POSTDOCTORAL FELLOWSHIP
2014-2015

Stanford University
Counseling and Psychological Services

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Primary Mission of Vice Provost for Student Affairs (VPSA)

Stanford’s commitment to learning is inherently linked to every aspect of daily experience. Drawing upon a community passionate to meet students’ needs in an individualized way, the extraordinary resources at Stanford University provide the support, services, and tools in order to create a fulfilling college experience. CAPS is an essential resource to the development of student life.

Vice Provost for Student Affairs (VPSA) is concerned with the overall quality of student life at Stanford for all undergraduate and graduate students. The VPSA office supports teaching, learning, research and service by:

- Preparing students to be outstanding contributors and leaders in a multicultural interdependent world
- Support personal development, transition, well-being, and learning for both undergraduate and graduate students
- Cultivate safe, respectful, inclusive communities that value diversity
- Create and deliver transformational program for and with students
- Provide excellent services, support, and information to students, faculty, administration, and other campus and community constituencies

Counseling and Psychological Services (CAPS) is an integral part of Vaden Health Center at Stanford University, which functions under the administration of the Vice VPSA. CAPS provides psychological consultation to and collaborates with staff in all other departments within Student Affairs. The Postdoctoral Fellowship Training Program is a valued component of CAPS, Vaden Health Center, VPSA, and the campus at large.

Primary Mission of Vaden Health Center

The mission of Vaden Health Center upholds the mission of the University and the VPSA office of creating a caring, supportive, educational environment for students. Vaden works in partnership with students to obtain optimal health and promote well-being while honoring the rich diversity of its student population. Vaden offers easy access to the highest quality and compassionate medical, psychological counseling, and health education. Vaden assists students in a respectful manner to make informed choices about their health care and lifestyle. Vaden upholds strong ethics, confidentiality and privacy, and encourages feedback to best meet student’s needs.
Primary Mission of CAPS

The primary mission of CAPS is to support the University’s academic mission by providing comprehensive mental health services and programs to a diverse student body. CAPS promotes the academic, personal, civic and professional growth and development of Stanford students. CAPS is committed to providing high quality, confidential, care for students who experience a range of personal, academic, and relationship problems common to college populations. Also, we provide assessment and referrals to students with more acute or chronic psychological problems. In addition to direct clinical services to meet the mental health needs of students, CAPS engages in educational efforts focusing on prevention and skill building through outreach and programming and through the establishment of collaborative liaison relationships to Student Affairs.

CAPS Staff

Counseling and Psychological Services is part of the Stanford University's Division of Student Affairs. CAPS staff includes psychiatrists, psychologists, clinical social workers, and marriage and family therapists. Senior clinical staff are licensed in the state of California. CAPS also employs three full-time support staff members are responsible for assisting with the organization and administrative operation of the Center. In addition to the senior staff, CAPS staff includes three Predoctoral Postdoctoral Fellows and three Psychiatry Residents. A current list of CAPS staff can be found in the Orientation Binder.

Accreditation

CAPS is fully accredited by The International Association of Counseling Services (IACS). The Postdoctoral Fellowship Program is a member of Association of Postdoctoral and Postdoctoral Fellowship Centers (APPIC). The Predoctoral Postdoctoral Fellowship Program is APA accredited.

II. Postdoctoral Fellowship Program

Overview

Counseling and Psychological Services (CAPS) Postdoctoral Fellowship Program provides Postdoctoral Fellows with opportunities for advanced training and supervision in crisis intervention, assessment, on-call coverage, brief counseling, long-term counseling, individual and couples counseling, group psychotherapy, consultation, and special administrative projects.

The Postdoctoral Fellowship emphasizes a Generalist Training in preparation for a Staff Psychologist position at a university counseling center. Over the course of the year, Postdoctoral Fellows continue to enhance and solidify the development of clinical skills required for professional practice in psychology including: assessment and intervention skills with a wide range of presenting problems, skills to effectively respond to crisis situations, consultation and collaboration skills to work with an interdisciplinary staff, the
campus community and off-campus community, skills to work with individual and
cultural diversity, and consultation, administration, education, liaison, and outreach skills.

