

# **BROCHURE: POSTDOCTORAL FELLOWSHIP TRAINING**

## **Clinical Associates (PA)**

Clinical Associates (CA) group was founded in 1992 by Dr. Bruce Cappo, as a multidisciplinary private practice setting, which has its main office located in Lenexa, Kansas. Its other offices are in Florissant and Kansas City in Missouri as well as Wichita and Dodge City in Kansas. The group provides a full range of psychological assessment, evaluation and clinical services to all ages from young children to older adults. We also work closely and provide services to municipal, state, federal agencies and federal court systems in Kansas and neighboring states such as Oklahoma, Illinois and Missouri.



## **Structure of the Postdoctoral Fellowship**

The Clinical Associate's Postdoctoral Fellowship Training Program in Clinical Psychology offers two clinical training tracks. Most of the fellows'

time will be spent at the training site in CA's training site at Lenexa, Kansas. Each fellow is expected to spend an average 12 hours per week in joint training activities with other fellows in the program as well as other licensed service providers giving various services including psychological and forensic assessments/ evaluations, attention deficit disorder (ADHD) assessments, psychotherapy and psycho-pharmacological interventions. These joint training activities include didactic presentations, ethics training, research seminars and weekly case presentations or conferences.

All the joint training activities are scheduled to take place within the two (2) main training tracks. However, each training track includes a minimum of two (2) hours of individual weekly supervision provided by a licensed psychologist, a combination of clinical and research activities, and opportunities to specialize in a specific area.

The following training tracks are available for the 2023-2024 training year:

1. Postdoctoral Fellowship in Psychological Assessments.
2. Postdoctoral fellowship in Evidence-Based Psychotherapies CA Lenexa.

All the above training tracks will be provided at the site located at the CA Lenexa's training site.

See further detail in training handbook at [training handbook](#)

## **Training Philosophy**

CA's postdoctoral training program is a period of facilitating a process of equipping fellows with skills that will transform them from training to licensed professionals.

See further detail in training handbook at [training handbook](#)

## Postdoctoral Fellow Selection Criteria

Before joining the program, all fellows must have completed a clinical psychology doctoral degree requirements from a regionally accredited institution of higher learning including an internship that meets APPIC standards (APA/CPA accreditation is not required for the internship). Further, the fellows should submit a letter from their institution of higher learning stating that the doctoral internship that they completed meets APPIC standards.

See further detail in training handbook at [training handbook](#)

## Training Objectives

The Postdoctoral fellowship is designed to prepare postdoctoral psychology fellows to become competent, versatile, and culturally aware practitioners who are well equipped to respond to psychological and mental health needs of diverse populations, in multicultural communities. The objectives of the fellowship program are aligned with the competencies specified by APA as a professional psychologist. In this regard, therefore, the training program aims to develop Postdoctoral fellows' competence in the following areas: *Professionalism, Ethical Legal Standards and Policy, Scientific Research and Methods, Advocacy, Individual and Cultural Diversity, Research/Evaluation, Relationships, Self-Assessment and Self-Care, Direct Service Delivery, Evidence-Based Practice, Assessment, Intervention, Interdisciplinary Practices, Consultation, Instruction and Supervision*



See further detail in training handbook at [training handbook](#)

## ORIENTATION

During the first two weeks of the fellowship, trainees will be provided with the following:

- A copy of the due process and grievance procedures <https://www.clinical-assoc.com/s/DPG.pdf>
- [Administration forms](#)
- A copy of the pd training [training handbook](#)
- A copy of CA's welcome book [CA's welcome book](#)
- A performance based plan developed and signed jointly with supervisor <https://www.clinical-assoc.com/s/PRF.pdf>

## Evaluation Process

The fellows are formally evaluated bi-annually during the fellowship, in January and July of the fellowship year.

CA requests fellows to provide formal feedback to supervisors during their mid and end-of-year evaluation procedures. Additionally, fellows are encouraged to provide informal feedback to supervisors throughout the training year in supervision, seminars, and/or in one-on-one meetings. In the event that fellows are not satisfied with the decision that the fellowship program has taken on their performance, they can appeal using the due process and grievance procedure.

For more information see handbook [training handbook](#)

and Due process and Grievance procedures <https://www.clinical-assoc.com/s/DPG.pdf>

## Training Team

The following individuals are actively involved in the training of postdoctoral fellows as supervisors, mentors, and administrators. In addition to those listed here, other professionals - including both psychologists, psychiatrists and other professionals will contribute to the training program through avenues such as didactic presentations, group mentorship, and case conference facilitation.

### Training Director

Bruce M. Cappo, Ph.D, ABPP.

### Supervisory Team

1. Kathy Pearce, Ph.D.
2. Leah Longo, Ph.D.
3. Laura Sue Elias, Ph.D.
4. Mitchell R. Flesher, Ph. D., J.D.
5. Marc A. Schlosberg (Ph.D)



## Other Resources

Additional resources are available in the practice including periodic presentations, webinars, guest speakers and lunchtime talks. We have an extensive selection of psychological testing including video trainings on various tests. Test authors or publishers will periodically give talks or stop by the practice. We have a resource library of manuals, books, etc. available to students. There is extensive staff support including dictation/transcription available as part of the training experience.

The [CA Employee Handbook](#) contains detailed information on benefits and other resources offered.

## Due Process Procedure & Appeal Policies

At the beginning of the training year, each fellow is provided with the following:

1. A copy of our Due Process policy (see below), which provides a definition of competency

standards, a listing of possible measures, and an explicit discussion of the due process procedures;  
and

2. A copy of our grievance procedures policy (see below), which provides guidelines to assist fellow(s) who wish to file complaints against staff members and explains the process if a supervisor has a concern regarding a trainee that does not fall under the competence standards/adequate performance (Due Process).

The fellow can appeal the decision or action of the PD fellowship program when they are not satisfied with.

See further detail in grievance section at <https://www.clinical-assoc.com/s/DPG.pdf>

## **Completion of the Program**

Upon successful completion of the program, fellows will be awarded a certificate of completion.

[certificate of completion](#). Fellows will also receive a signed document to verify that they have completed and met the criteria for the hours required for professional psychology licensure by Kansas law through the postdoctoral fellowship. See <https://www.clinical-assoc.com/s/EXP.pdf>

## **Licensure**

In addition to completing a qualifying internship, the requirements for licensure as a Psychologist with the Kansas Behavioral Sciences Regulatory Board (KSBSRB) include completion of one (1) year of postdoctoral supervised experience, under the direct supervision of a Licensed Psychologist and include at least one (2) hours per week of individual supervision. The Rules Governing Licensure requirements for psychologists could be found on the KSBSRB website

<https://ksbsrb.ks.gov/professions/psychologists2/statutes-and-regulations>.

Fellows will also receive a signed document to verify that they have completed and met the criteria for the hours required for professional psychology licensure by Kansas law through the postdoctoral fellowship. <https://www.clinical-assoc.com/s/EXP.pdf>

