Florida International University Counseling and Psychological Services
Post-Doctoral Fellowship Training Program
2018-2019

Florida International University Counseling and Psychological Services

Florida International University is located in Miami, Florida. Miami is a beautiful city famous for its tropical and cosmopolitan ambiance and is considered the gateway to the Caribbean and Latin American world. Florida International University is an urban multicultural/multiethnic academic institution with approximately 55,000 students. FIU is a majority minority institution; 10% of our students are international. FIU is number 1 in the nation in awarding bachelor’s and master’s degrees to Hispanic students. Counseling and Psychological Services (CAPS) is a department within the Division of Student Affairs. It operates at two locations, the Modesto A. Maidique Campus and the Biscayne Bay Campus, and is funded by the Student Health Fee. CAPS’ goal is to support the University’s academic mission by enhancing the social development and emotional well-being of students.

CAPS trains future psychologists and mental health counselors and offers them the opportunity to work with a diverse student population. In addition to the post-doctoral fellowship, CAPS is an APA-accredited doctoral internship site.

The training philosophy emphasizes treatment within a matrix of cultural differences. The professional staff is comprised of licensed psychologists, two part-time psychiatrists, social workers and mental health clinicians. The staff is from diverse ethnic and cultural backgrounds and maintains a wide spectrum of theoretical and psychotherapeutic approaches. Clinical services available at CAPS include brief individual, couples, and group psychotherapy, crisis intervention, psychological testing, outreach and psycho-educational programming, and consultation.

Counseling and Psychological Services is a member of the Association of Psychology Post-Doctoral and Internship Centers (APPIC). All professional activities and services are governed by Florida State Statutes and adhere to the American Psychological Association Ethical Principles and Code of Conduct. Counseling and Psychological Services is accredited by the International Association of Counseling Services.

The Post-Doctoral Psychology Fellowship Training Program

Admission requirements for the Post-Doctoral Psychology Fellowship Training Program include completion of all professional doctoral degree requirements (either Ph.D. or Psy.D. in Clinical Psychology or Counseling Psychology) from an APA-accredited institution of higher education. In accordance with the Florida Statutes and Administrative Code, Psychology, Part E, Chapter 64B19-11.005, the Fellow must complete at least 2000 hours of post-doctoral experience over the course of 52 weeks, averaging no more than 40 hours per week. Nine hundred of these hours are to be spent in direct service-related activities. This program meets the requirement for the 2,000 hours of supervised experience required for licensure in the State of Florida.

Philosophy of Training

CAPS has a strong commitment to training. The Post-Doctoral Fellowship Training Program is designed to reflect the Association of Psychology Postdoctoral and Internship Center’s (APPIC) guidelines. It is geared toward providing an organized, planned, and programmed training experience for the Fellow to further develop into a professional clinician capable of functioning successfully and independently in various employment settings. To attain this goal, the Fellow will be required to integrate diversity principles, theoretical orientation, research literature, and ethical/legal issues into his/her conceptualization and provision of clinical services.
Core Elements of the Post-Doctoral Fellowship

Core training experiences will focus on the provision of individual, couples, and/or group psychotherapy, walk-in consultation/crisis intervention, outreach, and consultation. At least 70% of the Fellow's time is spent in provision of direct professional, clinical, and psychological related services. Descriptions and goals for the core elements are below.

Psychotherapy: Individual, Couples, and Group Counseling

The Counseling and Psychological Services provides individual, couples, and group psychotherapy to registered Florida International University students. CAPS offers time-limited, focused psychotherapy. Treatment plans are individualized to reflect the cultural, developmental, and psychological needs of the students. Given the nature of serving a diverse, urban student population, the Fellow will have the opportunity to work with clients who are experiencing varying levels of distress and symptomology. Client presenting problems range from developmental and transient issues to characterological disorders. This includes anxiety and mood disorders, phobias, relationship concerns, self-esteem issues, general adjustment issues, academic problems, gender and sexual orientation issues, cultural adjustment, family conflicts, and health and wellness concerns.

