



Menninger®

Baylor
College of
Medicine

Handbook for Postdoctoral Fellows at The Menninger Clinic 2022-2023

AIM

To provide high quality training in assessment, intervention, and consultation to prepare fellows to work independently at the end of the fellowship year. We strive to deliver patient centered care that focuses on clients with complex mental illnesses. Fellows receive supervision, education, and training in multiple areas including direct care of patients, interdisciplinary teamwork, consultation, and outcomes research. The Menninger Clinic is a practitioner-scholar model where interventions and assessment are chosen based on established outcomes. Fellows receive mentoring from licensed psychologists who model ethical care, help the fellow further develop their professional identity, and prepare them for independent practice.

- Patricia Daza, PhD, director of Psychology Training

Overview

The psychology discipline became established at The Menninger Clinic in the 1930s and 1940s, as psychology transitioned from pure academics to a practitioner-researcher discipline. During this decade, psychologists at Menninger collaborated with the University of Kansas in providing doctoral level graduate training in clinical psychology. The Menninger postdoctoral fellowship in clinical psychology was created in the late 1940s. In 2003, The Menninger Clinic moved to Houston and affiliated with Baylor College of Medicine (BCM). All psychologists and psychiatrists at Menninger have faculty appointments in the BCM Menninger Department of Psychiatry and Behavioral Sciences and are employed by BCM. 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 at Menninger.

The Menninger Clinic is a not-for-profit inpatient psychiatric 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. The Menninger Clinic also has outpatient services, a community reintegration program, and a psychiatric assertive community treatment (PACT) team, although psychology training primarily occurs on our inpatient units.

Specialty units include the [Adolescent Assessment and Treatment Program \(ATP\)](#), [Compass Young Adult Program \(COMPASS\)](#), [Program for Professionals \(PFP\)](#) and the [Hope Program](#) for patients with persistent illnesses (HOPE). In addition, Menninger has a Comprehensive Psychiatric Assessment and Stabilization unit (CPAS). 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, patient-centered approach to care.

General Clinical Track

The fellowship is a one-year training program which requires the postdoc to commit to 12 consecutive months, full time. The core training experience centers on the fellow's work as a clinician on one or more hospital units, currently including HOPE and COMPASS. The HOPE unit serves a population ages 18 and older who may struggle with major depression, trauma-related disorders, personality disorders, or transitions in their life due to divorce, retirement, or phase of life changes. The Compass unit focuses on patients ages 18-30, most often with dual diagnosis disorders, trauma, and personality disorders.

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. In addition to these responsibilities, fellows provide psychological testing. Testing and evaluation are 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 either their clinical team or other teams on the unit, usually 2 times per week, and co-leads group therapy. Fellows carry four to eight hours per week of individual and group therapy.

Supervision and didactic training

Staff psychologists provide clinical supervision each 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.

Postdoctoral fellows spend approximately 10 hours per week in training activities and approximately forty percent of their time conducting clinical work.

Licensure

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

Competencies and Learning Elements

Competency #1: The fellowship will promote **general professionalism**, including appreciation of and sensitivity to diversity and ethics, and preparation for licensure.

Learning Elements:

- The fellow will attend Baylor College of Medicine Grand Rounds, which includes lectures on legal and ethical dilemmas.
- 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.
- The fellow and supervisor will address ethical and cultural/diversity issues that arise during training.
- The fellow will read and review the APA Code of Ethics.
- The fellow will review and abide by The Menninger Clinic's policies.

Competency #2: The fellowship will provide training in **psychological assessment**.

Learning Elements:

- The fellow will participate in the Psychological Assessment seminar focused on the administration of different types of psychological assessment, how to deliver testing feedback, how to select assessment instruments, what assessment challenges might be faced in an inpatient setting.
- The fellow will conduct comprehensive psychological assessments for an inpatient population. Generally, each postdoc will complete, on average, at least 2 assessments per month, but this may be higher due to an increase in census.
- The fellow will meet at least one hour per week with their assessment supervisor.

Competency #3: The fellowship will provide training in **psychotherapeutic interventions**.

Learning Elements:

- The fellow will attend the case conference therapy seminar and the group therapy seminar and complete assigned readings.
- The fellow will conduct group psychotherapy with a co-leader who is clinical staff.
- The fellow will conduct individual psychotherapy and generally carry two patients.
- The fellow will meet at least one hour per week with their therapy supervisor.

