlined in detail below. The national Fellowship Program coordinates and delivers a bi-monthly seminar for fellows across the system that provides an in-depth overview of key topics in mental health research and clinical practice by experts in the field. Fellows at all MIRECC Fellowship sites are linked by means of a monthly Video Teleconference (V-Tel) seminar hosted by the Hub Site

Fellows establish individual goals and timelines in collaboration with their mentors at the beginning of the Fellowship program. Within this individualized program, there is a core set of research, service delivery, and educational activity goals that fellows work to achieve during their involvement with the program. Successful completion of these goals indicates that Fellows demonstrate competency in the research, educational, and clinical activities listed below. Mentors assess the progress of each Fellow at regular intervals.

Research Training

MIRECC investigators mentor fellows in clinical research on serious mental illness. Investigators are experts in the development of psychosocial interventions aimed at improving health, functioning, community engagement, and recovery. Specific topic areas include smoking cessation, weight loss, chronic medical illness self-management, self-stigma, detection and treatment of hepatitis C, medication use, sleep disorders, and negative symptoms. Research on family support and engagement in care has included implementation and evaluation of family psycho-education programs, family outreach interventions, and multi-family group therapy for reducing marital conflict and disability. Investigators and collaborators within our affiliate institution (the University of Maryland, School of Medicine) have expertise in research in psychopharmacology, neuroimaging, and pharmacogenetics. As we work to address VA priorities in care, we have expanded our methods and programs to address a broader range of psychiatric conditions including posttraumatic stress disorder and traumatic brain injury. Several MIRECC investigators are leaders in the field of research on reducing the stigma associated with serious mental illness; others are contributing to emerging research in the areas of patient-centered care, shared decision-making, and on developing strategies to enhance community engagement.

Fellows pursue a range of specific clinical research training experiences, including:

- review literature and define a specific research question within the field of serious mental illness
- design a pilot project aimed at collecting data to inform a particular line of research
- complete all regulatory processes and procedures (IRB approval, VA R&D approval, etc.)
- collect data and work with the MIRECC Data Management Sub-Unit of the Research Core to prepare data for analysis
- work with the MIRECC Biostatistics Sub-Unit of the Research Core to analyze data and understand results
- work with the MIRECC Administrative Data Sub-Unit of the Research Core to answer questions related to VA service use in the VAMHCS and VISN 5
- write and submit manuscripts (minimum of 2 per year) on original research
- present research findings at national conferences
- learn how to plan a program of research that connects publications and pilot research and findings to writing grant applications and obtaining research funding
- write a grant application

Conducting a pilot project allows fellows to gain experience in study design, advanced methodological and statistical approaches to mental health research, gaining approval from various regulatory agencies, and planning for legal and ethical issues involved in human subject's research. Fellows also learn how to access and use VA and other mental health

electronic databases for research purposes. These experiences will lead fellows to prepare and submit manuscripts for publication and to gain a full understanding of federal (VA and NIH) funding mechanisms and experience in preparing grant applications.

Fellows become involved in clinical research. This means that, for many fellows, their research activities involve service delivery, including the development and testing of new assessment measures, intervention programs, and training tools. Fellows' research yields clinical products such as treatment manuals, new measures, and clinical training protocols. Fellows often work with Veterans, family members, and VA mental health clinicians to develop and test new tools and treatments. Fellows' research routinely contributes to the improvement of clinical services within the VAMHCS.

Clinical Training

Within our Center, research directly impacts our clinical service delivery. We have a range of service delivery opportunities for fellows; as with research, fellows are encouraged to identify supervised experiences that are of interest to them and to create a clinical training plan that meets their personal goals. We offer a range of clinical training opportunities that encompass the development of both generalized clinical competencies and specific training in the assessment and treatment of serious mental illness. Clinical training involves learning evidence-based practices for different groups of Veterans with mental illness, providing individual and group interventions throughout the VAMHCS, receiving supervision from clinical psychologists who are experts in delivery of the clinical service that the fellow is providing, and adapting interventions to overcome implementation barriers. Fellows can gain supervised clinical experience in any of the following treatment settings: inpatient psychiatry, outpatient mental health, substance abuse treatment service, opioid agonist clinic, trauma service (both inpatient and outpatient), military sexual trauma, psychosocial rehabilitation, mental health intensive case management, primary care-mental health integration, and neuropsychiatry. Given the great diversity of the Veteran population, fellows are afforded many opportunities to work with Veterans of different cultures, races, ethnicities, religions, and backgrounds, and in this way develop enhanced awareness and appreciation of cultural and individual differences as well as the skills for providing evidence based services to diverse patients and families. In this way fellows attain cultural competence regarding the delivery of mental health services to Veterans living with serious mental illness. In addition, in their clinical work, fellows interface with a dynamic and diverse inter-professional team that includes psychiatry, psychology, social work, nursing, and peer support services. Clinical experiences are graduated in complexity over the course of the two-year training program, such that over time fellows are exposed to more complex cases or increased responsibility for more aspects of a Veteran's overall care needs. All of the fellows' clinical training experiences are supervised by licensed clinical psychologists who are experts in the use and implementation of evidence-based practices with Veterans seeking care within the VA system. In the context of our program, supervised service delivery includes:

