

**SAN FRANCISCO VA MEDICAL CENTER
PSYCHOLOGY ADVANCED RESEARCH FELLOWSHIPS
2016-2017**

The San Francisco VA Medical Center is accepting applications for psychology postdoctoral advanced research fellowships in the following areas:

- Geropsychology
- Posttraumatic Stress Disorder/Trauma and/or Dementia
- Quality Scholars Fellowship with an emphasis on Interprofessional Primary Care
- Schizophrenia
- Women's Health

Our Psychology Research Advanced Fellowships are affiliated with the University of California, San Francisco.

Medical Center Community



The San Francisco VA Medical Center, or "Fort Miley," as it is known to native San Franciscans, is a nationally known teaching hospital in one of the most cosmopolitan cities in the world. Located on a hill seven miles from downtown San Francisco, the hospital overlooks the Pacific Ocean to the west and the Golden Gate Bridge to the north. The grounds cover approximately 30 acres and include 23 buildings. Each year San Francisco VA Medical Center provides Services to more than 400,000 veterans living in an eight-county area of Northern California. The Medical Center provides diagnostic and treatment services in a number of specialty areas including neurological diseases, cardiology, oncology, renal dialysis, and open heart surgery in addition to mental health treatment.

The San Francisco VA Medical Center is affiliated with the University of California, San Francisco (UCSF), one of the top ranked medical schools in the country, and we train 1500 of

their students in 60 professional and allied health academic programs yearly. In addition to its broader commitment to the veteran population and education, SFVAMC has the largest funded research program in the Veterans Health Administration with more than \$87 million in annual research expenditures. Our Medical Center is the top-ranked VA Medical Center in terms of research grants. There are over 220 active research projects currently being conducted. Areas of particular interest are: PTSD, substance abuse, neuroscience disease, aging, oncology, hypertension, stroke, cardiovascular disease, Hepatitis C, health services research and advanced medical imaging.

SFVAMC also has the largest non-profit research foundation, Northern California Institute for Research and Education (NCIRE), also known as The Veterans Health Research Institute, which administers \$54 million dollars from which indirect costs serve to enhance the VA research enterprise. The Medical Center has four Medical Science Research Enhancement Award Programs (REAP) in neurology research, prostate cancer, bone research, and rehabilitation research and one HSR&D REAP in aging research. It is one of the few medical centers in the world equipped for studies using both whole-body magnetic resonance imaging (MRI) and spectroscopy, and is the site of VA's National Center for the Imaging of Neurological Diseases. The Medical Center is fully accredited by the Joint Commission for its general medical and surgical programs as well as its psychiatry and substance abuse programs. It is approved by the American Medical Association for the training of medical students and residents in all of the major specialties and subspecialties, the Council of Teaching Hospitals of the Association of American Medical Colleges, and the West Bay Hospital Conference.

Patient Population

The San Francisco VA Medical Center serves a predominantly male population ranging in age from 18 to 90+ years, although the number of women accessing services is increasing. All racial/ethnic groups are represented and there is a large LGBT community. Patients span the spectrum of socioeconomic classes but most are considered "working class."

Veterans do not have to have served in a war to receive benefits; however, the largest cohorts are the World War II / Korean Conflict veterans, most of whom are 65 to 90 years old, and the Vietnam Era veterans who are now in their fifties. Veterans from the Persian Gulf War (Desert Storm, Desert Shield) and the current conflicts in Iraq and Afghanistan (Operation Enduring Freedom [OEF], Operation Iraqi Freedom [OIF]) also receive health care in the VA system. Of late, particular attention has been paid to program development and special services in order to meet the needs of our returning soldiers.

Psychology Setting at SFVAMC

Psychological services and psychology clinical and research training at San Francisco VA Medical Center are embedded into the Mental Health Service. The Mental Health Service teams have an interdisciplinary structure with the following disciplines represented: psychology, psychiatry, social work, nursing, internal medicine, addictions specialists.

Psychologists hold key positions in many of our specialized treatment clinics such as General Psychiatry Outpatient Clinic, PTSD Clinical Team, Substance Abuse Programs, Neuropsychological and Psychological Assessment Program, Health Psychology, Integrated

Mental Health and Primary Care, Health Promotion and Disease Prevention, Women's Clinic, Psychosocial Rehabilitation, Geropsychology, Home-based Primary Care, Suicide Prevention Team and our outlying Community-Based Outpatient Clinics in Santa Rosa and Eureka, CA.

