

Sanford Health

**Postdoctoral Psychology Residency
Program Brochure**

2025-2026

<http://www.sh-ppr.org/>

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Dear Prospective Candidate,

Congratulations on your pending fulfillment of pre-doctoral training requirements in professional psychology. On behalf of Sanford Health's Postdoctoral Psychology Residency program training committee, we are thrilled you are considering us for your Postdoctoral Psychology Residency training. Sanford Health, the largest rural health system in the United States, is dedicated to transforming the health care experience and providing access to world-class health care in America's heartland. Headquartered in Sioux Falls, South Dakota, the organization serves more than one million patients and 201,000 health plan members across 250,000 square miles. The integrated health system has 46 medical centers, 2,800 Sanford physicians and advanced practice providers, 170 clinical investigators and research scientists, 186 Good Samaritan Society senior living centers and world clinics in nine countries around the globe. Additionally, Sanford Health has made a commitment to integrating and increasing access to mental health services across all markets.

At Sanford Health, our psychologists are integrated in many aspects of the health system in order to provide our patients with holistic, seamless services. Additionally, many of our psychologists collaborate with other community agencies and programs to provide the best care to our patients. The residency program strives to prepare Postdoctoral Psychology Residents for entry-level generalist practice in health service psychology, or a specialized practice, that encompasses a strong emphasis on clinical excellence and scholarship in underserved communities. The program is designed to train Postdoctoral Psychology Residents through multiple, evidence-based experiences and focus areas. The training will also encourage Residents to function as independent, ethical, and culturally competent professional psychologists who have the capability of acting as an integral member of a multidisciplinary health delivery team. The program will focus on the evaluation and treatment of behavioral health disorders and the complex interplay between emotional and physical well-being. The underlying goal of the program is to prepare and assist with transitioning the Postdoctoral Psychology Resident from being a student to performing as an independent professional.

This brochure includes information about our agency, our training sites/locations, and our Residency training program. The purpose of this brochure is to provide you with information needed to make an informed decision about whether our program is a good fit for your interests and training needs.

On behalf of the training faculty, we want to thank you for your interest in Sanford Health. We welcome further inquiries and hope you will take the next step in formally submitting your cover letter and candidacy.

Elizabeth Evenson, Psy.D., LP, & Alan Fehr, Ph.D., LP
Co-Directors of Training – Postdoctoral Psychology Residency Program

Sanford Health Behavioral Health Services

Sanford Health provides a spectrum of behavioral health services across Minnesota, North Dakota, South Dakota, and western Iowa. The following services are available within Sanford Health, and specific services available vary by location.

Outpatient care is available for patients who come to a Sanford Health clinic to receive treatment and leave when the visit is complete. We offer a variety of services including adult and child psychiatry and psychology, grief support, pain management, substance use disorder care, traumatic stress treatment, eating disorder care, and counseling and therapy services including: group therapy, mindfulness, anger management, relapse prevention, Medication for Opioid Use Disorder (MOUD), Dialectical Behavior Therapy (DBT), CBT-I (Insomnia), Parent-Child Interaction Therapy (PCIT), Trauma-Focused Cognitive Behavior Therapy (TF-CBT), and Electro Convulsive Therapy (ECT).

Integrated health therapists (IHTs) are embedded into primary care clinics and oncology departments to increase access to behavioral health care. If a patient expresses a need or a provider identifies a patient who would benefit from further assessment, the IHT is on site to have that conversation immediately, simplifying the process for patients and ensuring they leave their current appointment with a follow-up plan.

Partial hospitalization programs are available to patients who don't need to be monitored 24/7 but need more comprehensive attention than outpatient care can provide. Our services include an adolescent partial hospitalization program and eating disorder partial hospitalization program for adults and children.

Inpatient care is available for patients with severe symptoms that need to be monitored continuously. Our services include in-patient psychiatric hospitals, an eating disorder unit, residential crisis care which includes 24-hour crisis stabilization, and residential recovery care focused on helping patients develop skills and strategies for recovery.