CAPS staff utilize brief treatment methods for individual and couples psychotherapy; the staff is diverse in terms of theoretical orientation. Licensed psychologists are always on site during hours when clients are scheduled. The Fellow is expected to have established a theoretical orientation or orientations from which he/she works but is encouraged to consult, explore, and implement new theoretical perspectives and techniques as applicable and necessary for optimal client care. The Fellow may also have the opportunity to co-facilitate a group with a licensed psychologist. CAPS offers a wide variety of groups depending on clients’ needs, often including interpersonal process, anxiety, men’s, women’s, and interpersonal skills groups.

Access Consultation/Crisis Intervention

An additional core element of the CAPS Post-Doctoral Fellowship Training Program is access consultation/crisis intervention (“triage” services). The Fellow will provide weekly on-call, “access” consultation and crisis intervention to the FIU community. While on call, the Fellow will have the opportunity to meet with clients new to CAPS, evaluate their needs, and then make a recommendation. Clients seen on access may or may not be experiencing a mental health crisis. Similarly, they may or may not be appropriate for treatment at CAPS. At the beginning of the year, case disposition and triage is typically done in consultation with the Fellow’s team members/supervisor. However, the Fellow’s autonomy will increase as he/she gains competence in crisis intervention and case disposition throughout the year.

Post-Doctoral Fellowship Specialty Tracks

Participating in a specialty track allows the Fellow to develop, strengthen, and fortify unique skills to augment the training experience. Currently CAPS offers a Psychological Assessment specialty track. This track allows postdoctoral fellows to develop a specialty area in psychological assessment beyond intake interviewing. Postdoctoral Fellows have the opportunity to refine existing assessment skills and develop a more sophisticated ability to select, administer, and interpret psychoeducational instruments. Fellows will gain experience in psychoeducational testing in accordance with their level of expertise. Fellows will first learn to conduct psychoeducational intakes, administer personality and psychoeducational tests, and participate in psychoeducational training seminars as available. Fellows will then gain extensive experience in analysis of results and integrated report writing. In addition, fellows will gain exposure to a variety of disorders such as learning disabilities and ADHD, with increased autonomy given as assessment skills develop. (The continued availability of this training depends on continued availability of staff for supervision in this area).

Outreach & Consultation
The Fellow may provide to the FIU community, as needed and requested, psycho-educational seminars to FIU students to increase their awareness of topics related to college students (e.g., anger management, stress management, study skills, making healthy choices in college, etc.). The Fellow may also have the opportunity to develop and deliver specific seminars depending on his/her expertise and interests. Postdocs may have the opportunity to become involved with some outreach programs CAPS administers. While direct clinical services are a greater emphasis of the fellowship, some outreach opportunities may be available for postdocs.

The Post-Doctoral Fellowship Training Program strives to strengthen the Fellow’s skills at providing consultation to other professional, academic, and/or collegial organizations and departments. As such, throughout the year, the Fellow will have the opportunity to provide professional consultation to University divisions, departments, residence halls, and the Student Health Services. Each postdoctoral fellow assumes the role of consultant to a particular residence hall. This relationship will continue throughout the academic year. Based on the needs of each residence hall, the fellow will have the opportunity to help the Residence Life Coordinator and Residence Assistants with program development and implementation, problem-solving, and crisis interventions. Fellows are expected to communicate with the Residence Life Coordinator on a regular basis and such communication can be initiated by either the consultant or the consultee. The Fellow may also be assigned as the liaison or contact person for another specific campus department.

**Post-Doctoral Fellowship Training Experiences**

**Supervision**

Supervision of the Fellow is based on a developmental approach to learning. Educational goals are individualized to integrate the Fellow’s strengths and interests with CAPS’ needs. Mutual collaboration, respect, and appreciation for cultural and diversity issues are an integral part of the program. The Post-Doctoral Fellowship provides a minimum of two hours per week of regularly scheduled, face-to-face, individual clinical supervision. At least one hour of clinical supervision is provided by the primary clinical supervisor. The primary clinical supervisor retains clinical and legal responsibility for cases by approving and co-signing records and participating in the planning of treatment. Fellows also participate in one hour of group supervision of group therapy each week, as well as supervision of group therapy through co-leading group with a licensed clinician and meeting for supervision. Walk-in/consultation supervision occurs during the Fellow’s experience as part of the walk-in team. The outreach supervisor provides up to one hour of supervision regarding the Fellow’s outreach activities. Additionally, other supervision regarding the Fellow’s specialty track may be provided by psychologists specializing in those areas. This supervisory system enhances the Fellow’s clinical and professional experiences and exposure to different supervisory and theoretical approaches. Supervision will be conducted in a regular and structured manner. The Fellow will be encouraged to actively participate in his or her own professional development and supervisory experience.

