

UW HEALTH JOB DESCRIPTION

Clinical Psychologist

Job Code: 840010	FLSA Status: Exempt	Mgt. Approval: G. Rogers	Date: April 2023
Department: Behavioral Health		HR Approval: M. Grayson	Date: April 2023

JOB SUMMARY

The Clinical Psychologist functions as an independent healthcare provider who, working collaboratively within a multidisciplinary health team, provides diagnostic assessment and treatment to adults, children, adolescents, and their families. Responsibilities include assessment/intake, treatment planning, individual and group therapy, case management, and related documentation. Emphasis will be placed on the provision of evidence-based practices in conjunction with other mental health professionals.

The Clinical Psychologist demonstrates an advanced level of clinical knowledge, communication and interdisciplinary collaboration, professionalism, and systems-based practice. This role works with physicians and advanced practice providers, masters-prepared therapists, clinical support staff, trainees and training directors, clinic operations, schedulers, and navigators to assure safe, effective, quality patient care and to promote UW Health's educational and research missions.

The Clinical Psychologist will provide care within their scope of practice as outlined by applicable state law, licensing, regulations, institutional policy, and practice agreements.

MAJOR RESPONSIBILITIES

Clinical Practice:

- Provide inpatient and/or outpatient psychological services, including assessment, treatment planning, and intervention based on service demands and provider coverage needs. Outpatient programs may include both individual therapy and group therapy sessions.
- Develop an individualized treatment plan to fit the needs of each patient using appropriate diagnostic criteria.
- Conduct individual, family, and group counseling, utilizing methods consistent with evidence-based practice, using a brief, focal model of care when appropriate.
- Utilize outcome measures to determine patient progress and guide treatment.
- Coordinate patient care with primary care, other specialty providers, schools, and families via written and verbal communication.
- Arrange for appropriate care within the UW Health system or through outside providers as prescribed in policies and procedures.
- Ensure that each patient's rights are protected and that they are provided with appropriate interventions based on ability to participate, cultural concerns, and diagnostic impression.
- Maintain progress notes and other documentation required for the client medical record and utilization management within the timelines outlined by UW Health.
- Participate in quality initiatives and utilization review activities as requested.
- Act as consultant on complex clinical issues for providers and staff.
- Exercise the legal authority as a psychologist in Wisconsin hospitals including assessment and documentation of patient mental status, general cognitive functioning, emotional status, and personality functioning.
- On an ongoing basis, strives to understand and meet the fiscal and financial parameters of practicing in the health care environment.

Educational:

- Provide clinical supervision to qualified treatment trainees as appropriate based on licensure.
- Participate in training activities, including shadowing and teaching, to students and trainees (e.g., psychology interns and post-fellows, medical students, and psychiatric residents and fellows).
- Perform UW Health staff education, presentations, and consultation.
- Provide educational presentations for the UW Health community.
- Participate in national and local conferences and professional organizations.

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

JOB REQUIREMENTS

Education	Minimum	Doctor of Philosophy (Ph.D.) or Psychology (Psy.D.) in Counseling or Clinical Psychology or related field.
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	Preferred	
Work Experience	Minimum	<ul style="list-style-type: none"> One (1) year of postdoctoral supervised clinical experience
	Preferred	
Licenses & Certifications	Minimum	Please see License and Certification table below
	Preferred	
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> Excellent verbal and written communication skills Ability to provide training including teaching and supervision Ability to provide clinical service to a wide range of ages and to persons having any number of mental health-related issues Ability to identify emotional, behavioral, and psychosocial needs and strengths and integrate into care plan Ability to participate in program development and outcome evaluation efforts Ability to provide consultation for health care professionals, family members, and patients Ability to work effectively with colleagues in a team environment and to collaborate with professionals across a variety of disciplines Ability to consistently maintain and convey a positive attitude and excellent customer service skills in service delivery Flexibility in responding to day-to-day clinical service demands and provider staffing coverage needs

AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

<input checked="" type="checkbox"/>	Infants (Birth – 11 months)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)
<input checked="" type="checkbox"/>	Toddlers (1 – 3 years)	<input checked="" type="checkbox"/>	Young Adult (20 – 40 years)
<input checked="" type="checkbox"/>	Preschool (4 – 5 years)	<input checked="" type="checkbox"/>	Middle Adult (41 – 65 years)
<input checked="" type="checkbox"/>	School Age (6 – 12 years)	<input checked="" type="checkbox"/>	Older Adult (Over 65 years)

JOB FUNCTIONS

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level		Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
	Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
<input checked="" type="checkbox"/>	Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
	Medium: Ability to lift up to 50 pounds maximum with frequent lifting/and or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#

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	Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
	Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#
List any other physical requirements or bona fide occupational qualifications:				

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.

LICENSES AND CERTIFICATIONS			
	Job Code	Department	License/Certifications
Clinical Psychologist	840010A	3030379 – Clinics – Psychiatry 6330379 – Dept of Psychiatry – Psychiatry	<ul style="list-style-type: none"> • Licensure or eligible for licensure as a Psychologist in Wisconsin • Basic Life Support/CPR
Clinical Psychologist	840010B	3030139 – Clinics – Family Medicine General 3030152 – Clinics – General Internal Medicine	<ul style="list-style-type: none"> • Licensure or eligible for licensure as a Psychologist in Wisconsin