Community-based care delivers services and resources to the communities we serve. With a variety of community-based services we are able to offer care for children and adults in their home, school or other community settings. We offer programs including Children's Therapeutic Services and Supports (CTSS), Adult Rehabilitative Mental Health Services (ARMHS), Community Support Program Services (CSP), Stable Housing program, Healthy Transitions program and Targeted Case Management (TCM).

Virtual care offerings help extend access to behavioral health care within our communities. Our services include direct-to-consumer services which allow patients to self-schedule counseling and therapy or psychiatry appointments, virtual child psychology and virtual psychiatry in emergency departments.

- Sanford Health's emergency departments are staffed with virtual psychiatrists to ensure patients with emergent behavioral health concerns are triaged quickly.

The psychiatrist sees the patient virtually, consults with the on-site provider and then recommends appropriate next steps, including transfer to an in-patient behavioral health unit if necessary, or discharge home with a safety plan in place.

As a rural health system, we understand firsthand the unique barriers our communities face in accessing behavioral health care, and we are addressing these issues on multiple fronts to ensure our communities have access to the expert care and support they need, when they need it. One way we are addressing the needs is by training the next generation of providers.

Over 60% of rural counties do not have a psychiatrist; over 40% do not have a psychologist. Sanford Health is committed to changing that by investing in training programs for the next generation of providers.

- The **Sanford Health Pre-Doctoral Psychology Internship Consortium (SH-PIC)** was founded to train and prepare future psychologists to provide outstanding, culturally competent and compassionate care in rural communities. The goal is to increase patient access to quality services by creating a pathway within the organization to take pre-doctoral interns through their training to become fully licensed psychologists.
- The **Sanford Health Postdoctoral Psychology Residency (SH-PPR)** was founded to continue the training of future psychologists in order to provide competent and ethical care to those living in rural communities. Similar to the Pre-Doctoral Internship, the goal is to increase patient access to quality services by helping residents become fully licensed psychologists.

Program Overview

The Postdoctoral Psychology Residency program at Sanford Health is built upon the biopsychosocial model. Training opportunities are available at various clinics and hospitals with each program offering a distinct training experience. Regardless of which site the resident is receiving training, all sites will adhere to the following domains:

1. Scientist Practitioner Model: Residents will develop advanced competencies and skills with regards to evidence-based practice and the profession of effective psychological services through intensive, experiential learning opportunities. Both theory and empirical evidence inform the Resident's practice which centers on a combination of clinical care, assessment, diagnosis, prevention, clinical intervention, consultation, and evaluation.
2. Collaborative: Interactions with other disciplines and professions will help the Resident develop advanced competencies in interdisciplinary and team-based practice, and assist in building a professional identity in a supportive setting. Residents will be supported in learning how to create a work-life balance as a professional.
3. Graduated Training: Learning and training is planned, sequenced, and graded in complexity over the course of the year. During the training year the resident will develop and demonstrate advanced competencies in the practice of psychology.

4. Acculturation: Residents will be guided to fully assimilate into the healthcare setting, understanding the role within which they work, and that they learn to conduct themselves professionally in a manner that reflects positively on themselves and the Sanford Health team.

Training faculty maintain a strong commitment to the training of Postdoctoral Psychology Residents and make every effort to provide as enriching an experience as possible within an atmosphere of mutual respect and professionalism. Efforts will be made to provide opportunities that are consistent with the Resident's career goals while preparing the Resident for licensure. Faculty are committed to helping Residents develop their own professional identities as they expand and refine their clinical competencies.

Description of Residency

Sanford Health Postdoctoral Psychology Residency is a one-year, full-time program beginning on or about September 8th of each year and ending on or about August 31st of the following year. The Residency is 12 months and 2080 hours and fulfills the requirements for hours and supervision for licensure as a psychologist in North Dakota and Minnesota. Obtaining psychologist licensure is needed to achieve independent practice, which is a primary goal of the Residency program; therefore, we strongly encourage and support our Residents in passing the EPPP and the state exam in their first year. The direct clinical services provided by Residents vary depending on the clinical track selected by the Resident.

