

## **Baylor Scott & White Health's Postdoctoral Fellowship Program in Clinical Health Psychology**

Welcome and thank you for your interest in the **Baylor Scott & White Health's Postdoctoral Fellowship Program in Clinical Health Psychology**, an APPIC-member postdoctoral fellowship affiliated with Baylor Scott & White Health, the largest nonprofit healthcare system in Texas. With hospital and clinic facilities concentrated in Temple, Texas, our postdoctoral fellowship program features **two positions**, one with an emphasis in **End of Life Care, Grief and Bereavement** and one with an emphasis in **Health Psychology**.

We seek individuals who are well-educated in academic knowledge of clinical psychology evidenced by having **completed a doctoral degree** in clinical or counseling psychology from a university-based program (PhD or PsyD) accredited by the American Psychological Association (APA) or the Canadian Psychological Association (CPA) and **finished a one-year pre-doctoral internship** that is APA-accredited, or its substantial equivalent. (Note: These two requirements demand that the applicant's *dissertation is completed* at the time the Fellowship begins.) Additionally, we seek individuals who communicate well orally and in writing, and who are curious, flexible, and show initiative. We provide fellows with broad-based clinical experiences in a supportive, encouraging learning atmosphere augmented by supervision and didactic instruction designed to enhance one's professional development toward a career in health service psychology.

In the next section of this brochure, you will find a **bullet point summary of our program structure, facilities, faculty and stipend which will give a "snapshot" overview of our postdoctoral fellowship**. Following this summary, you will find brief descriptions of our two program training tracks followed by more detailed program/site information.

### **BULLET POINT SUMMARY**

- APPIC-member postdoctoral fellowship in clinical health psychology
- Located in Temple, Texas, a medium-sized city on I-35 between Waco and Austin
- Clinical facilities part of Baylor Scott & White Health care system
- Affiliated with Texas A&M College of Medicine
- Offers two (2) postdoctoral fellowship positions: End of life care, grief & bereavement and health psychology
- 53-week contract (with orientation week) from Aug. 27, 2018 through Aug. 31, 2019
- Year-long experience in outpatient Mental Health Center (half-time)
- Two hours (2) of individual supervision per week
- Seminar Series on Tuesday afternoons, two hours (2) per week
- Faculty diverse in theoretical orientations and research/scholarly interests
- Competitive stipend = \$47,486 annually paid biweekly (24 payments)
- Health Insurance, Vacation, Sick leave, Bereavement, Professional Education leave
- Program Director: Louis A. Gamino, PhD, ABPP, FT
- Program Administrator: Tina Miller

## **TRACK 1 – END OF LIFE CARE, GRIEF and BEREAVEMENT (brief description)**

Facing the inevitable end of life can be problematic in a health care system (and society) focused on continuing treatment, cures, or “heroic” measures aimed at extending a person’s natural life. Health care professionals need to know when/how to acknowledge approaching death and reduce suffering whenever possible. They must know how to help patients/families prepare appropriately, maintain quality of life, accept death when it is inevitable, and adjust after bereavement.

This Postdoctoral Fellowship in Clinical Health Psychology with emphasis in end-of-life care, grief and bereavement is designed to provide a high-quality training experience for a future psychologist interested in making a clinical and academic contribution to the field in the relatively under-represented subspecialty of dying, death and bereavement (also called *thanatology*, the study of death and of psychological mechanisms for coping with death).

Postdoctoral fellows will have a minimum of 2 hours per week of individual supervision and 2 hours per week of formal seminar instruction, with considerable emphasis on exposure to both theoretical and research based information that constitutes the critical “body of knowledge” in the field of thanatology. Specifically, this includes six major areas: dying; end-of-life decision making; bereavement; assessment/intervention; traumatic death; and death education. These educational objectives follow closely recommendations codified by the Association for Death Education and Counseling (Balk, Wogrin, Thornton, & Meager, 2007), an international and interdisciplinary professional organization devoted to promoting excellence in the care of the dying and the bereaved. Secondary emphasis is on consolidating clinical skills and refining professional development in preparation for autonomous functioning as a licensed psychologist.

In addition to work in the Baylor Scott & White Mental Health Center, fellows will work closely with Baylor Scott & White Hospice and with the Baylor Scott & White Palliative Care Team.

