

San Mateo Medical Center
Integrated Behavioral Health
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San Mateo, CA 94403
(650)573-7199

PLACEMENT OPENINGS: Three Postdoctoral Fellowship positions are available for the 2019 – 2020 training year. Fellows must have completed all professional doctoral degree requirements from an APA-accredited doctoral program, and have completed an APPIC-member internship, before beginning postdoctoral training. Satisfactory completion of the Fellowship training program meets the postdoctoral supervised practice requirements for licensure with the California Board of Psychology.

Placement Information

- Full-time training position (40 hours/week; minimum of 1800 hours/training year)
- 12-month training agreement
- Fellows maintain at least 20 hours of direct clinical services per week

Integrated Behavioral Health

Integrated Behavioral Health (IBH) provides an integrative approach to psychology, psychiatry, and medicine for outpatient primary care and medical specialty clinics at San Mateo Medical Center and Fair Oaks Health Center. Fellows work alongside primary care physicians, specialty providers, nurses, and medical assistants, offering the most comprehensive care available for our patients. Typical referrals addressed by IBH are for individuals with mild to moderate psychopathology and consist of depression, anxiety, trauma, bipolar II disorder, relationship problems, stress or adjustment disorders related to patients' medical or social issues. In general, we provide individual and group therapy, with occasional opportunities to engage in couples therapy. Our services span specialty categories of health psychology, behavioral medicine, and community mental health, whereas preferred treatment modalities are brief and evidence-based. We are privileged to work with individuals who represent diversity in race, ethnicity, age, gender, socioeconomic background, disability status, sexual orientation, and clinical severity.

Training Goals and Objectives

Goal 1: Help prepare our Fellows to be competent, ethical health service psychologists.

By the end of the training year, Fellows will be expected to:

- a) Demonstrate awareness, knowledge, and appreciation of the role of cultural and individual diversity in the professional practice of psychology.
- b) Demonstrate the ability to conduct competent psychological intakes/assessments/evaluations in a medical setting. (Assessment track: perform competent neuropsychological evaluations.)
- c) Demonstrate the ability to provide competent case formulations and choose appropriate, empirically-supported interventions.
- d) Demonstrate understanding of applicable laws and ethical principles.
- e) Demonstrate appropriate professionalism and socialization within the field of psychology, including appropriate use of supervision.

Goal 2: Produce clinicians who can work effectively and ethically in a multidisciplinary medical environment. Toward this end, we strive to develop Fellows' abilities to:

- a) Collaborate and communicate assertively and respectfully with medical providers, in person and in writing.
- b) Gain the requisite medical knowledge to effectively treat patients with chronic health conditions (Assessment track: gain the requisite knowledge to understand brain-behavior correlations as they pertain to relevant neurological damage/disorders).
- c) Understand and employ the principles of Integrated Behavioral Health.
- d) Gain experience and comfort working in outpatient clinic, medical inpatient, and psychiatric inpatient settings.
- e) Function increasingly independently in their roles as mental health providers in a medical setting.

Within these training objectives, Fellows are expected to develop the following competencies: (a) appreciation of individual and cultural differences as they affect psychology and the psychotherapeutic relationship; (b) utilize research literature and personal competencies to choose appropriate empirically-supported interventions; (c) ability to establish and maintain rapport in therapy, and deliver empirically-supported time-limited treatments; (d) knowledge of the medical and psychological aspects of chronic health conditions; (e) function as a member of a multidisciplinary team; (f) demonstrate familiarity with APA ethics code; (g) seek consultation with supervisor regarding ethical issues if/and when appropriate; (h) manage his or her clinical schedule and provide outreach to patients and community agencies; (i) provide succinct and accurate notes for the medical record.

Training Tracks

INTEGRATED BEHAVIORAL HEALTH TRACK

The primary focus of Fellows in the Integrated Behavioral Health track is to provide outpatient individual and group therapy in a primary care behavioral health context. In addition, each Fellow is expected to participate in all yearlong to 6-month rotations (described below), most of which serve medical and psychiatric inpatients. The Integrated Behavioral Health track provides a breadth of training in the following ways:

(1) Exposing Fellows to a broad array of patient populations (e.g., patients with chronic illness, psychiatric inpatients); medical settings (e.g., primary-care clinic, specialty clinics, acute medical inpatient unit); and psychological interventions (e.g., short-term psychotherapy, risk assessment, crisis intervention). In each setting, Fellows are appropriately instructed and/or supervised, and there is usually a formal didactic component tailored to the setting. A crucial aspect of Fellows' experience is interfacing closely with medical teams and social workers.

(2) Individual supervision. Each Fellow has both a primary and secondary supervisor, and may also receive supplementary supervision from staff psychologists or psychiatrists on an ad hoc basis as appropriate. In addition, Fellows receive instruction and oversight by licensed psychologists and board certified psychiatrists specific to each rotation.