- learning evidence-based practices for different groups of Veterans with mental illness
- administering qualitative and quantitative assessments
- providing assessment feedback
- conducting group and/or individual interventions
- receiving and/or providing clinical supervision
- providing consultation to direct service providers on clinical topics
- providing clinical didactics to direct service providers
- training direct service providers in evidence-based assessments or interventions

- developing assessment, intervention, and training materials for use in direct service delivery
- disseminating assessment, intervention, and training materials for use in direct service delivery
- training in concepts of inter-professional care, its applicability in mental health settings, and skills for becoming an effective inter-professional team member
- providing clinical supervision to more junior trainees in the Fellow's discipline; this training will include learning supervisory concepts, providing direct clinical supervision, and receiving supervision of that supervision.
- using the empirical literature to enhance patient care by incorporating evidence-based approaches into assessment, treatment planning, treatment implementation, and evaluation of treatment outcomes.
- training in complex ethical and legal issues regarding service provision within the MIRECC's specialty area and receive supervision on applying this knowledge to clinical decision-making with specific patients receiving care from the Fellow
- identifying areas in their own clinical practice as part of the MIRECC Fellowship where the evidence-base is insufficient to guide clinical decision-making and develop the ability to generate research questions and methodologies that, if conducted, would have the potential to expand the relevant evidence base in the area of clinical service delivery
- training in clinical technologies in mental health practice such as teleconsultation

Activities to Enhance Fellows' Competence as Educators

Fellows serve as part of the MIRECC's Education Core and get involved in ongoing educational activities within the Center. These include projects planning regular conferences to educate clinicians, Peer Specialists, veterans with serious mental illness, family members, and community service providers on topics related to working with individuals with serious mental illness. The MIRECC plans and delivers regional and national webinars on mental health recovery and routinely collaborates with clinical staff to provide trainings in evidence based treatments for individuals with serious mental illness. For example, our center runs the VA Evidence Based Practice roll-out of Social Skills Training (SST) in which we have trained, to date, over 600 VA staff across the country, including 53 Peer Specialists, 48 Master Trainers, and 216 fellows of different disciplines across the VA system. We host a Recovery Resource Table at the Baltimore VAMC where we provide mental health resources for veterans and family members. The VISN 5 MIRECC was instrumental in establishing the VAMHCS Clozapine Treatment Team (CTT) in which MIRECC investigators provide consultation and expertise on clozapine-related clinical or administrative questions from providers across VISN 5. Fellows get involved in planning and implementing such educational and training activities in line with their interests and career goals. In addition, fellows have many opportunities to develop and present didactic presentations to psychology externs and interns and to mentor these trainees in clinical or research activities.

Fellows are provided with opportunities to expand their experience in using the latest educational tools such as on-line lectures, video-presentations, and chat rooms. Fellows are introduced to and obtain experience in the procedures involved in telemedicine, the use of video streaming technology, and video conferencing. Additionally, Fellows increase their experience in the supervising and advising others in research, educational, and clinical activities. Through skills obtained in translational research and use of state-of-the-art educational tools, Fellows also enhance their abilities to disseminate research findings in a public forum and to a wide

range of audiences effectively. In the context of our program, involvement in educational and training activities includes:

- observe experts who provide effective mental health education to colleagues, trainees, staff, patients, and families
- teach/present to colleagues, staff, trainees, patients, families and members of the community about their areas of interest/expertise
- mentor pre-doctoral psychology trainees and psychiatry residents in research activities
- receive supportive, constructive feedback on teaching strengths and areas for improvement
- develop course content and materials for psychology, nursing, and social work trainees
- learn about state-of-the art educational tools including telemedicine and video streaming technology