Balk, D., Wogrin, C. Thornton, G., & Meagher, D. (2007). *Handbook of thanatology: The essential body of knowledge for the study of death, dying and bereavement*. Northbrook, IL: Association for Death Education and Counseling, The Thanatology Association.

## **TRACK 2 – HEALTH PSYCHOLOGY (brief description)**

The program is based upon a practitioner-scholar model offering hands-on experience complemented by knowledge of relevant psychological science. Our intent is to prepare fellows to move competently across a variety of health service psychology settings and to use a wide range of skills. Graduates of our program are competitively prepared to

work in a variety of settings, including university-based teaching and private hospitals, private psychology practice with medical specialization, academic psychology departments, and primary care clinics.

Based in a nationally-recognized academic medical center, our Fellowship Program in Clinical Health Psychology with emphasis on Health Psychology allows for training with a wide variety of patients, problems, and treatment teams. Our philosophy is to provide a broad array of experiences rather than specialized training only in one or two areas. For instance, fellows work with inpatients in the hospital setting and with outpatients through our mental health clinic as well as ancillary clinics and primary care settings. They work across a variety of medical services and provide assessment and treatment to patients with acute and chronic needs. Patients may include mature adolescents, adults, elderly patients and their families. Fellows provide patient assessment, intervention, and consultation to a variety of multidisciplinary medical teams, such as the neurology headache clinic, the pain center, weight reduction surgery team, the kidney transplant team, and the heart transplant team. Fellows also have the opportunity to engage in program development, supervision, and/or research during their training year. In addition to applied experiences, applicants will also participate in a number of didactic experiences relevant to their work in health psychology.

Fellows will receive advanced, focused, and in-depth training opportunities encompassing assessment, psycho-diagnostic evaluations, research and evidenced-based clinical practice. In addition to the Baylor Scott & White Health Mental Health Clinic, fellows will work extensively in the Scott & White Medical Center on the Temple campus.

## **PROGRAM DESCRIPTION**

Baylor Scott & White Health's Postdoctoral Fellowship Program in Clinical Health Psychology, with two tracks (End-of-Life Care, Grief & Bereavement and Health Psychology), is designed to provide a high-quality training experience for future psychologists interested in making a clinical and academic contribution to the field. The program embraces the practitioner-scholar model by valuing both clinical work and academic endeavors within its curriculum structure.

Postdoctoral Fellows gain the additional clinical experience and supervision needed to qualify for licensure and prepare for the independent practice of psychology. Baylor Scott & White's Postdoctoral Fellowship Program in Clinical Health Psychology provides the necessary post-doctoral training hours (2000 hours) required for licensure to practice psychology independently in the state of Texas.

Postdoctoral Fellows in Clinical Health Psychology follow a carefully planned training curriculum combining 2 hours per week of individual supervision, 2 hours per week of formal seminars, 14-16 hours per week of clinical work in an outpatient mental health

clinic, 8-10 hours per week in associated clinical settings, and 8 hours per week of research time.

In embracing the **practitioner-scholar model**, we require supervised clinical work, research investigation/collaboration, and activity as an educator. All three of these endeavors are deemed essential to incorporating the Theory-Research-Practice triad into career functioning as a health service psychologist. Hands-on clinical experience is complemented by study of relevant psychological science, modeled by senior level faculty via supervision/mentoring, and enhanced by research and teaching. The program's emphasis is on ensuring that Postdoctoral Fellows attain advanced competencies fundamental to health service psychology as well as advanced competency in domain specific skills pertinent to end of life care, grief and bereavement or health psychology.

#### Level 1 Competencies:

Our intent is to train Fellows to demonstrate an advanced competency level in Health Service Psychology (either End of Life Care, Grief, & Bereavement or Health Psychology). Accordingly, the goals of the program include foundational competencies of a) integrating science with practice, b) respecting individual and cultural diversity, and c) demonstrating ethical and legal adherence to professional standards governing clinical service delivery.

#### Level 2 Competencies:

In addition, Fellows are expected to demonstrate profession-wide competencies in research/teaching, communication and interpersonal skills, assessment, intervention (individuals, couples/families, and groups), supervision, and consultation/interdisciplinary skills.

