



Handbook for Postdoctoral Fellows at The Menninger Clinic 2010-2011

- Thomas Ellis, PsyD, director of Psychology
- Patricia Daza, PhD, director of Psychology Training

Overview

The Psychology Discipline was established at The Menninger Clinic in the 1930s, and, during that decade, it collaborated with the University of Kansas in providing doctoral level graduate training in clinical psychology. By the late 1940s, the postdoctoral fellowship in clinical psychology began. In 2003, Menninger affiliated with the Baylor College of Medicine. All staff psychologists at Menninger have faculty appointments in the Menninger Department of Psychiatry & Behavioral Sciences and are employed by the Baylor College of Medicine. Increasingly over the years since our affiliation with Baylor, psychologists at Menninger have begun collaborative teaching, supervising and consulting relationships with the psychologists in the Psychology Division of the Department at Baylor. In addition to postdoctoral fellows, we also have Baylor pre-doctoral interns in Psychology with their primary clinical placements in the programs of The Menninger Clinic.

The Menninger Clinic is a not-for-profit inpatient psychiatric treatment hospital serving adolescents and adults with a broad range of severe psychiatric and co-occurring disorders. Approximately half of the patient population typically has a co-occurring addiction or substance abuse issue.

Specialty units include the [Adolescent Assessment and Treatment Program](#) plus day program, [Compass Young Adult Program](#), [Professionals in Crisis Program](#) and the [Hope Program](#) for severely mentally ill patients. In addition, Menninger has a Comprehensive Psychiatric Assessment and Stabilization unit. Treatment follows an integrated biopsychosocial model in which pharmacological, psychotherapeutic and systems approaches are employed to assist patients in understanding and managing their symptoms. Much attention is given to careful and thorough diagnosis and a compassionate, client-centered approach to patient care.

General Clinical Track

The core training experience on this track centers on the fellow's work as a clinician on one or more hospital programs, currently including Hope, Compass Young Adult Program and Professionals in Crisis. The Hope unit serves a population of chronically/severely disturbed or addicted adults. Compass focuses on patients ages 18-30, most often with dual diagnosis disorders. The Professionals in Crisis Program is oriented toward professional people, often with combinations of impairing psychiatric and addiction problems.

Working on an interdisciplinary treatment team, the fellow integrates diagnostic formulations into treatment planning, meets with the rest of the team in weekly rounds and provides individual evaluation and therapy services, as well as family evaluation, therapy and discharge planning for patients. In addition to these responsibilities, fellows provide psychological testing. Testing and evaluation are seen as central parts of the learning experience on this track, as fellows receive a combination of didactic seminars and intensive supervision in this area. The fellow also sees several individual therapy patients from other clinical teams on the unit and other programs, usually 2-3 times per week, and co-leads group therapy. Fellows carry four to eight hours per week of individual and group therapy, family therapy and/or family intervention.

Supervision and didactic training

Staff psychologists provide approximately 5 hours of clinical supervision per week (at least 2 of which are individual). The theoretical orientation is integrative, broadly and flexibly psychodynamic,

with cognitive behavior therapy, family systems and other skills-building and empirically supported treatment approaches represented.

Didactic training includes a weekly Clinical Syndromes seminar, Baylor's Menninger Department of Psychiatry & Behavioral Sciences Grand Rounds, a psychodynamically-oriented psychological testing seminar and a Clinical Case Presentation seminar supervised by two faculty members.

Licensure

The fellowship meets the licensure requirements for the state of Texas, and the fellow is encouraged to pursue licensure in Texas during the fellowship year.

Training goals and objectives

- I. The fellowship will promote **general professionalism**, including appreciation of and sensitivity to diversity and ethics, and preparation for licensure.
 - A. The fellow will attend Baylor College of Medicine Grand Rounds, which includes lectures on legal and ethical dilemmas.
 - B. The fellow will participate in the Baylor College of Medicine Psychology Fellow Network, which exposes fellows to ethical and professional issues and promotes collegial relationships among fellows in the Houston area.
 - C. The fellow will be prepared for licensure in the state of Texas.

- II. The fellowship will provide training in **psychological assessment**.
 - A. The fellow will conduct comprehensive psychological assessments for an inpatient population.
 - B. The fellow will participate in training seminars focused on psychological assessment.

- III. The fellowship will provide training in **psychotherapeutic interventions**.
 - A. The fellow will conduct group psychotherapy with a co-leader who is a staff psychologist.
 - B. The fellow will conduct individual psychotherapy with adult patients.

- IV. The fellowship will promote **interdisciplinary consultation**.
 - A. The fellow will serve as a consultant to other mental health care disciplines, including psychiatry, social work, psychiatric nursing, psychiatric rehabilitation and chemical dependency counseling.
 - B. The fellow will informally help teach other mental health care providers about the psychological services he or she conducts.

Training competencies and activities

I. General professionalism

- A. The fellow participates in a weekly Clinical Syndromes seminar focusing on clinical and ethical issues and other professional matters. (Required)
- B. The fellow participates in the Baylor College of Medicine (BCM) Psychology Fellow Network, an organization of postdoctoral fellows in the Houston area. The Network meets three to four times per year to discuss professional topics, including ethics, licensure and cultural diversity. (Required)

II. Psychological assessment

- A. Psychological assessment: The fellow is responsible for conducting psychological evaluations and neuropsychological screenings. These evaluations may be brief or extensive, depending on the referral question. Typical referrals include diagnostic, cognitive and/or personality testing. (Required)

III. Psychotherapeutic interventions

- A. Individual Therapy: The fellow treats a small number of patients in longer-term psychotherapy. (Required)
- B. Group Therapy: The fellow conducts a process oriented group with a staff psychologist who is licensed. (Required)
- C. Family Therapy: The fellow, in the role of clinician, may serve as the family therapist, providing updates to family members and coaching skills to improve communication between family members.