Direct Service

Weekly Clinical Activities

Postdoctoral Fellows manage 16-20 hours of clinical work per week. This includes two
weekly intakes, one weekly 8 hour shift of on-call coverage, short-term individual,
couples, or group psychotherapy, and two long-term fee-paying students. In the summer, Fellows provide up to two full weeks of 24-hour on-call service.

Postdoctoral Fellows also participate in various types of outreach and consultation to the Stanford community. Outreach encompasses both preventative work and may include responding to an event on-campus. Additionally, Postdoctoral Fellows provide consultation and education to faculty, staff, Resident Deans, Peer Counselors, or students.

Educational Activities

Postdoctoral Fellows receive two hours of weekly clinical supervision, one hour of
Specialty Supervision, and one hour of Case Consultation per week. Postdoctoral
Fellows also attend a weekly staff meeting, a professional development seminar, and a
ninety minute Team Meeting.

Specialty Supervision

Gender and Sexual Identity Rotation

CAPS provides Postdoctoral Fellows specialized training in working with the LGBT
student community. Postdocs provide individual, couples, and group therapy in addition
to outreach and programming to the campus community. Weekly, Postdoctoral Fellows
meet with the Specialty Supervisor to review assigned cases in these specialty areas and
attend a bimonthly case consultation group. The goal for the end of the rotation is to
build competency in working with the LGBT community.

Mental Health Promotion and Prevention

CAPS provides Postdoctoral Fellows an opportunity to co-teach a class on Peer
Counseling. Duties include a curriculum planning, teaching of skills in ED 193A and ED
193P, and consultation and support for peer counselors. In addition, Fellows meet weekly for specialized supervision for their work in consultation, education, liaison, and outreach.

Additional Rotations
Postdocs may also have an opportunity for additional supervision in the areas of the assessment and management of eating disorders and substance use assessment, training, or the development of a specialty area with Training Director approval.

**Evaluation**

The Postdoctoral Fellowship Training Program is sequential, cumulative, and graded in complexity. The training year follows a developmental model that supports and builds on the knowledge Postdoctoral Fellows bring, and it provides opportunities to gain experience and training in multiple professional capacities. Postdoctoral Fellows build competencies, confidence, and skills throughout the year.

Quarterly evaluations with supervisors monitor the development and readiness of Postdoctoral Fellows. A minimum rating of 4 (adequate) on supervisor evaluations demonstrates adequate progression through the training program. Supervisors also provide ongoing feedback on Postdoctoral Fellows’ strengths and areas of growth. The ongoing evaluation process provides regular feedback and evaluation of goals set for the training year. Professional autonomy increases and Postdoctoral Fellows graduate with developed competencies to practice as professional psychologists.

Counseling and Psychological Services Postdoctoral Fellowship Program meets the licensure requirements in the state of California. Postdoctoral Fellows accrue approximately 1920 hours by the end of the Postdoctoral Fellowship year. If 2000 hours are required by another state, the Fellow can discuss hour accrual with the Training Director. The state of California allows a trainee to log up to 44 hours a week.

**Orientation**

The first few weeks of orientation are designed so that Postdoctoral Fellows will familiarize themselves with the operations at CAPS. The Orientation program is intended to provide Postdoctoral Fellows with an overview of CAPS mission and values, structure, functions, and processes. Additionally, the orientation period serves to clarify expectations, to learn about the history of CAPS and its administrative and clinical policies and procedures, to learn about other campus agencies, and to facilitate team building and set goals for the Postdoctoral Fellowship year. To accomplish this, Orientation begins with activities to get acquainted and to develop teamwork, camaraderie, and the skills for self-care. Postdoctoral Fellows become acquainted with their Supervisors and begin to set goals for the year. A current orientation schedule can be found in the Postdoctoral Fellowship Orientation Binder.

**III. Training Program Activities**

**Weekly Clinical Activities**

Fellows manage 16-20 hours of clinical work per week. This includes two weekly intakes, one weekly 8 hour shift of on-call coverage that includes on-call emergency
appointments, consultations, referrals, in addition clinical work consists of short-term individual therapy, couples therapy, group therapy, and two long-term fee-paying students. In the summer, Fellows provide up to two full weeks of 24-hour on-call service.

