Description of Residency:

The Multicultural Postdoctoral Residency is a 1500-hour program beginning in mid-August, 2020 and ending late-May, with an option to extend to August 2021. A postdoctoral resident will be expected to perform all the duties of a generalist clinician in a comprehensive multicultural university counseling center and will receive supervision according to the State of California Board of Psychology guidelines. Duties include but are not limited to: short-term individual, group, and couples counseling; possible supervision of practicum students; counseling assessment and referral; crisis intervention; consultation with students, faculty, staff, and parents; and development of campus outreach activities for a target population (e.g., International students, Men’s issues, students who identify with a specific religious group, students with disabilities, LGBT Resource Center, Cross-cultural center). The Multicultural postdoctoral residency also provides the opportunity to develop or continue an area of emphasis regarding cultural diversity. Applicants will need to indicate their area of interest for the specialization in their application cover letter.

Due to the unique professional development needs of Post-doctoral Residents, we encourage involvement in numerous forms of training and supervision of interns and practicum counselors. Post-doctoral residents attend Social Justice & Outreach Seminar, attend a Supervision of Supervision seminar, and provide secondary supervision (30 minutes per week) to a practicum counselor (during one semester).

Qualifications:

Prior to the start of the placement, applicants must have completed the minimum requirements:

- Doctoral degree in clinical or counseling psychology from an accredited educational institution.
- 1500 pre-doctoral internship hours.
- Must have university counseling center experience.
- Must have experience facilitating groups.
- Applicants must demonstrate experience with college student mental health, crisis intervention, brief therapy, consultation, and clinical with diverse adult populations.
- Strong ability to work collaboratively

The following preferred qualifications are also taken into consideration for applicants:

- Experience in working with ethnically, or otherwise diverse student population.
- Strong interest and/or experience in one of these areas: suicide intervention, LGBT issues, outreaching to under-served ethnic groups, or alcohol and/or substance use interventions.

Applicants must specify an area of emphasis related to multiculturalism in their application cover letter.

Responsibilities:

Multicultural Postdoctoral Residency Emphasis Area

A multicultural postdoctoral resident is expected to perform all the duties of a generalist clinician in a comprehensive multicultural university counseling center. Due to CAPS’ commitment to the development of practitioners who promote social justice and consistently work from a multicultural lens, postdoctoral residents are provided supervision and training as they develop an area of focus related to a specific cultural group or topic related to multiculturalism and diversity. The multicultural postdoctoral resident is expected to engage in the following activities as part of increasing their competency regarding the selected area of focus. The primary supervisor will provide support and guidance throughout these steps.
Residency Components

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

Cultural Diversity:

This component is considered one of the most important of the training program for residents and is woven throughout all other components. Cultural diversity themes appear in individual and group sessions, supervision, in the outreach programming in which residents 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. Additionally, CAPS hosts an annual one-day Multicultural Training Day conference, which residents attend. Residents have the option to deliver presentations at the conference.

Training:

Tentative Seminars Attended by Post-doctoral Residents

Supervision of Supervision Seminar: The Supervision of Supervision Seminar is facilitated by a licensed Psychologist and attended by only postdoctoral residents. The opportunity to provide supervision to a practicum counselor is dependent on the number of practicum interns available, the requirements set forth by the practicum’s training program, and with approval from the resident’s primary supervisor and Training Committee. Post-doctoral residents may also obtain supervision experience by co-facilitating outreach activities, workshops, and groups with pre-doctoral interns and/or practicum trainees.

Seminars Co-Facilitated by Post-doctoral Residents:

Co-Facilitating Group Supervision: Postdoctoral residents may have the opportunity to co-lead Group Supervision for one semester out of the academic year. Group Supervision will be co-led with a licensed psychologist and is attended by the interns. 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”).

Supervision/Case Consultation:

Individual (1:1) Supervision (all trainees): CAPS meets or exceeds the supervision requirement in the Board of Psychology's Supervised Professional Experience (SPE) regulation. Residents will be provided with supervision for at least 10% (4 or 4.5 hours) of the total time worked each week. Post-doctoral residents will have at least one hour per week of individual face-to-face supervision for the training year.

Supervisor assignments for the Fall semester are made by the Training Committee. All trainees 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.

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, as well as professional development issues.

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 consultation. The emphasis in the meeting is on viewing our work as a team effort to provide the best possible service to students.

Audio/Video Recording:

Post-doctoral residents are encouraged to consult with their supervisors to determine whether to video record sessions. Recording sessions is optional, unless required by their supervisor.
Direct Service:

Direct service hours are provided through individual, couple, and group counseling sessions; outreach presentations; assessment/crisis coverage, and providing supervision. Post-doctoral residents are expected to deliver 22.5 Fall and 24.5 Spring hours of direct service per week. **Individual/Couple Psychotherapy:** Trainees 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.

**Groups:** Trainees may be involved in providing group therapy. Formation of groups will be discussed in orientation, individual and group supervision. Groups are supervised by the licensed clinician co-leading the group, or the primary supervisor.

**Outreach, Workshops, and Consultation:** Trainees are encouraged to be involved in various CAPS programming. Trainees are encouraged to present psycho-educational workshops as part of the “Spartan Success Series” that is managed by Educational Counselors at CAPS. Topics may include: stress management, internet addiction, time management, cross-cultural communication skills. Trainees 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. Trainees may establish consultation relationships with any number of student organizations or offices, including: Gender Equity Center, MOSAIC Cross-Cultural Center, Athletics Department, Residence Life, Accessible Education Center, The Greek System, Mental Health Ambassadors (student group de-stigmatizing mental health services), Thousand Stars (suicide prevention programming), and Peers In Pride (LGBTQ mentoring program or the Pride Center. Time spent on these projects varies widely. Trainees are welcome to suggest programs based on their interest areas.

