



**Aleutian Pribilof Islands Association
Tribal Fellowship in Rural Health
Psychology**

**Training Manual
2026-2027**

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Overview

The Aleutian Pribilof Islands Association Tribal Fellowship in Rural Health Psychology (APIA Tribal Fellowship) is a Postdoctoral Fellowship program offered by APIA in Alaska. APIA is tribally owned and operated, independent, non-profit health care organization. APIA operates in rural and remote settings as well as in the more urban setting of Anchorage. Specifically, APIA is based in Anchorage and provides services to communities in the Aleutian Pribilof Islands region of Southwestern Alaska.

Setting

Aleutian Pribilof Islands Association

The Aleutian Pribilof Islands Region of Southwestern Alaska is dominated by volcanic peaks, rugged coastlines, powerful oceans, and severe weather. APIA provides health services in four communities across the Aleutian and Pribilof Islands, as well as in Anchorage. The four village communities include Atka, Nikolski, St. George, and Unalaska. While Anchorage is the principle location of the fellowship position at APIA, fellows provide behavioral Health services to the villages both in person and via telebehavioral health. Services provided by APIA include Primary Care, Behavioral Health, Community Wellness and Prevention, and Eldercare.

Aims and Competencies

The Aim of the APIA Tribal Fellowship is to advance the cultural responsiveness of developing psychologists to serve Alaska's rural and underserved communities and Native people.

The Aim statement reflects the primary overarching goal of the training program. In service to that goal, the program trains Fellows to function competently and independently and with due regard to the unique needs of agencies' client populations. The Fellowship was designed in accordance with the American Psychological Association's Standards of Accreditation and requires that Fellows obtain competency within three required Profession Wide Competencies (PWCs). The program also has defined four additional required competencies. The training goals of the program are based on the successful attainment of these seven expected areas of competency, and thus are as follows:

- Goal 1: The Fellow will attain advanced competence in the area of Ethical and Legal Standards
- Goal 2: The Fellow will attain advanced competence in the area of Individual and Cultural Diversity
- Goal 3: The Fellow will attain advanced competence in the area of Integration of Science and Practice
- Goal 4: The Fellow will attain advanced competence in the area of Professional Values, Attitudes, and Behaviors
- Goal 5: The Fellow will attain advanced competence in the area of Clinical Service Delivery
- Goal 6: The Fellow will attain advanced competence in the area of Consultation and Interprofessional/Interdisciplinary Skills
- Goal 7: The Fellow will attain advanced competence in the area of Program Development

APA Accreditation

APIA Tribal Fellowship in Rural Health Psychology is not currently accredited by the American Psychological Association.

Questions related to the program's accreditation status should be directed to the Commission on Accreditation:

[Office of Program Consultation and Accreditation](#)

American Psychological Association

750 1st Street, NE, Washington, DC 20002

Phone: (202) 336-5979

Email: apaaccred@apa.org

Program Structure and the Fellow Experience

The postdoctoral program is a 12-month, 2,000 hour fellowship program in Clinical Psychology beginning in August. Fellows generally work 40 hours per week, Monday through Friday, and will complete an average of 15-20 hours per week (30-50%) of face-to-face direct service delivery. The training program follows a planned sequence of activities, through which fellows are expected to demonstrate increasing skill and to function more autonomously over time. Each major training activity increases in complexity and requires a higher level of functioning as the fellow progresses through the program. Supervision is structured accordingly, with closer supervision in the beginning of the training year and becoming less directive and increasingly consultative as the fellow demonstrates more advanced competence.

The fellowship's structured learning activities and direct service experiences are designed to address the needs of the region's clinical population. All fellows receive advanced clinical training in a multicultural context. Consideration of individual and cultural differences is integral to both the provision of therapy and the fellow's advanced clinical experience, and attention is given to the importance of the cultural and environmental context in both supervision and the fellowship program's training activities. All fellows provide individual and group therapy, assessment, and crisis intervention services.

The overall structure of the fellowship at each primary placement site is as follows:

Aleutian Pribilof Islands Association: APIA fellows spend the bulk of their time providing outpatient behavioral health services from APIA's primary location in Anchorage. Services involve the provision of assessment and consultation as well as therapy for individuals, couples, and families. All postdoctoral fellows receive supervision in the provision of evidence-based interventions, including Substance Use Disorder treatment through APIA's Intensive Outpatient Program. The fellow also will travel to the outlying island villages at least one time per quarter. Fellows may also provide on-call crisis response services to the villages. Finally, fellows will participate in Health Fairs and other community events in the villages to support increasing awareness about mental health.