(3) Group supervision. Fellows meet as a group for two hours per week to present cases and discuss diagnosis, psychotherapy models, and other issues associated with the psychological services we offer here (e.g., coordinating with medical staff, cultural issues, etc.)

(4) Supervision for group therapy and/or supervision in clinical psychology. Fellows are expected to design and co-facilitate several outpatient psychotherapy groups during the year. Monthly meetings are devoted to discussing psychotherapy groups,

problem-solving, and learning group theories and practices to promote clinical growth in this treatment modality. In addition, the fundamentals of supervision in clinical psychology are explored and practiced with the Fellows.

ASSESSMENT TRACK

The primary focus of Assessment Track Fellows is completing comprehensive neuropsychological evaluations for outpatients and, less often, inpatients. However, because our program strives to train well-rounded clinicians, Assessment Track Fellows also receive considerable psychological intervention training and experience. Each Assessment Track Fellow: (1) carries a small caseload of individual therapy patients; (2) receives one hour of secondary (therapy) supervision per week; (3) attends all didactic trainings as well as group supervision; (4) has the opportunity to co-facilitate outpatient therapy groups; and (5) is expected to complete clinical rotations.

Training Location

San Mateo Medical Center (SMMC) is an approximately 100-bed county hospital that provides inpatient and outpatient medical and psychiatric services to low-income county residents. In addition to the main hospital location, SMMC also manages several community clinics, including our Redwood City location, Fair Oaks Health Center (FOHC). Integrated Behavioral Health works in partnership with primary care and specialty clinics to integrate psychology, psychiatry, and behavioral medicine in the care of a diverse patient population at SMMC's main hospital and at FOHC. Fellows typically provide clinical and assessment services at both of these locations in any given week. San Mateo County offers transportation options for the Fellows main place of work to the affiliated field clinics, if needed.

Supervision

Supervision is provided by a licensed psychologist and/or board-certified psychiatrist on the IBH staff. Fellows are provided at least 10% of their total weekly hours in the form of individual and group supervision. At minimum, Fellows receive two hours of face-to-face weekly supervision with their primary and delegated supervisors, who are licensed psychologists. Group supervision takes place on a weekly basis for two hours by a licensed psychologist or a board-certified psychiatrist. Supervision time is protected and ensured each week. Supervisors arrange alternate supervision times for Fellows during absences and supervisees are encouraged to seek additional supervision as needed.

Supervision is intended to foster clinical growth while developing professional independence. During individual and group supervision, ethical principles and behaviors are frequently reviewed as they relate to the Fellows' caseload. Fellows are encouraged to utilize supervision to develop their clinical skills, enhance their diagnostic abilities, as well as discuss issues relevant to their professional growth. Our training program greatly values regular feedback to Fellows focused on their clinical and professional growth. During the training year, supervisors complete a mid-year and end-of-year written evaluation and review them with their supervisee(s). Based on the outcome of this evaluation, the Fellow's specific goals and expectations are revisited. In addition to this biannual evaluation process, Fellows will receive regular feedback throughout the course of their training year.

The Training Director oversees the IBH postdoctoral fellowship program across all sites, being closely involved in didactic programming, clinical consultation, program

development, and certain professional development activities such as training in supervision. The training director meets regularly with all Fellows to monitor progress and assess opportunities for change and improvement, if any. In addition, the training director is available throughout the week to both Fellows and supervisors in-person, phone, text, email, or video call, as needed.

Training Rotations

YEAR-LONG TRAINING AND DUTIES

Throughout the year, Fellows carry a caseload of individual therapy outpatients, averaging 20-25 at any one time, as not all patients are followed weekly. In addition, trainees conduct 3-4 intake evaluations per week. A majority of the clinical presentations we encounter are depression, anxiety, stress, and adjustment disorders related to patients' medical, psychological, and/or social issues. We also commonly encounter trauma history and related issues. (Patients with severe mental illness, acute substance use, or criminal justice involvement are referred to other, more specialized county mental health agencies.) Our patient population is very diverse, and a large proportion of our patients are monolingual Spanish speakers. For them, we provide Spanish-speaking clinicians, telephonic, video, or in-person interpreter services. (Interpretation services are also available in many other languages). The clinic utilizes a short-term, evidence-based model of psychotherapy; however, Fellows are also able to see a couple of patients for long-term treatment. On occasion, Fellows will have the opportunity to provide couples therapy, neuropsychological evaluations, and/or personality testing according to the patients' needs.

Throughout the year, Fellows design and co-facilitate outpatient therapy groups, generally 6-12 weeks in length. Past groups have included: CBT for Depression, Mindfulness, Acceptance and Commitment Therapy (ACT), Weight Management, Diabetes, and CBT-I groups. They also lead or co-lead open workshops covering mental health topics of general interest to the hospital population such as stress management, mood management, mindful movement, and sleep health. Most groups and workshops are offered in Spanish.