**Triage and Crisis Coverage:** Postdoctoral Residents will be required to have 4 triage appointments per week (4 x 30 minute assessments or 2 hours); triage 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, assess for risk, and plan treatment. After the triage appointment, 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 5pm Monday to 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. 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.

Trainees are not responsible for after-hour emergency coverage. All after-hours emergency coverage is managed by department administrators.

Indirect Service:

**Peer Support Meetings:** Each level of trainee group is encouraged to develop a weekly meeting to support each other and process their unique developmental experiences. Meetings may focus on supporting each other through transitions, discussing issues that come up around working in CAPS, and processing the dynamics within the cohort. This experience is optional but highly encouraged for post-doctoral residents.

**Case Management:** Trainees 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 that correspond to their own interests. These have included the Career Services; Health Services; MOSAIC Cross-cultural Center; Cesar Chavez Community Action Center; Pride Center; Gender Equity Center; Athletic Department, etc.
Attendance at Division or Departmental Meetings and Functions: As part of CAPS, trainees attend various meetings throughout the year that involve the staff and faculty, such as Student Services meetings and functions. CAPS also provides 1-3 trainings per year to all staff, including trainees.

Other Training Opportunities:

Case Presentations/Mock Job Interviews: Post-doctoral residents, due to their unique developmental needs, are required to complete a form of professional development during the training year. The resident will provide one case presentation and a mock job interview is optional. Presentations will be provided to the training committee in a scheduled meeting.

Multicultural Project: Post-doctoral residents will also complete a special multicultural project that focuses on post-doctoral residents’ interest area.

Salary Range:
The Multicultural Postdoctoral Residency for the 2020-2021 cohort will provide a comp rate of $3,696 a month from 8/10/20 – 5/22/21, with an option to extend to August. Residents will have access to excellent medical and dental benefits. Residents will also have university privileges that include library use, access to a gym, discounts on public transportation, days off for holiday closures, and two personal holidays. Note that Residents interested in parking on campus lots must purchase a parking permit (approximately $100 per semester; please see Parking Services website).

Starting Date: August 10, 2020

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

Application Procedure:
***Applications need to be submitted by January 13, 2020, at 5:00 PM.*** It is our hope to notify applicants regarding interview offers by early-February. Phone or video conference interviews will be offered to select applicants and will occur in late January and early February. CAPS will participate in a local Postdoctoral Uniform Notification Day (February 24, 2020). All position offers will be made on that day.

Please email the following to counseling.services@sjsu.edu with “CAPS Postdoctoral Residency Application” in the subject line:

1. A letter of interest which includes a clear statement of your area of interest for the multicultural specialization (please see Training Manual for more specifics on the requirements of the Multicultural Post-doctoral Residency);
2. A current curriculum vita that reflects all clinical experiences;
3. Three recent (less than 3 years old) original letters of recommendation, including at least two letters from licensed clinical supervisors; and
4. Transcripts of most recent completed degree. For example, if your most recent completed degree is a Master’s degree, please submit a transcript with the Master’s degree conferred date. Copies are acceptable for application process; but, originals will be needed if an offer is made. If position is offered, you will need to submit an official transcript with Doctorate degree conferred date later on.

All letters (i.e., cover letter and letters of recommendation) need to be dated and have signatures. Please check these materials before submitting.

Appointments to the University are contingent upon the completion of all documents prior to the start date. These documents include all transcripts, appropriate recommendations and references, completed SC-1, I-9 form, Accurate background check, and other related payroll and hire documents.
Proof of eligibility for employment, required by U.S. Department of Homeland Security, Bureau of Citizenship and Immigration Services, must have been furnished to Human Resources (University Personnel) Service Group before the start date.

Mailed applications and questions about the program should be addressed to:

Stephanie Preston, Psy.D. Training Coordinator for Postdoctoral and Practicum Training Programs
Counseling and Psychological Services
San José State University
One Washington Square
San José, California 95192-0035
PHONE: (408) 924-5910
FAX: (408) 924-5933
counseling.services@sjsu.edu

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. Those applicants who are determined to be a good fit will be invited to interview with two to three members of our Training Committee. Phone or video conference interviews will be made available. Interview offers will be made no later than mid-February. After interviews, position offers will be made on Postdoctoral Uniform Notification Day, scheduled for Monday, February 24, 2020.

San José State University enrolls over 35,700 students, a significant percentage of whom are members of minority groups. As such, this position is for scholars interested in a career at a national leader in graduating URM students. SJSU is a Hispanic Serving Institution (HSI) and Asian American and Native American Pacific Islander (AANAPISI) Serving Institution; 40% of our students are first-generation, and 38% are Pell-qualified. The university is currently ranked fifth nationally in increasing student upward mobility. 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 California’s oldest institution of public higher learning. Located in downtown San José (Pop. 1,000,000) in the heart of Silicon Valley, SJSU is part of one of the most innovative regions in the world. As Silicon Valley’s public university, SJSU combines dynamic teaching, research, and university-industry experiences to prepare students to address the biggest problems facing society. SJSU is a member of the 23-campus California State University (CSU) system.

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 website at (http://www.sjsu.edu/police.)