All supervising psychologists have clinical faculty appointments in the Department of Psychiatry (Langley Porter Psychiatric Institute), University of California, San Francisco Medical School. There are currently 13 career development awardees (including four psychologists) at San Francisco VA showing the commitment of the Medical Center administration to funding trainees and young faculty members and increasing the next generation of basic and clinical scientists and VA faculty members. The clinical, teaching and scholarly achievements of our faculty are extensive.

General Breadth of Training

Education of current and future health care providers is one of the five missions of the San Francisco VA Medical Center. Over 650 fellows, residents, interns and students from a wide array of disciplines train here yearly. Unit based in-services are offered regularly. Since the Mental Health Service is affiliated with the Department of Psychiatry, UCSF Medical School, our staff and trainees have access to their library, colloquia, and seminars including weekly Psychiatry Grand Rounds.

The national training mission of VA is broad and explicitly includes training of health care professionals for the nation, as well as for the VA system. We train fellows who go on to VA careers, and we train others who go on to work in research, academia, other medical centers, and the private sector. A number of our own postdoctoral fellows have recently gone on to obtain positions in VA careers, both here and at other facilities.

Psychology Research Fellowship Program Structure

The psychology research fellows train in the clinic(s) or programs associated with their research fellowships. They receive supervision from the psychologists, medical educators, and other clinical investigators leading those research studies and clinics. The research fellows are primarily involved in research activities (~75% time) and can allot up to 25 percent of their time to educational, clinical, and administrative activities. As fellows move from Year 1 to Year 2, they progress from projects designed by their mentor to a more independently conceived project, which they lead. There are additional opportunities for training in clinical supervision, leadership, and program development. The fellows also participate in didactic training designed to facilitate research design and implementation skills, including seminars, grand rounds, and journal clubs.

Psychology Research Fellowship Goals

At the end of Psychology Research Fellowships, we expect fellows to have acquired the following competencies and completed the following tasks:

- gained knowledge of their designated content area of scientific inquiry
- advanced their knowledge of statistical and methodological techniques needed for research in their area of interest
- understand empirical research projects in their area of interest

- conducted at least two research projects: One designed by their preceptor; and one of their own design, for which they have primary responsibility
- made multiple internal presentations
- made at least two presentations of their work at national meetings
- published one to three journal articles
- submitted a small grant application to local funding sources
- published additional publications from the work completed as a scholar during the two years following enrollment in our program

In keeping with our philosophy that postdoctoral fellows are considered “junior colleagues,” fellows are invited to attend the Psychology Faculty Meeting chaired by Dr. Russell Lemle, Chief Psychologist, which meets 2-3 times per month. The agenda for this meeting focuses on issues current psychologists on staff are facing. Fellows have ample opportunities to participate in program development and take active leadership roles. All fellows have the opportunity to conduct an administrative project during the year. Examples of such are Externship Coordinator, Quality Improvement Projects, organizing training seminars, etc.

Facility and Training Resources

Fellows will have their own workspace with lockable cabinets, drawers, their own computer and telephone line with private extension number. They may have their own offices or work stations. Fellows carry VA issued pagers and are not expected to use their own resources such as cell-phones, flash drives or recording equipment. Fellows have access to program support, medical library at the VA as well as use of UCSF library and other resources. Clinical space is provided through a room check-out procedure if necessary. Each VA computer has access to the Internet and on-line literature search resources as well as word processing and CPRS medical record keeping. There is a broad range of psychological and neuropsychological tests available. Clerical support is available through each clinic as well as through Psychological Services. The SFVAMC Medical Library has over 350 current journal subscriptions, 43 of which are mental health related. Medline and Psych Info searches are provided through the library, as are numerous other resources. Fellows also have access to the medical library of UCSF, with its 2,600 current journals and Center for Knowledge Management services.

