

San José State University

San José, California

ANNOUNCEMENT OF CAPS PREDOCTORAL RESIDENT POSITION

AVAILABILITY

Subject to Budgetary Approval

PROGRAM OVERVIEW:

The major goal of the SJSU Counseling and Psychological Services (CAPS) Psychology Internship is to provide high quality learning experiences to interns in counseling and clinical psychology in preparation for a career in mental health. To help attain this goal, the counseling faculty has a strong commitment to supervise, teach, and mentor our trainees. Our training is guided by a Practitioner-Scholar model in which we train clinicians to be informed of theory and research in the science of Psychology.

Our psychology internship program is accredited by the Commission on Accreditation of the American Psychological Association (APA). We are proud members of the Association of Counseling Center Training Agencies (ACCTA) a national organization for training programs within university counseling centers.

Our supervisors represent a broad base of theoretical backgrounds, thus interns are exposed to various models. We emphasize short-term treatment approaches that meet the needs of a diverse student body. We are committed to training psychology interns for work in a diverse world. While the field of psychology as a whole has embraced the importance of multicultural awareness and competence, this is a commitment that we reaffirm daily. We live and work in the midst of one of the most diverse communities in the world and provide trainees experiences to engage in social justice work.

We strive to provide interns with challenging and developmentally appropriate training experiences. We accomplish this by emphasizing training that is sequential, cumulative, and graded in complexity. We provide didactic trainings, experiential learning (direct service), mentorship, and role modeling from various staff members. We encourage self-examination and awareness of the impact of self on others.

At CAPS, we believe that different levels of trainees have different developmental needs. We work with post-doctoral residents, psychology interns, and advanced practicum counselors. Psychology interns are separated for some components of training so that we may address your unique developmental needs. Psychology interns meet with post-doctoral residents and advanced practicum counselors for some components of training in order to optimize the diverse perspectives that arise when combining various training levels.

CAPS abides by the Ethical Principles of Psychologists and standard of Conduct. Our program meets state licensure requirements for internships and provides broad training covering all the major areas of knowledge and skills expected of a psychologist in a university counseling center setting (Standard 7.01), provides an accurate description of the training program, goals and objectives, stipends, benefits and exit criteria (Standard 7.02), provides training as described in the program materials (Standard 7.03), does not require interns to disclose or discuss personal information except as it is related to their developing skills and professional effectiveness (Standard 7.04), does not mandate outside therapy experiences (Standard 7.05), provides evaluations of interns in a timely manner (Standard 7.06), and prohibits sexual relationships between interns and supervisory staff (Standard 7.07).

COMPONENTS OF THE CLINICAL PSYCHOLOGICAL INTERNSHIP TRAINING PROGRAM

There are four major component areas of the Training Program. These areas are Cultural Diversity, Training, Direct Service, and Indirect Service.

Cultural Diversity:

This component is considered to be one of the most important of the training program for interns and is woven throughout all other components. Cultural diversity themes appear in individual and group sessions, supervision, in the outreach programming in which interns take part, in the training seminar presentations, and in clinical meetings. In addition, there are many seminar experiences focusing on self-awareness of cultural identities. Psychology interns participate in two

unique experiences (fully described below): Social Justice and Outreach component and Process Group in Diversity. Additionally, CAPS hosts an annual one-day Multicultural Training Day conference, which psychology interns attend.

Training:

Seminars

Didactic Training Seminar: The Training Seminar meets weekly, is attended by advanced practicum and psychology interns, and is led by one licensed clinician. During the weekly Training Seminar, various clinical topics are presented and discussed by faculty at CAPS or members and experts from larger community. Common training topics include: intervention skills for brief therapy models domestic violence, cultural-double-bind, working with specific cultural populations (e.g., ethnic groups, international students, sexual identity, gender identity), boundaries/multiple relationships and ethical issues, suicide and violence assessment, eating disorders, substance abuse, empirically-supported treatments for various presenting concerns and client populations, and professional development (e.g., applying for next training positions, preparation for licensure in psychology, job interviews). The exact content of the trainings varies based on the needs of the training cohort.

During the summer months, Psychology Interns will receive additional training in the following topics: preparing to conduct clinical supervision, couple's counseling, and other topics deemed developmentally appropriate for the intern cohort. Psychology interns will also be required to deliver a training seminar presentation on an area of scholarly inquiry (e.g., dissertation project, other current research). These summer topics are tailored to the needs of the interns as we fill in gaps in training and move the interns toward readiness for future professional placements.

