Onco-Psychology Residency Training Program

The Onco-Psychology Residency Training Program aims to aid the Resident in developing from entry as an advanced trainee to completion as a junior colleague, prepared to practice fully as a license-ready independent provider within the field of Psycho-Oncology. Training is meant to be less didactic and more experiential, with opportunities for a greater degree of flexibility, autonomy, and independence. The primary focus of the Program is clinical training, though opportunities to explore a range of academic activities, such as supervision of junior trainees, teaching, research, and participation in a range of scholarly endeavors will also be available to the Resident. The depth and breadth of these experiences will be at the discretion of the Resident in collaboration with the Director of the Onco-Psychology Program.

Clinical Experiences & Settings

The primary focus of the Onco-Psychology Residency Program is clinical training. The Resident will spend approximately 80% of the week (equivalent to 4 full days) involved in various clinical activities.

Outpatient Oncology

**Individual, Couples, & Family Therapy.** The Resident will carry a case load of 10-12 appointments weekly of direct individual, couples, or family therapy to cancer patients &/or their family or caregivers. Therapy will be provided at the KU Cancer Center outpatient locations. Focus will be on aiding the Resident in use of empirically supported treatments (i.e., CBT, ACT, CPT, etc.). The Resident will be responsible for appropriate documentation in the electronic medical record.

**Brief Cognitive Assessment.** The Resident will conduct brief cognitive assessments (i.e. RBANS, Trail Making Test, etc.) with cancer patients or caregivers as part of services at the KU Cancer Center outpatient locations. Assessments focus on providing overview of intellectual functioning, memory, attention, language, visual-spatial, executive functioning, and psychological functioning. The Resident is responsible for completing corresponding reports to summarize findings and offer recommendations. The Resident will communicate results to the patient and to the relevant or referring medical team, and will provide referral for comprehensive neuropsychological evaluation or other services as needed. The Resident will be responsible for appropriate documentation in the electronic medical record.

**Oncology Interprofessional Clinic.** The Resident will gain exposure to a wide variety of specialty oncology clinics (e.g., Head, Neck & Lung; Palliative Care; Breast; Hematology, etc) during the year by participating in three-month mini-rotations. These rotations will involve working with interprofessional teams to provide point-of-care health & behavior consultation, assessment, brief intervention, and referral as needed, as part of patients’ ongoing clinical care with their oncology team. This experience aims to cultivate knowledge about specific factors related to disease, symptoms and side effects,
medical interventions, and unique patient concerns. The Resident will be responsible for appropriate documentation of encounters in the electronic medical record.

**Pre-Bone Marrow Transplant Evaluation.** The Resident will conduct approximately one pre-Bone Marrow Transplant Evaluation weekly for patients preparing for autologous, allogeneic, haploidentical, or cord blood transplant for a hematological malignancy. Assessment focuses on summarizing patient social, mental health, and substance use history, and offering recommendations on ways to aid patients in managing pre-existing and/or concurrent psychological distress or diagnoses as they complete transplant. The Resident will provide a report from this evaluation to the referring medical team and will address any concerns prior to transplant. The Resident will be responsible for appropriate documentation in the electronic medical record.

**Crisis Consultation.** The Resident will receive crisis consultation training for handling patients reporting suicidal ideation, homicidal ideation, or the abuse and/or neglect of vulnerable populations. Direct, in-person crisis consultation to cancer patients and/or their families/caregivers will be provided on an as needed basis. The Resident will be expected to identify situations where there is an “imminent threat,” and the proper protocol to ensure patient and public safety. Collaboration with clinical supervisor(s) and thorough documentation in the electronic medical record is required.

**Inpatient Oncology**

**Consultation Liaison Services.** The Resident will provide inpatient consultation/liaison services to hematology/oncology patients at various inpatient units of the KU Medical Center. The Resident will typically spend 4-5 hours weekly on these inpatient floors, and will follow 3-7 patients per week, with variability based on referrals and need. Responsibilities include consultation, brief psychological assessment or interventions, pre-bone marrow transplant evaluations, and/or making recommendations to members of patient care teams as it relates to psychological concerns. The Resident will be responsible for appropriate documentation in the electronic medical record.