Postdoctoral fellows will receive supervision in the following domains:

- Individual Clinical Supervision
- Access Team/Consultation Supervision
- Group Therapy Supervision
- Specialty Track Area (e.g., Psychological Assessment)

**Professional Development**

Postdoctoral Fellows attend weekly staff meetings and monthly diversity related trainings or special experiences. Postdoctoral Fellows have full University library access. The Post-Doctoral Fellows may participate in the following, depending upon needs and interests:

- CAPS administrative meetings
- Conferences offered by the CAPS staff or the greater FIU or clinical community
- Departmental, Division, and/or University-wide committees or events (e.g., Martin Luther King Day celebration)
• Attendance of Training and/or Clinical Seminars and Lectures

Fellows may attend professional development experiences depending on approval, availability and personal interest in the subject material. Additionally, some formal training seminar experiences are available on site each year.

Evaluation
The Fellow’s supervisor(s) provide ongoing verbal evaluation through weekly supervision sessions. Formal Evaluations (i.e., the Post-Doctoral Evaluation Form) are completed by supervisors three times a year. The Client Satisfaction Survey is also used to evaluate the Fellow. This questionnaire is a tool used to assess FIU students’ satisfaction with services offered by CAPS. The Fellow’s movement towards licensure is also assessed periodically to determine and evaluate the Fellow’s progress toward the State of Florida’s 2,000 hours licensure requirement.

The Fellow is given the opportunity to evaluate and provide feedback on his/her supervision and training experiences all points of evaluation. The Fellow is introduced to due process procedures during the Orientation Program. A copy of due process procedures is included in the Post-Doctoral Handbook. The Fellow will evaluate the training site upon completion of the training experience. The Fellow will also have an exit interview with the Director of CAPS to review training experience and to make recommendations for the program.

Position Details
The postdoc is housed at the MMC campus of FIU CAPS. The start date for the position is August 1, 2018.

Leave: The postdoctoral fellow training position is considered temporary position and therefore does not provide State leave benefits. All leave must be requested in writing, in advance and approved by the postdoctoral fellow’s supervisor and the Director of Training. Days not at work will result in a decrease in pay; this has been factored into your total rate of pay. The university is closed for approximately 10 holidays a year (i.e., Memorial Day, Labor Day, Independence Day). Postdoctoral fellows will not have the opportunity to work during University holidays. This may be used for sick, personal or vacation requests, and any unapproved absences will be deducted from the total leave hours. Overtime may be available per University policies. Any overtime worked must be approved in advance by the training director and primary supervisor.

Professional Development Leave: All postdoctoral fellows are given professional development release time; the scheduling and use of professional development hours are prearranged with the training director in writing and vary over the course of the year. Routinely, professional development is scheduled for no more than 2 hours/week. Professional development is defined as an activity that serves as a benefit to FIU and/or the training programs.

Professional Staff
Training Director: Alia Fons-Scheyd, Ph.D., joined the FIU staff Fall 2010 as a University Psychologist and Assistant Training Director. She is a licensed psychologist in Florida who completed her masters in Counseling at the University of Texas at Austin, her doctorate in Counseling Psychology at the University of Houston, and her pre-doctoral internship at Illinois State University’s counseling center. Dr. Fons-Scheyd has worked at a number of University counseling centers in Florida and the U.S., and enjoys working in a University setting. Clinically, Dr. Fons-Scheyd is integrative and frequently draws from cognitive behavioral, interpersonal process and humanistic approaches. In addition to training and supervision, her clinical interests include mood and anxiety disorders, interpersonal concerns,
multicultural counseling, brief therapy, vocational psychology/career counseling, and group therapy. Dr. Fons-Scheyd coordinated both the practicum and postdoctoral training programs and provides individual and group supervision to psychologists and counselors in training at FIU for many years. She has been training director for the APA Accredited Doctoral Internship training program at FIU CAPS since 2014. She is also the Chairperson of the Quality Assurance committee at CAPS, and serves on the Research Committee. Dr. Fons-Scheyd enjoys involvement in research, where her interests have centered on areas of romantic relationships and adult attachment orientation, relationship perfectionism, career-life balance, and multicultural competencies in counseling.

