



## 2024-2025 Postdoctoral Fellowship

The Division of Behavioral Health at Nemours Children's Hospital, Delaware offers 10 clinical postdoctoral fellowships beginning August or September 2024. Positions are open to graduates from American Psychological Association-approved doctoral programs who will have completed all degree requirements by the start of fellowship. Fellowships are one year in duration unless otherwise noted. The fellowships offer clinical training across Pediatric Psychology, Integrated Primary Care, Clinical Child and Adolescent Psychology, and Leadership Education in Neurodevelopmental Disabilities (LEND).

In addition to clinical hours, fellows participate in didactic seminars spanning topics such as professional development, clinical supervision, research and scholarly inquiry, advocacy, and diversity and cultural humility. Fellows who are bilingual Spanish-English (all proficiency levels) participate in biweekly bilingual supervision seminar with our Spanish-speaking faculty. Additional opportunities to engage in diversity, equity, inclusion, and anti-racism are also available and strongly encouraged.

Fellows also have opportunities to supervise other psychology trainees from our psychology externship and internship programs. All fellows (except LEND program) may choose to participate in research training. Research is mentored by faculty within the Center for Health Care Delivery Science, and one full day per week is set aside for these activities unless otherwise noted.

For all positions, the deadline for applications is December 4, 2023. We are committed to equity, accessibility, and the safety of our applicants. Therefore, *all interviews will be virtual*. Interviews will be held January 17, 18, 19, and 23, 2024. We adhere to the Common Hold Date guidelines put forth by APPIC. Applicants are invited to apply for one or more positions. Documentation for all positions should be submitted via the APPA CAS portal [APPA CAS \(APPIC Psychology Postdoctoral Application\)](#). Please direct any questions to the Director of Postdoctoral Fellowship Training, Megan Cohen, PhD, ABPP or administrative coordinator, Gizelle Nabinett at [psychologytraining@nemours.org](mailto:psychologytraining@nemours.org).

### **For all positions please include:**

- Curriculum Vitae
- Letter of interest specifying the major rotation position/s you are seeking. Please also summarize your qualifications, minor rotation clinical interests, research interests and goals for fellowship. If you speak Spanish, please outline this in

- your cover letter. You may apply to more than one position and note this in one cover letter.
- Two letters of recommendation; at least one from a direct clinical supervisor
  - Letter from your dissertation chair outlining the status of your dissertation including its completion or defense date.

## **Clinical Child and Pediatric Psychology Fellowships**

### **Cardiology with Minor Rotation in Hematology and Oncology**

This fellowship position provides 60 percent experience in Pediatric Cardiology, which includes assessment and parent consultation as part of an interdisciplinary cardiac neurodevelopmental follow up program, consultation-liaison within the cardiac intensive care unit and cardiac transplant psychosocial evaluation. The fellow will participate in weekly interdisciplinary developmental rounds on the cardiac unit and will be an active member of a cardiac developmental care committee that strives to promote developmental care practices in the Cardiac ICU. The patient population ranges from newborns to young adults with a variety of cardiac conditions including congenital heart disease, arrhythmias, and heart failure. One day is devoted to neurodevelopmental/psychosocial research in Cardiology. There will be a minor rotation including Oncology consultation and therapy. The fellow will provide services within the Department of Hematology and Oncology, which is a multidisciplinary program for treating youth with a wide range of diagnoses such as brain tumor, bone tumors, acute lymphocytic leukemia, and patients who are in remission from cancer. Clinical activities include interdisciplinary intake evaluations, outpatient therapy with a focus on cognitive behavioral, acceptance, and family systems approaches, and collaboration with other providers.