**Other Outpatient Health Psychology Experience**

**Psychodiagnostic Evaluation for Medical Intervention (PEMI).** As part of this experience, the Resident will be responsible for completing at least two evaluations each week including, but not limited to, liver transplant and spinal cord stimulators. The Resident will meet once weekly with the PEMI Director, a licensed psychologist on faculty, for individual supervision. Focus will be on aiding the Resident in use of empirically support evaluation tools and clinical observation and recommendations to treatment teams. The Resident will be responsible for appropriate documentation in the electronic medical record.

**Supervision**

As the Postdoctoral Residency Year is the final preparatory year for pre-licensed psychology trainees, all activities of the Resident are completed under supervision of licensed clinical psychologists who serve as faculty in the University of Kansas Medical Center. Supervision of clinical activities is provided at the level of at least two hours of
formal individual supervision per week, with additional informal consultation available at any time. The Resident will also participate in weekly Onco-Psychology Tiered Didactic & Group Supervision meetings (see more detail below). Supervision is meant to aid the Resident in development across a range of clinical skills, including but not limited to diagnosis, assessment, intervention, documentation, and ethical considerations. In addition, supervision also includes a focus on personal and professional development within the field. Supervision hours and activities are also designed to ensure that requirements for licensure in both the states of Kansas and Missouri will be met within the Residency year. If a Resident intends to seek licensure in another location, efforts will be made to ensure that licensure requirements for that jurisdiction will be fulfilled. However, the responsibility for obtaining information on other state licensure requirements falls on the Resident.

**Primary & Secondary Supervision.** Primary Supervision of the Resident is covered by the Director of the Onco-Psychology Program, who will have final oversight of the Resident’s activities throughout the training year, and will provide at least one hour of formal individual supervision to the Resident weekly. Secondary Supervision of the Resident will be provided at a formal or informal level by other faculty of the Onco-Psychology Program in connection to specific clinical activities, such as inpatient consultation liaison services, pre-liver or spinal cord stimulator evaluations, etc.

Informal supervision or learning opportunities will also be provided throughout the Residency year by a variety of faculty and staff throughout the University of Kansas Medical Center as part of the Resident’s interprofessional training experiences.

**Tiered Didactics & Group Supervision.** A cornerstone of the Onco-Psychology Program is the Tiered Didactics & Group Supervision meetings, which are held for 90 minutes each week. The program utilizes a vertically-tiered environment to support the growth and development of students and faculty at various levels of experience. The goal of these didactics is to use developmental scaffolding to model and modify behavior and skills to aid in the progression of students from trainees to colleagues. Trainees involved in Tiered Didactics & Group Supervision meetings include practicum students, interns, and the post-doctoral Resident. Tiered Didactics & Group Supervision curriculum has been developed to include Oncology Special Topics presented by oncology faculty/staff, psychotherapy techniques, ethics, professional development topics, journal articles, clinical case presentations, and site-visits to BMT unit, American Cancer Society Hope Lodge, a hospice facility, etc. Attendees are asked to complete an evaluation at the completion of each didactic meeting.

**Other Residency-Specific Training.**
As part of training, all Residents in the Department of Psychiatry & Behavioral Sciences will participate in Postdoctoral Didactics & Peer Development. The goal of these didactics is to provide advanced training topics in professional development, ethics, psychotherapy, leadership, etc., for all program Residents. The didactics will be held for one hour biweekly. On the alternating weeks, the Residents will be given this time for interaction as a peer group. Given that the Residents all practice in varied
settings/locations, the goal is to ensure time to develop professional and collegial relationships among the trainee group. All Residents or faculty in attendance for each didactic will be asked to complete an evaluation form. Summaries of this feedback will also be provided to each presenter.