**Direct Service**

Fellows provide initial assessments and brief therapy for registered Stanford University undergraduates and graduate students. Fellows also have the opportunity to provide longer-term therapy for a full year with two students. In addition, Fellows gain experience with couples, groups, and referring students for medication or to outside therapists for ongoing therapy. Fellows interface with other staff on and off campus regarding student mental health care. Fellows also discuss their treatment plan in ongoing supervision and gain greater experience and competence in their clinical interventions.

**Initial Assessments**

Fellows establish a therapeutic relationship and assess the appropriateness of the student’s presenting problem to a brief treatment model versus longer term therapy. Fellows also develop skills conducting assessments for a range of presenting issues, providing crisis intervention, providing differential diagnosis, referring for medication evaluation, and engaging in collaboration with other sources.

**On-call**

All Fellows provide one 8 hour shift of on-call crisis service to the student population. During on-call, Fellows meet with students, professors, Resident Advisors, Resident Fellows or Resident Deans to consult, triage, or assess for safety issues. In addition, Fellows may take phone calls and provide referrals and triage over the phone. In the case of a crisis involving potential harm to self or others, Fellows consult with a senior staff back-up. Fellows gain experience with crisis assessment, management, and hospitalizations. During the summer, each Fellow is responsible for up to two weeks of 24 hour on-call service with senior staff back-up.

**Crisis Intervention**

Fellows have a range of opportunities to manage crises in the course of their ongoing therapy with students. Fellows consult with staff if a student presents as a danger to self or others or is gravely disabled. In addition, Fellows may join staff in speaking to various academic departments or resident halls when critical incidents arise.

**Outreach**

Fellows participate in various types of outreach to the Stanford community during their Fellowship year within their specialty track. Outreach encompasses both preventative work and may include responding to an event on-campus.
Consultation

Fellows provide consultation to faculty, staff, Resident/Graduate Deans, or students. This consultation may occur over the phone or in person. Fellows also participate in community activities and establish relationships with other university colleagues.

Supervision

Fellows attend two hours of weekly supervision. In individual supervision, Fellows are encouraged to develop reflective, introspective clinical and case conceptualization skills that aid in their development as professional psychologists. Fellows are given an opportunity prior to the beginning of the Fellowship to request their supervision preferences and needs. An attempt is made to match Fellows to supervisors based upon these preferences. The supervisor carries responsibility for case management, acquainting the Fellow with the operations of the agency, training requirements, mentoring, and moral support. Feedback is ongoing but an official evaluation occurs mid-year when there is a supervision switch to diversify the supervision experience. Fellows request their supervision preferences and establish new goals for the second half of the year. Evaluation occurs at the end of the year.

Case Conference

Each week, Fellows attend one hour of case consultation. This is an opportunity for group and peer supervision with psychiatry residents and facilitated by a board certified psychiatrist.

Professional Development Seminar

This seminar meets weekly and is facilitated by the Training Director. Both Predoctoral Fellows and Postdoctoral Fellows attend this meeting. This meeting is intended to provide a weekly check-in with the Training Director and a venue for trainees to support and learn from each other. Trainees may seek support for applications, review each others’ CVs, do mock interviews, process challenges, and provide each other feedback to support each other’s professional development.

Team Meeting

Each Fellow is a member of a multidisciplinary team that meets weekly for an hour and a half. The meeting functions as a case conference for staff to discuss and review cases, students of concern, develop treatment plans, and seek support and consultation.

Friday Staff Meeting

Each week, Fellows attend an hour staff meeting. There is both a didactic and networking component to these meetings. Staff received CE’s/CME’s to support their professional
development at these meetings in addition to continue ongoing networking with other departments within Student Affairs.

**Postdoctoral Fellows Training Goals**

**Goal 1:**
To develop competence in ethics and legal matters.

- Postdoctoral Fellows will demonstrate knowledge of APA ethical principles.
- Postdoctoral Fellows will demonstrate knowledge of the laws and regulations related to the practice of professional psychology.

**Goal 2:**
Postdoctoral Fellows will develop clinical skills required for professional practice in psychology.

- Postdoctoral Fellows will demonstrate the ability to conduct initial assessments, develop case conceptualizations and treatment plans, and make appropriate case dispositions.
- Postdoctoral Fellows will demonstrate the ability to work within a range of therapeutic modalities.
- Postdoctoral Fellows will demonstrate the integration of theory and research into clinical practice.