#### Level 3 Competencies:

Commensurate with the specialty tracks of our Postdoctoral Fellowship Program, fellows in the track emphasizing end of life care, grief and bereavement are expected to develop *death competence*, specialized skill in tolerating and managing clients' problems related to dying, death, and bereavement (Gamino & Ritter, 2009). Fellows in the Health track are expected to demonstrate advanced skills as a health service psychologist operating in a multispecialty medical system while working in collaboration with a variety of health care professionals.

Gamino, L. A., & Ritter, R. H., Jr. (2009). *Ethical practice in grief counseling*. New York: Springer Publishing Company. (ISBN 978-0-8261-0083-2)

## FACILITIES

Baylor Health Care System and Scott & White Healthcare merged in 2013 creating Baylor Scott & White Health (BSWH), the largest nonprofit healthcare system in Texas. Our singular vision is *Creating healthier communities in the areas we serve*. **Baylor Scott & White Health exists to serve all people by providing personalized health and wellness through exemplary health care, education and research as a Christian ministry of healing.** BSWH is affiliated with the Texas A&M University (TAMU) College of Medicine (COM). TAMU COM is committed to preparing a competent healthcare workforce that meets the healthcare needs of an increasingly diverse population of Texans, especially those living in rural areas. (Facts on the size and scope of Baylor Scott & White Health can be found at <http://www.sw.org/resources/docs/about-us/fact-sheet.pdf>)

Baylor Scott & White's Postdoctoral Fellowship Program in Clinical Health Psychology is located within the Department of Psychiatry & Behavioral Science on Baylor Scott & White Health's main campus in Temple, Texas. Training activities take place in several venues in the greater Temple area but all locations fall under the umbrella of the Baylor Scott & White Health organization and all training activities occur under the administrative aegis of the Department of Psychiatry & Behavioral Science.

Specific training facilities include the following venues.

- **Scott and White Medical Center** (a 600-bed tertiary-care medical-surgical hospital and Level One Trauma Center featuring several multi-disciplinary teams, e.g., Psychiatry Consultation/Liaison team, Palliative Care team, organ transplant teams)
- **Baylor Scott & White Mental Health Clinic** (an outpatient, "ambulatory" setting)
- **Baylor Scott & White Health clinics** (including various medical clinics associated with our multidisciplinary group practice, such as Neurology Clinic, Pain Center, Cancer Treatment Center, Surgery Center, Primary Care)
- **Baylor Scott & White Health Long-Term Acute Care (LTAC) Hospital**
- **Baylor Scott and White Hospice.**

The Department of Psychiatry & Behavioral Sciences is a core department of the Texas A&M College of Medicine which also features an APA-accredited Psychology Internship Program. The Postdoctoral Fellowship Program began September 1, 2011 (and the Psychology Internship Program began July 1, 2012). Under the direction of Dr. James Bourgeois, Chair, the Department of Psychiatry & Behavioral Science employs over 40 full time clinicians including psychiatrists, physician assistants, nurse practitioners, psychologists, social workers, licensed professional counselors, and licensed chemical dependency counselors. A collegial atmosphere prevails within this multi-disciplinary department in which each professional's training and expertise is respected and valued. (Facts regarding the resources and programs offered by the Department of Psychiatry &

Behavioral Science, including Psychology services, can be found at <http://www.sw.org/psychiatry/psychiatry-landing>)

Populations served at Baylor Scott & White Health facilities include hospitalized patients with primary psychiatric or chemical dependency disorders, severely medically-ill or medically-compromised patients (including those with terminal illnesses at end of life), medical patient with psychiatric issues, ambulatory medical and psychiatry outpatients, and pre-surgical candidates (as well as organ/tissue donors). As a healthcare organization, Baylor Scott & White Health does not discriminate whom it serves and makes no distinctions according to age, gender, ethnicity, culture, disability status, religious affiliation, primary language, sexual identity/preference, or geopolitical standing. As a non-for-profit organization, Baylor Scott & White Health is committed to providing treatment pro-bono to disadvantaged individuals with urgent health problems who are truly in need.

Each Fellow is provided with a private office in the Baylor Scott & White Mental Health Center, fully equipped with computer, Internet service, dictation headset, telephone, and furniture. This office is the Fellow's "home base" of operation even when working in the various venues listed in our PROGRAM DESCRIPTION. As a major teaching facility of the Texas A&M College of Medicine, the Temple campus of Baylor Scott & White Health features the outstanding Richard D. Haines Medical Library with a full complement of leading journals and essential texts, electronic access to a myriad of pertinent databases, interlibrary loan services, and the assistance of a marvelous staff of highly trained medical librarians.

