



**Formerly the Institute for Human Adjustment**

**POSTDOCTORAL FELLOWSHIP  
IN CLINICAL PSYCHOLOGY**

**2015-16**

**UNIVERSITY OF MICHIGAN MARY A. RACKHAM  
INSTITUTE**

The Mary A. Rackham Institute was founded in 1936 as a unit of the University's Rackham School of Graduate Studies. The Institute's agencies have provided clinical services and related graduate training and research since that time. Postdoctoral fellows apply for a full-time placement in one of the Institute's outpatient mental health clinics: the Psychological Clinic (serving adults from our campus and community) or the University Center for the Child and Family (UCCF; serving children and families). The Psychological Clinic and the UCCF are housed together in comfortable facilities in downtown Ann Arbor, just one block off campus. Both sites include training opportunities in ADHD/LD testing, individual therapy, couples therapy, and group therapy within their multidisciplinary, outpatient mental health setting. Family therapy training and Autism-spectrum diagnostic testing training are also available at UCCF.

The Psychological Clinic began its modern existence in 1954 as a psychoanalytic training center. Over the years, the Clinic has expanded its perspectives to include a widening scope of evidence-based practice, including cognitive-behavioral, interpersonal, couples/systems, brief psychodynamic, and biological/psychiatric approaches. An overall multicultural perspective infuses all of our work. We bring these perspectives to bear in our initial assessment and treatment planning, and these fundamentals inform our supervision, seminars and staff meetings.

The UCCF was established in 1987. UCCF similarly works within an evidence-based, best-practice model of treatment and training, which incorporates a multi-theoretical, diversity-infused, integrative approach to case formulation and treatment.

**POSTDOCTORAL FELLOWSHIP PROGRAM OVERVIEW**

**Training Program Goals and Objectives**

The University of Michigan Mary A. Rackham Institute Postdoctoral Fellowship Training Program is designed to provide advanced training in professional psychology to qualified postdoctoral psychologists. Training is based in either the Psychological Clinic or UCCF, which are both multidisciplinary,

training-focused, outpatient centers with a welcoming and supportive atmosphere. The training prepares fellows for licensure in the State of Michigan (or any other state with similar requirements) through a one year, full time program that provides robust, advanced training in many key professional competencies (two year option is available by mutual consent). These competencies include assessment and diagnosis, intervention including individual, group, couples, and family (UCCF only) therapy, consultation and interdisciplinary collaboration, multicultural competencies, clinical teaching and supervision, research, professional development, ethics, and leadership/administrative skills. These competencies are enhanced through direct clinical service with supervision from expert clinicians, participation in seminars and clinical meetings and conferences, participation in research or other scholarly activity, consultation with outside professionals, teaching of seminars to psychology interns and social work students, supervision of clinical work conducted by practicum or social work students, and participation in senior staff meetings and workgroups.

**Basic Model and Service Activities**

The postdoctoral program is a one year commitment, which may be extended to two years by mutual consent. Direct service activities are expected to be a substantial portion of the fellow's training experience, with an expected caseload of 16-19 direct hours (UCCF) or 19-20 direct hours (Psych Clinic) weekly. These hours are comprised of psychotherapy and testing. After a period of advanced clinical experience and participation in the senior staff activities, fellows may take on supervised supervision of practicum or social work students. All of this direct service is conducted at one of the MARI mental health clinics (Psychological Clinic or UCCF). During the postdoctoral experience, fellows also take on outreach projects related to mental health issues, such as working with senior staff to provide University or

community workshops on relevant mental health topics.