CLINICAL SERVICE ROTATIONS:

Consultation Liaison (CL): Each Fellow will rotate through the CL placement for 2-4 weeks during the training year. Providing comprehensive psychological care for patients on the acute inpatient and long-term care medical units. Under the guidance of a psychiatrist, Fellows learn the skills of chart reading, acute psychiatric assessment, and medical note writing, and have the opportunity to follow patients for the duration of their hospitalization. Fellows often consult and collaborate with physicians, nurses, and social workers. They will shadow a CL psychiatrist for the entirety of their work week 2-4 times per year and receive one-on-one didactics on medical issues such as dementia, delirium, cardiac, endocrine, or gastroenterology issues, to legal and ethical matters such as psychiatric holds and decision-making capacity.

Primary Care Behavioral Health: This is a foundational yearlong rotation that integrates specialty providers and the behavioral team to offer comprehensive care to our patients with both acute crises and chronic illness. Fellows are available to medical staff on an on-call basis to respond to any urgent psychological patient needs and to orient patients to behavioral health concerns. Fellows utilize crisis interventions and conduct brief assessments to support the patient and/or staff members. Fellows also provide short-

term treatment targeting chronic medical conditions (e.g., diabetes, heart disease, obesity) leveraging individual or group therapy or medication referrals to help patients effectively manage the psychosocial issues associated with their chronic illness. Being knowledgeable and efficient with diagnosis and crisis management is necessary in this role and these positions are highly visible within the medical center.

Work Schedule

Most fellowship hours are completed Monday through Friday, between 8am and 5pm. Some rotations may allow evening hours, but these instances are infrequent and are subject to supervisor approval. Fellows may not work more than 44 hours per week. Fellows are asked to complete their Supervised Professional Experience (SPE) log on a weekly basis and to provide a copy of their SPE log to the training director or assistant training director at the end of each month.

Sample Weekly Training Schedule

Direct Clinical Service:

15-20 hours of face-to-face outpatient psychotherapy (individual and group)
4-8 hours of assessment/consultation service

Training and Supervision:

2 hours of individual supervision (in-person with primary and secondary supervisors)
2 hours of group supervision
2 hours didactic seminar (including up to 2 hours per month of Psychiatry Grand Rounds)
1 hour training on group therapy or supervision

Clinical Support and Professional Development:

0.5 hour case consultation/schedule coordination meeting per day
1 hour weekly staff meeting
6 hours for documentation/administrative duties (e.g. outreach calls, note-writing)
2 hours for research/dissertation/case preparation

Seminar topics include topics related to Health Psychology, Assessment/Neuropsychology, and Professional Development. Didactic seminars are often conducted in conjunction with the psychiatry residency program and presented by staff psychologist, psychiatrists, other licensed medical and mental health professionals.

Compensation

Fellows receive a stipend of \$55,000 for the 2019 – 2020 training year. Fellows also receive a monthly credit if using public transportation.

Holidays and Leave

Fellows may take up to 10 days of unpaid personal leave time during the Fellowship, in addition to designated San Mateo County holidays. Professional leave time for conferences and preparing for licensure may be credited as hours towards licensure but requests must be reasonable, made in advance and in writing, and cleared by the primary supervisor and training director.

Training Resources

Designated psychotherapy offices are located in outpatient clinics at SMMC and FOHC. Services are provided at both SMMC and FOHC. Most training activities are provided at

SMMC. Fellows are provided with a shared office space. Fellows are responsible for clerical duties such as documentation, scheduling, and outreach to patients; however, full-time clerical support is provided throughout the training year. Fellows also have access to San Mateo Health System's online library, which consists of several medical and psychiatry resources.

How to Apply

Applicants applying to our Postdoctoral Fellowship program are asked to submit application materials via email to IBH Postdoctoral Training Coordinator, Dr. Reina Remigio, and must include:

- (a) Curriculum Vitae.
- (b) Letter of intent, please indicate if you are applying to our Integrated Behavioral Health or Assessment track.
- (c) Three letters of recommendation, including at least two from clinical supervisors who are familiar with your clinical work.

Selection Process

Applications will be reviewed by clinical staff members and selected applicants will be contacted for an on-site interview. Some exceptions may be made for phone interviews. Special consideration will be given to bilingual, Spanish-speaking applicants.

Integrated Behavioral Health Clinical Staff

Program & Training Director: Daniele Levy, Ph.D.

Raisa Garcia, Ph.D.

Simone Heron-Carmignani, Ph.D.

Charlene Kallusch, Psy.D.

Reina Remigio, Ph.D.

Josh Vanderschaaf, Psy.D.

Christian Washburn, Psy.D.

Demetra Stamm, M.D./Ph.D.

Seamus McCoy, N.P.

The above licensed clinical staff provides training and/or primary or secondary supervision to Fellows.

If you would like more information or have any questions related to our psychology Postdoctoral Fellowship program, please contact the IBH Postdoctoral Training Coordinator:

Reina Remigio, Ph.D.

Phone: (650) 578-7199

E-mail: rremigio@smcgov.org