Florida Atlantic University Counseling & Psychological Services (CAPS)

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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 19 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 externs 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.

Post-doctoral Residency Training Program and Components

The Post-doctoral residency training program is a 12 month, 40 to 42 hour a week, exempt position. Hours are generally between 8am and 5pm and residents are expected to stay until 6pm one night per week during Fall and Spring semesters (a comp hour is given for this time). CAPS staff occasionally participates 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: Post-doctoral residents provide regularly scheduled individual supervision to doctoral interns and/or externs. They also facilitate weekly case conference for externs or 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: diversity, outreach, group therapy, assessment, LGBTQ+, eating disorders, or residence life. It is possible for residents to customize their experience as well.

**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 committees. 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**

**Salary:** $ 25 per hour (expected annual compensation of $50,000)

**Benefits:** Group health, dental, life and insurance; $500 professional development funds; 40 hours professional development leave; annual leave and 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**

To apply, visit [https://fau.edu/jobs/apply/](https://fau.edu/jobs/apply/), click link for new applicant portal and search for Post-Doctoral Residency at CAPS. Please submit the following information through the application portal:

1. Cover letter that specifically addresses experiences relevant to working with our diverse population, outlines your goals for the post-doctoral year and early career profession including how this site will assist you in accomplishing these, and how you incorporate social justice into your professional identity.
2. Curriculum Vitae
3. Three Letters of Recommendation including either the internship training director or internship clinical supervisor.
4. An unofficial graduate school transcript. Official transcript may be required if selected for the resident position.