**Assistant Training Director: Priya Kirpalani, Psy.D., CGP** first joined the FIU CAPS staff in Fall 2010 as a post-doctoral fellow and currently works as a University Psychologist and Group Therapy Coordinator. Dr. Kirpalani earned her Psy.D. in Clinical Psychology from Nova Southeastern University. Formerly, she obtained her M.S. in Clinical Psychology at Nova Southeastern University and her B.S. in Neuroscience/Psychobiology at the University of Miami. Following her pre-doctoral internship training at Louisiana State University and the Eastern Louisiana Mental Health System, she completed a post-doctoral fellowship at FIU CAPS. As a University Psychologist, Dr. Kirpalani enjoys working with clients who experience eating and body image concerns, identity struggles, and relational difficulties. As Group Therapy Coordinator, Dr. Kirpalani coordinates group therapy services and facilitates supervision of group facilitators. Recently, Dr. Kirpalani partnered with Student Health Services in developing the Body Acceptance Program that provides multidisciplinary care, including counseling, nutritional, medical, and psychiatric services, to students with body image and eating concerns. Dr. Kirpalani also works part-time in private practice and is a Certified Group Psychotherapist.

**Cheryl Singleton Nowell, Ph.D.** is the Director of the Counseling & Psychological Services Center (CAPS), Division of Student Affairs at Florida International University. She is a graduate of the Clinical Psychology Program at Kent State University, Kent, Ohio. Dr. Nowell has been licensed as a psychologist in the state of Florida for over 20 years. The professional organization with which she is most actively involved is the Association of University and College Counseling Center Directors. Dr. Nowell has presented nationally on topics including crisis management and recovery, management skills and accountability. CAPS is intricately involved with both Academic and Student Affairs departments at the University. Areas of interest include higher education administration, crisis management and multicultural counseling.

**Kathryn Kominars, Ph.D.** Dr. Kominars is a Licensed Psychologist with more than 20 years of clinical experience in a variety of settings and is Associate Director of CAPS. She is a graduate of St. John’s College (B.A.) and Temple University (M.Ed. & Ph.D.) and she completed a post-doctoral fellowship in Brief Psychotherapy at Nova Southeastern University. Dr. Kominars’ areas of specialization include the treatment of anxiety and depression, substance abuse and dependency, chronic illness, working through grief/loss, and career/vocational issues. In addition to traditional psychotherapy, Dr. Kominars is an experienced personal and executive coach and has worked with individuals and groups to improve: interpersonal communication, problem-solving capabilities and resiliency. She has presented training sessions on coping with change, stress reduction, conflict resolution, goal setting, and capitalizing on diversity.

**Liane Dornheim, Ph.D.,** is a licensed psychologist with a concentration in Neuropsychology who has been at FIU since 2000 when she completed her internship at our Center. She received both her masters and doctorate degrees at the University of Hamburg. She completed a second Ph.D. program for clinical psychology at Nova Southeastern University with a specialty in neuropsychology and has been licensed as a psychologist in Florida since 2001. Dr. Dornheim’s interests include Neuropsychology, Psychological Assessment, Behavioral Medicine, & Assessment Research. She is the coordinator of our neuropsychological laboratory & is actively involved in intern & postdoctoral training. As a researcher with international recognition, she also holds the position as the Chair of the Research Committee at our
Center and she is known to give interns and postdoctoral students willing help with their research projects.