Research.
The Resident will have approximately 10% of the week (equivalent to ½ day of time) to pursue clinically-relevant research or education projects. Efforts will be made to aid the Resident in submitting a project to a national conference, such as the American Psychosocial Oncology Society (APOS) annual conference. In addition, it is expected that the Resident’s clinical work will have integration of science and practice. Time spent in research or scholarly activities is encouraged; however, it is noted that this Residency is primarily clinical in focus.

Other Program Details

Calendar Year & Training Hours.
The Postdoctoral Residency consists of a calendar year of full-time supervised training, which usually will begin on or around September 1 of each year and covers 2,080 hours of total training time. This assumes roughly 40-45 hours of work per week, and will ensure that the Resident meets clinical hour requirements for licensure in the states of Kansas and/or Missouri. This Residency assumes the completion of the candidate’s Doctoral degree, which must be completed prior to starting the Program or accruing hours. Under special circumstances, an earlier or later start date may be arranged, and the decision would be made by the Onco-Psychology Program Director and the Training Director for the Division of Psychology. Regardless of the start date, the total training time will equal at least one full calendar year. Any other special circumstances will be reviewed as needed.

Salary.
The annual salary for the postdoctoral Residency position is $47,476.00. Federal and State taxes and Social Security deductions are withheld from this amount. Deductions for health insurance will be taken from 24 of the usual 26 paychecks each year, i.e., the first two paychecks every month. Pay days are every other Friday, and paychecks are direct deposited on the second Friday following the end of a pay period. The Resident position is not eligible for overtime/compensatory time.

Insurance Benefits.
KUMC covers health care insurance benefits for postdoctoral Residents, on a matching basis, i.e., the Resident will pay a portion of the premium for the insurance program selected from options and KUMC pays the other portion of the premium. The Resident will be given options between preferred provider plans, and premium deductions, as noted above, will be taken out by Pay Roll twice monthly. The Resident will have the option to participate in the employee wellness program, which may reduce or discount health insurance costs. Health benefits are also available to dependents and married
spouses of the Resident, including to legally married same-sex spouses. Details of health insurance can be obtained by visiting this website, and additional details will be provided during employee orientation: http://www.kumc.edu/human-resources/benefitsrewards/medical-insurance.html.

Other Benefits.
Details about additional resources or options included in the Resident’s Benefits Package will be reviewed during orientation the first week of employment. At that time, the Resident will be provided with all KUMC policies and details related to life, health and disability insurance, retirement plans and savings, Family and Medical Leave Act, flexible spending accounts, education savings accounts, deferred compensation plans, the employee assistance program, etc. Also, KUMC participates in the STAR program, which grants discounts to employees at many companies around the Kansas City area. Details related to benefits can be found at http://www.kumc.edu/human-resources/benefitsrewards.html.

The Resident will have the option of purchasing a discounted monthly pass to the Kirmayer Recreation Center, a full-service fitness facility located on the main KUMC campus. Services include group fitness classes, personal training, intramurals, and nutrition services. See http://www.kumc.edu/student-services/kirmayer-fitness-center.html for more information and current employee pricing.

Leave.
The Resident has 9 designated Holidays during the calendar year (see below), and one Discretionary Leave Day, which is available for use after the first 6 months of employment. Any unused leave time (sick, vacation, discretionary) are not paid out by the University of Kansas Medical Center at the end of the training year, so the Resident is encouraged to utilize leave time prior to end of the training year.

### Designated Holidays
- New Year’s Day
- Martin Luther King, Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving (2 days)
- Christmas Day

Other leave includes up to 22 days of Vacation Leave in the fiscal year, with a rate of 8 hours accrued per pay period, except for the final 2 pay periods and those months with 3 pay periods. Vacation time can be requested once it has been accrued.

Sick Leave should only be used for illness, the need to be away from work for medical reasons, time off due to pregnancy/childbirth/adoption, and/or to care for a member of the Resident's family. All full-time employees earn 3.7 hours of sick leave per pay period. Once a Resident has accrued sick leave he/she may use it for a necessary absence due to personal illness or for illness of a family member.