**Goal 3:**
Postdoctoral Fellows will develop the skills to effectively respond to crisis situations.

- Postdoctoral Fellows will demonstrate the consultation, collaboration, and documentation skills necessary to effectively assess all safety and risk factors.
- Postdoctoral Fellows will demonstrate the ability to manage on-call duties effectively including consultation with other staff members and university representatives.
- Postdoctoral Fellows will demonstrate the ability to effectively handle disposition and follow-up with crisis situations.

**Goal 4:**
Postdoctoral Fellows will demonstrate the ability to consult and collaborate with an interdisciplinary staff, the campus community, and off-campus community.

- Postdoctoral Fellows will demonstrate the ability to consult and collaborate with peers, supervisors, and administrative professional staff.
- Postdoctoral Fellows will demonstrate the ability to consult and collaborate with faculty, administrators, student support staff, other student affairs professionals, and the Stanford Medical Center.
Postdoctoral Fellows will demonstrate the ability to consult and collaborate with other mental health professionals, agencies outside of the university, and families when appropriate.

**Goal 5:**
Postdoctoral Fellows will develop skills for working with individual and cultural diversity.

- Postdoctoral Fellows will demonstrate the ability to examine their own attitudes, assumptions, behaviors, and values in working with individual and cultural diversity issues.
- Postdoctoral Fellows will demonstrate the ability to provide services sensitive to individual and cultural differences.
- Postdoctoral Fellows will demonstrate the ability to seek consultation and to pursue further learning regarding diversity issues.

**Goal 6:**
Postdoctoral Fellows will develop a professional identity as a psychologist.

- Postdoctoral Fellows will demonstrate the ability to interact professionally with peers, supervisors, administrative and professional staff.
- Postdoctoral Fellows will demonstrate professional responsibility with case management, documentation, and time management.
- Postdoctoral Fellows will demonstrate professional maturity.

**Goal 7:**
Postdoctoral Fellows will demonstrate the ability to provide consultation, education, outreach, and liaison.

- Postdoctoral Fellows will demonstrate the ability to support the work of others in the university and provide professional guidance to others.
- Postdoctoral Fellows will demonstrate competence in facilitation and presentation skills.
- Postdoctoral Fellows will demonstrate the ability to participate in community activities and establish relationships with other university colleagues.
Sample Schedule  
Average hours per week by quarter

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<tr>
<th>Direct Service Activities</th>
<th>Fall</th>
<th>Winter</th>
<th>Spring</th>
<th>Summer</th>
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<td>20</td>
<td>20</td>
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<tr>
<td>*Grp tx (2 clinical hrs)</td>
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<td>2</td>
<td>2</td>
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<tr>
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<td>40***</td>
<td>40***</td>
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*Postdoctoral Fellows who co-facilitate groups have reduced individual client caseload  
** hours not spent in direct service are administrative hours  
*** Fellows can accrue up to 44 hours a week
III. Operations in the Office

Managing Schedules

Fellows are continuing to learn how to manage full-time clinical work. It is an important component of professional development that a Fellow learn to manage their administrative, clinical, and personal schedule. Fellows are expected to be at CAPS M-F from 8:30 – 5P. For safety and liability reasons, Fellows are not to see students in the building alone (before 8 or after 5). Fellows are expected to submit schedules approved by the Training Director to the front desk on a quarterly basis. It is important that schedules be accurately posted in the scheduling system (Point and Click).

In addition, Fellows may not schedule students during training seminars, meetings, supervision, or during on-call days. During on-call days, it is important that schedules be kept as clear as possible to manage triage, phone calls, and walk-ins during your on-call shift. However, if you are on-call during a training activity, your schedule will be protected as best as possible to allow you to attend the training activity. You must be on-site when you are on-call at all times. If you are not able to manage your on-call duties for the day, you are expected to find coverage. It is also important that you stay in communication with your staff and administrative back-up throughout the day. If you must leave the building when you are on-call, you must carry the pager or the CAPS phone, respond immediately, and return to CAPS within 10 minutes.

Request for Leave

Fellows must make formal written requests for vacation, illness, and professional development. These request forms must be submitted to the Training Director as stated in the instructions on the form. A copy of this form may be found in the Fellowship Orientation Binder.