The Training Programs

All of the training locations will be full-time, 40-45 hours per week, Monday through Friday. Residents will participate in individual supervision with their primary supervisor two hours per week and will attend group supervision that will be held virtually each week for one hour. In addition, each site holds case conferences for 1-2 hours per week that the resident will attend. Once a month, residents will come together in person for a day of didactics covering a variety of clinically relevant topics. Each location has its own emphasis of practice, which is described below.

Training Environment

Sanford Health, the largest rural health system in the United States, is dedicated to transforming the health care experience and providing access to world-class health care in America's heartland. Headquartered in Sioux Falls, South Dakota, the organization serves more than one million patients and 201,000 health plan members across 250,000 square miles. The integrated health system has 46 medical centers, 2,800 Sanford physicians and advanced practice providers, 170 clinical investigators and research scientists, 296 Behavioral Health providers, and 186 Good Samaritan Society senior living centers and world clinics in nine countries around the globe.

Our first year rotation of clinical sites will be in North Dakota and Minnesota. Our goal is to develop and expand to other locations in Sanford Health's footprint.

Diversity, Equity, and Inclusion

Sanford Health leans on the values of family and community to embrace diversity and our connection to one another. In 2021, we developed a Second Chances program through our talent acquisition areas to establish partnerships with nonprofit organizations that support formerly incarcerated community members. This work allowed our talent and operations teams to work together around the shared value of diversity in our workforce. In Bemidji, we have also created a Native American Healthcare Navigator role that will recruit from the local Native American community to support this population while seeking healthcare. Enterprise-wide, we have created a transitioning/transgender employee policy that sets leadership expectations for privacy, respect, and inclusivity when we have a Sanford/Good Samaritan Society employee transitioning to enhance the experience of the LGBTQ+ population and increase representation from the trans community within our organization. In 2022, we revised our dress code and appearance policy to align with CROWN Legislation more explicitly. We aim to ensure inclusion for ethnic hairstyles, religious head coverings, and protective hairstyles that are important in the BIPOC community. These efforts are targeted at increasing representation from individuals with diverse backgrounds and those who may not be well represented in the ranks of healthcare, making Sanford an employer of choice in these important communities.

Every Sanford employee receives education on cultural mindfulness which enhances knowledge around unconscious bias and microaggressions in the workplace. Ensuring we are educating on these important topics lends itself to psychologically safe environment for the BIPOC and LGBTQ+ communities. We strive to reasonably accommodate cultural or religious beliefs as long as it doesn't compromise the safety of other employees and those under our care. We have policies for accommodations for equal opportunity, discrimination related to disability, affirmative action and equal employment opportunity, and a workplace free of discrimination and harassment. Sanford offers a robust Employee Assistance Program and an Employee Crisis Fund which house phone conversations (unlimited), face-to-face counseling, peer coaching, legal services, financial services, and identity theft protection and support. In 2023, we also enhanced our high reliability program SAFE to educate on gender identity and use of correct pronouns in the workplace. We have made pronoun badge card identifiers available in the region as well to ensure employees from the LGBTQ+ communities feel affirmed and embraced in our organization.

Living Environment/Cost of Living

North Dakota and Minnesota have a variety of opportunities for outdoor enjoyment and local activities near each site. The four seasons are well represented at all locations and offer a variety of temperatures throughout the year for outdoor activities.

North Dakota gets a BestPlaces Cost of Living score of 88.6, which means the total cost of housing, food, childcare, transportation, healthcare, taxes, and other necessities is 11.4% lower than the U.S. average and 0.0% lower than the average for North Dakota.

Minnesota gets a BestPlaces Cost of Living score of 97.2, which means the total cost of housing, food, childcare, transportation, healthcare, taxes, and other necessities is 2.8% lower than the U.S. average and 0.0% lower than the average for Minnesota.