Didactics

Fellows also participate in a range of didactics and career development activities that enhance their expertise in the practice of clinical psychology. There are structured didactics provided by the Fellowship Hub Site that address an array of topics including advanced research methodologies, professional writing, biostatistics, and research ethics. Fellows also attend a bi-monthly Science Meeting at the MIRECC that brings in clinicians and researchers to present their work on a range of topics. At least two of these presentations each year are devoted to topics related to diversity/individual differences, at least two are devoted to clinical service topics, and at least two are devoted to research methods. Of note, fellows are required to present at this Science Meeting on some aspect of their clinical or research training experience. In addition, fellows attend and present at the University of Maryland, School of Medicine, Division of Psychiatric Services Research Journal Club, a weekly meeting focused on review and discussion of research on clinical or implementation topics within the field of serious mental illness. Fellows are also invited to attend clinically-focused didactics, including the VA Inter-professional Fellowship Program in Psychosocial Rehabilitation (PSR) and Recovery Seminar Series (for which our MIRECC is the Hub Site), the VA Social Skills Training EBP Workshop (of which our MIRECC is the lead and coordinating training site), and the seminars presented as part of the VISN 5 PTSD and Neuropsychology Fellowships. These clinically-oriented didactics are an enhancement to the clinical training that fellows receive and include topics such as evidence based interventions for serious mental illness (social skills training for schizophrenia, cognitive processing therapy for PTSD, Motivational Interviewing for health behavior change, applications of the recovery model to services for Veterans with serious mental illness) and implementation research. Because of our affiliation with a regional medical school, fellows are also encouraged to take advantage of the rich didactic environment by attending day-long seminars, grand rounds presentations, lectures, and trainings. They receive support from the medical center to attend local conferences including those locally coordinated continuing education programs through the Chesapeake Health Education Program. Didactics ensure that our fellows are immersed in an atmosphere of training that values excellent clinical care, high quality (and mission critical) clinical research, and appropriate integration of science and practice. There is also a professional development seminar that brings together Fellows from all psychology programs in the VAMHCS including a trauma fellowship, two neuropsychology fellowships, and a newly developed fellowship in HIV/HEP C care. Offered since 2010, this seminar is facilitated by a clinical psychologist with no direct supervisory relationship with the Fellows. The seminar meets bi-monthly and is used to review career trajectory, career goals, training goals, and their progress toward licensure and independent practice. This is an

especially good way for our fellows to learn from those in other disciplines, exchange ideas, and make professional contacts that will last past fellowship and into their formal careers.

Requirements for Completion

Fellows develop individualized training plans. Those pursuing academic research careers should be competitive for the academic employment market in terms of numbers of publications, teaching and supervision experience, ability to collect research data, and plans to submit grant applications in their field of study including VA Career Development Awards or NIH K-Awards. Fellows pursuing careers that will involve service delivery, administration, policy development, and/or education/training will be ready to pursue entry-level leadership roles health in the VA healthcare system and/or other academic institutions that integrate research such that the above activities are grounded in the empirical literature. In such cases, fellows will be prepared to serve as expert in serious mental illness and to develop programming or policy that will serve to enhance the services provided to these individuals.

Fellows are evaluated twice yearly in seven areas:

Scholarly Inquiry and Clinical Research: Fellows will pursue a program of clinical research with guidance from a team of mentors. Fellows will become proficient in the process of developing research ideas and communicating these ideas for various scholarly purposes.

Application of Current Scientific Knowledge to Clinical Practice: Fellows will develop competency in the administration of measures for clinical assessment and diagnosis as well as in the use of empirically supported treatments. Opportunities exist for Fellows to gain competence in neuropsychological evaluation

Consultation, Supervision, and Teaching: Fellows will gain advanced skills in clinical consultation, clinical-research supervision, and teaching through experiences that allow him/her to interact within his/her area of expertise and knowledge with Veterans, MIRECC investigators, research staff, and mental health treatment teams. Opportunities exist for Fellows to work with junior trainees in psychology and family members.

Organizational Management and Administration: Fellows will gain experience in organizational management and administration pertinent to their career development and clinical research program. Fellows may choose training experiences that facilitate the development of advanced competencies in program evaluation.

Professional Conduct, Ethics, and Legal Matters: Fellows will become competent (as appropriate for an entry level professional) in professional and collegial conduct, knowledge of the ethical guidelines of clinical assessment, diagnosis and delivery of interventions and services. Fellows will also become competent in their knowledge of guidelines that govern the appropriate conduct of human subjects research, and they will become appropriately familiar with the wide array of legal issues pertinent to the proper conduct of clinical psychology and human subjects related research.

Cultural and Individual Diversity Issues: Fellows will further develop their awareness, appreciation, and handling of cultural and individual diversity in conceptualizing, preparing, and executing research and clinical work. This will include adding to their

cultural competence regarding the design, delivery and evaluation of mental health services for a diverse range of Veterans and families.

Confidence and Professional Identity: Fellows will develop a strong professional identity and confidence and professional demeanor commensurate with their entry-level status in the profession.