Security and Privacy Policies

Offices not in use are to remain locked for security purposes. You will be issued keys to your office and a keypad code to the building and CAPS file room. Your office key unlocks other offices at CAPS with the exception of offices to management staff. You will be provided with an access card that allows you into the building after hours (please see Vaden service hours as they vary).

Please lock down your computer(s) whenever you leave your office. To do so, press CTRL-Alt-Delete and click “Lock Workstation”. When you return to your computer you will need to press Ctrl-Alt-Delete and enter your password.

Please keep your office door closed whenever you leave your office. Please do not leave any client identifying information (names, SID, email, phone numbers, etc.) on your computer or visible on your desk. Please do not put client identifying information on your personal computers, phones, appointment books.
Any material that contains client identifying information such as telephone messages, letters, printed emails, etc., must be shredded. The confidential shredder box is located in the file room.

**Mailboxes and Messages**

You will be assigned a mailbox in the front office. Please check regularly for phone messages. Please keep your mailbox clear by filing or recycling your mail. If you have a paper chart, please place in the refile bin. Do not keep files in your mailbox.

**Phones**

All calls will come through the main office and support staff should check to be sure that you do not have a scheduled client before putting a call through to you. To place outgoing calls, dial 9 to secure a line then dial the number.

You will be provided with voicemail. See Jerlaine Ewing, Office Manager, for details on how to set up and manage.

**Computer**

Each office is equipped with two computers: a university machine and a hospital machine. The university machine is primarily used for word processing, email, and Fellowet access. The hospital machine is used for PnC. Each has its own IT services. You may access HelpSU at [https://remedyweb.stanford.edu/helpsu/helpsu](https://remedyweb.stanford.edu/helpsu/helpsu) to send a help ticket for the university machine. You may dial the service desk at 3-3333 for support with a university machine.

**Panic Buttons**

There is a panic button in each office. It should be within reach. The panic button alerts campus police to respond to an emergency.

**Webcams**

A webcam has been installed in each trainee office. Webcams are to be used with client consent for videotaping sessions for supervision. Please see Taping Guidelines for further instructions.

**Recycling**

Each office has a small cardboard box to collect paper to be recycled. Additional recycling bins are available in the file room. Garbage is collected once a week. Please do not trash perishable items in your garbage. Recycling bins for glass and plastic are available in the staff lounge.
**Office Supplies**

Office supplies are stored in the front desk. Please check with support staff for your office needs.

**IV. Mechanics of Therapy Sessions**

**Scheduling Clients**

All students seen are scheduled in Point n Click (PnC). Front desk schedules Triage appointments with the Triage Clinician. The Triage Clinician then schedules intakes. You are responsible for managing your schedule including scheduling students for follow-up sessions and keeping your schedule up to date with training and administrative activities. You will receive further training on the use of PnC.

**Electronic Charts**

All notes are written electronically as an encounter note in PnC. You will receive further training on the use of PnC.

**Paper Charts**

CAPS has electronic charts but on occasion, you may need to access the paper chart of a former student who is returning to CAPS. You may locate the chart alphabetically in the file room. Please do not make notes in the chart or remove any records from the chart. Please place the chart in the refile bin when done. Please do not remove charts from CAPS.

**Session in Progress**

Each office door is equipped with a blue “Session in Progress” sign. It is important that you use it diligently and accurately so that you are not disturbed when you are in session, and available if staff is attempting to reach you.

**Starting Sessions**

Students may check in with the front desk or the Kiosk. When a student has checked in, this is indicated in PnC. You are responsible for checking PnC for your client and greeting them in the waiting area. The support staff will not call you. Sessions are scheduled for 45-50 minutes.

**Treatment Information and Disclosures Statement**

At the beginning of the first therapy session with a new client, Fellows must provide all clients with a professional disclosure statement which informs the client of the Fellow’s training status at the CAPS, supervisory requirements, qualifications and experience, and the
nature of counseling. The disclosure form can be found in the Fellowship Orientation Binder.

Please review our Treatment Information and Disclosures form to become familiar with our clinical services. As part of informed consent, please review this information (eligibility of services, confidentiality, cancellation/no-show policy) with each student.