Hours, Stipend, and Benefits

The Sanford Health Postdoctoral Psychology Residency program meets requirements for professional licensure in North Dakota and Minnesota. Residents must complete 2080 professional hours (including a minimum of 500 direct clinical contact hours) within the 52-week training year in order to complete the residency. Residents are required to maintain records of their hours. Most sites begin their day at 8 a.m. and end at 5 p.m. Paid leave time and authorized absences for professional development activities are counted towards the 2080-hour requirement.

The salary for our Residents is \$65,000 plus benefits including health insurance, holidays, and other leave (personal time off). Residents will be designated as employees of Sanford Health regardless of which site they are primarily located. All residents will receive comparable health benefits (medical, dental, vision), as well as paid time off, through Sanford Health. Residents will be reimbursed for some travel-related expenses.

Residents are eligible to enroll in health insurance, dental insurance, vision insurance, and other voluntary benefits. Residents are also eligible for employer paid benefits including a basic level of term life insurance, short term disability insurance and long-term disability insurance. Benefits include 21 days of Allowed Time Away (ATA). These days can be used for your personal use and will include vacation, and sick days. Sanford Health follows 6 holidays in their calendar: New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving, and Christmas. Unused ATA does not pay out upon conclusion of your residency year. Residents will be given 12 calendar days of paid sick leave per calendar year for personal and dependent illness. Residents are given days of paid educational leave to attend conferences, major professional meetings, and study/prepare for the EPPP and state licensing exam. There will be reimbursement for conferences, major professional meetings, in-person didactics, and to sit the first EPPP and state exam up to \$5,600. There will be a moving stipend up to \$5,000

To support our resident's role in caring for others, they will receive access to Sanford Health's Provider Well Being resources. This includes a time-saving virtual assistant, as well as in-the-moment counseling for you and your family members available by phone or in-person to manage depression, stress, anxiety, anger management, marital and parenting concerns, work life issues, and wellbeing lifestyle changes. Residents will also have access to legal and financial resources, leadership development information, and

referrals to reputable resources for issues such as substance use disorders. Additional benefits include:

- ✓ Use of the Sanford Health virtual library resource
- ✓ Access to Sanford Health's EAP service – Vital Work Life
- ✓ Sanford Wellness benefits discount
- ✓ Continuing Education (CE) reimbursement

LOCATIONS

I. Thief River Falls, MN

The City of Thief River Falls is located in Northwestern Minnesota, approximately 70 miles south of the Canadian border, where the Thief River flows into the Red Lake River. With a population of approximately 8,722, Thief River Falls offers the tranquility of a small town coupled with a strong sense of community spirit. Living in Thief River Falls means being surrounded by picturesque landscapes, agricultural land, two rivers and beautiful parks for outdoor recreation. No matter your interests: the arts, outdoors, sports, education, or shopping, we're confident you'll find something to love within our many clubs, groups, parks, retailers, and events. Overall, Thief River Falls is the kind of community that people want to live and work in as it provides a peaceful and fulfilling environment for those seeking a slower pace of life amidst the natural beauty of northern Minnesota.

Sanford Health Thief River Falls

The Sanford Thief River Falls Behavioral Health Center offers a 12-month, full-time Postdoctoral Psychology Residency program with two available positions. Each role consists of 85-90% clinical duties and 10-15% didactic, educational, and supervisory responsibilities. Residents are expected to provide clinical services Monday through Friday, with typical clinic hours from 8 AM to 5 PM. There may be flexibility to work evening hours, depending on interest. The total time commitment is approximately 40-45 hours per week.

One residency position will involve providing services in both outpatient and inpatient settings at Sanford Behavioral Health. Key clinical responsibilities include: consultation and treatment in a psychiatric hospital setting, conducting diagnostic assessments, creating treatment plans, providing ongoing treatment in the clinic, and performing assessments in both outpatient and inpatient environments.

The second residency position will be primarily based in the Sanford Behavioral Health outpatient clinic, with rotations through various rural settings in the Northwest Psychology Consortium throughout the year. This resident will gain experience working in rural areas and engaging in interdisciplinary consultations to meet the needs of patients. Additionally, the role offers the opportunity to collaborate with community-

based resources and further develop a broader understanding of rural healthcare systems.