Our program has serious mental illness as its area of emphasis. As such, all stated program goals will address issues related to serious mental illness in some way (development, treatment, service design, program implementation, etc.). While Fellows can pursue research and clinical experiences that are not specifically focused on serious mental illness during their training, all Fellows will engage in research and clinical activities that are directly related to this area of emphasis.

Fellows are rated using the following indicators: Competency Reached (C), Progressing Well (W), Not progressing Sufficiently (NPS). Expectations for successful completion of the fellowship are:

Mid-Year, Year 1: At least 70% of competency areas will be rated at level of C or W. At least one competency areas may be rated as NPS with the addition of an action plan.

End of Year 1: (1) Between 10% and 20% of competency areas will be rated at the level of C. (2) Between 11% and 90% of competency areas will be rated at the level of W. (3) 10% or fewer competency areas will be rated at the level of NPS.

Mid-Year, Year 2: At least 80% of competency areas will be rated at level of C or W. No competency areas will be rated as NPS.

End of Year 2: (1) All competency areas will be rated at the level of C of W. There will be no NPS ratings. (2) At least 75% of the competency areas must be rated as C and no more than 25% will be rated as W.

Facility and Training Resources

The VA is organizationally comprised of 23 Veteran's Integrated Service Networks (VISNs). VISN 5, the VA Capitol Health Care Network, serves the state of Maryland, the District of Columbia, and the greater Martinsburg West Virginia area. VISN 5 includes four VA Medical Centers: Baltimore VAMC, Perry Point VAMC, Washington, D.C. VAMC, and the VAMC in Martinsburg, West Virginia. The VAMCs at Baltimore and Perry Point are incorporated within the VA Maryland Healthcare System (VAMHCS); the MIRECC is housed within the VAMHCS.

MIRECCs are VA-based centers that are multidisciplinary centers focused on improving the provision of health care to veterans suffering from mental illness. This goal is achieved through basic, clinical, and applied research and by improving the understanding of mental health service outcomes through education and training of personnel and the development and implementation of improved mental health services, delivery models, and systems. The mission of the VISN 5 MIRECC is to maximize recovery and community functioning for Veterans with mental health disorders through treatment development and implementation, community partnership, and service evaluation and enhancement. This goal is achieved by implementing evidence-based clinical programs and practices for the treatment of Veterans with mental health disorders, conducting research that leads to the development and evaluation of novel treatment

strategies, developing and providing educational and training programs to enhance dissemination of evidence-based clinical programs and practices throughout the VA system of care. In support of this mission, the VISN 5 MIRECC supports a sophisticated research infrastructure including secretarial and administrative services, a biostatistics core, an assessment group, expertise in human subjects' research, and ample computer, office, and videoconferencing equipment. The VISN 5 MIRECC provides a variety of research and administrative services to MIRECC investigators and fellows, thereby enhancing the scientific quality of the work and reducing the costs of individual projects. The MIRECC provides laboratory and assessment space, computer facilities, and expertise and consultation that will aid in project organization and administration. The Assessment Core facilitates centralized training in the use of instruments, coordinates reliability exercises, and makes available a common set of clinical and functional assessments to MIRECC investigators. The Biostatistics Core provides consultation in statistical analysis, database technology, and data management to MIRECC investigators. Of particular importance to the Consortium are the MIRECC subunits on Subject Recruitment and VA Regulatory Compliance, staffed with experts to assist MIRECC investigators in coordinating recruitment of participants and complying with all human subjects' regulations at the local, VISN, and national levels. In addition, fellows can learn and access ongoing consultation in qualitative research methods through interaction with the MIRECC Qualitative Core which hosts didactic and consultation activities to providing ongoing education and support in qualitative methodology. MIRECC investigators maintain a large portfolio of VA and NIH grants and conduct treatment dissemination programs for VA on social skills training and family psycho-education. In addition, VISN 5 MIRECC investigators play a role in mental health services at the VAMHCS, sitting on leadership committees and participating in program evaluation and planning groups. The VISN 5 MIRECC has also developed effective referral relationships with clinical staff in the VAMHCS mental health care clinics.

The VISN 5 MIRECC is located in downtown Baltimore, close to the Baltimore VA Medical Center, the University of Maryland Baltimore (UMB), and the University of Maryland Medical Center. UMB is the professional campus of the University System of Maryland and one of three major research universities in the state. The Schools of Medicine, Pharmacy, Dentistry, Law, Nursing, and Social Work are assembled on a 32-acre site in downtown Baltimore. UMB ranks in the top ten percent of institutions receiving federal funding from the National Institutes of Health, and qualifies for Carnegie Classification as both a research institution and a specialized medical institution. The Health Sciences Library at UMB is a recognized leader in state of the art information technology, with six levels and 190,000 square feet in which it houses 400,000 volumes and approximately 20,000 print and e-journal titles all of which can be accessed using the online catalog, and which also provides access to the resources of 15 other libraries in the University System of Maryland. It provides access to computerized literature search bases (e.g. Medline, PsycINFO, Neuroscience Citation Index, etc.). Many of the journals can be accessed on-line from various full-text services. Co-located with UMB is the University of Maryland Medical Center, the main hospital of the University of Maryland Medical System (UMMS). UMMS is a multi-hospital system with academic, community, and specialty services reaching every part of the state.

