

**Florida International University  
Counseling and Psychological Services  
Post-Doctoral Fellowship Training Program  
2022-2023**

**Program Location:**

Modesto A. Maidique Campus, UHSC 270  
11200 S.W. 8<sup>th</sup> Street  
Miami, Florida 33199  
Phone No: (305) 348-2277  
Fax No: (305) 348-3950  
Website: <http://www.caps.fiu.edu>

**Training Director:** Priya Kirpalani, Psy.D., CGP

**Email Address:** [pkirpala@fiu.edu](mailto:pkirpala@fiu.edu)

**Director:** Todd Lengnick, Psy.D.

**Number of staff who are licensed psychologists:** 12

**Fringe Benefits:** 2 weeks vacation

**Stipend:** \$18.43/hour

**Start Date:** August 1, 2022

**Number of available positions:** 1

**Florida International University Counseling and Psychological Services**

Florida International University is located in Miami, which is commonly referred to as the "gateway to the Americas". As a result, CAPS clients may be first or second generation immigrants to the United States, or they may be international students from 1 of 142 different countries. Demographic information shows that 61% of the student body identifies themselves as Hispanic, 13% black, 4% Asian, and 15% white non-Hispanic. Further, 24% of undergraduate students are 25 years-old or older. The average client presents with a variety of cognitive and physical abilities, sexual orientations, and religious beliefs. In addition, the university serves a large percentage of economically disadvantaged students. Nearly 50% of all undergraduate students at FIU receive financial aid, and nearly 60% of those financial aid recipients come from families with annual household incomes under \$30,000.

Counseling and Psychological Services (CAPS) is a department within the Division of Academic and Student Affairs. It operates at two locations, the Modesto A. Maidique Campus and the Biscayne Bay Campus, and is funded by the Student Health Fee. CAPS' goal is to support the University's academic mission by enhancing the social development and emotional well-being of students.

CAPS trains future psychologists and social workers and offers them the opportunity to work with a diverse student population. In addition to the post-doctoral fellowship, CAPS is an APA-accredited doctoral internship site.

The training philosophy emphasizes treatment within a matrix of cultural differences. The professional staff is comprised of full-time licensed psychologists and part-time psychiatrists as well as social workers, and mental health counselors. The staff is from diverse ethnic and cultural backgrounds and maintains a wide spectrum of theoretical and psychotherapeutic approaches. Clinical services available at CAPS include brief individual, couples, and group psychotherapy, crisis intervention, psychological testing, outreach and psycho-educational programming, and consultation.

CAPS is a member of the Association of Psychology Post-Doctoral and Internship Centers (APPIC). All professional activities and services are governed by Florida State Statutes and adhere to the American Psychological Association Ethical Principles and Code of Conduct. CAPS is accredited by the International Association of Counseling Services.

### **The Post-Doctoral Psychology Fellowship Training Program**

Admission requirements for the Post-Doctoral Psychology Fellowship Training Program include completion of all professional doctoral degree requirements (either Ph.D. or Psy.D. in Clinical Psychology or Counseling Psychology) from an APA-accredited institution of higher education. In accordance with the Florida Statutes, the fellow must complete at least 2000 hours of post-doctoral experience over the course of 52 weeks, no more than 40 hours per week. Nine-hundred of these hours are to be spent in direct service-related activities. This program meets the requirement for the 2,000 hours of supervised experience required for licensure in the State of Florida.

### **Philosophy of Training**

CAPS has a strong commitment to generalist training in Psychology. The Post-Doctoral Fellowship Training Program is designed to reflect the Association of Psychology Postdoctoral and Internship Center's (APPIC) guidelines. It is geared toward providing an organized, planned, and programmed generalist training experience for the fellow to further develop into a professional clinician capable of functioning successfully and independently in various employment settings. To attain this goal, the fellow will be required to integrate cultural humility within a social justice framework, theoretical orientation, research literature, and ethical/legal issues into their conceptualization and provision of clinical services.

### **Work towards Racial Justice**

CAPS clinicians, staff and administration have been engaging in self-reflection, healing, learning/accountability and trust-building to engage in difficult yet essential dialogue to increase understanding of each other and work towards racial equity. We have a long-standing Diversity Committee at CAPS that assists staff in developing cultural competence using a social justice framework. After the murder of George Floyd, CAPS created a taskforce with staff dedicated to Countering Anti-Black Racism at CAPS and beyond. We have facilitated both healing and learning spaces for students as well as for staff. This work is prioritized and will continue long-term.

### **Services during the Pandemic**

Remaining open, CAPS has continued to provide services to FIU students albeit remotely in Spring and Fall 2020. Clinicians continued individual and group therapy sessions through secure videoconference along with online workshops. During summer 2020, CAPS followed the university-wide gradual repopulation plan, staffing the clinic while keeping with the CDC's social distance and mask-wearing guidelines, required of all persons in our Student Health Center building. CAPS administration has been taking every precaution to keep staff and students healthy and safe.