Both residents will have the chance to explore diverse interest areas, including: court-appointed examinations, civil commitment assessments, pre-employment psychological evaluations for law enforcement, mental state assessments related to criminal cases, evaluations to assess competency to stand trial, capacity-to-parent assessments, mobile crisis team interactions, and consultations within medical and surgical settings. Opportunities for didactic training and consultation with inpatient nursing teams, as well as community-based training with agencies such as group homes, nursing homes, public health organizations, businesses, and schools, are also available. Additionally, residents may supervise Master's level students and pre-doctoral psychology students during clinical rotations and licensure hours.

Additional areas of focus could be: play therapy and/or EMDR.

Supervisor: Trent Barstad, Ph.D., LP

II. Fargo, ND

The City of Fargo is in Cass County, North Dakota, along the Red River of the North which forms the border between Minnesota and North Dakota. An estimated 124,844 people live in Fargo. Fargo is the economic center of southeast North Dakota. Fargo offers a strong economy, reasonable cost of living, and a wealth of cultural and outdoor activities. Home to North Dakota State University and Sanford Health, on the banks of the Red River, Fargo is considered an educational and health-care hub. Living in Fargo offers residents an urban feel and many bars, coffee shops, and parks. Many families and young professionals live in Fargo and the city enjoys four distinct seasons allowing residents to ski and ice skate in the winter while heading east into Minnesota Lake Country in the summer for fishing, swimming, and boating.

Sanford Child and Adolescent Behavioral Health

The Sanford Child and Adolescent Behavioral Health team consists of a child psychiatrist and psychologist who work closely together to provide care for children and adolescents in Fargo, North Dakota. The behavioral health providers offer evidence-based treatment for the varied diagnoses typically identified in childhood/adolescence and also work with the pediatricians and other service providers to provide for the mental and physical needs of the patient.

Patients are referred by their primary care physician to address behavioral and mental health needs. Patients presenting at the clinic come from a variety of backgrounds, have a range of behavioral health concerns with ages ranging from infancy to 17 years old. Some patients travel from geographically remote regions as child behavioral health specialty services are scarce in this region or utilize telehealth. Patients belong to Caucasian, racial and ethnic minority groups, identify as LGBTQAI+, are from varied

economic backgrounds, are adopted or in foster care while other patients are from intact families. Common clinical conditions include Social Anxiety, Separation Anxiety, ADHD, Major Depressive Disorder, Adjustment Disorder, Conduct Disorder, and Generalized Anxiety Disorder.

The postdoctoral resident at Sanford Child and Adolescent Behavioral Health will have an array of training opportunities related psychological services of children, adolescents, and families. Residents will work closely with primary care and pediatrics, social workers, and other professionals to support our patients. Therapeutic services are delivered in traditional office-based and telehealth delivery models. Residents conduct initial intake assessments and provide individual, family, and group therapy interventions. Empirically based treatment modalities typically used to address symptoms include, Parent Child Interaction Therapy (PCIT), Trauma-Focused Cognitive Behavioral Therapy (TF-CBT); Cognitive- Behavioral Therapy (CBT); Exposure Therapy, Play Therapy, Behavioral Therapy and Comprehensive Behavioral Intervention for Tics (CBIT).

The postdoctoral psychology resident at Sanford Child and Adolescent Behavioral Health would participate in a one-year learning experience that develops their clinical practices as clinical psychologist. The resident would have the opportunity to receive and participate in the following:

1. Provide individual therapy with children and adolescents in person and via telehealth. Diagnoses and severity of symptoms vary.
2. Trauma evidence based treatment training - Trauma-Focused Cognitive Behavioral Therapy (TF-CBT).
3. Clinical practice: clinical assessment and delivery of evidence-based treatment to patients and their families.
4. Outreach and Education: Presenting on behavioral health topics at grand rounds, didactics for psychiatry residents, for community partners, and/or professional conferences.
5. Supervision: Individual Supervision and weekly case consultation.
6. Didactic education: UND psychiatry Grand Rounds, Sanford pediatric Grand Rounds, and TCTY BYOLL Education series.
7. Co-lead Dialectical Behavioral Therapy Group (DBT).
8. Training and supervision for Parent Child Interaction Therapy (PCIT).
9. Training and supervision for CBIT.
10. Autism testing (ADOS/ADIR) (with prior training).
11. Work in primary care and pediatric oncology or with a pediatric specialist such as endocrinology.
12. Consultation in Children's Hospital setting.
13. Participate in individual and group therapy in the Adolescent Partial hospitalization program.