Supervision and State Licensure

Fellows receive supervision from supervisors/mentors in their area of interest. Some research fellowships may wish to pursue state licensure. Requirements for state licensure differ from state to state. Ways of achieving eligibility for licensure for fellows wishing to pursue this option are planned and arranged with the primary supervisor/mentor for those fellowships. Licensure in the state of California requires at least four hours of regularly scheduled supervision per week with a minimum of two supervisors, at least two of which are individual supervision. Supervision and evaluation methods include self-report of clinical work, supervision sessions, live observation of client and/or staff interactions; review and co-signature of all written material such as progress notes or other additions to the computerized patient record system; observation of case formulation and case presentation in staff meetings, treatment planning conferences, and other multidisciplinary settings; review of process notes, audiotape recording and/or videotape recording of psychotherapy and assessment sessions; and the review of psychological testing

protocols and reports. Fellows should expect to be assigned readings and literature reviews as part of their supervision.

Evaluations

Fellows are formally evaluated at regular intervals to guide and determine progress in achieving fellowship goals and competencies. Evaluations are discussed with fellows and may be modified by mutual agreement before being placed in the training files. Fellows also are asked to evaluate their supervisors at each evaluation period, and an exit interview is completed at the end of fellowship to solicit feedback and suggestions for the program going forward.

Selection Process

Completed applications are reviewed by the supervisors of each research fellowship. Application ratings are based on the applicant's interest, experience and quality of previous clinical training in the area of emphasis, academic work and accomplishments, letters of recommendation, personal qualities of the applicant (maturity, ethics, responsibility, insight, etc.) and written material. Ultimately, our selection criteria are based on a "goodness-of-fit" and we look for fellows whose experience and career goals match the research training that we offer.

Training Term

The research fellowships are full-time, two-year, 52 week commitments (2080 hours per year). Research fellows are entitled to 10 federal holidays and earn sick leave and vacation (annual leave) days at a rate of 4 hours of each per two-week pay period (a total of 13 days of each). San Francisco VA also offers generous professional leave for conferences and other approved educational activities. Some fellowships can extend to a third year. Requirements for state licensure as a professional psychologist can be met within some of our research fellowships.

Stipend and Benefits

The current stipend is \$50,006 for the first year. State and federal income tax and FICA are withheld from Fellows' checks. Fellows are not covered by Civil Service retirement or leave and are not eligible for federal life insurance benefits. The United States Government covers fellows for malpractice under the Federal Tort Claims Act. VA offers individual and family health insurance plans for fellows on a matching basis, (i.e., fellows pay half of the premium and the VA pays the other half.) On June 26, 2013, the Supreme Court ruled that Section 3 of the Defense of Marriage Act (DOMA) is unconstitutional. As a result of this decision, the Office of Personnel Management (OPM) has now extended benefits to employees and annuitants who have legally married a spouse of the same sex. Dental and vision insurance are also available. San Francisco VA Medical Center also offers a public transportation reimbursement program. Fellows are entitled to 10 federal holidays and earn sick leave and vacation (annual leave) days at a rate of 4 hours of each per two-week pay period (a total of 13 days of each). San Francisco VA also offers professional leave for conferences and other approved educational activities.

PSYCHOLOGY RESEARCH FELLOWSHIPS

Geropsychology Research Fellowship

The San Francisco VA Medical Center is recruiting for a two-year Post-Doctoral Advanced Fellowship Program in Geropsychology with a focus on cognitive dysfunction in Late Life Depression. The fellowship is associated with the Sierra Pacific MIRECC (VISN 21), affiliated with the University of California, San Francisco, and funded by the Office of Academic Affiliations (OAA), Department of Veterans Affairs (VA).

The primary goal of this fellowship program is to train neuropsychologists, psychologists, MDs, and other allied health professionals to become leading clinical researchers in high priority areas of mental health. The Geropsychology Fellowship emphasizes the development of specific skills and competencies in conducting research related to Major Depressive Disorder in older adults or Late Life Depression. Specifically, the Geropsychology Research Fellowship emphasizes research training focused on evaluation of cognitive dysfunction, accelerated cognitive decline, and structural and functional brain abnormalities associated with Late Life Depression. Further, this fellowship will provide training opportunities to evaluate the neurobiological factors associated with disability and treatment response in Late Life Depression. The core faculty member for this fellowship is a Neuropsychologist.

The Geropsychology Fellowship combines individual mentored research and clinical training. Fellows devote 75% time to research and can allot up to 25% percent of their time to clinical, educational, and administrative activities. In collaboration with their mentor, fellows will develop and implement a research project, present their findings at meetings, and publish their work. Additionally fellows will participate in grant development and grant writing. Clinical training will focus on neuropsychological assessment for older adults with mood disorders and/or neurodegenerative disease.