### **Core Elements of the Post-Doctoral Fellowship**

Core training experiences will focus on the provision of individual, couples, and/or group psychotherapy, initial assessment or triage services/crisis intervention, outreach, and consultation. At least 70% of the fellow's time is spent in provision of direct professional, clinical, and psychological related services. Descriptions and goals for the core elements are below.

#### *Psychotherapy: Individual, Couples, and/or Group Counseling*

CAPS provides individual, couples, and group psychotherapy as well as workshops to enrolled FIU students. CAPS offers time-limited, focused psychotherapy. Treatment plans are individualized to reflect the cultural, developmental, and psychological needs of the students. Given the nature of serving a diverse student population, the fellow will have the opportunity to work with clients who are experiencing varying levels of distress and symptomology. Client presenting problems range from developmental and transient issues to characterological disorders. This includes anxiety and mood disorders, phobias, relationship concerns, self-esteem issues, general adjustment issues, academic problems, gender and sexual orientation issues, cultural adjustment, family conflicts, and health and wellness concerns.

CAPS staff utilize brief treatment methods for individual and couples psychotherapy; the staff is diverse in terms of theoretical orientation. Licensed psychologists are always on site during hours when clients are scheduled. When functioning remotely, licensed psychologists are available via instant message (i.e., MS Teams), text messaging, phone call, videoconference (i.e., Zoom) when clients are scheduled. The fellow is expected to have established a theoretical orientation or orientations from which they work but is encouraged to consult, explore, and implement new theoretical perspectives and techniques as applicable and necessary for optimal client care. The fellow may also co-facilitate a group with a licensed clinician. CAPS offers a wide variety of groups depending on clients' needs, often including interpersonal process, cognitive-behavioral/exposure therapy, and psychoeducational groups.

#### *Access Consultation/Crisis Intervention*

An additional core element of the CAPS Post-Doctoral Fellowship Training Program is an initial assessment or triage service known as access/crisis intervention. While functioning remotely, this experience may vary. The fellow will provide weekly access consultation and crisis intervention to the FIU community. While on the access system, the fellow will have the opportunity to meet with students who walk into CAPS, evaluate

their needs, and then make a recommendation. Clients seen on the access system may or may not be experiencing a mental health crisis. Similarly, they may or may not be appropriate for treatment at CAPS. At the beginning of the year, case disposition and triage is typically done in consultation with the fellow's designated clinical supervisor. However, the fellow's autonomy will increase as they gain competence in crisis intervention and case disposition throughout the year.

### *Outreach & Consultation*

Providing outreach to the FIU community is a strong component of the Post-Doctoral Fellowship Training Program. The clinical staff of CAPS serve as psycho-educators to the university community, delivering various workshops and lectures. These workshops are designed to enhance the social, academic, and emotional well-being of FIU students. The fellow will deliver, as needed and requested, psycho-educational seminars to FIU students to increase their awareness of topics related to college students (e.g., anger management, stress management, study skills, making healthy choices in college, etc.). The fellow may also have the opportunity to develop and deliver specific seminars depending on his/her expertise and interests. The fellow will attend outreach planning meetings as needed. Fellows have the opportunity to become involved with a number of outreach programs CAPS administers. During the pandemic, some outreach events are held on social media or via FIU Zoom.

The Post-Doctoral Fellowship Training Program strives to strengthen the fellow's skills at providing consultation to other professional, academic, and/or collegial organizations and departments. As such, throughout the year, the fellow will have the opportunity to provide professional consultation to University divisions, departments, residence halls, and the Student Health Services. Each post-doctoral fellow assumes the role of consultant to a particular residence hall. This relationship will continue throughout the academic year. Based on the needs of each residence hall, the fellow will have the opportunity to help the Residence Life Coordinator and Residence Assistants with program development and implementation, problem-solving, and crisis interventions. Fellows are expected to communicate with the Residence Life Coordinator on a regular basis and such communication can be initiated by either the consultant or the consultee. The fellow may also be assigned as the liaison or contact person for another specific campus department. These opportunities may vary and are subject to change.

### *Psychological Assessment*

Post-doctoral fellows can refine existing assessment skills and develop a more sophisticated ability to select, administer, and interpret psychoeducational instruments. Fellows can gain experience in psychoeducational testing in accordance with their level of expertise. Fellows with little training in this area first learn to conduct psychoeducational intakes, administer, and interpret personality and psychoeducational tests, and participate in psychoeducational training seminars as available. Fellows with more advanced psychoeducational assessment skills will gain extensive experience in test administration, and integrated report writing coupled with exposure to a variety of disorders such as learning disabilities and ADHD. Fellows may also have opportunities to provide assessment seminars to the current intern class, coordinate testing for FIU's

athletes, and consult with the Disability Resource Center (DRC) and psychiatrists when warranted. This experience may vary based on its availability, post-doctoral fellow's interests and FIU CAPS' needs.