A typical week at Sanford Child and Adolescent Behavioral Health will include several individual/family therapy sessions per day, attending one or more didactics depending on the week, and spending one day a week at a minor rotation. If your clinical practice

includes integrated care (pediatrics/pediatric oncology/pediatric specialty), you will be present in the specific medical clinic to provide consultation and provide individual sessions to care for the needs of the patients seen by those specific providers. Clinical cases will be reviewed in individual supervision and case consultation group. Residents will also be observed live via Webex (a video platform) for at least 3 sessions per quarter and may be asked to record sessions to be reviewed in individual supervision. The goal of the residency at Sanford Health is to provide additional learning opportunities while helping the resident transition into an independent provider who is ready for licensure.

Supervisor: Rebecca Preussler, Psy.D., LP

III. Dickinson, ND

Dickinson is the 7th most populous city in North Dakota and is a hub community for southwestern North Dakota. This rural part of the state blends many diverse elements – small-town charm, financial influences of agriculture and oil, rugged landscapes and stunning vistas of the Theodore Roosevelt National Park, and the future home of the Theodore Roosevelt Presidential Library. From local festivals celebrating North Dakota's heritage to outdoor recreational opportunities like hiking, fishing, and hunting, there's always something to do in Dickinson.

Residents enjoy a relatively low cost of living along with a strong sense of community pride. As a relatively small community, there are many opportunities for community involvement and participating with community leaders. Whether seeking entertainment, a family-oriented community, or an experience for personal and professional growth, Dickinson has many sides to offer.

Sanford Health Dickinson

The Sanford Health Dickinson Postdoctoral Psychology Residency site is within a primary care outpatient clinic in a rural part of the state. The clinic is open from 7:30 am to 5:00 pm Monday through Friday. After hours appointments can be arranged and there is no on-call. Since Dickinson is a hub community, patients may travel 100 miles for services here and/or be served through telehealth.

This training environment at Sanford Health Dickinson will expose a resident to a wide range of clinical and professional challenges as referred from primary care. The majority of referrals for psychological services are for a balance of assessment/testing and therapy services. There are not discrete rotations but there is considerable flexibility for personal and professional growth. There are opportunities for involvement with behavioral health programming that is non-traditional, focused on school and community involvement. There is also opportunity to work within a team of professionals to expand behavioral health services to other sites within the region.

A Psychology Resident at the Dickinson site can expect to be warmly welcomed and also expected to be part of the team supporting primarily two areas of focus:

1. Sanford Behavioral Health Dickinson is within primary care, physically located in a primary care outpatient clinic. As such, primary care providers look to psychology to provide diagnostic expertise to help guide treatment and specialized referrals. A resident will be exposed to a wide range of clinical and professional challenges, often completing evaluations related to neurodevelopmental challenges. And it is also an opportunity to have a positive impact on patients and families, helping them to re-focus and work together more constructively. Through the evaluation process, the resident may be the first person to help a patient understand that they are dealing with bipolar disorder, autism spectrum, dissociative identity, or signs that they are in an abusive relationship. There is a need for a resident to primarily be a generalist with curiosity and readiness to be challenged by a wide variety of issues and concerns. Depending on the resident's prior training and experience, supervision will be tailored to support and grow the resident's professional competence, especially to communicate their expertise in oral and written form.
2. Sanford Behavioral Health Dickinson is in a multi-year SAMHSA project, known as Healthy Transitions. The program targets youth/young adults ages 16 to 25, supporting them in a wide variety of ways to transition successfully to the challenges of adulthood. The heart of the program is the Sanford Care Coordinator staff, who refer participants to counseling and community services for financial support, housing, childcare support, educational opportunities, vocational training, and employment opportunities. There are a wide variety of challenges that young people face and the psychology resident can find many opportunities to support the program, particularly through diagnostic assessments and the resulting guidance afforded to participants and their families. Many of the program participants are young moms, high school drop-outs, or individuals with neurodevelopmental challenges that interfere with relationships, completing school, holding jobs, and effectively managing their finances. Some level of substance abuse is often an added concern.