For more information regarding the Geropsychology Research Fellowship, please contact Dr. Scott Mackin (Scott.Mackin@ucsf.edu).

Geropsychology Faculty: (click below to link to faculty web pages)

[Scott Mackin](#) (Director)

[Kristine Yaffe](#)

PTSD/Trauma and/or Dementia Fellowship

The San Francisco VA Medical Center is recruiting a psychologist and physician (psychiatrist or other board-certified/board eligible physician) for the two-year Post-Doctoral Advanced Fellowship Program in Mental Health Research and Treatment with a focus on PTSD and/or dementia. The fellowship is associated with the Sierra Pacific MIRECC (VISN 21), affiliated with the University of California, San Francisco, and funded by the Office of Academic Affiliations (OAA), Department of Veterans Affairs (VA).

The primary goal of this fellowship program is to train psychologists, other allied health professionals, and MDs to become leading clinical researchers in high priority areas of mental health. Over the course of the two-year program, fellows are trained in academic and health systems research, advanced clinical care service delivery, and program administration in an

interdisciplinary setting. The fellowship combines individual mentored research and clinical training with state-of-the-art educational experiences.

One highly successful aspect of training has been the video conference seminar series. Twice a month, a leading expert in the field presents to fellows at all sites through the video conferencing system. The didactics emphasize two main areas. One includes presentations on all aspects of career development from grant and manuscript preparation to the role of mentorship. The second emphasis is on the most recent advances in conducting specific components of clinical research in mental health, from genetics to designing the best interventions. There is also a strong emphasis on state-of-the-art methodological approaches to mental health research and practice. Seminar topics last year included VA career development, funding and resources, behavioral genetics, health informatics, and designing clinical trials of behavioral therapies. Ongoing multi-site workshops on manuscript and grant preparation are also provided to the fellows in addition to ongoing weekly biostatistical consultation through the coordinating center.

Fellows devote 75% time to research and educational activities and 25% to clinical training. In collaboration with their mentors, fellows will develop and implement a research project, publish and present findings, participate in grant writing, and utilize the latest technology for educational activities and clinical service delivery.

For more information about this fellowship program, please contact Dr. Shira Maguen (Shira.Maguen@va.gov).

PTSD/Trauma and Dementia Faculty: (click below to link to faculty web pages)

[Kristine Yaffe](#) (Co-Director)

[Shira Maguen](#) (Co-Director)

[Deb Barnes](#)

[Amy Byers](#)

[Sabra Inslicht](#)

[Thomas Neylan](#)

[Karen Seal](#)

[Irena Strigo](#)

Quality Scholars Psychology Research Fellowship

The Quality Scholars (VAQS) Fellowship Program is a two-year postdoctoral psychology fellowship that emphasizes the development of specific skills and competencies in conducting research on interprofessional healthcare education and health services in integrated care/primary care settings. The development of research skills and competencies focuses on three general areas of research: (1) interprofessional healthcare education in primary/integrated care settings, (2) quality improvement, and (3) health services investigations. Interprofessional healthcare education research includes investigations of the impact of innovative approaches to interprofessional training on the skills, knowledge, attitudes, and behavior of clinical healthcare trainees as well as on systems factors associated with team-based care, and patient outcomes. Quality improvement research involves the investigation of systems-based theories and strategies designed to improve quality of care. Health services research focuses on the role of psychology in the team-based PACT model of primary care, telehealth advances, patient satisfaction with

educational and psychological services, and adaptations of evidence-based psychological treatments in integrated care/primary care settings. The Psychology VAQS fellow works closely with other fellows and mentors from nursing, medicine, and geriatrics backgrounds.

Additional areas of research in this fellowship include psychosocial aspects of chronic illness, assessment of common and unique mental health issues found in integrated care medical settings, psychological interventions for common and unique mental health and substance abuse issues, consultation and outreach in medical practice, and health promotion and disease prevention interventions. The fellowship includes opportunities to participate in curriculum development and implementation in the areas of patient-centered communication, motivational interviewing, shared decision-making, and team development. The clinical settings for this research fellowship include the Medical Practice Clinics, Medical Practice – Mental Health Integrated Clinic (MP-MHIC), Pain Clinic, and Health Promotion Disease Prevention Program (HPDP). Many of the research projects involve collaboration with faculty and trainees in the interprofessional Center of Excellence for Education in Patient-aligned Care Teams (CoE EdPACT) at the San Francisco VA Medical Center.