Diversity Process Group: The Process Group in Diversity is an opportunity for trainees to develop their awareness in diversity through discussion and experiential process. Our agency believes that self-awareness is vital to the development of the competent practitioner. Trainees may be invited to present on their own cultural identity. Staff may be invited into the seminar to model sharing about their own unique identity statuses. A trainee may be excused from participating in the Diversity Group through consultation with their primary supervisor and Training Coordinator. Psychology interns are combined with advanced practicum counselors for this experience. It is the Training Committee's philosophy that including a diverse group of individuals (including diversity in training levels) enriches the discussion in this seminar. In order to ensure the emotional safety of trainees, information discussed in this seminar is entirely confidential and is not part of the evaluation process.

Social Justice and Outreach Series: The Social Justice and Outreach Series during the Fall semester is led by a licensed clinician. Trainees will discuss the role of Psychologists in addressing social justice issues that may prevent or alleviate mental health struggles; explore the relationship between social justice and the development of outreach services and programs; and may help in developing specialization areas in which they focus their outreach efforts (e.g., LGBT student services, cross-cultural center, international students, substance abuse, eating disorders and body image, suicide prevention). Psychology interns are combined with advanced practicum counselors and Multicultural Post-doctoral Residents for this experience. It is the Training Committee's philosophy that including a diverse group of individuals (including diversity in training levels) enriches the discussion. Psychology interns benefit from learning of the outreach experiences of the Multicultural Post-doctoral Residents and may have opportunities to collaborate with the Residents on projects.

Group on Groups: The Group seminar is led by a staff clinician. The seminar focuses on assisting and supervising trainees as they develop, market, and co-lead therapy groups and psycho-educational workshops. Interns are required to co-lead therapy groups with a staff member or a Multicultural Post-doctoral Resident. Information regarding performance in this seminar, as well as performance when leading groups and workshops, may be provided to the individual supervisor for inclusion in the semester evaluation process.

Testing and Measurement Series: The testing and measurement series is led by a licensed Psychologist. The series is designed to review tests and measures originally introduced in doctoral programs and to emphasize the cultural complexities of formal assessments. Interns will be required to administer approximately two small batteries and discuss ethical issues in the administration of test instruments and diagnosing. This is a small component of the training experience. Information regarding clinical skills developed in this seminar may be provided to the individual supervisor for inclusion in the semester evaluation process.

Supervision/Case Consultation:

Individual (1:1) Supervision: CAPS meets or exceeds the supervision requirement in the Board of Psychology's Supervised Professional Experience (SPE) regulation. Each psychology intern will be provided with supervision for at least 10% of the total time worked each week. At least two hours per week of individual face-to-face supervision are provided each week. Supervisor assignments for the Fall semester are made by the Training Committee. Interns are required to change supervisors during the second semester to obtain a breadth of orientations, techniques, and styles. For the second semester, trainees' preferences for supervisors are solicited and considered in assignments made by the Training Committee. Every effort is made to match requests while still considering the trainees' developmental needs.

Group Supervision: Group supervision occurs one hour per week. Group supervision is led by a licensed clinician. Group supervision provides a forum for discussing clinical work and improving clinical skills. Group supervision also provides the format for presenting formal case presentations (see "Other Training Opportunities"). The Counseling Services Psychiatrist frequently visits this meeting to provide opportunities for case consultation.

Clinical Consultation Meeting: This weekly meeting is for all faculty counselors, educational counselors, psychiatrists, and trainees. It is an opportunity to present cases to one another and engage in clinical consultation. The emphasis in the meeting is on viewing our work as a team effort to provide the best possible service to students. Trainees are scheduled to present one clinical case per semester.

Audio/Video Recording: In order to provide specific and in-depth feedback, supervisors require that psychology interns audio- or video-record all client sessions. Recorded sessions are provided to the trainees' supervisor and may be reviewed with the trainee during supervision or outside of supervision times. Trainees inform clients of the recording requirements at the same time they inform clients of their supervision, which is usually during the first session. Should a client not want to be recorded, the client will be reassigned to a non-recording counselor within the agency. Sessions are digitally recorded and stored on a secure server for three weeks. Recorded sessions are for training purposes only and are not available for use outside of Counseling Services. If a client wishes to obtain recorded sessions, the trainee must consult with their primary supervisor. Any recording taken out of CAPS is a violation of this policy and subject to disciplinary actions.

Direct Service: Direct service hours are provided through individual, couple, and group counseling sessions; outreach presentations; and assessment/crisis coverage. The provision of direct service hours are done through consultation with your primary supervisor. Psychology interns are expected to accrue 22.5 hours of direct service per week.

Individual/Couple Psychotherapy: Psychology interns are expected to accrue the majority of the direct service hours through work with individual clients. The size of the caseload varies considerably depending on whether clients are seen weekly or less often. Clinical load may also vary during slower times of the year, such as winter break and the beginning of fall semester, and higher during peak times such as midterms and finals.

