

**Florida Atlantic University
Counseling & Psychological Services
Post-doctoral Psychology Residency Brochure**

Florida Atlantic University Counseling & Psychological Services (CAPS)

FAU is the most racially and ethnically diverse university in Florida and has been highlighted among the top 50 diverse colleges in the country. Over 52% of our 30,000 students identify as students of color and our international student body comes from over 180 countries, making us a vibrant community of different cultures and perspectives.

FAU CAPS aims to address the complex mental health needs of FAU's student community by providing high quality and culturally-responsive mental health services that foster personal, interpersonal and academic success. We are a multidisciplinary clinical staff comprised of 21 counseling and clinical psychologists, licensed clinical social workers, mental health counselors, and administrative support staff, across 3 local FAU campuses (Boca Raton, Davie, and Jupiter). In addition, two post-doctoral psychology residents, two psychology doctoral interns, and six extern students from mental health counseling and psychology programs join our team each year. CAPS has expanded in the last five years and continues to grow and evolve as it welcomes professionals with innovative skills and expertise. We are building a team of mental health professions committed and passionate about the integration of culturally-responsive, culturally-relevant and effective counseling, with equity and social justice principles and practices.

CAPS provides:

- Individual, couples, and group counseling for students with psychological, emotional, and/or relationship concerns
- Crisis intervention
- Psychological assessment
- Consultation, outreach, prevention, and educational programs for students, faculty, and staff
- Referral services
- Education and research opportunities

At CAPS we value diversity in each of our staff members, trainees, and clients. We are committed to furthering our own multicultural competence, challenging ourselves to examine our biases and social identities, and experiences of both privilege and marginalization. Likewise, we expect that our residents will engage in this process with the staff as a whole and through their own professional activities and experiences.

FAU CAPS Training Values and Philosophy

FAU CAPS strives to create a training program and environment that is consistent, predictable, transparent, and flexible. We aspire to excellence, particularly with regard to supervision and to training clinically competent and ethical trainees. We want our program to be challenging and to be able to offer experiences that are unique to FAU. We strive to deliver training that provides adequate breadth, in order to develop strong skills as a generalist. We also strive to deliver training that provides adequate depth, in order to provide residents with specialized skillsets in a chosen domain. It is our belief that in

an environment such as this, residents are able to reach their fullest potential as they begin their careers as psychologists.

We view ourselves as lifelong learners. We see awareness of self and interactions with others as essential for continual growth as a professional and cultural competency. Our staff is encouraged to engage in self-reflection and interpersonal process for this growth to occur. We provide numerous opportunities to engage in dialogue, discussion, and exploration to further self-awareness, interpersonal effectiveness and professional competence.

Theoretical orientation is seen as an essential foundation for our therapeutic work. We believe that in order to intervene in a systematic and coherent way, we must understand the problem and how it developed. We assist residents to further hone their case conceptualization skills, grounded in theory supported by literature, and use conceptualization to guide interventions.

Residency Training Program and Components

The residency training program is a 12 month, 40 hour a week, exempt position. Hours are generally between 8am and 5pm, however there may be some flexibility to customize schedule if it fits with center needs. FAU CAPS currently has a hybrid system, therefore we see students in person and/or through telehealth options. This allows residents to have one day working remotely each week. Depending on the center's needs, there may also be extra remote days that can be used throughout the semester. On infrequent occasions, CAPS staff participate in afterhours and weekend outreach and university events. The Boca Raton campus is the primary work site for residents.

During the residency, each post-doctoral resident will accrue 2000 hours of supervised experience, which meets the post-doctoral professional experience requirements of licensure in Florida. Of these 2000 hours, at least 900 hours will be spent in activities related to direct client contact (e.g., initial assessment, individual, couples, and/or group therapy, psychological testing, provision of supervision, crisis intervention, case management, consultation, outreach programming).

Provision of Clinical Services: Consistent with CAPS clinical model, residents will engage in the following:

- Conduct initial appointments to determine case disposition
- Provide short-term individual therapy
- Lead or co-lead groups or workshops (e.g., process groups, skills groups, topic specific groups; see CAPS website for current group offerings)
- Student consultations
- Psychological assessment, if congruent with goals and CAPS needs
- Provide daytime crisis services
- Assist in case management/referral coordination of clients, when appropriate

Provision of Supervision: When congruent with stage of development and interest, post-doctoral residents provide regularly scheduled supervision to doctoral interns and/or externs. They also facilitate diversity dialogues and/or case conference for externs/ doctoral interns. Residents will provide training seminars to interns and externs as well.

Provision of Outreach and Consultation Services: Residents will provide outreach to the campus community through presentations, campus tabling events, mental health screenings, and division

signature events. Additionally, residents will serve as a liaison to an academic or student affairs department or office. Outreach and liaison experiences are generally consistent with each resident's training goals to add more breadth in their areas of specialized interest.