The VISN 5 MIRECC has active collaborations with the Department of Psychiatry at the UMSOM with extensive communications and a strong working relationship across institutions. The Department of Psychiatry is home to Divisions and Centers which house resources that fellows can utilize to enhance their training. Most MIRECC investigators have dual appointments within the Department, either in the Division of Psychology or the Division of Psychiatric Services Research. Other departmental centers and investigators that can be utilized by fellows to enhance their training including the Maryland Psychiatric Research Center [dedicated to

providing treatment to patients with schizophrenia and related disorders, educating professionals and consumers about schizophrenia, and conducting basic and translational research into the manifestations, causes, and treatment of schizophrenia.], the Clinical Neurobehavioral Center [dedicated to conducting research combining neuro-scientific, behavioral-pharmacological, and clinical-psychological methods into an integrated program of human laboratory and clinical outpatient research and treatment studies designed to identify new medications to treat substance use disorders], and the UM Center for Brain Imaging Research.

Fellows benefit substantially from the close ties between the UMSOM, VISN 5, and the VAMHCS. The VAMHCS and UMB have a close, collaborative relationship. The Baltimore VAMC is located adjacent to the UMMC, with a connecting bridge that allows staff to move freely between the two facilities. As noted, many faculty members across a range of disciplines hold joint VA-UMB appointments, participate in training residents in a range of fields, collaborate on research projects, and share resources.

Primary Training Staff

Melanie Bennett, Ph.D. [Associate Director, Education Core and Director, VA VISN 5 Advanced Fellowship Program in Mental Illness Research and Treatment, VISN 5 MIRECC; Associate Professor, Department of Psychiatry, University of Maryland School of Medicine]. Dr. Bennett has extensive expertise in the development of interventions for individuals with serious mental illness. Much of her work has centered on the assessment and treatment of substance use disorders in people with schizophrenia and other forms of serious mental illness. She is proficient in motivational interviewing and has studied strategies for enhancing motivation to engage in health behavior change. She also does work in assessment and treatment of negative symptoms and in fostering mental health recovery in young adults with early psychosis. Dr. Bennett has been funded by NIH and VA to do her work in substance abuse treatment development and implementation. Dr. Bennett is a licensed psychologist.

Clayton Brown, Ph.D. [Director, Biostatistics Sub-Unit, Research Core, VISN 5 MIRECC; Associate Professor, Department of Epidemiology and Public Health, University of Maryland School of Medicine]. Dr. Brown is a biostatistician who has extensive experience in the design and analysis of randomized clinical trials of clinical and health service interventions in the areas of substance abuse and serious mental illness. He has been the lead statistician/co-investigator for multiple NIDA, NIMH, and VA funded randomized clinical trials on topics including cognitive remediation intervention and behavioral treatment for substance abuse in seriously mentally ill patients.

Robert Buchanan, MD [Associate Director, Research Core, VISN 5 MIRECC; Professor, Department of Psychiatry, University of Maryland School of Medicine; Acting Director, Maryland Psychiatric Research Center (MPRC)]. a Professor of Psychiatry in the Department Psychiatry, University of Maryland School of Medicine; Interim Director of the MPRC; Chief of the MPRC Outpatient Research Program and Director of the Maryland Early Intervention Program (EIP). Major research interests include schizophrenia phenomenology; the neuroanatomical and behavioral investigation of the pathophysiology of schizophrenia; and the development of novel pharmacological approaches for negative symptoms, cognitive impairments, treatment-resistant positive symptoms, and the metabolic disturbances and other side effects associated with antipsychotic treatment. He has conducted a series of proof of concept and clinical trials examining antipsychotic-reduction strategies in the acute and maintenance treatment of schizophrenia; the use of adjunctive pharmacological agents for the treatment of negative