Assessment and Crisis Coverage: Psychology interns will be required to have 4 assessment appointments per week (4 x 30 minute assessments or 2 hours); assessment appointments are generally the entry point for our students and are scheduled appointments that last approximately 20 minutes and are designed to "assess" the student's reason for wanting personal counseling and assess for risk. After the assessment, if determined to be appropriate for our services, the student is either scheduled an intake or personal returning or placed on the waitlist to be assigned to an appropriate counselor (this depends on schedules and time of the semester).

CAPS provides crisis services between 8am and 6pm Monday to Thursday and 8am to 5pm on Friday. Each semester, a variety of crisis cases demand our attention. These include walk-in clients who seem to be in crisis, calls from staff in the residence halls, or requests from faculty or staff to consult about troubled students. Interns and Postdoctoral Residents are required to have 2 hours of crisis coverage per week, during which you manage any crises that arise/come into the center. In addition to the assigned shift, from time to time all counselors may be called on to assist with crisis situations.

Interns are not responsible for after-hour emergency coverage. All after-hours emergency coverage is managed by department administrators or designated licensed counselors.

Group Therapy: Psychology interns may be involved in providing group therapy. Formation of groups will be discussed in orientation, individual supervision, and the Group on Groups and Workshops Seminar. Interns are required to co-lead therapy groups with a Multicultural Post-doctoral Resident or licensed faculty member. Groups are supervised by the leader of the Group on Group Seminar or the licensed clinician co-leading the group.

Outreach and Workshops: Psychology interns are expected to be involved in various CAPS programming. Interns are encouraged to gain presentation skills by observing and then co-presenting psycho-educational workshops. Interns are required to deliver a minimum of one workshop per semester, although our expectation is that interns will significantly exceed this requirement. Interns are required to have one workshop per semester observed. The observer, a faculty counselor or post-doctoral resident, will complete a feedback form which will be reviewed with the intern and provided to the individual supervisor. The “Spartan Success Series,” managed by Educational Counselors at CAPS, provide opportunities to lead workshops such as: stress management, internet addiction, time management, and cross-cultural communication skills. Interns may also be part of programs presented during re-occurring campus events such as Eating Disorders Awareness Week, Transgender Awareness Week, or African American History month. Time spent on these projects varies widely. Pre-doctoral interns are welcome to suggest programs based on their interest areas.

Indirect Service:

Peer Support Meetings: Psychology interns are encouraged to attend a weekly meeting to support each other and process their unique developmental experiences. Meetings may focus on supporting each other through transitions, increasing accountability regarding progress on dissertations, discussing issues that come up around working in CAPS, and processing the dynamics within the cohort.

Case Management: Psychology interns schedule time into their weekly schedules to complete their case records, review session recordings, and attend to other administrative tasks. In addition, certain blocks of free time for this will present themselves from time to time (e.g., cancellations, no-shows).

Other Consultation, Club, or Committee Work: In the past, trainees have become involved with other organizations or programs that correspond to their own interests. These have included the Mental Health Ambassadors (student group destigmatizing mental health services), Thousand Stars (suicide prevention programming), and Peers In Pride (LGBTQ mentoring program) or the larger Pride Center; Career Services; Health Services; MOSAIC Cross-cultural Center; Cesar Chavez Community Action Center; Gender Equity Center; Athletic Department, etc.

Attendance at Division or Departmental Meetings and Functions: Our program values collaboration with other campus members and exposure to the larger picture of university functions. Thus, interns attend various meetings throughout the year that involve the larger staff and faculty of San José State University. These include: Division of Student Affairs Professional Development Day, Division of Student Affairs Town Hall Meetings, and various university social functions or celebrations.

Other Training Opportunities:

Case Presentations: Psychology interns are required to give one formal case presentation in both Fall and Spring semesters. Case presentations are delivered during the Group Supervision meetings. Trainees are encouraged to obtain feedback from their primary supervisor on the case presentation write ups. The intern will receive feedback from the group supervision leader (staff facilitator) and this information may be provided to the primary supervisor for inclusion in semester evaluations.

Professional or Additional Trainings: CAPS values ongoing trainings for all levels of trainees and faculty and staff. Thus, CAPS provides between 1-3 department-wide trainings each academic year. These presentations may be provided by staff/faculty within the Department or by outside presenters.