IV. Interdisciplinary Consultation

- A. The fellow participates in an interdisciplinary treatment team. In each setting, the fellow provides consultation to other treatment professionals by attending treatment team meetings, providing oral and written feedback to the team and seeking out the services of other professionals when necessary (e.g., by making referrals to psychiatry, social work or substance abuse treatment). (Required)
- B. The fellow also attends Grand Rounds in the Psychiatry Department, which is an interdisciplinary forum for the latest research and practice updates. (Required)

Supervision and didactic experiences

I. Supervision

Fellowship training follows a developmental model of supervision, beginning with more supervision and oversight of the fellow's activities and progressing to greater autonomy, with supervisors taking a more consultative stance. Furthermore, the training program is flexible and tailored to the fellow's interests and needs. At the beginning of the academic year, the fellow meets with the Director of Training and/or Program Director to identify personal goals within the competence areas identified by the program. Specific activities are then selected to achieve these goals, which allows for a customized fellowship curriculum.

The fellow is supervised by two or more licensed psychologists, each of whom provides one or more hours of individual supervision weekly. Generally at least one hour is devoted to individual therapy supervision and one hour for assessment. The supervisors also are involved in the weekly Clinical Syndromes Seminar and/or the Testing Seminar. The fellow is also encouraged to seek consultation from other members of the interdisciplinary treatment team.

II. Clinical case presentation

The fellow is required to attend a weekly seminar focused on the difficulty of working with diagnostically complex patients. Fellows present challenging cases and their potential biases and feelings. This seminar is supervised by the Training Director and a psychiatrist trained in psychodynamic case formulation. Fellows present challenging cases and are supervised in a group setting.

III. Grand rounds

The fellow attends weekly Grand Rounds in the Menninger Department of Psychiatry and Behavioral Sciences. Grand Rounds include lectures, case reviews and research presentations. Grand Rounds provides an opportunity to hear and meet nationally recognized experts in the fields of psychiatry and psychology, as they present the most up-to-date information on a variety of topics.

IV. Assessment seminar

The fellow attends a series of presentations on assessment focused on cognitive and personality testing. Examples of presentations include: Therapeutic Assessment; Rorschach; and Testing Patients with Asperger and Pervasive Developmental Disorders.

V. Baylor College of Medicine (BCM) Psychology Fellow Network

The BCM Psychology Fellow Network comprises postdoctoral fellows from various Houston-area fellowships. The Network meets quarterly to discuss professional issues and listen to presentations by guest speakers on topics such as licensure, supervision and

diversity. The Network also provides fellows with regular information on jobs and additional training opportunities.

Training resources

I. Training staff

The fellow is supervised by at least two licensed psychologists. In addition, the fellow will receive training from licensed psychiatrists and other mental health professionals in the context of the interdisciplinary team approach.

II. Training support

The fellow has access to all training activities available to trainees in-house at The Menninger Clinic, including workshops, seminars and conferences. Although the fellow does not receive a specific training fund, status as a fellow often provides access to training activities and resources at a reduced rate. The Training Director monitors such opportunities and makes them known to the fellow.

III. Facility and resources

Psychologists at The Menninger Clinic are located on each specialty unit. The fellow shares an office but has his or her own desk with a phone and a personal computer with Internet access, e-mail and standard office software (e.g., Microsoft Word, Excel, PowerPoint) as well as computerized scoring programs (e.g., PAI, Rorschach, BASC). The fellow also has access to a separate room that may be signed out for individual therapy, family therapy and testing. Office supplies, electronic equipment (e.g., copy and fax machines) and testing supplies are provided by The Clinic for the fellow's use.

The Psychology Service maintains a library of books, videos and other resources that the fellow may borrow. The fellow may also obtain a free Texas Medical Center library card, which grants access to all libraries within the Medical Center.

Evaluation and due process procedures

The fellow receives a formal evaluation from each supervisor twice a year (see Appendix for evaluation form). The fellow will be evaluated in a variety of competency areas and will be given specific feedback on strengths and areas that need improvement. Formal due process procedures (see Appendix) are in place for both the fellow and the training program regarding problem situations.

Application requirements

Qualifications

- PhD or PsyD in clinical or counseling psychology
- Completion of an APA-accredited predoctoral internship
- Experience in a psychiatric inpatient setting
- Experience administering psychological test batteries, including projective measures

Application/start dates

- Applications for the 2010-2011 class will be reviewed beginning February 1, 2010.
- September 1, 2010, is the preferred start date, but this is negotiable.

Benefits

- Salary: \$34,000
- Health insurance, vacation and sick leave

To apply

Send completed, modified APPIC application form ([download your copy](#)), curriculum vitae, 3 letters from clinical supervisors and others familiar with clinical and academic work to:

Patty Daza, PhD
Director of Psychology Training
The Menninger Clinic
2801 Gessner Dr.
Houston, TX 77080

E-mail: pdaza@menninger.edu

Phone: 713-275-5421

Appendix

1. Evaluation form
2. Due process procedure