Setting Fees

Please review our policy for setting fees and for longer term services. You may also consult with your supervisor or administration.

Referrals

You will receive further training on making referrals to psychiatry within CAPS and referrals to Medical Services, nutrition, and off-campus to other clinicians or clinics.

V. Training Policies and Procedures

Many of the forms and policies listed below may be found in the Postdoctoral Fellowship Orientation Binder. Each Fellow receives a binder at Orientation and all the materials are reviewed during the orientation program. The Fellow may reference the binder throughout the year as needed. Upon completion of the Postdoctoral Fellowship, all Postdoctoral Fellowship Orientation Binders are returned to the Training Director.

Dress Code

Staff at CAPS strives to provide a professional and safe environment for clients to explore personal issues in their lives. Postdoctoral Fellows are encouraged to consider the potential messages being communicated to or interpreted by clients and the professional community through his/her choice of dress. If you are uncertain about the appropriateness of your clothing for the professional work environment, please consult with your supervisor or the Training Director. Staff members who have concerns about an Fellow’s style of dress will communicate these concerns directly to the Fellow. While Postdoctoral Fellows are encouraged to develop their own judgment about what constitutes appropriate professional attire, some guidelines about the appropriateness of clothing for the work environment include the following: shorts, jeans, t-shirts, tennis shoes, flip flops, and the exposure of undergarments, cleavage, or midriff is not acceptable.

Professional Disclosure Statement

At the beginning of the first therapy session with a new client, Postdoctoral Fellowship to provide all clients with a professional disclosure statement which informs the client of the Fellow’s training status at the CAPS, supervisory requirements, qualifications and experience, and the nature of counseling. The disclosure form can be found in the Postdoctoral Fellowship Orientation Binder.
Supervision Agreement

All Postdoctoral Fellows will be required to complete a “California Board of Psychology Supervision Agreement for Supervised Professional Experience in Health Services” form at the start of the fellowship. This form will be completed with the Training Director and reviewed with delegated supervisors. A supervision agreement form can be found in the Fellowship Orientation Binder.

Supervision

Postdoctoral Fellows will receive two hours of weekly individual supervision with a Licensed Clinical Psychologist on staff. Supervisors switch midyear to expose Fellows to a range of theoretical orientations and clinical styles. Fellows with a supervisor who is on a 10 month contract are assigned a new supervisor for summer quarter. The Training Director provides necessary back-up supervision in the event of a senior staff’s absence due to scheduled time off or illness. Fellows will also rotate through a two hour specialty supervision quarterly. In addition, Fellows will meet weekly with a Case Consultation Supervisor for one hour. The individual clinical supervisor signing off on case notes, however, has the final and the legal responsibility for all his/her supervisee’s therapy cases. It is the Fellow’s responsibility to review all cases with their Supervisor.

Responsibilities of Supervisors

It is the responsibility of supervisors to schedule the appropriate amount of supervision time each week with their supervisees and be available at all times for consultation as needed. Supervisors are expected to abide by the supervisory expectations outlined in the Supervisors manual. Supervisors need to ensure that their supervisee is providing competent care to all clients and is following the established ethical guidelines of the profession.

Responsibilities of Supervisees

It is the responsibility of supervisees to keep current with documentation on all clients. At the beginning of the first meeting with a client, the supervisee needs to inform the client that he/she is a Postdoctoral Fellowship Fellow, and is being supervised by a Licensed Psychologist at CAPS staff.

Supervisees are also responsible for informing his/her supervisor of at risk clients, all new clients and update status of ongoing clients in supervision. Postdoctoral Fellows must consult immediately with the on-call clinician, Associate Director, or Assistant Director, immediately and inform their Supervisor as soon as possible when there is some concern that a client may be of danger to self or others and/or indicates inability to care for self. The supervisee must keep track of his/ her hours on a weekly basis to be sure Postdoctoral Fellowship hour requirements are being met.
Evaluation

Postdoctoral Fellows are encouraged to provide ongoing verbal and written feedback throughout the training year. There are several venues for ongoing feedback:

- Weekly primary supervision allows for Supervisor and Fellow to engage in an ongoing evaluation process.
- Formal written evaluations occur twice a year between Fellow and Supervisor.
- Postdoctoral Fellows engage in a quarterly evaluation process with their Secondary Supervisors and Case Consultation Supervisors.
- Postdoctoral Fellows meet weekly with the Training Director and provide verbal feedback of their training experience.
- Postdoctoral Fellows complete our Post-Fellowship Survey at the end of their training year.
- The Training Director conducts exit interviews with each Fellow at the end of their Postdoctoral Fellowship.