The VA has restructured primary care into Patient Aligned Care Teams (PACTs), often called “patient-centered medical homes” outside of VA, based on principles and evidence-based practices relevant for improving care for veterans. The overall mission of the CoE EdPACT is to develop and implement a model of patient-centered, interprofessional education that advances primary care within and beyond the VA. The EdPACT training model brings together teams of health care providers and staff, including internal medicine (IM) residents, adult nurse practitioner (NP) students, and associated health trainees to build core knowledge and skills that they apply to their own individual patient panel, a shared team panel of patients, and to the larger clinical systems in which they work. This educational model incorporates design principles for optimal workplace learning, using experiences from clinical practice as the primary curricular material, establishing a culture and supportive working relationships that reinforce patient-centered approaches to care, and activating providers/staff/trainees to take responsibility for improving patient care. Communication, teamwork, and continuous performance improvement are primary foci of interprofessional skill-building.

The VAQS psychology fellow in Interprofessional Primary Care and Health Services trains in the clinic(s) or programs associated with this research fellowship and receives supervision from the psychologists, medical educators, and other clinical investigators leading those research studies and clinics. The fellow is primarily involved in research activities (80% time) and can allot up to 20 percent of their time to educational, clinical, and administrative activities. As fellows move from Year 1 to Year 2, they progress from a project designed by their mentor to a more independently conceived project, which they lead. There are additional opportunities for training in clinical supervision, leadership, and program development. The fellow also participates in didactic training designed to facilitate research design and implementation skills, including qualitative analysis, assessment methodologies, survey development, recruitment strategies in clinical settings, human protection guidelines and ethical issues in human research, manuscript preparation, and grant proposal writing. This didactic training includes healthcare education development seminars, journal clubs, and workshops in the Office of Medical Education Research at UCSF.

For further information regarding the Quality Scholars Research Fellowship, please contact Dr. Timothy Carmody (Timothy.Carmody@va.gov).

Quality Scholars Faculty: (click below to link to faculty web pages)

[Tim Carmody](#) (Director)

[Brian Borsari](#)

[Jessica Eng](#)

[Sei Lee](#)

[Jennifer Manuel](#)

[Bridget O'Brien](#)

[Karen Seal](#)

[Margaret Wallhagen](#)

Schizophrenia Research Fellowship

The psychology research fellowship focusing on neurobiological mechanisms underlying the symptoms and course of schizophrenia is now accepting applications for post-doctoral fellowships from recent PhDs, MDs, and MD/PhDs.

The Schizophrenia Research Fellowship is associated with the Sierra Pacific MIRECC (VISN 21), affiliated with the University of California, San Francisco, and funded by the Office of Academic Affiliations (OAA), Department of Veterans Affairs (VA). This a two-year Post-Doctoral Advanced Fellowship Program in Mental Health Research and Treatment with a focus on schizophrenia research.

Fellows will work in labs studying the neurobiological mechanisms of the symptoms of schizophrenia and its neuro-developmental and neuro-degenerative course. The core faculty members are basic neuroscientists and psychiatrists, working in genetics, brain imaging, electrophysiology, and neuroplasticity.

Fellows will have extended experience in a laboratory, leading to the submission of research papers and grant proposals. Fellows will be dual-mentored with Research and Career Mentors to guide them both formally and informally, through learning neurobiological methods, producing a body of data, presenting data at national meetings, writing and publishing papers, preparing grant proposals, and attending local and national workshops on launching and maintaining successful careers in biological psychiatry.

For more information about the Schizophrenia Research Fellowship, please contact Dr. Judith Ford (Judith.Ford@ucsf.edu).