Monthly Didactics and Group Supervision

In addition to the clinical activities described above, Fellows will engage in didactics once a month for 1.5 hours approximately 10 of the training months. Examples of didactic topics are included below:

- EPPP/Licensure
- Board Certification/ ABPP
- Transference, Countertransference, and the Psychodynamic Model
- Advanced Topics in Health Psychology
- Cultural Implications of Clinical Practice with Alaska Native Populations
- Data Driven Treatment Planning
- Evidence Based Practices in Child Psychology
- Crisis Management and Suicide Risk
- Complex Family Systems
- Law and Ethics

Individual Supervision

Fellows receive a minimum of one (1) hour of individual supervision each week in accordance with Alaska State Licensure requirements. Supervisory contact with at least three licensed psychologists is provided in an effort to ensure that fellows are exposed to multiple supervisory styles and provided with adequate opportunities for professional mentorship. Dr. Keri Boyd serves as the primary supervisor at APIA. Other licensed psychologists who may provide supervision to the fellows include Dr. Jacy Hutchinson and Dr. Seth Green.

All supervisors are involved in implementing the training program. They are all licensed psychologists and carry professional responsibility for the cases they supervise. All clinical documentation is cosigned by the fellow's primary supervisor.

Program Development

All Postdoctoral Fellows will be expected to identify and develop or further develop a program related to the profession of psychology and behavioral health. Program development should demonstrate the Fellow's competence in developing a clinical, behavioral health, training, or educational, or outreach program that enhances psychology professionalism and practice. Examples that would fulfill this requirement are below:

- Developing a program evaluation analyzing the effectiveness of a clinical program, service, policy, etc. within the organization or community.
- Assisting with grant writing and reporting for various budgets used to fund the organization worked in and services provided.
- Developing and running behavioral health outreach activities in the community and/or village(s) served.
- Providing a seminar or didactic training to clinical staff and/or interns in training.
- Another program that is discussed and approved by your site supervisor.

The results of this project can be disseminated to the organization worked in and/or the community as appropriate.

Submitting the results of the scholarly project for publication and/or presentation at local, institutional, regional, or other settings is optional.

Stipend, Benefits, and Resources

The postdoctoral fellowship provides an annual stipend of approximately \$81,000 for fellows based at Aleutian Pribilof Islands Association. Fellows are employees of their primary training site and, as such, are entitled to full employee benefits including health insurance, vacation, and sick leave. For details about APIA's benefits, please contact the agency's Human Resources Director, Nancy Bonin, at 907-276-2700 or nancyb@apiai.org.

Fellows have access to such resources as clerical and administrative support, computers, printers and telehealth equipment. Each fellow is provided an individual work space and access to shared treatment rooms.

Application Process and Selection Criteria

The postdoctoral fellowship program currently offers 1 full-time postdoc position. Applications are due by **January 19, 2026, 11:59M AKST**. Interview invites will be sent by email and interviews will be **virtual by Zoom only**, to be held in late January/early February 2026.

This program **does not** utilize the APPIC Psychology Postdoctoral Application (APPA CAS).

This program will follow the APPIC Postdoctoral Selection Standards with Common Hold Date and will allow applicants to hold offers until the Common Hold Date February 24, 2026.

Individuals interested in applying for the fellowship program should download and complete the application found on the APIA website: <https://www.apiai.org/services/health-care/behavioral-health/>.

The application and all required supplementary materials should be **emailed** to: kerib@apiai.org

A complete application package consists of the following materials:

1. Application Form (available on the APIA webpage)
2. Cover letter
3. A current Curriculum Vitae
4. Three letters of recommendation, one of which must be from the applicant's internship training director, and two of which must be from persons who have directly supervised your clinical work. **Please submit no more than three letters.**
5. Redacted clinical work sample(s) – we would like to see a sample of your written work that includes all of the components listed below. Multiple samples may be sent if necessary, in order to demonstrate these components. Please submit no more than 3 clinical work samples.