symptoms and cognitive impairments; and the comparative efficacy of clozapine and olanzapine for positive and negative symptoms and cognitive impairment in partially responsive outpatients with schizophrenia. He currently has grant funding to evaluate novel therapeutic approaches for the treatment of people with schizophrenia, including the use of adjunctive oxytocin to CBSST for enhancement of social role function; combined anti-inflammatory treatment for persistent positive symptoms; and valacyclovir for cognitive impairments in people with schizophrenia, who are early in the course of their illness. He has been involved in multiple aspects of the Measurement and Treatment Research to Improve Cognition in Schizophrenia (MATRICS) project, including the identification of potential pharmacological targets for the treatment of cognitive impairments and the organization of the FDA/NIMH workshop to develop guidelines for the conduct of clinical trials of cognitive-enhancing drugs. He served as Co-P.I. on the Treatment Units for Research on Neurocognition and Schizophrenia (TURNS), was the MPRC site P.I., and is was responsible for the design and conduct of TURNS clinical studies. He has had an ongoing role in the development and update of the Schizophrenia Patient Outcomes Research Team (PORT) psychopharmacological treatment recommendations.

Amy Drapalski, Ph.D. [Director, Administrative and Clinical Cores, VINS 5 MIRECC; Associate Professor (Volunteer), Department of Psychiatry, University of Maryland School of Medicine]. Dr. Drapalski is a graduate of the VISN 5 fellowship program. Her research focuses on the development and implementation of interventions to reduce internalized stigma in people with mental illness, as well as topics related to mental health recovery, family interventions in SMI and topics related to the health and mental health needs of women veterans. Dr. Drapalski has several active grants and has participated in 16 peer reviewed journal articles. Dr. Drapalski is a licensed psychologist.

Clare Gibson, Ph.D. [Psychologist, VA Maryland Health Care System]. Dr. Gibson completed her Ph.D. in clinical psychology at the University of North Carolina at Chapel Hill where her training and research focused on social cognitive processes in schizophrenia and psychosocial interventions for individuals with serious mental illness. She completed her predoctoral clinical internship at the VAMHCS/University of Maryland Internship Consortium in the serious mental illness (SMI) track. Dr. Gibson then went on to complete a one year postdoctoral fellowship in VA's Interprofessional Fellowship Program in Psychosocial Rehabilitation and Recovery (PSR) at VA Connecticut Health Care System (the Paul Errera Community Care Center) & Yale School of Medicine. Dr. Gibson's interests are in psychosocial treatments for SMI and factors related to recovery particularly internalized stigma. Her professional interests include integrating recovery into mental health systems and self-care for mental health professionals. Dr. Gibson is a licensed psychologist.

Richard Goldberg, Ph.D. [Director, VISN 5 MIRECC; Professor, Department of Psychiatry, University of Maryland School of Medicine]. Dr. Goldberg is an established VA and NIH funded investigator, has overseen large clinical trials as PI, and has contributed to interventionist training and fidelity monitoring for innovative interventions targeting seriously mentally ill Veterans. As a funded NIMH and VA investigator he has accrued ample experience in working with peer providers and contributed to several grant efforts focusing on the quality of medical services targeting seriously mentally ill individuals. He also has training and research experience in conducting qualitative research focusing on consumer and provider perspectives of care. He is also the National Director of the VA Psychosocial Rehabilitation Training Program and the Hub-site Director of the National VA Inter-professional Psychosocial Rehabilitation and Recovery Post-Graduate Fellowship Training Program. Dr. Goldberg is a licensed psychologist.

Samantha Hack, Ph.D. [Research Investigator and Assistant Director, Education Core, VISN 5 MIRECC; Volunteer Assistant Research Professor, University of Maryland School of Social Work] Dr. Hack's research focuses on person-centered care for serious mental illness. She has studied racial disparities, particularly among African American men, in mental health treatment for serious mental illness and the development of Veteran-focused interventions that support consumer participation in collaborative treatment planning and delivery. Dr. Hack's work in these areas has been funded by the VA and the University of Illinois. She is a national consultant with VA Social Skills Training for Serious Mental Illness, and a licensed social worker.

Seth Himelhoch, MD [Research Investigator, VISN 5 MIRECC; Professor, Department of Psychiatry, University of Maryland School of Medicine and Clinical Core Director, VA VISN 5 MIRECC]. Dr. Himelhoch is a board certified psychiatrist and has subspecialty expertise in psychosomatic medicine. He has expertise in conditions that co-occur with serious mental illness including PTSD, substance abuse, hepatitis, and HIV. Dr. Himelhoch's research focuses on developing and studying the efficacy of innovative strategies aimed at improving the health and welfare people with co-occurring psychiatric and substance use disorders.