## **PROGRAM ACTIVITIES**

To enable Postdoctoral Fellows to meet the objectives and competencies of our training program, Baylor Scott & White Health's Postdoctoral Fellowship Program in Clinical Health Psychology is structured to include four key curricular components: **individual supervision, clinical experience, didactic seminars, and research opportunities.**

### Individual Supervision of Clinical Experience

Initially, Postdoctoral Fellows will first have the opportunity to observe licensed psychology supervisors conduct psychological assessment, treatment, couple/family therapy, and group therapy (both inpatient and outpatient), in order to familiarize themselves with and acclimate to Scott & White's practice environment. In addition, Fellows receive individualized instruction in organizational standards, protocol, the electronic medical record, and the Dragon Naturally Speaking--Medical voice recognition dictation system. Generally, this orientation process takes 1-2 weeks to complete.

Next, opportunities for **direct patient care** will commence in the Baylor Scott & White Mental Health Clinic, Scott & White Medical Center, Scott & White Long Term Acute

Care Hospital, and Scott & White Hospice. Once Fellows begin regular office hours of practice, they can expect to spend approximately 18-20 hours per week in direct patient care and 6-8 hours per week in associated clinical settings (65% of total time).

Regular **individual supervision** (2 hours per week) will provide the necessary guidance and mentoring to allow Postdoctoral Fellows to function with “semi-autonomy” in implementing assessment procedures, and designing/executing effective treatment strategies/techniques.

<b>END OF LIFE TRACK</b>					
	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<b>8:00</b>	New	Administrative	New	Hospice IDT & Home Visits (MHC Unavailable)	Research
<b>9:00</b>	Palliative (MHC Unavailable)	Supervision--Gamino	Patients MHC		Palliative Care Group Supervision
<b>10:00</b>		Patients--MHC			
<b>11:00</b>					
<b>12:00</b>	Lunch	Lunch	Lunch	Lunch	Grand Rounds
<b>13:00</b>	Patients - MHC	Seminar-Admin.	New	Hospice IDT & Home Visits (MHC Unavailable)	Research
<b>14:00</b>		Seminar	Patients MHC		Supervision--Blackburn
<b>15:00</b>		Seminar-Admin.			
<b>16:00</b>		Seminar-Admin.			
<b>17:00</b>				Support Group?	
4th Monday 12:00 - 1:00pm Psychology Case Conference					
1st Tuesday 12:00 - 1:00pm Training Committee Meeting (TCM) Psychology Internship Program					

<b>HEALTH TRACK</b>					
	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<b>8:00</b>	Patients--MHC	Admin	Patients--MHC	Rotation Day Headache Clinic	Research
<b>9:00</b>	New	Supervision--Blackburn	New		
<b>10:00</b>	Patients--MHC	Patients--MHC	Patients--MHC		
<b>11:00</b>					
<b>12:00</b>	Lunch	Lunch	Lunch	Lunch	Grand Rounds
<b>13:00</b>	New	Seminar-Admin.	New	Rotation Day Headache Clinic	Supervision - Gamino
<b>14:00</b>	Patients--MHC	Seminar	Patients--MHC		Research
<b>15:00</b>	Inpatient Consults	Seminar-Admin.	Inpatient Consults		
<b>16:00</b>		Seminar-Admin.			
<b>17:00</b>					
4th Monday 12:00 - 1:00pm Psychology Case Conference					
1st Tuesday 12:00 - 1:00pm Training Committee Meeting (TCM) Psychology Internship Program					

From an institutional perspective, supervisors will be professionally responsible for the clinical work done by Postdoctoral Fellows and will counter sign any documentation of case reports, progress notes, or correspondence. This arrangement allows for a “safety net” to double check all clinical work conducted by the Postdoctoral Fellows to insure that their work conforms to the highest clinical and ethical standards of the profession. Supervisor responsibility also incorporates professional liability coverage through Baylor Scott & White Health’s risk management program.

### Didactic Seminars

Supervised clinical experience is enhanced by a curriculum of **didactic seminars**. Baylor Scott & White Health’s Postdoctoral Fellowship Program in Clinical Health Psychology provides Fellows with two (2) hours per week of formal seminars. The required seminar time will include the Didactic Seminar Series and the Professional Development Seminar Series.