Supervisors: Erica Sood, PhD, Joslyn Kenowitz, PhD, Karen Wohlheiter, PhD

### **Interdisciplinary Pediatric Psychology and Consultation Liaison**

This fellowship prepares fellows to integrate in interdisciplinary medical teams in both the outpatient and inpatient setting. The fellow may tailor their pediatric psychology experience by choosing among several psychology services embedded within medical teams, including Healthy Weight and Wellness and Bariatrics, Gastrointestinal Specialty Clinic, Craniofacial Clinic, and Diabetes Collaborative Clinic. The fellow will also gain expertise in Consultation Liaison. The fellow covers the C/L service with an attending psychologist for one week at a time every six weeks, during which they have reduced outpatient responsibilities. Fellows participate in medical and psychosocial rounds as appropriate. The fellow would be exposed to a variety of ages and referral questions, including med adherence, pain management, psychogenic symptoms, and adjustment to diagnosis/hospitalization. Applicants ideally will have a background in child clinical or pediatric psychology with experience participating on hospital-based interdisciplinary medical specialty teams.

Supervisors: Anthony Alioto, PhD, ABPP, Kira Branch, PsyD, Megan Cohen, PhD, ABPP, Cynthia Torres, PsyD

### **Integrated Pain and Wellness**

This fellowship offers training within the Integrated Pain and Wellness Program, an interdisciplinary outpatient pediatric chronic pain clinic. Physicians, psychologists, nurses, physical and occupational therapists work together on an interdisciplinary team. This position primarily involves outpatient clinical work treating youth with a wide range of chronic pain conditions including (but not limited to) headaches, abdominal pain, post-concussive syndrome, complex regional pain syndrome, amplified musculoskeletal pain syndrome, autonomic disorders, and generalized pain. Clinical activities include interdisciplinary intake evaluations, outpatient therapy with a focus on cognitive behavioral, acceptance, and family systems approaches, and collaboration with schools and other providers. To round out the experience, fellows may choose a minor clinical rotation and a day of research. *Please see below for a list of minor rotation options.*

Supervisor: Katherine S. Salamon, PhD

### **Clinical and Research Fellowship in Pediatric Hematology/Oncology**

This fellowship position provides a unique blend of clinical (60%) and research (40%) responsibilities, jointly sponsored by the Nemours Center for Cancer and Blood Disorders and the Nemours Center for Healthcare Delivery Science. The Fellow will provide services within a multidisciplinary program for youth with a wide range of diagnoses such as brain tumor, bone tumors, acute lymphocytic leukemia, and patients who are in remission from cancer. Oncology services will be the primary clinical focus; however, there are opportunities to provide services to patients with sickle cell disease and other hematological disorders. Clinical activities include interdisciplinary intake evaluations, inpatient, and outpatient therapy with a focus on cognitive behavioral, acceptance, and family systems approaches, and inter-disciplinary collaboration. The Fellow will also participate in ongoing research studies related to the delivery of integrated psychosocial care for patients and families. Current projects include implementation of psychosocial risk screening, internet-based interventions to promote coping and adaptation for families of children in treatment for cancer, development of technology-enhanced decision support tools (e.g., virtual reality), and community-partnered research to bring evidence-based family interventions to children's oncology camps.

Supervisors: Karen Wohlheiter, PhD, Aimee Hildenbrand, PhD, Kim Canter, PhD

### **Integrated Primary Care -2 positions.**

The Integrated Primary Care program focuses on providing training within the integrated primary care setting, providing direct services within a patient's medical home. The Integrated Primary Care fellowships offer the opportunity to work in two different primary care clinics. Fellows will spend 2 days per week in their major clinic and 1 day per week in their minor clinic. Nemours primary care clinics are predominantly located in medically underserved areas of the state. All sites are Nationally Committee Quality Assurance (NCQA) Patient Centered Medical Home (PCMH) certified. Fellows rank their preferences for clinics. Fellows also complete a

minor rotation focusing on specialty care or clinical child and adolescent psychology. *Please see below for a list of minor rotation options.*

In addition to clinical training, Integrated Primary Care fellows spend may elect to spend one day per week engaged in research activities. Fellows in the Integrated Primary Care fellowship will receive a well-rounded training experience by getting in-depth integrated primary care training while also developing an area of specialty in linking systems of care. Opportunities for individualizing the fellowship experience is provided through the day dedicated to research, as well as the selection of a minor rotation. Applicants ideally will have a background in clinical child and/or pediatric psychology with interest/experience working in a primary care setting.

Please see below for a list of clinics:

**Beck's Woods Primary Care** is in suburban Bear, Delaware. The practice also houses satellite outpatient therapy services (Speech, PT, OT), which offers unique collaboration opportunities.