## **Post-Doctoral Fellowship Training Experiences**

### *Supervision*

Supervision of the fellow is based on a developmental approach to learning. Educational goals are individualized to integrate the fellow's strengths and interests with CAPS' needs. Mutual collaboration, respect, and appreciation for cultural and diversity issues are an integral part of the program. The Post-Doctoral Fellowship provides a minimum of two hours per week of regularly scheduled, face-to-face, individual clinical supervision. At least one hour of clinical supervision is provided by the primary clinical supervisor and another hour is provided by the secondary clinical supervisor. The primary and secondary clinical supervisors retain clinical and legal responsibility for cases by approving and co-signing records and participating in the planning of treatment. Fellows also participate in one hour of group supervision of group therapy on a biweekly basis, as well as supervision of group therapy through co-leading group with a licensed clinician and meeting for supervision. Access/consultation supervision occurs during the fellow's experience as part of the access team which may vary during remote work. This supervisory system enhances the fellow's clinical and professional experiences and exposure to different supervisory and theoretical approaches. Supervision will be conducted in a regular and structured manner. The fellow will be encouraged to actively participate in his or her own professional development and supervisory experience.

Post-doctoral fellows will receive supervision in the following domains:

- Individual Clinical Supervision
- Access/Consultation Supervision
- Group Therapy/Workshop Supervision

### *Professional Development*

Post-doctoral fellows attend weekly staff meetings and monthly diversity-related trainings or special training experiences. Post-doctoral fellows have full University library access. The Post-Doctoral Fellows may participate in the following, depending upon needs and interests:

- CAPS committees (participation in one is required)
- Conferences offered by the CAPS staff or the greater FIU or clinical community
- Departmental, Division, and/or University-wide committees or events
- Attendance of training seminars

Training seminars are offered on a weekly basis. Fellows may attend depending on availability and personal interest in the subject material. Attendance to some monthly rotating seminars may be required. CAPS professional staff, FIU faculty, and community mental health professionals conduct these seminars. Seminar topics range widely.

### *Evaluation*

The fellow's supervisor(s) provide ongoing verbal evaluation through weekly supervision sessions. Formal Evaluations (i.e., the Post-Doctoral Evaluation Form) are completed by all supervisors three times a year. The Client Satisfaction Survey is also used to evaluate the fellow. This questionnaire is a tool used to assess FIU students' satisfaction with services offered by CAPS. The fellow's movement towards licensure is also assessed periodically to determine and evaluate the fellow's progress toward the State of Florida's 2,000 hours licensure requirement.

The fellow is given the opportunity to evaluate and provide feedback on their supervision and training experiences at 4-months, 8-months, and 12-months. The fellow is introduced to due process procedures during the Orientation Program. A copy of due process procedures is included in the Post-Doctoral Training Manual. The fellow will evaluate the training site upon completion of the training experience. The fellow will also have an exit interview with the Director of CAPS to review their training experience and to make recommendations for the program.

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**Post-Doctoral Fellowship Selection Process**

**Required Application Materials**

**Application review will begin immediately and will continue until the position is filled. Applications will be accepted on a rolling basis, with consideration given as applications are received. Please send all application materials to [pkirpala@fiu.edu](mailto:pkirpala@fiu.edu) with:**

1. A letter of interest/cover letter
2. A completed postdoc application (found at [www.caps.fiu.edu](http://www.caps.fiu.edu)) including 2 short-answer responses to the following questions using 500 or fewer words for each:
  - a. Please provide a personal statement.
  - b. Please describe your experience and training in work with diverse populations. Please include in your discussion the manner in which awareness of multicultural/diversity issues influences your clinical practice and case conceptualization.
3. A current CV with names and contact information for references
4. 3 letters of recommendation in electronic form
5. A scanned unofficial graduate school transcript (originals will be required upon granting of an interview)
6. Please submit application to [www.careers.fiu.edu](http://www.careers.fiu.edu).

**Criteria for Selection and Selection Process**

The Post-Doctoral Fellow must have completed a doctoral degree in clinical or counseling psychology from an APA-accredited program. By the start of the Post-Doctoral Fellowship on August 1st, trainees must have completed an internship meeting APPIC standards. Only complete applications received by time of review are considered for interview. Interviews will be held on a rolling basis as applications are received. Any questions regarding the Fellowship or application process should be directed to Priya Kirpalani, Psy.D., CGP by calling (305) 348-2277 or via e-mail: [pkirpala@fiu.edu](mailto:pkirpala@fiu.edu).

Florida International University is an Affirmative Action/Equal Opportunity Employer. We are particularly interested in identifying prospective women, racial/ethnic, sexual or religious minorities, and differently-abled post-doctoral applicants. In accordance with federal and state laws, no person in whatever relationship with Florida International University shall be subject to discrimination on the basis of age, religion or creed, color, disability, national origin, race, ethnicity, sex, marital or veteran's status.