#### Didactic Seminar Series:

Theory of Grief & Bereavement—24 weeks  
 Health Psychology—24 weeks  
 Couples & Family Therapy—12 weeks

#### Professional Development Seminar Series:

Scott & White Orientation—4 weeks (2 hours per week)  
 Professional Development—4 weeks  
 Psychology and the Law—4 weeks  
 Ethical Practice of Grief Counseling—12 weeks  
 Psychoactive Medicine for Non-prescribers—8 weeks  
 Teaching & Supervision—8 weeks (4 weeks training; 4 weeks teaching)  
 Career in Professional Psychology—4 weeks

Psychology Postdoctoral Fellowship Seminar Series for 2017-2018												
Psychology	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug
Tuesday	1pm	Scott & White Orientation Seminar Faculty (4 wks.)	Professional Development Faculty (4 wks.)	Psychology and the Law Dr. Pugliese (4 wks.)	Health Psychology Dr. Blackburn & Dr. Romers (24 wks.)					Teaching & Supervision of Psychology Faculty (4 wks.)	Career in Professional Psychology Dr. Blackburn (4 wks.)	
	2pm		Theory of Grief & Bereavement Dr. Gamino & Dr. Ross (24 wks.; also PGY 4s)					Ethical Practice in Grief Counseling Dr. Gamino (12 wks.)				
	3pm				Couples & Family Therapy Dr. Gamino (12 wks.; also PGY3s)							
	4pm	Psychoactive Medicine for Non-prescribers Dr. Frost (8 wks.)									Teaching Psychology tba (4 wks.)	Teaching Psychology tba (4 wks.)
Cultural Humility Rounds will be held monthly using contemporary readings and self-awareness discussion.												
Psychology Case Conference every 4th Monday of the month: 12:00-1:00 pm												

The program's pedagogical philosophy presupposes that Fellows come to the training program with the requisite theoretical knowledge and clinical skills which enable them to operate at a foundational or "entry level." The didactic seminar series is designed to enhance and build on Fellows' doctoral training by first providing initial orientation to the Baylor Scott & White Health system/culture and then information critical for the beginning steps of professional development toward licensure and independent practice.

Next, advanced knowledge in theory and treatment modalities is presented, including both domain specific content areas (Theory of Grief & Bereavement; Health Psychology) and areas more general in clinical psychology (Couples & Family Therapy). Fellows in both tracks of the Postdoctoral Fellowship Training Program will attend seminars specific to the content area of the alternate track in the interest of broadening their educational exposure and providing a richer, more interactive learning environment.

It is anticipated that some seminar instruction will consist of joint training with third and fourth year Psychiatry Residents on topics pertinent to a psychological provider (e.g., Theory of Grief & Bereavement, Couples & Family Therapy), an arrangement expected to provide additional benefits of promoting cross-disciplinary interaction.

In our Postdoctoral Training Program, the importance placed on developing cultural sensitivity to diverse populations and utilizing cultural awareness in the professional practice of psychology is reflected in our monthly Cultural Humility Rounds. These sessions utilize contemporary readings as well as discussion aimed at increasing self-awareness. In addition, developing cultural humility is an ongoing process addressed systematically throughout our topical seminars as well as in supervisory sessions. The Postdoctoral Fellowship Seminar Series and the monthly Psychology Case Conferences include considerable attention to cultural diversity and implications for working with and treating individuals different from oneself.

Also, in conjunction with the seminar on Teaching & Supervision, each Fellow will take responsibility for designing and teaching a 4-week sequence on a psychology topic that reflects an area of interest/expertise (under the direction of the primary supervisor). The "students" in this seminar will be the other Postdoctoral Fellow and 4<sup>th</sup> year Psychiatry Residents. In addition, each Postdoctoral Fellow is expected to deliver a Grand Rounds presentation to the Department of Psychiatry & Behavioral Science as well as give at least one extra-departmental lecture or presentation to another unit within Baylor Scott & White Health (e.g., Hospice Interdisciplinary Team), or to a community/public forum (e.g., support group).

In addition, Postdoctoral Fellows will have access to regularly-scheduled Grand Rounds sponsored by the Department of Psychiatry & Behavioral Science, as well as other clinical departments, a rich opportunity to enhance their professional knowledge.