Required components of clinical work sample(s):

- Summary of presenting clinical issues
- The outcomes of at least one standardized test
- Diagnoses
- Treatment recommendations

In order to be considered for selection, applicants must have completed a doctoral degree from an APA-accredited program in Clinical or Counseling psychology, as well as an APA-accredited doctoral internship program. Applications must be received by the deadline listed the Universal Psychology Postdoctoral Directory in order to be considered; however, the program encourages interested candidates to apply as early as feasible. All applications will be and evaluated for potential goodness of fit with the fellowship program. If applicants are invited to interview, they will be notified by email in January. Interviews will typically be scheduled in January and February and will occur via distance technology.

Questions regarding any part of the selection process or the program's academic preparation requirements may be directed to the Training Director, Dr. Keri Boyd: kerib@apiai.org.

Program Expectations and Licensure

The APIA Tribal Fellowship in Rural Health Psychology program is a one-year-long, full-time postdoctoral training experience. In order to successfully complete the program, fellows are expected to complete 2000 hours of training, achieve the goals and objectives of the fellowship program, and to abide by the APA Code of Ethics, the requirements of the training program, and the policies and procedures of their employer. Successful completion of the postdoctoral fellowship program will fulfill the supervised practice requirements for licensure as a psychologist in the state of Alaska.

Evaluation

As described above, Postdoctoral Fellows are expected to attain advanced competence in seven broad areas. Fellows are evaluated three times annually by their supervisors. Evaluations are conducted using a formal, standard, written evaluation form. Attainment of competency in each broad area is measured via ratings on specific "learning elements" associated with the area of competency. Ratings are provided on a Likert scale of 1-5 (1= Significant Development Needed; 2= Developing Skill Level; 3= Intermediate Skill Level; 4= Advanced Skill Level; 5= Seasoned Professional Skill Level.) It is expected that Fellows will attain a rating of at least 4 on all areas of competence in order to successfully complete the Fellowship program. Ratings of less than a 3 at the 2nd trimester evaluation will trigger the Due Process procedures in order to remediate skill deficits and provide the Fellow with support in attaining the expected advanced level of competence prior to the end of the training year.

Contact Information

For information about the APIA Tribal Fellowship in Rural Health Psychology, please contact:

Keri Boyd, Ph.D.

kerib@apiai.org

APIA Tribal Fellowship Director

Site Supervisor

Evaluation Form

APIA Tribal Fellowship in Rural Health Psychology

Postdoctoral Fellow Evaluation: To be completed by supervisor

Fellow: _____ Supervisor: _____

Time of Evaluation (Select one): _____ 1st Trimester _____ 2nd Trimester _____ 3rd Trimester Training Site: _____

Methods used in evaluating competency:

_____ Direct Observation _____ Review of Audio/Video _____ Case Presentation

_____ Documentation Review _____ Supervision _____ Comments from other staff/faculty

Scoring Criteria:

1 Significant Development Needed --Significant improvement in functioning is needed to meet expectations; remediation required
2 Developing Skill Level -- Expected level of competency pre-fellowship; close supervision required on most cases
3 Intermediate Skill Level --Expected level of competency for fellow midway through training program; routine or minimal supervision required on most cases/skills
4 Advanced Skill Level -- Expected level of competency for fellow at completion of training program; fellow able to function autonomously
5 Seasoned Professional Skill Level -- Rare rating for fellowship; functions autonomously with a level of skill representative of experience
N/A --Not Applicable/Not Observed/Cannot Say

Note: This form is designed to provide fellows with comprehensive, formal feedback on strengths and areas for growth. As described in the Postdoctoral Evaluation, Retention, Termination, and Records Maintenance Policy, a score of less than 3 on any element on the 2nd Trimester evaluation will initiate the program's Due Process procedures. Fellows must receive a rating of 4 or higher on all elements on the final evaluation to successfully complete the fellowship.