### Description of Training Curriculum

- **Supervision Received:** Fellows receive 2 hours of individual supervision weekly. Additional group supervisions are available for couples therapy, and Initial (diagnostic/assessment) consultations. Fellows receive supervision on testing when testing occurs.
- **Didactic Meetings:** Postdoctoral fellows attend a Fellows meeting 2/month that covers advanced topics including supervision, administrative/ leadership, job searching and negotiating, and other career development issues. Fellows participate in a weekly staff meeting attended by all senior staff and trainees, at which clinical presentations, multicultural presentations and discussions, research presentations, and presentations on professional issues (such as legal issues in practice) occur.
- **Administrative/Teaching Experience:** Postdoctoral fellows participate in select Senior Staff meetings, where senior supervisors review the training program, develop new programs and policies, review administrative issues, and discuss training problems and issues (e.g., difficulties in supervision). Fellows assist senior staff in designing and teaching clinical seminars to psychology interns and social work students.
- **Supervision Experience:** Postdoctoral fellows generally supervise beginning-level students from our psychology or social work programs on their clinical work (therapy and/or testing); instruction and supervision on supervision occurs regularly. Our post-docs have especially valued this experience.
- **Research/Scholarly Activities:** Postdoctoral fellows may collaborate with core faculty at the Institute and larger university to conduct research, publish theoretical and scholarly work, (including their dissertation) and prepare presentations for regional and national conferences.
- **Outreach/Consultation:** Psychological Clinic Fellows work together with Clinic staff and staff from the Graduate School to design and implement clinical outreach programs that benefit graduate students and their families, counselors to graduate students, and faculty in diverse programs; UCCF fellows engage in outreach opportunities targeted to parents and families in the Ann Arbor community and the public school system. They help develop and deliver informative presentations regarding the clinics' programs to other mental health professionals in the community.

### Breakdown of Weekly Activities

Client Contact (Psych Clinic-Adults)	19-20
Client Contact (UCCF-Child/Families)	16-19
Individual Supervision	2
Group Supervision	0-1.5
Co-Teaching Interns	0-1

Supervision of Junior Trainees	1-3
Postdoctoral Seminar	1
Team Case Conference	1.5
Staff & Senior Staff Conferences	1
Clinical Documentation/Indirect time (Psych)	10
Clinical Documentation/Indirect time (UCCF)	14
Outreach/Scholarly Activity	8-10
<b>Total</b>	<b>45-50</b>

### Seminars & Conferences

#### Training Seminar (Psychological Clinic or UCCF):

This didactic seminar, attended by all trainees at that Clinic, meets weekly for 10 months. It begins with an introduction to initial consultations with patients, followed by more specialized topics. Recent Psychological Clinic topics have included 4 week seminar series on Brief Dynamic psychotherapy, Acceptance and Commitment Therapy, Cognitive Behavioral Analysis System of Psychotherapy (CBASP), Interpersonal Psychotherapy (IPT), Trauma-focused interventions, and lectures on termination issues and ethical issues. Recent UCCF seminars have included topics on parenting, models of family therapy, assessment and treatment of Autism-spectrum disorders, and "Best Practices" series on anxiety disorders, depression and trauma. Seminars are led by faculty with expertise specific to the topics, and Postdoctoral Fellows participate in teaching some of the seminars. Guest speakers may also be invited to this meeting to speak on a wide range of topics (e.g. diversity trainings, legal/ethical dilemmas, issues of sex and sexuality in clinical work, issues in managed care). Lastly, this meeting provides a forum for all trainees to present detailed reports on their own clinical work later in the year; each trainee is required to present a case or topic on a clinical theme, and leads the following discussion.

#### Cognitive Behavioral Therapy Seminar (Psychological Clinic).

This is an optional introductory didactic seminar series offered throughout the fall. It focuses on the diagnosis, case conceptualization and treatment of a range of adult problems from a CBT perspective, with a focus on anxiety disorders. Postdocs with CBT experience may opt to lead some of the seminars.

#### Couples Therapy Seminar and Group Supervision (Psychological Clinic).

This small group meets weekly throughout the year. The seminar introduces family systems and evidence-based, emotion-focused approaches to evaluation and treatment of couples, with discussion and supervision of clinical work.

#### Consultation Groups (Psychological Clinic).

These

weekly small groups each consist of two faculty members and a range of trainees at various levels. New cases are reviewed and diagnosed using objective measures and interview data. Treatment plans are developed and follow-up of cases is planned using relevant outcomes.

**Treatment Disposition Meeting (UCCF).** These weekly meetings are attended by all staff and trainees. New cases are reviewed and diagnosed using objective measures and interview data. Multi-theoretical case conceptualizations are developed and best-practice treatment plans are developed.

**Assessment of ADHD/LD.** This brief seminar focuses on research, theory and assessment of ADHD/LD in adults and children. Individual supervision of testings follows. Postdocs may participate in conducting testing at their chosen site if desired. Those with significant testing training may help facilitate these testing seminars and may also help supervise testing cases within a tiered supervision model.