Elizabeth Klingaman, Ph.D. [Research Investigator, VISN 5 MIRECC]. Dr. Klingaman is a graduate of the fellowship program at VISN 5. She received her PhD in Counseling Psychology from the University of Maryland College Park and completed her predoctoral internship at the VA Eastern Colorado Health Care System in Denver, Colorado. Her research interests include improving sleep and other health behaviors among Veterans with serious mental illness through the use of adapted evidence-based practices. She is also interested in the neurocognitive effects of health behaviors (e.g., sleep, exercise). During her fellowship, Dr. Klingaman applied for and received the official intent to fund notice for an RR&D CDA-2 (Career Development Award) to generate guidelines for tailoring Cognitive-Behavioral Therapy for Insomnia to the needs of Veterans with serious mental illness, and to test the efficacy of this intervention with this population. She recently obtained funding through a Mental Health Quality Enhancement Research Initiative (MH QUERI) Locally Initiated Project and a MIRECC pilot to collect data on the intersection of sleep dysregulation and health behaviors among Veterans with serious mental illness. She is collaborating with colleagues at the Maryland Psychiatric Research Center on projects to fully characterize the functional outcomes of poor sleep among people with psychotic disorders. In collaboration with the VA National Evaluation of MOVE! Outcomes team, and various collaborators at the VISN 5 MIRECC, she has explored the importance of addressing multiple lifestyle and health behaviors as critical to the holistic recovery of Veterans with serious mental illness. She also serves as a National Trainer and Consultant for Social Skills Training for Schizophrenia, a VA EBP Rollout through the VISN 5 MIRECC. Dr. Klingaman is a licensed psychologist.

Julie Kreyenbuhl, PharmD, Ph.D. [Director, Research Core, VISN 5 MIRECC; Associate Professor, Department of Psychiatry, University of Maryland School of Medicine]. Dr. Kreyenbuhl's research focuses on the pharmacoepidemiology of serious mental illness and she has contributed extensively to the development of evidence-based treatment guidelines for schizophrenia. Current research interests include developing and testing the effectiveness of computer technology-based interventions such as Smartphones for individuals with serious mental illnesses in the areas of enhancing medication adherence and activating patients to participate in the prevention and management of medication side effects. Dr. Kreyenbuhl has received grant funding from the National Institute of Mental Health, NARSAD, and the Veterans' Health Administration.

Alicia Lucksted, Ph.D. [Research Investigator, VISN 5 MIRECC; Associate Professor, Department of Psychiatry, University of Maryland School of Medicine]. Dr. Lucksted's work focuses on applied research towards improving public mental health services for people with serious mental illnesses, internalized stigma regarding mental illness and its impact on recovery, self-help interventions among mental health consumers and family members, and qualitative methods in mental health services research. She has experience in community mental health clinical work, quantitative and qualitative mental health services research methods, intervention design and evaluation, recovery-based paradigms of treatment, and project management. As a mental health services researcher, she has led and contributed to numerous studies developing and evaluating psychosocial interventions and their use, via both qualitative and quantitative methods. Dr. Lucksted is a licensed psychologist.

Deborah Medoff, Ph.D. [Director, Data Management Sub-Unit, Research Core, VISN 5 MIRECC; Associate Professor, Department of Psychiatry, University of Maryland School of Medicine]. Dr. Medoff is a quantitative psychologist and an expert in research methods, statistics and measurement with extensive experience designing and analyzing research on serious mental illness. She provides methodological and statistical consultation to the VISN 5 MIRECC, the Center for Mental Health Services Research and the Mental Health Systems Improvement Collaborative. She has interests in the statistical analysis of neuroimaging data (PET, MRI, fMRI) and in the application of Covariance Structure Modeling to assess network models of brain function.

Anjana Muralidharan, Ph.D. [Clinical Research Psychologist, Assistant Director – Clinical Core, National Trainer/Consultant – Social Skills Training Program; VISN 5 MIRECC]. Dr. Muralidharan is a clinical research psychologist with a specialization in psychiatric rehabilitation and recovery from serious mental illness (SMI). She completed her Clinical Psychology Ph.D. at Emory University and her clinical internship at the Boston Consortium for Clinical Psychology Internship Program in 2013. She is a licensed psychologist with clinical proficiency in evidence-based treatments (EBT's) for adults with SMI and severe emotional disturbance, including psychoeducation, skills training, and cognitive-behavioral approaches in individual, family, and group-based formats. Her areas of research expertise include family and social support for recovery from SMI, the promotion of patient- and family-centered care for individuals with SMI, and the functional rehabilitation of older adults with SMI. Dr. Muralidharan is the recipient of a VA Rehabilitation Research and Development Career Development Award to develop enhanced expertise at the intersection of aging, SMI, and functional rehabilitation, with a focus on the development of innovative, interdisciplinary interventions for older adults with psychotic disorders.

