



HEAL Initiative Fellow Role Description

Position Title: Psychiatry HEAL Fellow

Organization: [Chinle Comprehensive Health Care Facility](#)

Chinle Comprehensive Health Care Facility (CCHCF) is a 60-bed hospital in Chinle, AZ, in the heart of Navajo Nation. Clinical specialties at CCHCF include Internal Medicine, Cardiology, Anesthesia, OB/GYN, General Surgery, Optometry, Infectious Diseases, Radiology, Pediatrics, Psychiatry, and Emergency Medicine. We provide medical care for approximately 35,000 Navajo. Serving a rural area, many of our patients travel 100 miles round trip to receive care and not all patients have electricity or running water in their homes. Many of our elderly patients speak only Navajo, and live according to traditional Navajo cultural practices. We are the recipients of both the Methamphetamine and Suicide Prevention Initiative (MSPI) – in the past and Zero Suicide Initiative grants (current and in the past). This funding has allowed us to be incredibly creative in how to improve mental health services in our community and train our mental health specialists in various modalities. We are also working to validate depression and suicide screening for Navajo specifically.

Department: Counseling Department

The Counseling department consists of 3 psychiatrists (1 child psychiatrist and 2 adult psychiatrists), 2 psychologists; 5 Social Workers, 1 Substance Abuse Counselor, 3 Mental Health Specialists. Our team embraces a multi-faceted approach and our team meets regularly with our Integrated Behavioral Health colleagues, social services, school counselors, and families to coordinate care. Our ZSI team also consists of 2 Social Work Associates and one ZSI Coordinator.

Our Counseling Department works closely with our primary care Integrated Behavioral Health (IBH) team which is based in our outpatient Internal Medicine, Family Practice, Pediatrics and Women's Health clinics. IBH employs a para-professional staffing model which includes 2 psychologists, 1 part-time social worker, and 4 behavioral health coaches. The behavioral health coaches are trained in brief interventions such as SBIRT (screening, brief intervention, referral to treatment) for substance use disorders, behavioral activation for depression, and mindfulness techniques for anxiety and insomnia.

Position Description: The position consists of 75% Outpatient Psychiatry Clinic duties and 25% Integrated Behavioral Health duties. Occasional consultation to Emergency Department or Inpatient services (included in the outpatient clinic duty time). Fellows can expect to have one half-day of administrative time per week. Rotating HEAL Fellows are also expected to participate in community outreach activities in various task force efforts (i.e., Suicide prevention, Domestic Violence, Child Abuse, etc.) in Chinle or with other Tribal entities. Fellows will have the opportunity to provide consultation to other psychiatry/psychology/hospital staff and have the ability to engage in and provide input regarding development of policy and procedures in the Counseling department and throughout the hospital. Teaching and training for our behavioral health coaches, hospital staff and departments is also a possibility. Potential projects include development of quality improvement for pathways between the hospital, and outpatient psychiatry and building and



improving clinical training curriculum for various departments in hospital (i.e., ED, Inpatient clinics etc.). Another potential project includes helping to initiate a time and space for staff to openly and honestly discuss the social and emotional issues they face in caring for patients and families.

Clinical Work

- **Clinical hours per week:** 30
- **Administrative hours per week:** 10
- **Any after hours call or weekends?:** No.
- **What is typical clinical schedule on a given week?:** M - F 8am – 5pm
- **Will fellows carry panels or will this be walk-ins/urgent care?:** No panels
- **Do fellows see any patients via telehealth?** Not usually
- **How does this compare to full time site employees?:** Comparable

Project Work

- **Is there an expectation to participate in projects, committees, or other activities outside clinical duties?** Yes
- **Is there protected time for those activities in the schedule?** yes

Additional Details

- **Who does the fellow go to with clinical and/or administrative questions?** Behavioral Health Supervisor; Primary Care Chief
- **Is there any formal or informal mentorship for new clinicians at this site?** Yes, usually the psychiatrist on site
- **How are schedules made? Is there flexibility for shift or schedule requests?** It is flexible and can be discussed with the Behavioral Health Supervisor and Primary Care Chief

Job Requirements: By 1 July 2024 applicants must have completed residency training at a US-based residency program. Applicants must be able to provide a full range of psychiatric services (e.g., diagnosis, evaluation, etc.) with a variety of patients and patient diagnoses. Successful applicants will have the ability to work independently as well as in groups. Willingness to gain and utilize cultural knowledge is also important.



HEAL Initiative

The HEAL Initiative aims to train and support health providers to thrive in hard places by fostering a community of front line health professionals dedicated to serving the underserved. HEAL is an immersive two-year fellowship dedicated to health equity and catalyzing life experience serving the underserved.