**Fellows' Meeting.** Postdoctoral Fellows meet 2/month, alternating between peer consultation meetings and meetings with a core faculty member to discuss pertinent training issues. The topics addressed have included didactic instruction and discussion about how to supervise. This meeting is also used as a forum for postdocs to present their own clinical case presentations and research presentations to each other and learn from each others' expertise.

#### **Postdoctoral Program Director**

The Director of the postdoctoral program is Michelle Van Etten Lee, Ph.D. She has authority over all aspects of the postdoctoral fellowship, and reports to Dr. Cheryl King, the Director of the Mary A. Rackham Institute. Dr. Van Etten Lee chairs the faculty committee that selects postdoctoral fellows, monitors and evaluates the training program's goals and activities, and documents and maintains Fellow's training records. She is a licensed psychologist in the State of Michigan.

#### **CLINICAL FACULTY/AREAS OF SPECIAL INTEREST**

**Anupama Agrawal, MSW (Faculty, UCCF).** Clinical social worker with expertise in early childhood mental health and evidence-based interventions. Specifically interested in the birth - 3 time period, attachment security and attachment - based interventions, supporting the parent-child relationship, working with diverse populations, and families who have experienced trauma.

**Eileen Bond, MSW (Faculty, UCCF).** Clinical Social Worker with expertise in mind/body approaches to behavioral health including: imagination training, relaxation training, and stress management; parent education; family therapy; and the utilization of spirituality in psychotherapy.

**Barbara Cain, MSW, MSW (Faculty, Clinic).** Social worker with expertise in adult psychotherapy. Special interests in divorce and supervision.

**Kristin Chapman, M.A., CCC/SLP (Faculty, UCCF).** Speech & language pathologist specializing in disorders of speech, language, learning, social functioning and attention; expertise in educational consultations on behalf of children

**Cindy Ewell Foster, Ph.D. (Director, UCCF).** Clinical Child and Adolescent Psychologist with expertise in a variety of evidence-based psychotherapies for children and adolescents (e.g., parent behavior management training, CBT for depression and anxiety, suicide risk assessment and management) as well as the development of family, community, and school supports for young people with emotional, behavioral, and learning problems.

**Todd Favorite, Ph.D. (Director, Psychological Clinic).** Clinical Psychologist with expertise in a variety of evidence-based psychotherapies for adults; interest and expertise in trauma research and psychotherapy; certified in Cognitive Behavioral Analysis System of Psychotherapy (CBASP).

**Joseph Harvey, M.D. (Faculty, UCCF).** Child and Adolescent Psychiatrist with expertise in both biological and psychotherapeutic treatment of adolescents and children. Particularly interested in the integration and use of appropriate medications with ongoing psychotherapy.

**Jody Hoffman, Ph.D. (Faculty, Clinic).** Clinical Psychologist with expertise in CBT, Acceptance and Commitment Therapy (ACT) & Interpersonal Psychotherapy (IPT).

**Erin Hunter, Ph.D. (Faculty, UCCF).** Clinical psychologist with expertise in evidence-based psychotherapies for children and adolescents, parent emotion coaching, parent behavioral management training, and Third Wave Behavioral interventions [e.g. Mindfulness, Acceptance and Commitment Therapy, Functional Analytic Psychotherapy].

**Helen Kaplan, MSW (Faculty/Intake Coordinator, UCCF).** Clinical Social Worker with expertise in school social work, group therapy for children including social skills training, devising behavior intervention plans for children, and a passion for evaluating and treating children who present with a variety of behavioral and emotional concerns.

**Cheryl King, Ph.D. (Director, MARI; Faculty, UCCF).** Clinical Child and Adolescent Psychologist with expertise in developmental psychopathology,

family systems, parent behavioral management training, CBTs for child/adolescent depression and anxiety, social skills training, family interventions for parents and adolescents, suicide risk assessment, and suicide risk management.

**Lawrence R. Kowalski, MS, BCBA** (*Faculty, UCCF*). MS Clinical Psychologist and Board Certified Behavior Analyst with expertise in diagnosis and treatment of Autism Spectrum Disorders (ASD), social skills training, Applied Behavior Analysis (ABA), and Behavioral Therapy with Traumatic Brain Injuries (TBI).