Qualifications:

REQUIRED

- Completed minimum of 500 clinical intervention hours (as defined by APPIC)
- Completed 3 years of graduate training
- Comprehensive Exams passed by start of internship
- Dissertation Proposal completed by start of internship

PREFERRED CRITERIA

- Applicant is from an APA accredited program.
- Clinical Psychology and Counseling Psychology (School Psychology not accepted)

- Ph.D. and Psy.D. degree candidate (Ed.D. not accepted)

Responsibilities:

Trainee Training Competencies

Competency A: Intervention

- Client risk management and confidentiality
- Therapeutic Alliance
- Case Conceptualization and Treatment Goals
- Therapeutic Interventions
- Effective use of emotional reactions in therapy (countertransference)
- Group Therapy skills and preparation
- Outreach design and delivery

Competency B: Ethical and Legal Standards

- Knowledge of ethics, law, CSU policies and CAPS department guidelines

Competency C: Awareness of Own Cultural and Ethnic Background

- Sensitivity and knowledgeable of client diversity
- Awareness of cultural and ethnic background

Competency D: Effective Participation and Collaboration with Interdisciplinary Staff and the Campus Community

- Consultation
- Effective participation and collaboration with interdisciplinary staff and the campus community

Competency E: Assessment

- Diagnostic Skill
- Psychological test selection and administration
- Communication of psychological test findings

Competency F: Supervision

- Uses supervision productively

Competency G: Professional Values, Attitudes, and Behaviors

- Record keeping and documentation
- Efficiency and time management and self-management

Competency H: Communication and Interpersonal Skills

- Professional communication and interpersonal interactions

Competency I: Research

- Integrating research into practice and applying evidence based principles

These competencies will be addressed and facilitated through modeling by professionals, supervision, didactic training, experiential learning, and mentoring. These goals will be assessed by providing written and verbal feedback to each intern.

Salary Range:

We offer a stipend of \$2842 a month for 12-months. In addition to the stipend, psychology interns will receive excellent medical and dental benefits as well as various university privileges (e.g., library use, access to a campus gym, reduced rates on public transportation). Unfortunately, parking permits are not included. Interns may purchase campus parking permits through Parking Services (approximately \$300 for 12-months of parking).

Our training program for psychology interns is for 2000 hours of Supervised Professional Experience (SPE), accrued over 12 months. Training generally begins around mid-August. We aim to have 4 interns. Psychology interns are expected to be available during Counseling and Psychological Services business hours: 8:00 AM - 5:00 PM, Mondays through Fridays.

Starting Date: August 12, 2019

Eligibility:

Employment is contingent upon proof of eligibility to work in the United States.

Application Procedure:

We participate in the APPIC match and use the APPIC Application for Psychology Internship (AAPI Online). To access the AAPI, please visit: <http://www.appic.org/> The website provides instructions for how to complete and submit your APPIC online application. If you have not requested an applicant agreement form and materials describing the APPIC Internship Matching Program, please contact the National Matching Service (NMS) at <http://www.natmatch.com/psychint/applregister.html>. Our information for NMS is as follows: San José State University, Counseling and Psychological Services *APPIC Member Number: 2143 *APPIC Match Number for NMS: 214311 We understand that the selection process can be quite stressful. We are happy to provide as much information as possible to make the process more pleasant. At our site, applicants are initially screened based on the information provided in the AAPI. Those applicants who are determined to be a good fit will be invited to interview with two to three members of our Training Committee. Only phone interviews will be available. Interview offers will be made no later than mid-December. If you have not heard from us by mid December then you are welcome to contact the Training Coordinator to inquire about your application status. Phone interviews will occur in the middle or later parts of December and in early January. After the interview process, we are unable to provide information regarding our applicant rank list. Our program has agreed to abide by the APPIC Policy that no member on our staff will solicit, accept, or use any ranking related information from any intern applicant. If you perceive that a program violates this APPIC Policy, we invite you to discuss this matter with your academic program training director.

San José State University is California's oldest institution of public higher learning. The campus is located on the southern end of San Francisco Bay in downtown San José (Pop. 1,000,000), hub of the world-famous Silicon Valley high-technology research and development center. Many of California's most popular national, recreational, and cultural attractions are conveniently close. A member of the 23-campus CSU system, San José State University enrolls approximately 30,000 students, a significant percentage of whom are members of minority groups. The University is committed to increasing the diversity of its faculty so our disciplines, students and the community can benefit from multiple ethnic and gender perspectives.

San José State University is an Affirmative Action/Equal Opportunity Employer. We consider qualified applicants for employment without regard to race, color, religion, national origin, age, gender, gender identity/expression, sexual orientation, genetic information, medical condition, marital status, veteran status, or disability. This policy applies to all San José State University students, faculty, and staff as well as University programs and activities. Reasonable accommodations are made for applicants with disabilities who self-disclose. Note that all San José State University employees are considered mandated reporters under the California Child Abuse and Neglect Reporting Act and are required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment.

A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with the CSU. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current CSU employees who apply for the position.

The latest San José State University Safety 101 Uniform Campus Crime and Security Report is available. You may request a copy of San José State University's annual safety report by contacting the University Police Department at (408) 924-2222 or by visiting the [University Police Department](http://www.sjsu.edu/police) website at (<http://www.sjsu.edu/police>.)