Postdoctoral Fellows meet weekly with the Training Director to evaluate their training experience and express any concerns that arise; Postdoctoral Fellows discuss supervision preferences at the onset of their training. Postdoctoral Fellows complete evaluations of supervisors throughout the year. Postdoctoral Fellows also complete mid-year and end-year evaluations of clinical supervisors and secondary specialty supervisors. Postdoctoral Fellows attends weekly senior staff meetings. Lastly, Postdoctoral Fellows complete our Post-Fellowship Survey.

It is expected that Supervisors provide ongoing feedback to Postdoctoral Fellows. Formal written evaluations occur twice a year with a Clinical Supervisors and with Secondary Supervisors. Primary Supervisors complete a Predoctoral Fellow Evaluation Form midyear and end of year. The ongoing evaluation process provides regular feedback and evaluation of goals set for the training year. Verbal and written feedback is shared with the Fellow during supervision.

All of the written evaluations are reviewed by the Training Coordinator and shared with staff at our bimonthly Training Committee Meetings, quarterly Supervisors meetings, and Staff Retreat. Throughout the year, staff is able to review and assess Postdoctoral Fellows’ feedback. The information is utilized to make any necessary changes to the training program that support Postdoctoral Fellows professional development and maintains the effectiveness in achieving our goals and objectives.

All evaluation forms may be found in the Postdoctoral Fellowship Orientation Binder.

Self-Disclosure

Consistent with our training program's goal to train ethical, competent, and professional psychologists, there are opportunities during the year for personal exploration and self-reflection. Postdoctoral Fellows are encouraged to appropriately explore historical and
personal data that may influence their clinical practice and to continue to reflective, introspective skills that aid in their development as professional psychologists. We strive to create an atmosphere in which Postdoctoral Fellows feel safe to explore such issues in training groups and in supervision. Supervisors provide mentorship and consultation to trainees to support their exploration and professional development. Supervisors may consult with one another about trainees when appropriate. CAPS Postdoctoral Fellowship program functions in a manner consistent with American Psychological Association (APA) Ethical Standards (7.04 Student Disclosure of Personal Information).

**Diversity**

CAPS has a strong commitment to diversity. As an organization, we work hard to be sure that all members of our diverse staff, including Postdoctoral Fellows, feel fully valued and respected for the diversity they bring to CAPS. All members of our staff have the opportunity to actively contribute to our collective goal of developing individual and cultural competencies.

We expect our Postdoctoral Fellows to be capable of self-examination in order to recognize any prejudices and biases they may have. We strive to create an atmosphere in which Postdoctoral Fellows feel safe to explore these issues, both in training groups and in supervision. Supervisors and didactic trainers challenge and support our Postdoctoral Fellows to integrate diversity factors into case conceptualizations and delivery of services. For this reason, we also expect our training staff to be committed to lifelong learning related to cultural competence and to be able to model a genuine desire to examine one’s own attitudes, assumptions, behaviors, and values within a diverse context.

**Ethical and Professional Conduct**

CAPS adheres to the ethical standards and practices set forth by the American Psychological Association (APA), the laws and regulations set forth by the California Board of Psychology, and Stanford University policies. APA ethical guidelines, BOP laws and regulations, and Stanford University policies may be found in the Postdoctoral Fellowship Orientation Binder.

**Due Process and Grievance Procedures**

CAPS adheres to the written procedures outlined by our Due Process guidelines for the effective resolution of problems, disputed evaluations, and problematic behavior. All Postdoctoral Fellows are informed of these procedures during orientation and receive a copy in their Postdoctoral Fellowship Orientation Binder.

**Completion of Postdoctoral Fellowship**

Predoctoral Postdoctoral Fellows who successfully complete their Postdoctoral Fellowship with CAPS are awarded a Certificate of Completion reflecting their accomplishment.