APA Advanced and Program-Specific Competencies

Competency 1 - Fellow will achieve advanced competence in the area of: Ethical and Legal Standards

Demonstrates knowledge of and acts in accordance with the current APA Ethical Principles of Psychologists and Code of Conduct

Demonstrates knowledge of and acts in accordance with relevant laws, regulations, rules, and policies relevant to health service psychologists

Demonstrates knowledge of and acts in accordance with relevant professional standards and guidelines	-----
Recognizes ethical dilemmas as they arise and applies ethical decision-making processes in order to resolve them	-----
Conducts self in an ethical manner in all professional activities	-----
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	#DIV/0!
Comments:	
Competency 2 - Fellow will achieve advanced competence in the area of: Individual and Cultural Diversity	
Demonstrates understanding of how their own personal/cultural history, attitudes, and biases may affect how they understand and interact with people different from themselves	-----
Demonstrates knowledge of the current theoretical and empirical knowledge base, as it relates to diversity, in all professional activities	-----
Integrates knowledge of individual and cultural differences in the conduct of professional roles	-----
Demonstrates the ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews may differ from or create conflict with their own	-----
Demonstrates the ability to independently and effectively apply their knowledge in working with diverse individuals	-----
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	#DIV/0!
Comments:	
Competency 3 - Fellow will achieve advanced competence in the area of: Integration of Science and Practice	
Critically evaluates foundational and current research that is consistent with the program's focus area of Clinical Psychology	-----
Integrates knowledge of foundation and current research consistent with the program's focus area in the conduct of professional roles (e.g., research, service, and other professional activities)	-----
Demonstrates knowledge of common research methodologies used in the study of the program's focus areas and the implications of the use of the methodologies for practice	-----
Demonstrates awareness of the limitations of psychometric norms for Alaska Native populations	-----

Demonstrates the ability to formulate and test empirical questions informed by clinical problems encountered, clinical services provided, and the clinic setting with which the fellow works	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	
Comments:	
Competency 4 - Fellow will achieve advanced competence in the area of: Professional Values, Attitudes, and Behaviors	
Behaves in ways that reflect the values and attitudes of clinical psychology, including integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others	
Engages in self-reflection regarding one's personal and professional functioning, including engaging in activities to maintain and improve performance, well-being, and professional effectiveness	
Actively seeks and demonstrates openness and responsiveness to feedback	
Interacts effectively with agency administrators	
Responds professional in increasingly complex situations with substantial independence	
Demonstrates understanding and appreciation of administrative struggles and constraints	
Effectively manages dual relationships in a remote and rural setting	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	
Comments:	
Competency 5 - Fellow will achieve advanced competence in the area of: Clinical Service Delivery	
Establishes and maintains effective relationships with recipients of psychological services	
Demonstrates knowledge about and ability to implement trauma informed interventions	
Implements appropriate interventions informed by current scientific literature, assessment findings, diversity characteristics, biopsychosocial factors, and contextual variables	
Evaluates intervention effectiveness and adapts intervention goals and methods consistent with ongoing evaluation	

AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	
Comments:	
Competency 6 - Fellow will achieve advanced competence in the area of: Consultation and Interprofessional/Interdisciplinary Skills	
Demonstrate knowledge and respect for the roles and perspectives of other professions	
Applies knowledge about consultation in the provision of consultation services to other providers	
Demonstrates the ability to interact competently and appropriately with interdisciplinary teams	
Demonstrates appropriate utilization of consultation from others, given the autonomous nature of working within remote and rural communities	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	
Comments:	
Competency 7 - Fellow will achieve advanced competence in the area of: Program Development	
Demonstrates understanding of program evaluation concepts	
Effectively utilizes program evaluation concepts in program development	
Develops or enhances a clinical, educational, research, or training program or practice	
Produces program development that has utility to the community and organization worked in	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	
Comments:	
OVERALL RATING (average of broad competence area scores)	

Comments on Fellow's overall performance, including significant areas of strength and/or areas in need of further development:

The signatures below serve as verification that this evaluation has been discussed with the Fellow:

Fellow Signature

Date

Supervisor's Signature

Date

Due Process and Grievance Policy

Due Process Procedures

Due Process and Grievance Procedures will follow the APIA Human Resources Policies and Procedures. For more information please contact APIA Human Resources Director Nancy Bonin. Nancyb@apiai.org

ACKNOWLEDGEMENT FORM

Please sign this acknowledgement page and return to your supervisor.

Acknowledgment

I acknowledge that I have received and reviewed the Handbook of the APIA Tribal Fellowship in Rural Health Psychology. I understand and agree to abide by the procedures outlined in this document. I have been provided with a copy of the document to keep in my files.

Print Name

Signature

Date