**Fiona Miller, Ph.D.** (*Faculty, UCCF*). Clinical Psychologist with expertise in the diagnosis and treatment of Autism Spectrum Disorders, developmental assessments, parent consults, parent behavioral management training, and interventions for aggression and fire-setting in young children.

**Jeffrey Urist, Ph.D.** (*Faculty, Clinic*). Clinical Psychologist with expertise in adult psychotherapy and assessment, short term psychotherapy, and therapy with adolescents.

**Michelle Van Etten Lee, Ph.D.** (*Director of Psychology Training, MARI; Faculty, Psychological Clinic*). Clinical Psychologist with expertise in adult psychotherapy and assessment, with a focus on CBT and anxiety disorders.

**Susan Watts, MSW** (*Faculty, Clinic*). Social worker with expertise in individual, couples and group therapy, and treatment of substance abuse.

**Teri Wolf, MD** (*Faculty, Clinic*). Adult psychiatrist with interest in influence of medical conditions on mental health.

## **INTEGRATION OF THE POST-DOC FELLOWSHIP WITH THE MARI CLINICS AND THEIR MISSIONS**

As can be seen from the description of the training plan and the curriculum for postdoctoral fellows, their work and education is integrated with the MARI Clinics' missions and activities at every level, from clinical practice to clinical and didactic meetings to administration and potential research/scholarly involvement. Our Institute is a dedicated educational organization, participating in an APA accredited internship. As such, training is a co-equal goal along with providing lower-fee mental health services to members of the local community. At the Psychological Clinic, this includes graduate and undergraduate students at the University of Michigan, staff and faculty, as well as townspeople from Ann Arbor and surrounding communities. At UCCF this also includes family members of our university community and our broader community. Postdoctoral fellows provide important role models for our practicum and internship students, and this role in turn helps the fellows consolidate and solidify their own identity as competent psychologists. Fellows' contributions are honored and respected by trainees and senior staff at MARI clinics.

## **FELLOWSHIP STIPEND AND BENEFITS**

The first year postdoctoral stipend is \$33,000; the second year fellowship stipend is \$34,000. Benefits include full health, sick and vacation benefits, generous professional development time, and parking options are available.

## **POSTDOCTORAL APPLICANT QUALIFICATIONS**

1. Admission requirements include completion of all professional doctoral degree requirements from an APA/CPA-accredited program and an APA/CPA-accredited pre-doctoral internship. On the first day of the fellowship new fellows must have either the diploma in hand or a letter from the Director of graduate studies verifying the completion of all degree requirements pending institution graduation ceremony.
2. APA guidelines on specialty change are followed. Applicants who have completed doctoral studies in fields other than clinical, counseling, or school psychology must have received a certificate of equivalency from an APA/CPA accredited university program attesting to their having met APA/CPA standards, including internship.

## **FELLOWSHIP APPLICATIONS**

**The deadline for application is January 1st.**

**Applications for the 2014-15 training year must be submitted online through the new APPA-CAS (centralized application service), which will be launched by APPIC in early September, 2014.**

The following items are required:

1. Letter of interest that describes educational history and career goals and discusses relevance of training to these goals; statement of interest in placement at either the Psychological Clinic or UCCF;
2. Curriculum vitae;
3. Two to three letters of recommendation;
4. Letter from your graduate program's Training Director attesting to your readiness for a postdoctoral fellowship;
5. Graduate school transcript (photocopy acceptable).

Applicants will be notified of their interview status by February 1st. Two or three individual interviews will be scheduled with staff members. You will also be invited to attend team meetings, case conferences and seminars.

Check our websites for additional information at [www.psychclinic.org](http://www.psychclinic.org) or [www.uccf.umich.edu](http://www.uccf.umich.edu).

**FOR FURTHER INFORMATION, CONTACT:**

Michelle Van Etten Lee, Ph.D., Director of Psychology Training,  
Mary A. Rackham Institute  
University of Michigan, 500 E. Washington St., Suite 100  
Ann Arbor, MI 48104  
[vanetten@umich.edu](mailto:vanetten@umich.edu)  
(734) 764-3471

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