**Nathasha Hahn, Ph.D.**, is a licensed psychologist in the state of Florida. She earned her doctorate in counseling psychology from Virginia Commonwealth University and completed her doctoral internship at the University of North Carolina Charlotte’s Counseling Center. Dr. Hahn enjoys working with young adults and substance using populations. She completed her postdoctoral residency in the young adult inpatient detox unit of the Watershed Addiction Treatment Agency in Boynton Beach, Florida. Currently she serves on the substance abuse and diversity committees at FIU CAPS, as well as the University’s Alcohol and Other Drug Task Force. Dr. Hahn provides individual, couples, and group therapy, as well as supervision for clinicians in training. Clinically, she uses an integrated interpersonal process approach. Her belief is that each person has the internal resources to achieve personal healing with the collaboration of a non-judgmental supporter. Her clinical specializations include interpersonal dynamics, cultural concerns, family dynamics, substance abuse treatment, and mindfulness. However, she has considerable experience in treating depression, anxiety, trauma, suicidal ideation, identity development, self-esteem, emotional regulation, and distress tolerance presentations. Additionally, Dr. Hahn’s research interests include family dynamics, parent-child interactions, factors that influence substance abuse treatment outcomes, and minority student experiences.

**Carmen Jimenez, Psy.D.**, Trained and licensed in Florida as a Clinical Psychologist, Dr. Carmen R. Jimenez earned Doctorate and Master's degrees in Clinical Psychology from Nova Southeastern University. She has clinical experience in inpatient psychiatric hospitals, outpatient mental health clinics, and child development center settings throughout South Florida. Following her pre-doctoral internship at Miami Children’s Hospital Department of Psychiatry, Dr. Jimenez completed a post-doctoral fellowship at St. Mary’s Medical Center in West Palm Beach, FL and subsequently worked in a variety of settings in supervisory, managerial, and clinical roles. With more than 12 years of experience, Dr. Jimenez has a diverse background in development and trauma as well as specialization in attachment and relationships. Dr. Jimenez enjoys assisting clients who are working through family and relational difficulties, anxiety, depression, and grief and loss. She also enjoys providing supervision and training to graduate level psychology trainees. She uses an integrative therapy style that focuses on empowering clients to discover their unique strengths and pro-actively use these to achieve emotional well-being.

**Carla Mayorga, Ph.D.**, earned her doctorate in Counseling Psychology from the University of Miami after completing her pre-doctoral internship at Boston University’s Center for Multicultural Training in Psychology. Dr. Mayorga’s post-doctoral training at Yale University School of Medicine’s Hispanic Clinic and Emory University School of Medicine’s Child and Adolescent Mood Program further fueled her commitment to providing culturally sensitive and evidence-based treatments using a social justice framework. Dr. Mayorga has dedicated most of her professional life to treating adolescents, young adults and their families. A graduate of the International OCD Foundation's Behavior Therapy and Training Institute and certified in Trauma-Focused Cognitive Behavior Therapy (TF-CBT), Dr. Mayorga specializes in treating anxiety disorders, obsessive-compulsive and related disorders, and trauma- and stressor-related disorders. Additionally, Dr. Mayorga is dedicated to providing and training supervisees in high quality evidence based clinical supervision practices. A Miami native, Dr. Mayorga is bicultural and bilingual (English/Spanish). Serving diverse students seeking to become global citizens draws Dr. Mayorga to FIU’s urban campus.

**Oren Shibi, Psy.D.**, earned his Doctorate and Master’s degrees in Clinical Psychology from Nova Southeastern University. Dr. Shibi has extensive training and clinical work experiences in individual, group, and family therapy as well as psychological assessment. Following his pre-doctoral internship at the Trauma Resolution and Integration Program at Nova Southeastern University, Dr. Shibi completed a post-doctoral residency at a private practice in Plantation, FL. In treating his clients, he takes an integrative therapeutic approach tailored to fit the individual. He uses evidence-based interventions and meaningfully synthesizes cognitive-behavioral, interpersonal, humanistic, and psychodynamic theoretical orientations as well as Mindfulness based approaches. Dr. Shibi guides students on their journey for
personal growth by assisting them in transforming obstacles to opportunities and replacing destructive coping mechanisms with adaptive ones.