Monthly case conferences will be held with Postdoctoral Fellows, Psychology Interns and Psychology training faculty to provide a forum where more detailed case discussion can occur on pertinent psychological topics such as in-depth psychometric assessment or detailed treatment interventions. Trainees and faculty each take a turn presenting a case to their colleagues in the interest of developing a habit of utilizing peer supervision.

### Research

Finally, **research opportunities** constitute the third arm of the Theory-Research-Practice triad and provide a unique avenue for professional learning and growth as a practitioner-scholar of clinical health psychology. Approximately 20% of the Postdoctoral Fellow's time is made available for research and academic endeavors. Postdoctoral fellows are expected to have an active, ongoing interest in clinical research together with demonstrated drive and determination to make a scholarly or empirical contribution to the professional literature.

Postdoctoral fellows may come to the training year with an original research idea or interest that could be developed into a formal project utilizing the considerable resources available through Scott & White's Research and Education Division and Scott & White's Center for Applied Health Research. Alternately, postdoctoral fellows may be interested in extending the Scott & White Grief Study research program and its previously published findings by using archival data or one of the other research projects going on within the Department. In either case, it is expected that postdoctoral fellows would complete a research endeavor of reasonable scope and design during the course of their training year, including preparation of a manuscript for submission to a professional periodical.

The results of the Postdoctoral Fellow's research investigation may be the topic of the Grand Rounds presentation to the Department of Psychiatry & Behavioral Sciences toward the end of the training year. In addition, following through with presentation of research findings at an appropriate professional meeting (e.g. annual conference of a state or national professional association) is desirable.

### **EVALUATION**

Fellows in the Baylor Scott & White Health's Postdoctoral Fellowship Program in Clinical Health Psychology undergo formal training evaluations semi-annually (i.e., after the first 6 months in the program and at the end of the program). Fellows evaluate themselves and are evaluated by training faculty according to their progress toward the program's target competencies. These parallel evaluations are discussed in face to face meetings with the Program Director and the primary supervisor.

At the conclusion of the training year, Fellows formally evaluate the program and address critical comments to the Program Director. Also, Fellows are invited to evaluate formally their key training faculty and to discuss their impressions with the Program

Director. These efforts are part of an ongoing process of internal "self-evaluation" of the Baylor Scott & White Postdoctoral Fellowship Program in Clinical Health Psychology. Verification of the fellow's training hours will be forwarded to the appropriate licensing board in the jurisdiction where the fellow intends to practice and/or to the Association of State and Provincial Psychology Boards (ASPPB).

## FACULTY

Baylor Scott & White Health is a robust organization with several key faculty carrying out the Postdoctoral Fellowship Program in Clinical Health Psychology.

- |                                  |                                   |
|----------------------------------|-----------------------------------|
| • Louis A. Gamino, PhD, ABPP, FT | Program Director                  |
| • David Blackburn, PhD           | Health Psychology                 |
| • Cinamon Romers, PhD            | Health Psychology                 |
| • Jae Ross, PsyD                 | End of Life, Palliative Care      |
| • Laurel Kilpatrick, MD          | Supportive & Palliative Care Team |
| • Autumn Stratton, MD            | Hospice                           |
| • Frank Pugliese, PhD, ABPP      | Forensic Psychology               |
| • Rebecca Frost, MD              | Psychopharmacology                |

Many support personnel assist Fellows in their training and clinical activities. As part of the administrative aegis of the Division of Graduate Medical Education (GME), Program Administrator, Tina Miller, provides assistance with recruiting and training activities. The Department of Psychiatry & Behavioral Science provides secretarial support and the assistance of patient care coordinators to handle receiving/greeting patients, scheduling appointments, billing, and telephone contacts.

Baylor Scott & White Health's Center for Applied Research employs two research psychologists, Drs. John Zeber and Laurel Copeland, who are available to consult with Fellows and assist in design and implementation of research initiatives. Also, Baylor Scott & White Health's Division of Research and Education encourages staff research initiatives and provides in-house support to Fellows with research design, biostatistics, and research coordinators. Specifically, there are Mentorship grants available to support trainee research initiatives when paired with an appropriate faculty mentor.

## APPLICATION REQUIREMENTS

Applicants for the Scott & White Postdoctoral Fellowship Program in Clinical Psychology must have **completed a doctoral degree** in clinical or counseling psychology from a university-based program (PhD or PsyD) accredited by the American Psychological Association (APA) or the Canadian Psychological Association (CPA) and **finished a one-year pre-doctoral internship** that is APA-accredited, or its substantial equivalent. (Note: These two requirements demand that the applicant's *dissertation is completed* at the time the Fellowship begins.)

