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, three 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

In alliance with APA training standards and expectations we at CAPS 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 personal 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 regarding supervision and 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, to develop strong skills as a generalist. We also strive to deliver training that provides adequate depth, to provide residents with specialized skillsets in a chosen domain. It is our belief that in an environment such as this, residents can 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 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. 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)
- 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 cultural seminars and/or case conference for externs/doctoral interns. Residents will provide training specific seminars related to their focus area 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 are designed to address gaps in the resident's prior training or to enhance professional identity and marketability as residents prepare for their first staff position. Prior to the resident beginning their training at CAPS, the Training Director and Postdoctoral Residency Coordinator will work with each person to identify a specialty area and create training experiences congruent with this area. CAPS can provide specialized training in the following areas: group therapy, eating disorders, training and supervision, assessment, trauma-focused therapy. **It may also be possible to create a cultural specialty area around populations that are prevalent in the FAU community**. 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 experience 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, and 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 prepare residents for future roles as group coordinator at a university counseling program.

Specialized Training Opportunities Include:

- Facilitating multiple groups per semester
- Assisting the Group Coordinator with administration of group program, including marketing and setting up the group program.
- Leading group related seminars for our externs and interns
- Co-facilitating group consultation meetings
- Attending monthly Florida Group Psychology Society meetings
- Ability to create and implement a new therapy 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 gain proficiency in conducting assessments to diagnose eating disorders, develop treatment plans, offer psychoeducation on eating disorders, practice motivational interviewing, and make appropriate referrals. Training emphasizes the integration of cultural, familial, and contextual factors in the understanding of eating behaviors and body image. Training will incorporate the Health at Every Size (HAES) 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. Overall, this training prepares residents for the potential role as eating concerns coordinator at a university counseling program

Specialized Training Opportunities Include:

- Maintaining a caseload of clients with body image/eating concerns
- Participating in multi-disciplinary eating concerns treatment team meetings
- Conducting eating concerns assessments
- Providing supervision on eating concerns assessments
- Offering consultation and training to staff around eating concerns
- Assisting in the planning of university-wide outreach events, such as "Celebrating Every Body Week."
- Build connections with community partners and attend community partner meetings
- Providing consultation to campus partners as needed
- Facilitate or cofacilitate "Peace with Food and Body" group
- Attending professional development related to eating concerns

Training and Supervision:

The training and supervision specialized training experience focuses on developing competent in clinical supervision and the administration of training programs within a university counseling center. Residents are introduced to a range of supervision models and learn to adapt their approach based on trainees' developmental levels across practicum and internship settings. 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 (e.g., APA or academic programs). Residents may assist in the provision of clinical supervision along with assisting with onboarding, selections, and program evaluations in all training programs. Through these experiences, residents build the skills to prepare for future roles as training coordinator at a university counseling program.

Specialized Training Opportunities Include:

- Participating in training committee
- Supervising trainees in individual and/or group therapy
- Co-facilitating group supervision for interns
- Leading foundational clinical skills trainings for mental health counseling trainees
- Assisting training leadership with administrative tasks and coordination of training programs
- Reviewing applications in all training programs and participating in interviews
- Providing multiple training courses to trainees and staff throughout the year
- Possible assistance in preparing for APA-accreditation visit

Assessment:

Residents participating in the assessment specialized training experience will learn about psychological testing in university counseling settings. Residents will be able to develop advanced skills in selecting, administering, and interpreting psychological tests to assess common clinical concerns among college students. Residents will be able to better identify the appropriate psychological test(s) while accounting

for cultural and contextual factors. Residents will develop proficiency in integrating multiple sources of data—such as clinical interviews, self-report measures, personality assessments, cognitive testing, and other clinical data to inform case conceptualization and diagnosis. Residents also gain skill in how to provide feedback in a therapeutic method along with work with client's providers to treatment plan. In addition, residents will assist assessment coordinator in their duties along with assist assessment coordinator in providing supervision and consultation for our trainees.

Specialized Training Opportunities Include:

- Assisting the assessment coordinator with program administration
- Facilitating assessment seminars for trainees
- Conducting assessments throughout the year
- Providing consultation to staff regarding students needing assessments
- Collaborating with Student Accessibility Services
- Attending professional development in psychological assessment

Trauma-focused therapy:

Residents receive specialized training and supervision on the treatment of trauma. Residents typically carry a significant portion of clients whose present concerns are related to acute and/or chronic traumatic experiences. Supervision and training will focus on consideration of cultural and context when choosing treatment plans and interventions along with integration into conceptualization. Through this experience 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 gain exposure to a range of trauma-focused modalities, including Dialectical Behavior Therapy, biofeedback, Eye Movement Desensitization Reprocessing, and/or trauma-informed yoga.

Specialized Training Opportunities Include:

- Maintaining a caseload of clients presenting with trauma-related concerns
- Collaborating with campus partners (e.g., Victim Servies and Women's Resource Community Center)
- Co-facilitating 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
- Facilitating training and seminars on trauma for trainees/staff
- Attend professional development opportunities 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 training courses at various points during the training year. Residents can 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 participate in a CAPS' committee. Committee participation is based on the resident's training interest, and includes 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 40 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 internship prior to start date
- Need to obtain clinical hours needed for licensure
- Committed to providing high quality clinical services that integrate competency frameworks.
- Demonstrated commitment to the highest ethical standards of professional practice

Prioritized Desired Qualifications

- Experience with a range of individuals, communities and lived experiences.
- Experience working within a University Counseling Center and/or with college students.
- Experience providing group therapy and outreach programs.
- Experience providing supervision to practicum/extern student therapists.

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.