

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 not-for-profit 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 that 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 and bereavement and health psychology
- 53-week contract (with orientation week) from Aug. 26, 2019, through Aug. 31, 2020
- Yearlong experience in outpatient mental health center (half-time)
- Two (2) hours of individual supervision per week
- Seminar Series on Tuesday afternoons, two (2) hours per week
- Faculty diverse in theoretical orientations and research/scholarly interests
- Competitive stipend – \$50,753 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
- Link to website: bswh.md/psychologyfellowship

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

Facing the inevitable end of life can be problematic in a healthcare system (and society) focused on continuing treatment, cures or “heroic” measures aimed at extending a person’s natural life. Healthcare 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.

The 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 two hours per week of individual supervision and two 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 (Meagher & Balk, 2013), 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.

Meagher, D., & Balk, D. (2013). *Handbook of thanatology: The essential body of knowledge for the study of death, dying and bereavement, 2nd Edition*. 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 scholarly activity 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 on the Baylor Scott & White Medical Center – Temple campus.

PROGRAM DESCRIPTION

Baylor Scott & White Health's Postdoctoral Fellowship Program in Clinical Health Psychology, with two tracks (End-of-Life Care, Grief and 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 (2,000 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 two hours per week of individual supervision, two hours per week of formal seminars, 14-16 hours per week of clinical work in an outpatient mental health clinic, eight to 10 hours per week in associated clinical settings and eight hours per week of research time.

In embracing the **practitioner-scholar model**, we require supervised clinical work, a scholarly/research contribution 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/scholarly activity 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 and 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*, a 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 healthcare 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, the largest not-for-profit 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 healthcare, education and research as a Christian ministry of**

healing. Baylor Scott & White Health 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.

Baylor Scott & White's Postdoctoral Fellowship Program in Clinical Health Psychology is located within the Department of Psychiatry & Behavioral Science at Baylor Scott & White – Temple, the 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:

- **Baylor Scott and White Medical Center – Temple** (a 600-bed tertiary-care medical-surgical hospital and Level One Trauma Center featuring several multidisciplinary 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 Sept. 1, 2011, (and the Psychology Internship Program began July 1, 2012). Under the direction of James Bourgeois, MD, 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 multidisciplinary department in which each professional's training and expertise is respected and valued.

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 not-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 myriad 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 Baylor Scott & White's practice environment. In addition, Fellows receive individualized instruction in organizational standards, protocol, the electronic medical record and the Dragon[®] Medical voice recognition dictation system. Generally, this orientation process takes one to two weeks to complete. Next, opportunities for **direct patient care** will commence in the Baylor Scott & White Mental Health Clinic, Baylor Scott & White – Temple, Baylor Scott & White Long-Term Acute Care Hospital and Baylor 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 six to eight hours per week in associated clinical settings (65 percent of total time).

Regular **individual supervision** (two 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.

END-OF-LIFE TRACK

	Monday	Tuesday	Wednesday	Thursday	Friday
8:00	Palliative (MHC Unavailable)	Administrative	New Patient	Hospice IDT & Home Visits (MHC Unavailable)	ADMIN
9:00		Supervision--Gamino	Patients MHC		Palliative Care Group Supervision
10:00		Patients--MHC			
11:00					
12:00	Lunch	Lunch	Lunch	Lunch	Grand Rounds
13:00	New Patient	Seminar-Admin.	New Patient	Hospice IDT & Home Visits (MHC Unavailable)	ADMIN
14:00	Patients -- MHC	Seminar	Patients MHC		Supervision--Blackburn
15:00		Seminar-Admin.			ADMIN
16:00		Seminar-Admin.			
17:00				Support Group?	