Individuals wishing to apply for the Scott & White Postdoctoral Fellowship Program in Clinical Psychology must submit the following materials:

- **Curriculum Vitae**
- **Letter of Intent** (1-2 pages) outlining the specific training track (i.e., End of Life Care, Grief & Bereavement or Health Psychology) for which one is applying and why
- **Three Letters of Recommendation** (one letter should be from the Internship Director of Clinical Training/Supervisor, one letter from the applicant's graduate program, and another letter from a professional familiar with the applicant's academic and clinical training)
- A **statement from the applicant's graduate school** Director of Clinical Training indicating the applicant's status in the program and projected completion of the requirements for the doctorate prior to the fellowship year (waived for those who have already earned a doctorate).
- **Official Transcript** from Graduate Program
- Copies of **Two Clinical Reports** (de-identified), one assessment/evaluation report and one psychotherapy intervention note

In its hiring practices, Scott & White Healthcare does not discriminate and makes no distinctions according to age, gender, ethnicity, culture, religious affiliation, sexual identity/preference, or political persuasion.

Applicants may choose to apply through APPIC's centralized postdoctoral application system (APPA CAS) to complete an application. Alternately, application materials may be submitted directly via email to [tina.miller@BSWHealth.org](mailto:tina.miller@BSWHealth.org). **Application deadline is January 5, 2018.**

Review of applications will commence immediately after January 5, 2018. Typically, promising applicants are interviewed first by telephone followed by a (required) on-site interview to meet the faculty and view our facilities.

At this time, the Baylor Scott & White Postdoctoral Fellowship Program in Clinical Health Psychology has elected not to follow the constraints of the Uniform Notification Date (UND) of February 26, 2018 in extending offers to competitive applicants. Our timeline operates independently of the UND because *our organization views the postdoctoral position as a possible portal to eventual permanent employment*, therefore, we approach the hiring process more like a job interview rather than a training program lottery.

Therefore, it is our intention to make a "first round" of offers prior to the UND so that any candidates applying to programs using the UND timeline know where they stand with us as of 02/26/2018. If our positions are not filled after the UND, we will likely re-open the application process for a finite period of time in order to find qualified applicants. Questions about this arrangement may be forwarded to the Program Director, [Louis.Gamino@BSWHealth.org](mailto:Louis.Gamino@BSWHealth.org).

## **COMPENSATION AND BENEFITS**

Annual salary for the Scott & White Postdoctoral Program in Clinical Health Psychology is \$50,003 plus benefits provided through Baylor Scott & White Graduate Medical Education (GME).

### Leave

- 15 vacation days per year
- 13 sick leave days per year
- 5 days educational leave per year
- Maternity and paternity leave: combinations of all PTO (Paid Time Off) and FMLA as allowed by Graduate Medical Education
- Bereavement, military and interview leave also available

### Miscellaneous Benefits

- Health insurance coverage with discount for dependents
- Discount on professional book purchases
- Pagers provided
- Free parking
- Paid membership to American Psychological Association and Texas Psychological Association
- Fees paid for initial life support certification onsite course, i.e., BLS
- Multimedia computers provided for each residency program
- Computer training available through computer education department
- Funding provided for research presentations at state and national research conferences
- Resident gym available on-site

The financial viability of the Postdoctoral Fellowship Program in Clinical Health Psychology is insured through a cooperative internal funding agreement involving the Department of Psychiatry & Behavioral Science, the Division of Graduate Medical Education (GME), and Baylor Scott & White Hospice.

## **GRIEVANCE & DUE PROCESS**

In addition, the Scott & White Postdoctoral Fellowship Program in Clinical Psychology follows institutional guidelines in its use of a systematic Grievance procedure should Fellows believe they have been subjected to unfair treatment or have complaints/concerns about the training program. Likewise, institutional guidelines govern a Due Process procedure should concerns arise about the performance or conduct of a Fellow, including a formal timeline for a process that involves notice, hearing and appeal procedures. Detailed descriptions of the policies for registering Grievances and for following Due Process are distributed to Fellows at the beginning of

their employment in the Postdoctoral Fellowship Program.