Supervisor: Jason Boye, PhD, ABPP

**Foulk Road Primary Care** is approximately 5 minutes away from Nemours Children's Hospital in North Wilmington. The practice serves families from a variety of racial and SES backgrounds. This clinic also engages in training of medical students and residents, providing opportunities for cross-training

Supervisors: Meghan Lines, PhD, Cheyenne Hughes-Reid, PhD, Zach Radcliff, PhD

**Jessup Street Primary Care** serves a primarily Black and African American population in an urban setting with close community partnerships. This clinic also engages in training of medical students, thus providing opportunities for cross-training.

Supervisors: Roger Harrison, PhD, Danika Perry, PsyD

**Milford Primary Care** is a rural practice in the Southern part of Delaware. This clinic serves a diverse community, including a high percentage of Latinx families. Fellows would provide care both in person and via telemedicine.

Supervisor: Allen Garcia, PhD

**Newark Primary Care** is near the University of Delaware, and its geographical location pulls from a wide variety of communities in the region. This clinic services families from diverse backgrounds both in terms of race and ethnicity as well as SES.

Supervisors: Megan Cohen, PhD, ABPP and Katie Hoffses, PhD

**Nemours Children's Hospital, Consultative Pediatrics** is a primary care clinic located in the outpatient center of Nemours Children's Hospital. This clinic serves

diverse families and children, many managing co-occurring chronic medical conditions. This clinic also serves as a training site for medical residents; thus cross-training opportunities are available.

Supervisor: Jennifer Kuhn, PhD

**Pike Creek Primary Care** is a suburban practice located at the crossroads between Newark, Hockessin, and Wilmington. This office serves families from diverse backgrounds.

Supervisor: Meghan Lines, PhD

**St. Francis Primary Care Clinic** is in St. Francis Hospital in the city of Wilmington. This clinic is the medical home for a large population of Latinx families, and most clinicians are Spanish speaking. Bilingual fellows would have the opportunity to provide care in Spanish.

Supervisors: Ashley Marchante-Hoffman, PhD, Cheyenne Hughes-Reid, PhD

### **Advanced Training in Clinical Child and Adolescent Psychology**

This postdoctoral fellowship will prepare Clinical Child and Adolescent psychologists for a career providing evidence-based care and training for diverse youth in a variety of settings, including academic medical centers, and private practice. This year will focus on advanced training including conceptualization in empirically supported interventions for youth ages 2-18. The fellow will receive training in empirically supported treatments for emotionally dysregulated teens, and teens struggling with body image concerns and eating disorders. The fellow will also receive advanced supervision in the Nemours Youth Mood and Anxiety outpatient clinic. As part of this rotation, the fellow will serve as a core member of the training team. Specifically, the postdoctoral fellow will work in conjunction with the Clinical Director and training team to oversee graduate externs and pre-doctoral interns' staff as they deliver the empirically supported treatment interventions and mindfully integrate cultural responsiveness to our work with these families. Our ideal candidate prioritizes diversity and cultural humility that drives their passion in working with youth and their families. We are looking for someone with experience in evidence-based care, who also has as a deep respect for the systemic barriers and limitations on minoritized families within these interventions.

Postdoctoral fellow activities will include direct outpatient service delivery to children and adolescents experiencing difficulties with anxiety, depression, disruptive behavior, and other emotional and behavioral problems. We offer additional opportunities to use the Unified Protocol, Family Based Therapy (FBT), Dialectical Behavior Therapy skills interventions, Parent Management Training, and Exposure-based CBT for OCD. To provide a well-rounded experience, fellows may choose one to two minor experiences in specialty care or integrated primary care. Fellows may also elect to engage in one-day per week research activities. Fellows are mentored by faculty from the Center for Healthcare Delivery Science, and typically end the year with a presentation at a national conference and publication in preparation.

Supervisors: Christina Cammarata, PhD, ABPP, Chesha Simon, PsyD, Joanna Smith, PhD

### **MINOR ROTATIONS**

To provide a well-rounded experience, pediatric psychology, integrated primary care, and clinical child fellowships allow fellows to rank preferences for training in a variety of minor rotations. Minor rotations are the equivalent of one half to one full day of clinical service.