Although rural psychology is inherently generalist by nature, residents and licensed providers are encouraged to develop specialized interests. For example, a resident would be encouraged to develop expertise in neuropsychological assessment, health psychology, treatment for trauma, or substance abuse recovery. There also may be opportunities for school consultation, supervision/consultation to behavioral health staff, providing trainings for Care Coordinators, providing community educational programs, or other areas of interest that support community needs. This residency is a place to hone and refine skills, preparing for licensure and considering a career within Sanford Health.

Supervisor: Alan Fehr, Ph.D., LP

Compliance with the Americans with Disabilities Act (ADA)

All Sanford Health Postdoctoral Psychology Residency sites comply with the Americans with Disabilities Act (ADA). Postdoctoral Psychology Residents with disabilities are not required to disclose their disability status. However, if a Postdoctoral Psychology Resident would like to request reasonable accommodations for their disability, the Sanford Health Postdoctoral Psychology Residency program requests that the resident inform their Site Supervisor as soon as possible to allow time for approved accommodations to be implemented. Reasonable accommodations will be provided to individuals with disabilities to reduce or eliminate unnecessary barriers the resident may face in performing their job duties. Site Supervisors and/or the Training Directors may request documentation about a resident's disability and functional limitations. Site Supervisors and Postdoctoral Psychology Residency faculty members will work with the resident to determine the most effective accommodation.

Eligibility

Postdoctoral Psychology Resident trainees are strongly encouraged to review required minimum criteria prior to applying. The following section provides specific information regarding eligibility requirements and information regarding the process of being appointed to a Postdoctoral Psychology Residency position at Sanford Health. All requirements of the doctoral degree must be completed before the start of the residency. Postdoctoral Psychology Resident applicants must have completed the doctoral degree before beginning their postdoctoral training. At a minimum, Residents must have completed all requirements for the doctoral degree from a regionally accredited institution of higher learning, including an internship that meets APPIC standards. Postdoctoral Psychology Resident applicants must meet the following criteria to be considered for any Residency position at Sanford Health:

1. Have received a doctorate from an APA or CPA accredited graduate program in Clinical, Counseling, or Combined Psychology program. Applicants who have obtained a doctoral degree accredited by the Higher Learning Commission in the United States may also apply to the Minnesota sites only.
2. Have completed an APPIC internship program, or one accredited by APA or CPA.
3. Residents are subject to fingerprinting, background checks, and drug testing; selection decisions are contingent on passing these screenings per institutional policy.
4. Additional criteria that will be considered are goodness-of-fit with respect to personality, work ethic, and values.

Application Process

All applicants must submit their materials online via APPIC's centralized application service (APPA CAS). Completed applications must include the following:

1. A **cover letter** that describes your postdoctoral training goals, perceived fit with our program, internship completion date, and clear identification of the focus area(s) to which you are applying. In your letter, please describe your previous educational and clinical experience relevant to the training offered in our program, your assessment of your training needs, and your general career goals and professional aspirations. **Please review our brochure thoroughly before applying.**
2. A current **curriculum vitae**.
3. An example of an **assessment** you have completed that has been de-identified.
4. **Three (3) letters of recommendation** from supervisors who are directly familiar with your clinical work. At least one letter must be from the Director of Training at your internship site.
5. **Doctoral Requirement Attestation Form** completed by the **Chair of your University's Clinical Program** confirming that you have completed all requirements for graduation, with the exception of your internship. If you have not yet defended your dissertation, your scheduled dissertation defense date needs to be indicated. The form can be downloaded on the Sanford Health Postdoctoral Psychology Residency training programs webpage: <http://www.sh-ppr.org/>

Deadlines: Applications will be received on the APPA CAS system on a rolling basis; with a final deadline as January 1, 2025. The Directors of Training and members of the Core Postdoctoral Faculty will review all submitted applications in detail and will select candidates for interviews. Interviews will be conducted virtually on a rolling basis. All applicants will be notified of their interview status by email at the address provided in the APPA CAS system at least one week prior to the interview date. It is the responsibility of the applicant to ensure that corrected and up-to-date contact information is provided in the online application.