Matthew Woodfork, Ph.D. joined FIU CAPS as a pre-doctoral psychology intern in 2011 and continued as a post-doctoral fellow at CAPS the following year. Upon completion of his fellowship, he transitioned into his role as a licensed University Psychologist. Dr. Woodfork obtained his Ph.D. in Counseling/School Psychology from the State University of New York at Buffalo. His clinical interests include identity development among racial/ethnic minorities and psychological help-seeking attitudes and behaviors, particularly within the Black/African American community. Additionally, Dr. Woodfork enjoys working with students experiencing relational difficulties as well as issues with mood and anxiety. He employs an integrative approach to therapy highlighting cognitive and interpersonal processes while enlisting the client-therapist alliance as the foundation for change. Besides providing individual and group therapy, Dr. Woodfork is involved in group therapy supervision of trainees and coordinates online services geared toward FIU’s hybrid and online-only students. Moreover, he is currently pursuing Florida E-Therapy Certification. Dr. Woodfork has also established partnerships with campus departments such as Multicultural Programs and Services to offer programming targeted to male students of African descent, as well as Panther Life to provide workshops supporting the academic success and well-being of FIU students diagnosed with intellectual disabilities.

Caryn Watsky-Scileppi, Ph.D. is a Florida Licensed Psychologist who began her employment at CAPS as a doctoral intern and also completed her postdoc at CAPS with an assessment and supervision focus. She was subsequently hired as a part-time University Psychologist currently at the BBC campus where she is involved in supervision, assessment, and eating disorders treatment.

Nancy Zlatkin, Psy.D., is a Licensed Psychologist with several years of experience working within a University Counseling Center setting. She received her Doctorate Degree in Clinical Psychology from Nova Southeastern University. She also holds a Master’s Degree in Clinical Psychology from Nova Southeastern University and a Bachelor’s Degree in Psychology from the University of Central Florida. She utilizes an integrative and developmental approach to help each individual student overcome whatever obstacles they may face on the journey through higher education. She specializes in working with students who identify as LGBTQ+, with particular expertise in working with students who identify as trans and/or as gender non-conforming. She is committed to creating an inclusive and safe environment both in and outside of the therapy room. Through a collaborative approach, Dr. Zlatkin emphasizes the resilience and strengths of each individual to maximize potential and overall well-being.
Florida International University
Counseling and Psychological Services
Post-Doctoral Fellowship Training Program
2018-2019

Post-Doctoral Fellowship Selection Process

Required Application Materials

Applications will be accepted on a rolling basis, beginning January 22, 2018, with consideration given as applications are received. Applications will continue to be accepted until the position is filled. Please send all application materials to pkirpala@fiu.edu with:

1. A letter of interest/cover letter
2. A completed postdoc application (found at www.caps.fiu.edu) including 2 short-answer responses to the following questions using 500 or fewer words for each and an assessment report:
   i. Please provide a personal statement.
   ii. Please describe your experience and training in work with diverse populations. Please include in your discussion the manner in which awareness of multicultural/diversity issues influences your clinical practice and case conceptualization.
   iii. Please provide a de-identified comprehensive integrated psychological assessment report.
3. A current CV with names and contact information for references
4. 3 letters of recommendation in electronic form
5. A scanned unofficial graduate school transcript (originals will be required upon granting of an interview)

Criteria for Selection and Selection Process The Post-Doctoral Fellow must have completed a doctoral degree in clinical or counseling psychology from an APA-accredited program. By the start of the Post-Doctoral Fellowship, trainees must have completed an internship meeting APPIC standards. Only complete applications received by time of review are considered for interview. Interviews will be held on a rolling basis as applications are received. Any questions regarding the Fellowship or application process should be directed to Priya Kirpalani, Psy.D., CGP, by calling (305) 348-2277 or via e-mail: pkirpala@fiu.edu.

Program Location:
Modesto A. Maidique Campus, UHSC 270
11200 S.W. 8th Street
Miami, Florida 33199
Phone No: (305) 348-2277
Fax No: (305) 348-3950
Website: http://www.caps.fiu.edu

Florida International University is an Affirmative Action/Equal Opportunity Employer. The FIU non-discriminatory and equal opportunity policies are enforced in the selection