- 1. Autism Spectrum Disorder Assessment and Treatment**
- 2. Craniofacial Clinic**
- 3. Gastrointestinal Specialty**
- 4. Healthy Weight and Wellness**
- 5. Integrated Primary Care**
- 6. Integrated Pain and Wellness**
- 7. Short-Term Anxiety and Mood Program**
- 8. Outpatient Therapy**

### **Leadership Education in Neurodevelopmental Disabilities (LEND) Fellowships**

The Leadership Education in Neurodevelopmental Disabilities (LEND) fellowship program is an interdisciplinary training program for healthcare professionals and family members of children with chronic developmental conditions. Nemours Children's Hospital, Delaware, the University of Delaware, and Delaware State University, along with other community organizations, have partnered together to develop unique didactic, training, and clinical experiences to create leaders in systems delivery for children with special needs and their families. The program will include specialized seminars, interdisciplinary activities in the medical field and in the community, partnership with families and self-advocates, and a capstone leadership project. LEND fellows spend on average the equivalent of one day per week dedicated to LEND activities. LEND is supported by a grant from the Maternal Child Health Bureau, Health Resources and Services Administration, and the U.S. Department of Health and Human Services. There are more than 50 LEND programs in the United States, and this is the only LEND program in Delaware.

### **Evaluation and Treatment of Autism Spectrum Disorder (ASD) – 2 positions**

The Swank Autism Center provides comprehensive evaluation and treatment for autistic children up to age 18 years. Clinical services are interdisciplinary and collaborative with both medical and psychology leadership, and there are

opportunities for exposure and participation in program development as well. Postdoctoral fellows can collaborate with other members of the Swank Autism Center interdisciplinary team. Each position includes a major emphasis in clinical care and a minor emphasis in interdisciplinary care and/or research.

*Major Emphasis: Clinical Care (Both Positions)*

Both ASD positions will primarily involve direct clinical care with ASD as a referral question, including diagnostic evaluations, comprehensive testing, ongoing treatment (both parent-mediated and CBT), potential opportunities to run groups, and exposure to autistic patients in a medical setting. Although ASD is often the referral question, there will be a substantial amount of overall child clinical assessment and treatment, as well as medically complicated developmental concerns commonly presenting within this population. Applicants ideally will have a documented interest and clinical experience in ASD; although ADOS-2 training is not required, it is preferred.

Currently, assessment and treatment for ASD occurs both over telehealth and in person. We use the TELE-ASD-PEDS (TAP) for young children, and for ages three and up, there is a combination of telehealth for diagnostic interviewing and in-person testing using cognitive measures and the ADOS-2. Treatment programs are in person or over telehealth based on clinical considerations, and family preference.

*Minor Emphasis: Interdisciplinary Care (1 Fellow in Each Position)*

Position 1: Child Development Watch - South

This position offers a unique opportunity to become immersed in the very early years of 0-3 by providing services through Child Development Watch (CDW) in Southern Delaware. CDW is a state funded 0-3 early intervention program. Under the supervision of a psychologist, the fellow will spend one day per week as an active participant in a multi-disciplinary developmental assessment, completing autism-specific assessment in children 0-3 years of age.

Position 2: Specialty areas and/or Research

This position affords opportunities to collaborate with other medical providers and/or researchers in a selected area. The rotation could include a focus on: a) children presenting with chronic feeding difficulties, which includes an interdisciplinary clinic, as well as behavioral feeding consultations and therapy; b) children with Down Syndrome, which includes an interdisciplinary Down Syndrome clinic and outpatient treatment; or c) research in an area of choice with mentorship from Swank Autism Center leadership and the Center for Healthcare Delivery Science, with an emphasis on person-centered and family-centered practices in research. Opportunities in other settings (e.g., primary care) may be available.