Specialized Training Experience: The post-doctoral residency provides an opportunity for residents to develop a specialized area of interest and training experiences will be tailored to provide depth in a chosen area. The specialty area may fill gaps in the resident's training or create a focus to aid in marketability as residents search for their first staff position. Prior to the resident beginning their training at CAPS, the Training Director will work with each person to identify a specialty area and create training experiences congruent with this area. CAPS has the ability to provide specialized training in the following areas: group therapy, eating disorders, training and supervision, assessment, sport psychology, or trauma-focused therapy. While residents will hold a caseload from our general student body, the specialized training experience will ideally take up a significant portion of your training. It is possible for residents to customize their experience as well.

Examples of specialized training experience areas include:

Group Counseling:

The Group Counseling specialized training experience places its primary focus on enhancing group facilitation skills across various formats. It also involves building a strong professional identity as a group therapist, deepening one's knowledge of group research literature, and actively contributing to the coordination of the FAU group program at CAPS. This program offers opportunities for participation in the supervision and training of graduate-level practicum students, many of whom may have limited prior exposure or experience to group therapy. Moreover, the specialized training experience has potential collaborations with the Group Coordinator on projects related to the establishment of new groups, program development, the review of group-related policies and procedures, as well as initiatives aimed at enhancing our service delivery model. This specialized training experience would help someone gain the skills to be a group coordinator at a university counseling program. For more details on the experience opportunities within the Group Counseling specialized training experience, please refer to the information provided below.

- Run Multiple Groups per semester
- Assist Group Coordinator with administration of group program including marketing and setting up group program.
- Lead Group related seminars for our externs and interns
- Help lead staff group consultation meetings
- Attend monthly Florida Group Psychology Society meetings
- Ability to create own group
- Opportunities to supervise externs with groups

Eating disorders:

The eating disorders specialized training experience will increase knowledge in best practices for treating eating concerns, body-image and disordered eating patterns within a university short-term model; Residents will gain proficiency in conducting assessments to diagnose eating disorders, develop treatment plans, offer psychoeducation on eating disorders, practice motivational interviewing, and make appropriate referrals. The incorporation of cultural and family factors into assessing eating

behaviors and body images. Training will incorporate the Health at Every Size model into the resident's clinical work. Residents will work in collaboration with our Student Health Services staff to develop skills in interdisciplinary integrated health treatment of eating disorders within a short-term model system. The specialized training experience will assist residents in identifying the impact of common-related psychological and medical conditions along with understanding medical complications of eating behaviors. This specialized training experience would help someone gain the skills to be an eating concerns coordinator at a university counseling program See below for eating disorders specialized training experience opportunities:

- Maintain a caseload of body image/eating concerns.
- Attend multi-disciplinary eating concerns treatment team meetings.
- Conduct eating concerns assessments.
- Provide supervision on eating concerns assessments.
- Provide consultation and training to staff around eating concerns.
- Participate in the planning of university-wide outreach events, such as "Celebrating Every Body Week."
- Facilitate connections with community partners and attend community partner meetings.
- Provide consultation to campus partners as needed.
- Facilitate/cofacilitate "Peace With Food and Body" group.
- Attend professional development training related to eating concerns.

Training and Supervision:

The training and supervision postgrad will learn how to different supervision models across practicum and internship training contexts including goals and approaches adjusted to different developmental areas. Residents will take part in making administrative choices and understanding processes to run a training program. Residents will understand how training programs interact with other systems including clinical systems and outside agencies (such as APA or academic programs). Residents may assist in the provision of clinical supervision along with assisting with onboardings, selections, and program evaluations in all training programs. This specialized training experience would help someone gain the skills to be a future coordinator of a training program at a university counseling program. See below for training and supervision specialized training experience opportunities:

- Participate in training committee.
- Supervise trainee in individual and/or group therapy.
- Co-facilitate group supervision for interns.
- Lead basic skills trainings for mental health counseling trainees over the summer.
- Assist training and assistant training director in administrative tasks and coordination of training programs.
- Assist reviewing applications in all training programs and participating in interviews.
- Provide multiple trainings to trainees/staff throughout the year.
- Possible assistance in preparing for APA-accreditation visit.

Assessment:

Residents participating in the assessment specialized training experience will learn about testing in university counseling settings. Residents will be able learn develop advance skills on how to use psychological tests to assess for common psychological diagnoses seen in the university counseling center. Residents will be able to better identify the appropriate psychological test(s) while accounting for cultural factors. Residents will show competency in writing short reports along with competency in the therapeutic assessment approach to assessment. Residents will learn how to integrate clinical interviews, self-reports, personality assessments, cognitive assessments and other clinical data to conceptualize client along with providing diagnoses. Residents will gain skills on how to provide feedback in a therapeutic method along with work with client's providers to treatment plan. Residents will assist assessment coordinator in their duties along with assist assessment coordinator in providing supervision and consultation for our trainees. See below for assessment specialized training experience opportunities:

- Assist assessment coordinator
- Help facilitate assessment seminars for trainees
- Complete assessments throughout the year
- Provide consultation for staff regarding students needing assessments
- Possible collaborations with Student Accessibility Services
- Attend assessment trainings

Sport Psychology:

The sport psychology specialized training experience is designed for individuals seeking specialized training in the provision of mental health and mental performance services college student-athletes. The sport psychology resident will become a member of the Athlete Mental Health and Performance team, which is comprised of a licensed psychologists and a mental health counselor intern, who serve our 500 student-athletes on 19 teams. The resident will gain a deep understanding of how to implement the NCAA mental health best practices and work from a proactive, systems-based approach. Additionally, the resident will have the opportunity to frequently collaborate with FAU Athletics Department staff as well as provide training and consultation to coaches and staff. Residents can also expect to learn how to implement mental performance intervention at the individual and group/team level. If interested, the resident can use supervision and clinical hours in the pursuit of becoming a [CMPC](#). See below for sport psychology specialized training experience opportunities (note: this list is not exhaustive):

- Maintain a caseload of student-athletes with diverse identities and presenting concerns
- Participate in the planning and implementation of outreach (e.g., team sessions, fall and spring mental health weeks)
- Attend team practices/lifts/competitions as well as Athletics Department meetings
- Assist with mental health screening of all student-athletes
- Gain experience in working within a multidisciplinary treatment team, including athletic trainers, dietitians, and team physicians

Trauma-focused therapy:

Residents may receive specialized training and supervision on the treatment of trauma. The residents will likely carry a significant portion of clients whose present concerns are related to acute or lifelong traumatic experiences. Supervision and training will focus on consideration of cultural and context when

choosing treatment plans and interventions along with integration into conceptualization. Residents will gain a deeper understanding of trauma work and how it may show up developmentally. Residents will learn how to adapt trauma interventions into the short-term model and adapt to working in the university counseling center. Residents may have the opportunity to learn a variety of methods to treat including trauma such as DBT, biofeedback, EMDR or yoga. See below for trauma-focused specialized training experience opportunities:

- Have a caseload of individual trauma-related clients.
- Coordinate with campus partners, such as Victim Services and Women's Resource Community Center
- Co-facilitate trauma-related groups, such as Survivor Support Group, Trauma-Informed Yoga, and Family of Origin
- Attend OWLS Alliance Against Sexual Assault meetings
- Become a member of university wide Domestic Violence Awareness committee and become involved in Domestic Violence Awareness week
- Facilitate training and seminars related to trauma for trainees/staff.
- Attend trainings related to trauma

Supervision, Training and Professional Development: Supervision of the post-doctoral resident is based on a developmental approach to learning. Goals for the training year are individualized to integrate the resident's strengths, growth areas, and interests in developing a specialty area within the realm of collegiate mental health. Post-doctoral residents receive a minimum of 2 hours per week of face-to-face, individual supervision. The supervisor retains clinical and legal responsibility for cases by approving and co-signing records and participating in the planning of treatment. Residents meet as a group once a week for 1 hour to receive specialized supervision and training in areas such as professional development, supervision, and outreach. Residents will also attend relevant training seminars and staff professional development trainings at various points during the training year. Residents have the ability to request trainings on topics of interest. Residents also attend CAPS team meetings, where staff consult about cases and treatment plans.

Residents attend staff meetings and may participate in a CAPS' committee. Committee participation is based on the resident's training interest, and may include Training, Diversity Committee, Clinical Services, or Outreach. Engagement with the division and university at large will come through liaison relationships, outreach experiences, and meeting attendance.

Benefits and Application Process

Stipend: \$70,000

Benefits: Group health, dental, life and insurance; \$500 professional development funds; up to 40 hours professional development leave (to be used for studying for licensure, job interviews and conference attendance); up to 80 hours of annual leave and 80 hours of sick leave, and all university holidays

Minimum Qualifications:

- Ph.D. or Psy.D. in Counseling or Clinical Psychology by start date
- Successfully completed an APA-accredited doctoral internship in psychology prior to start date
- Need to obtain clinical hours needed for licensure
- Strong commitment and experience with diverse individuals and communities including but not limited to: students of color, working-class/working-poor populations, first generation students, LGBTQ+ and gender non-conforming clients, people with disabilities
- Demonstrate awareness and value of culturally-responsive mental health practice
- Demonstrated commitment to the highest ethical standards of professional practice

Prioritized Desired Qualifications

- UCC experience in multidisciplinary setting
- Experience and interest in group therapy
- Experience and interest in provision of community level interventions, outreach, consultation
- Professional development training experiences in areas of culturally-responsive counseling, social justice frameworks
- Experience with complex crises and/or clinical situations
- Experience and interest for clinical supervision and training of graduate trainees

Note: Selected residents are required to successfully pass a level 2 background check as a condition of employment.

Application Process

See CAPS training website for up to date information on Residency dates and application process.