Schizophrenia Faculty: (click below to link to faculty web pages)

[Judith Ford](#) (Director)

[Dan Mathalon](#)

[Sophia Vinogradov](#)

[Mike Minzenburg](#)

Women's Health Advanced Research Fellowship

The two-year advanced research fellowship in women's health is embedded within an innovative SFVAMC Advanced Interprofessional Fellowship in Women's Health and is closely affiliated with the University of California, San Francisco. The overarching goal of this fellowship is to provide focused, structured, mentored training for individuals across diverse disciplines who are committed to becoming leaders in the health issues of women veterans and to pursuing a career in women's health at the VA. Research endeavors that cross areas of emphasis are encouraged, e.g. the intersection of women's health issues with PTSD, depression, substance abuse or SMI, sex differences in the psychology and biology of stress and mental health. Fellows will devote 25% time to direct clinical care in the SFVAMC Women Veterans' Comprehensive Health Center. Access to didactic courses, experiential training, and multidisciplinary research mentoring is provided by faculty.

For further information about the Women's Health Advanced Research Fellowship, please contact Dr. Sabra Inslicht (Sabra.Inslicht@va.gov).

Women's Health Faculty: (click below to link to faculty web pages)

[Sabra Inslicht](#) (Co-Director)

[Beth Cohen](#)

[Shira Maguen](#)

[Thomas Neylan](#)

[Karen Seal](#)

Application & Selection Procedures

Eligibility

Candidates MUST be graduates of APA-accredited doctoral programs in clinical or counseling psychology and MUST have completed an APA-accredited internship. All requirements for the doctoral degree must be completed prior to the start of the fellowship year. Persons with a Ph.D. in another area of psychology who meet the APA criteria for respecialization training in Clinical or Counseling Psychology are also eligible. The VA requires that applicants are US Citizens, men have registered for selective service, and all have had varicella infection ("chicken pox") or vaccination for such prior to the start of the fellowship.

Specific details related to eligibility:

1. U.S. citizenship. VA is unable to consider applications from anyone who is not currently a U.S. citizen. Verification of citizenship is required following selection. All interns and fellows must complete a Certification of Citizenship in the United States prior to beginning VA training.
2. Fellows are subject to fingerprinting and background checks. Match result and selection decisions are contingent on passing these screens.
3. VA conducts drug screening exams on randomly selected personnel as well as new employees. Interns and Fellows are not required to be tested prior to beginning work, but once on staff they are subject to random selection for testing as are other employees.
4. Have received a Doctorate from an APA-accredited graduate program in Clinical or Counseling Psychology. Persons with a doctorate in another area of psychology who meet the APA criteria for respecialization training in Clinical or Counseling Psychology are also eligible.

5. Have completed an internship program accredited by the APA Commission on Accreditation or have completed a VA- sponsored internship.

Application Procedure

To apply for our one of these postdoctoral research fellowships, please submit application materials listed below to the following email address:

SFVAMC_Research_Fellowship_Programs@outlook.com. Copy the application materials to the email of the director of the specific fellowship to which you are applying. The application deadline is **December 15, 2015**. Please do not mail any materials in hard copy form.

1. Letter of interest, clearly indicating which fellowship to which you are applying
2. Current Curriculum Vitae
3. Three letters of Recommendation

Electronic Application Instructions

1. All materials should be emailed to:
SFVAMC_Research_Fellowship_Programs@outlook.com and to specific fellowship director. The file name of all attachments must be formatted with the applicant's last name, first name, and identifier of the application materials.
2. Please submit each attachment / document as a PDF file. Any text included within your transmittal email will not be saved as a part of your application packet – as we will only be reviewing attachments.
3. Please do not mail any materials in hard copy form.
4. Please have letters of recommendation submitted electronically to
SFVAMC_Research_Fellowship_Programs@outlook.com and to specific fellowship director, using the same file format: Last name_First name_Recommendation_Last name of Recommender, submitted directly from the letter writer's email address, as a signed, scanned PDF document.

Contact Information

Specific questions may be directed to the points of contact for each research fellowship listed above or to Dr. Timothy Carmody (Timothy.Carmody@va.gov) or via 415-221-4810 x26344.

Other Information

The San Francisco VA's Psychology Research Fellowship Program is affiliated with the University of California, San Francisco.

In accord with the Federal Drug-Free Workplace Program, fellows may be subject to urine testing for illicit drug use. Other branches of the federal government (Office of Personnel Management) may conduct routine background checks at their discretion.

The San Francisco VAMC is an Affirmative Action/Equal Opportunity Employer. All qualified applicants are encouraged to apply, including minorities and women. VA seeks candidates whose experience, teaching, research, or community service has prepared them to contribute to our commitment to diversity and excellence.

Timothy P. Carmody, Ph.D.

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