**Emphasis on Early Childhood: – 1 position**

Early Childhood fellows will have the opportunity to participate in multiple aspects of early childhood assessment and treatment. Experiences include assessment of autism through the State of Delaware early intervention program Child Development Watch (CDW; children with developmental delays ages birth to three). Under the supervision of a psychologist, the fellow will spend one day per week

completing autism-specific assessment for children 0-3 years of age through CDW. Additionally, this position provides the opportunity to work closely with the CDW team throughout the process. Assessments are completed via telehealth but there may be opportunities to provide care in-person as well.

The early childhood fellow will also gain proficiency in early childhood screening in our Behavior and Developmental Access Clinic where the fellow will also provide behavior-based intervention with young children and their families. For fellows with formal training in Parent-Child Interaction Therapy, obtaining clinical hours toward certification may be available. The fellow may also choose to provide early childhood intervention in other settings, such as integrated primary care, interdisciplinary Down Syndrome clinic (including outpatient treatment for these children and families), and Behavioral Consultation Clinic.

Supervisors: Brian Freedman, PhD, Laura Dewey, PhD, Emily Bernabe, PhD, Ally Davis, PhD, Kate Vertucci, PhD, Joanna Smith, PhD.

## **Nemours Children's Hospital, Delaware Division of Psychology**

We want to acknowledge that we gather to train and care for the community as the Nemours Children's Hospital, Delaware on the traditional land of the Lenni Lenape People past and present, and honor with gratitude the land itself and the people who have stewarded it throughout the generations. The Nemours Children's Hospital, Delaware (formerly known as Alfred I. duPont Hospital for Children) was founded in 1940 through a bequest in the will of Alfred I. duPont, upon whose estate, Nemours, the hospital now stands. Mr. DuPont stated in his will that he wanted part of his wealth to be used to "alleviate human suffering," especially that of children and the elderly. Soon after his death, the Nemours Foundation was established to conduct his wishes. Today, Nemours Children's Hospital, Delaware (NCH) is part of the broader, nonprofit Nemours pediatric health system, which provides primary care, urgent care, specialty care, and hospital and ER care in the state of Delaware, the Delaware Valley region, and the state of Florida and surrounding areas. NCH is the only children's hospital in Delaware and draws patients from three additional states (Maryland, Pennsylvania, and New Jersey). As a teaching facility, the hospital is affiliated with Thomas Jefferson University, where all psychology faculty hold academic appointments. Medical students, residents, and fellows specializing in various fields of pediatrics, as well as nursing and allied health students, also receive training at the hospital. Nemours Children's Hospital, Delaware offers a wide array of services for infants, children and adolescents including:

Adolescent Medicine  
Neurosurgery  
Allergy  
Neonatology  
Audiology

Neurology  
Cardiology  
Occupational Therapy  
Communicative Disorders  
Ophthalmology



Critical Care Medicine  
Orthopedics  
Diagnostic Referral Service  
Otolaryngology (ENT)  
Dentistry  
Physical Medicine & Rehabilitation  
Dermatology  
Physical Therapy  
Developmental Pediatrics  
Plastic Surgery  
Emergency Medicine  
Psychiatry  
Endocrinology  
Psychology

Gastroenterology  
Pulmonary Medicine  
General Pediatric Surgery  
Rheumatology  
Genetics  
Sports Medicine  
Hematology/Oncology  
Thoracic Surgery  
Infectious Disease  
Transplant Services  
Medical Imaging  
Urology  
Nephrology

The Division of Psychology reports administratively to the Chair of the Department of Pediatrics. We share a close and mutually supportive relationship with Psychiatry, Developmental Medicine, and Pediatrics. All psychology faculty are employees of the hospital. Psychology fellows are not only valued within the Division of Psychology, but by all medical disciplines within the hospital.

The mission of the Department of Psychology at Nemours is “to improve well-being through quality behavioral health care, education, training and research in a collaborative, inclusive, and culturally responsive manner.” Therefore, our strategic drivers are to:

- 1) Serve all families with high quality, collaborative care in a welcoming and inclusive environment.
- 2) Advance and support using scientific knowledge to advocate for and optimize health equity for all families.
- 3) Develop and sustain an inclusive, representative, and valued workforce connected by lifelong learning and cultural humility.