The program will begin extending offers on a rolling basis. Applicants receiving an offer may accept or decline the offer when made, or they may hold an offer until the Common Hold Date (10:00 EST on February 24, 2025). Applicants may only hold one offer at a time.

For questions regarding the application process or the training program, please contact Dr. Elizabeth Evenson, Elizabeth.Evenson@sanfordhealth.org or Program Administrator, Shelly McCann, Shelly.Mccann@sanfordhealth.org .

Training Faculty Biographies

Alan Fehr, Ph.D.

Dr. Alan Fehr received his doctorate in clinical psychology from the University of North Dakota after completing an internship from Quinco Consulting Center in Columbus, IN. His employment has included working at several Human Service Centers, a hospital, private practice, and an air force base. He is a retired military psychologist who was trained by Defense Health Agency in Primary Care Behavioral Health. His

diverse experiences include a deployment with an Army Combat Stress Team, serving on the ND Board of Psychologist Examiners, having been elected to a term in the ND House of Representatives, and serving as chair for several community organizations. Most recently he helped to secure a SAMHSA grant that focuses on helping SED/SMI youth/young adults to be successful in life. His specialties are military psychology and rural psychology.

Trent Barstad, Ph.D., LP

Hello, I'm Trent Barstad, PhD, LP, a psychologist with a focus on rural psychology and a generalist with some specific areas of interest. I hold degrees in education and psychology. I received my doctoral degree from Ball State University in Muncie, IN. I have a background working in a variety of clinical settings: outpatient, inpatient, residential treatment, corrections, private practice, and clinic settings. I have taught at a variety of educational levels from middle school to university. I have worked with a wide range of clients and diagnoses over the years. I have been working at Sanford Behavioral Health in Thief River Falls, MN since 2009 and have been working as a therapist since 1995. I am currently the clinical chair of Sanford Behavioral Health Center Thief River Falls.

Rebecca Preussler, Psy.D., LP

Dr. Rebecca Preussler received her doctorate in clinical psychology from Wheaton College. She completed an APPIC internship at the Chicago Area Christian Training Consortium. She completed her postdoctoral work at Heartland Counseling/The Center for Rural Psychology. Prior to obtaining her doctorate, Dr. Preussler completed a terminal master's degree and worked at a licensed counselor in Illinois while starting on her doctorate program. Dr. Preussler has assisted children and adolescents with a variety of mental health disorders in North Dakota and Minnesota. She has provided clinical supervision to those seeking their doctoral degrees. Dr. Preussler enjoys working with children and their families in the clinic and medical setting. Outside of work, she enjoys spending time with her husband, two children, their dog, with family and friends. She enjoys most card and board games, and reading.

Elizabeth Evenson, Psy.D., LP

Dr. Elizabeth Evenson received her doctorate in clinical psychology from Capella University. She completed an APPIC internship at the University of Minnesota – Duluth. She began her postdoctoral work at a university counseling center and completed it in a rural mental health community center. Prior to obtaining her doctorate, Dr. Evenson completed a terminal master's degree and worked at a licensed counselor in North Dakota. Dr. Evenson has assisted patients with a variety of mental health and substance use disorders in Minnesota. She has provided clinical and administrative supervision to those seeking their master's or doctoral degrees and is a board approved supervisor with the Minnesota Board of Behavioral Health and Therapy. Dr. Evenson enjoys presenting on mental health and substance use topics. Outside of work, she enjoys spending time with her husband and their dogs, with family and friends, and reading.