Competency #4: The fellowship will promote **interdisciplinary consultation**.

Learning Elements:

- The fellow will attend team meetings, diagnostic conferences, and family feedback sessions with other disciplines (psychiatry, social work, nurses, addiction counselors)

- The fellow will serve as a consultant to other mental health care disciplines.
- The fellow will informally help teach other mental health care providers about the psychological services he or she conducts.

A. 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 Topic Seminar and/or the Testing Seminar. The fellow is also encouraged to seek consultation from other members of the interdisciplinary treatment team.

II. Individual Therapy Case Conference

The fellow is required to attend a seminar focused on the difficulty of working with diagnostically complex patients as an individual therapist. Fellows present challenging cases and their potential biases and feelings. The Psychology Training Director supervises this seminar with a licensed clinical psychologist trained in psychodynamic case formulation.

III. Grand Rounds

The fellow can attend 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. Typically, there are 3 Ethics presentations a year and can be applied for licensure renewal.

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 the MMPI-2. Fellows also learn how to deliver difficult feedback and how to communicate their conceptualization in a way that our clients can comprehend.

V. Family Seminar

The fellow is required to attend a seminar focused on family assessment, family work and family therapy with diagnostically complex patients and their families. Fellows present challenging cases and their potential biases/feelings and are supervised in a group setting. Use of genograms, role-plays, and brief presentations about family therapy theories are incorporated. The Social Work Discipline Director and a Senior Social Worker facilitate this seminar.

VI. Group Seminar

Menninger's fellowship training includes opportunities for the fellow to join and participate in various groups including, but not limited to teams, milieus, units, and therapy/educational groups. While the focus of the group is largely on the group psychotherapy experience, the group seminar provides a space to discuss and learn about the many facets and dynamics of the various systems you will encounter. There is an opportunity to develop support, discuss feelings related to the fellowship experience, and bring forth learning in a process-oriented format versus didactic. This group also provides an opportunity to mirror the patient experience as they share their vulnerability. The fellows are required to meet weekly to present challenging group situations/cases and their potential biases/feelings. Group supervision, role plays, class presentations, and various readings are incorporated throughout the year. Former senior social workers supervise this seminar and they take a neutral but curious stance in relation to their experience as learners and new staff to the system.

VII. Four Psychologies

The fellow is required to attend a weekly seminar focused on the four psychologies of psychodynamic psychotherapy (drive, ego, object, self). A senior social worker trained in psychodynamic psychotherapy supervises this seminar.

VIII. Topic Seminar

The fellow is required to attend a weekly seminar focused on various clinically relevant topics for providing treatment at the Menninger Clinic. Examples include Collaborative Assessment and Management of Suicidality, Writing Case Conceptualizations, and Dialectical Behavior Therapy. Multiple members of the faculty conduct this seminar.

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., Rorschach). The fellow also has access to a separate room that may be signed out for individual 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 fellow may 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. Fellows also have an opportunity to evaluate their supervisors. This is done informally throughout the year with their supervisors and the Training Director. However, a formal, written evaluation is required of each supervisor at the end of their training year (see Appendix). Formal due process and grievance procedures (see Appendix) are in place for both the fellow and the training program regarding problem situations.

Application requirements

Qualifications

- PhD or PsyD from an APA accredited doctoral program in clinical or counseling psychology
- Completion of all doctoral requirements from their program
- 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 2022-2023 class are due January 4, 2022.
- September 6, 2022 is the preferred start date.

Benefits

- Salary: \$45,000
- Health insurance, vacation and sick leave

The postdoctoral fellowship fulfills the licensure requirements for postdoctoral supervised practice in Texas.

To apply

Please complete the APPA CAS application on the APPIC website. If you have any questions, please contact:

Patty Daza, Ph.D.
Director of Clinical Training
The Menninger Clinic-Compass Unit
12301 S. Main
Houston, TX 77035

E-mail: pdaza@menninger.edu

Phone: 713-275-5421

Appendix

1. Due Process and Grievance Procedure
2. APA Code of Ethics
3. Frequently Asked Questions
4. Evaluation Form (Postdoctoral Fellow)
5. Evaluation Form (Supervisor)
6. Request for Leave Form

I have received and read the Menninger Postdoctoral Handbook, The APA Code of Ethics, and the Due Process and Grievance Procedures. I am clear about my expectations as a postdoctoral fellow.

Name

Date