Our program and the Division of Psychology stand in solidarity with BIPOC communities and BIPOC movements (including, but not limited to Black Lives Matter, Stop AAPI Hate, etc.). Through self-reflection, self-awareness, cultural humility, and intentional action, we strive to live the philosophy of anti-racism, which we view, in the words of Ijeoma Oluo, as “the commitment to fight racism wherever [we] find it, including in [ourselves].” We also stand firmly with our LGBTQIA+ community now more than ever. As psychologists and community members, we are committed to dismantling systems of oppression and white supremacy. Our program has long operated under the guiding principle that diversity enriches our training programs, our division, our institution, and our community. Therefore, our program and our division have pursued several diversity promotion, recruitment, and training initiatives that aim to:

- 1) enhance our trainees’ and staff’s cultural humility and attention to/participation in diversity, inclusion, and equity efforts.

- 2) recruit and retain diverse staff and trainees, to reflect the diversity of the populations we serve and to strengthen our division through the diversification of perspectives and lived experiences; and
- 3) foster a welcoming, safe, and inclusive environment that celebrates diversity.

**Benefits and Salary:**

Nemours Children's Hospital, Delaware offers a competitive salary of \$62,430 annually. We also include a generous benefits package, including 27 days of Paid Time Off (PTO), which can be used flexibly for vacation, sick leave, job interviews, graduation, and conference travel; subsidized health insurance; six paid holidays; three education days, one day of volunteer time off for an approved activity; and free on-site parking. Other benefits include options for prescription medication coverage; options for dental and vision insurance; retirement annuity programs; employer-paid short-term disability; basic life insurance and A&D; voluntary additional life insurance and/or AD&D; voluntary long-term disability; flexible spending accounts for health, dependent care, and/or transportation; Employee Assistance Program; wellness program; financial education program; and others.

The Nemours Child Development Center is the hospital's on-site childcare facility (NAEYC accredited) and provides high-quality childcare, prekindergarten, and kindergarten, as well as before-/after-care, drop-in care, and summer camp. Fellows are welcome to use the hospital's medical library and can join the hospital's Fitness Center for nominal fee per 32 biweekly pay period. Fellows have access to support personnel, including our GME coordinator, numerous other full-time psychology/psychiatry administrative staff, check-in/check-out billing liaisons, medical assistants, psychometrists, insurance verification specialists, and medical transcriptionists. Support staff aid in scheduling patients, obtaining authorizations, patient check-in/check-out, and other clerical work. There are also personnel to assist with hospital-based research project protocols, statistical consultation for hospital-based projects, poster preparation, and editing and review tasks. Finally, there is computer/technological support available daily, including computerized administration and scoring for many of our testing batteries.

The Division of Psychology is in a beautiful, state-of-the-art clinic and office space next to the main hospital building on Rockland Road, which is shared with the Divisions of Psychiatry, Developmental Medicine, and the Swank Autism Center. Fellows share a large, sunny office located one floor up from the clinic space. Each fellow has their own personal workspace with high-speed internet access, Nemours-issued iPhone, Nemours-issued laptop, e-mail account, and voicemail. Computer support training and electronic medical record use are provided. Remote access to the hospital server is also available. The office space also includes a large break room and kitchen, conference room, seminar room for didactics, treatment and scoring library, lounge seating, lactation room, and private spaces for supervision and other small-group meetings.

The clinic area features 54 specially designed treatment rooms, all of which allow for observation via one-way mirror or iPad technology. Some have internal rooms for time-outs or cool-downs. “Bug in the ear” technology is available for unobtrusive parent coaching during therapy appointments. Other features of the clinic include extensive space and equipment for live supervision and case discussion; convenient workstations for in-clinic documentation; feeding therapy facilities; and multiple waiting areas for patients of different ages and with different sensory needs. Providers in the Divisions of Psychology, Psychiatry, and Developmental Medicine see patients in the same clinic space to promote interdisciplinary collaboration and joint appointments where appropriate. In addition to the outpatient clinic space, clinical work also takes place in primary care clinics and the main hospital building (e.g., in specialty care clinics and on the inpatient medical units).

For more information, please visit our website at <https://www.nemours.org/education/gme/psychology-programs.html>