Amanda Peeples, Ph.D. [Director, Qualitative and Mixed Methods Unit, VISN 5 MIRECC]. Dr. Peeples earned her Ph.D. in Gerontology from the University of Maryland, Baltimore County. She has conducted research examining stigma and social relations, issues of autonomy and choice, and everyday life in community, long-term, and dementia care settings. Dr. Peeples specializes in qualitative methods and analysis, particularly participant observation and ethnographic interviewing. She works with MIRECC investigators to include state of the art qualitative data collection and analysis methods in their research projects. Her planned future research will focus on the needs and experiences of older Veterans with serious mental illness, in particular on the long-term care needs and end-of-life planning for these Veterans.

Jason Peer, Ph.D. [Local Recovery Coordinator, VA Maryland Health Care System] Dr. Peer is a former MIRECC fellow with the VA Maryland Health Care System. He completed his clinical psychology internship at the VAMHCS and University of Maryland-Baltimore Psychology

Internship Consortium. Since completing his postdoctoral training, Dr. Peer has worked at the VAMHCS as a clinical psychologist in the PRRC and Recovery Center. He recently became the facility Local Recovery Coordinator which enables him to be a part of cutting edge research, recovery based interventions, and clinical practice.

Eric Slade, Ph.D. [Director, Administrative Data Sub-Unit, Research Core, VISN 5 MIRECC; Associate Professor and Director, Department of Psychiatry, Division of Psychiatric Services Research, University of Maryland School of Medicine]. Dr. Slade is an economist who specializes in mental health services research. His research focuses on evaluating the economic and service system impacts of service interventions and medications using information from administrative databases, clinical trials, clinical records, and surveys. His current research interests include the cost-effectiveness of VA mental health care for veterans with PTSD. Dr. Slade has published more than 45 studies of mental health services utilization, costs, and employment outcomes, and has led several research projects funded by various sources including the National Institute of Mental Health, the NARSAD foundation, and the U.S. Department of Veterans Affairs.

Neil Weissman, Psy.D. [Psychologist, VA Maryland Health Care System]. Dr. Weissman has been an attending psychologist for the VA since 1992 and has supervised interns and fellows for these 19 years. He currently services in the Baltimore VA Psychosocial Rehabilitation and Recovery Center and works with individuals with serious mental illness. He has received specialized training in CBT, is certified supervisor in Emotionally Focused Couples Therapy from the International Center for Excellence in Emotionally Focused therapy, and is a trainer in Motivational Interviewing (MI) for the National VA Evidence Based Practice Roll-Out of MI.

Administration Policies and Procedures

The term of the VA Advanced Fellowship Program in Mental Illness Research and Treatment is full-time for two years beginning on or about Labor Day and ending on or about that day two years later. There is funding available for these 2 full-time positions and the current stipend is \$45,961 per annum. State and Federal income tax and FICA are withheld from residents' checks. Annual and sick leave are accrued at the rate of 4 hours per pay period and the fellows are entitled to 10 federal holidays per year. Five days of additional authorized absence may be approved for attendance at conferences, workshops, or other educational activities. Fellows may also apply for up to \$500 of tuition expenses for training or conference experiences consistent with their training goals. Fellows are eligible for federal health insurance but not life insurance or retirement programs. Procedures for due process in case of problematic performance are in place, as are grievance procedures, both for fellows and psychology staff. A copy of these documents will be provided upon the start of fellowship. Our privacy policy is clear: we will collect no personal information about you when you visit our website.

Statement of Nondiscrimination

Equal opportunity laws and Department of Veterans Affairs (VA) regulations prohibit discrimination based upon race, color, national origin, Limited English Proficiency (LEP), age, sex, handicap or reprisal. This applies to all programs or activities conducted by VHA. This policy establishes a civil rights administrative complaint procedure to process allegations of discrimination on the basis of race, color, national origin, LEP, age, sex, handicap, or reprisal. A combination of procedures are modified as outlined in Title VI of the Civil Rights Act of 1964, Executive Order 13166, Title IX of the Education Amendment of 1972, Section 504 of the

Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and VA Policy as outlined in Title 38 Code of Federal Regulations (CFR) Chapter 1, Parts 15, 18, and 38.

EEO, Diversity Statement

The Department of Veterans Affairs (VA) is committed to ensuring equal employment opportunity (EEO), promoting diversity and inclusion, and resolving workplace conflict constructively to maintain a high performing workforce in service to our Nation's Veterans. To that end, the Department will vigorously enforce all applicable Federal EEO laws, regulations, Executive Orders, and Management Directives to ensure equal opportunity in the workplace for all VA employees. For additional information, please consult the VA EEO Policy at <http://www.diversity.va.gov/policy/statement.aspx> or contact the VAMHCS EEO office.