HEALTH TRACK

	Monday	Tuesday	Wednesday	Thursday	Friday
8:00	Patients--MHC	Admin	Patients--MHC	Rotation Day Headache Clinic	ADMIN
9:00	New Patient	Supervision--Blackburn	New Patient		
10:00	Patients--MHC	Patients--MHC	Patients--MHC		
11:00					
12:00	Lunch	Lunch	Lunch	Lunch	Grand Rounds
13:00	New Patient	Seminar-Admin.	New Patient	Rotation Day Headache Clinic	Supervision - Gamino
14:00	Patients--MHC	Seminar	Patients--MHC		ADMIN
15:00	Inpatient Consults	Seminar-Admin.	Inpatient Consults		
16:00		Seminar-Admin.			
17:00					

From an institutional perspective, supervisors will be professionally responsible for the clinical work done by Postdoctoral Fellows and will countersign 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 ensure 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 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 and Bereavement – 24 weeks
- Health Psychology – 24 weeks
- Couples and Family Therapy – 12 weeks

Professional Development Seminar Series:

- Baylor Scott & White Orientation – Four weeks (two hours per week)
- Professional Development – Four weeks
- Psychology and the Law – Four weeks
- Ethical Practice of Grief Counseling – 12 weeks
- Psychoactive Medicine for Non-prescribers – Eight weeks
- Teaching and Supervision – Eight weeks (four weeks training and four weeks teaching)
- Career in Professional Psychology – Four weeks

Psychology Postdoctoral Fellowship Seminar Series for 2018-2019												
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.)
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 that 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 and Bereavement, Couples and Family Therapy), an arrangement expected to provide additional benefits of promoting cross-disciplinary interaction.

In our Postdoctoral Training Program, developing cultural sensitivity to diverse populations and utilizing cultural awareness in the professional practice of psychology is emphasized. Fostering an attitude of 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 and Supervision, each Fellow will take responsibility for designing and teaching a four-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 fourth-year Psychiatry Residents. In addition, each Postdoctoral Fellow is expected to deliver a Grand Rounds presentation to the Department of Psychiatry and 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 and 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 and modeling “horizontal” collegial relationships in a “vertically” integrated seminar.

Research/Scholarship

Finally, **research/scholarly 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 percent of the Postdoctoral Fellow’s time is made available for scholarly 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 idea or interest that could be developed into a formal project utilizing the considerable resources available through Baylor Scott & White’s Research and Education Division. Alternately, Postdoctoral Fellows may be interested in extending the Baylor 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 an academic/scholarly endeavor of reasonable scope and design during the course of their training year, including preparation of a manuscript for submission to a professional periodical. Mentorship grants may be available to support trainee research initiatives when paired with an appropriate faculty mentor.

The results of the Postdoctoral Fellow’s research investigation may be the topic of the Grand Rounds presentation to the Department of Psychiatry and Behavioral Sciences toward the end of the training year. In addition, following through with presentation of 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 Postdoctoral Fellowship Program in Clinical Health Psychology undergo formal training evaluations semi-annually (i.e., after the first six 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
- Jessica Crespo, PsyD Health Psychology/OB-GYN
- Michael Strand, PsyD Primary Care Psychology
- Laurel Kilpatrick, MD Supportive and 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 and Behavioral Science provides secretarial support and the assistance of patient care coordinators to handle receiving/greeting patients, scheduling appointments, billing and telephone contacts.

APPLICATION REQUIREMENTS

Applicants for the Baylor 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 Baylor Scott & White Postdoctoral Fellowship Program in Clinical Psychology must submit the following materials:

- **Curriculum Vitae**
- **Letter of Intent** (one to two pages) outlining the specific training track (i.e., End-of-Life Care, Grief and 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, Baylor Scott & White Health 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. **Application deadline is Jan. 7, 2019.**

Review of applications will commence immediately after Jan. 7, 2019. 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 Feb. 25, 2019, 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 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 Feb. 25, 2019. 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.

COMPENSATION AND BENEFITS

Annual salary for the Baylor Scott & White Postdoctoral Program in Clinical Health Psychology is \$50,753 plus benefits provided through Baylor Scott & White Graduate Medical Education (GME).

Leave

- 15 vacation days per year
- 13 sick leave days per year
- Five 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 and Behavioral Science, the Division of Graduate Medical Education (GME) and Baylor Scott & White Hospice.

GRIEVANCE & DUE PROCESS

In addition, the Baylor 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.