



KAISER PERMANENTE®

**KAISER PERMANENTE MEDICAL CENTERS
NORTHERN CALIFORNIA**

Psychology Postdoctoral Residency

John B. Arden, Ph.D.
Director of Training, Mental Health
Northern California Region
Kaiser Permanente Medical Center
3900 Lakeville Hwy.
Petaluma, CA 94954
(707) 765-3761

The Northern California Regional Postdoctoral Residency Program is divided up into sub-regions including: the Central Bay, Central Valley, East Bay, North Bay, South Bay and the South East Bay. The program provides residency sites in the following medical centers organized by sub-regions.

Central Bay
San Francisco
S. San Francisco
Oakland
Richmond
North Bay
Santa Rosa
San Rafael
Vallejo

Central Valley
Sacramento
S. Sacramento
Fresno
South Bay
Santa Clara
Santa Teresa
Milpitas

East Bay
Antioch
Martinez
Pleasanton
Walnut Creek
South East Bay
Hayward
Fremont

History: The postdoctoral residency program at the Kaiser Permanente Medical Centers (KPMC) in Northern California has a long and intricate history. Nicholas Cummings, Ph.D., led the development of psychology in the 1960's within KPMC. Beginning in the late 1960's, several of the medical centers operated postdoctoral programs on a semi-independent basis. During the last fifteen years, under the leadership of Robin Dea, M.D., there has been a major movement to regionalize and standardize the mental health delivery system. It has since tripled in size. Several new programs were developed under the initiative referred to as the "model of care". As a result of this organizational maturation, the postdoctoral training program has grown increasingly organized and extensively supported by the KPMC.

Under the leadership of Lloyd Linford, Ph.D., we have made a commitment to evidenced-based treatments. To this end, departments throughout the region have sent specialists to meet regularly to develop Best Practice guidelines based on the most

current research for major psychological disorders, such as: Depressive Disorders, Anxiety Disorders, and Eating Disorders. These guidelines are published in manuals which every department is expected to use in order to provide comprehensive and appropriate treatment. The Best Practices literature is made available to all residents and is considered part of the overall curriculum of the residency program.

The program functions within the largest HMO in the United States. Each medical center provides a full range of services to thousands of patients. Health care, as envisioned by KPMC, is an integrated system. Providers from specialty areas such as pediatrics, internal medicine, neurology and psychology work together in a collaborative manner to provide integrated treatment. The postdoctoral residents train within this collaborative system. The postdoctoral residency program is seen as an integral part of the overall healthcare delivery system.

Each medical center is comprised of different departments, including Psychiatry, Chronic Pain, Neuropsychology and Chemical Dependency. The majority of our postdoctoral residents are placed in an outpatient Department of Psychiatry and serve on our Adult, Child and Family Teams, and/or Chemical Dependency Teams. All of the sites are in easy driving distance from each other.

Residents meet together on a weekly basis for seminars with other residents from sites in the same sub-region at a central location. Additionally, residents from all sub-regions meet together for a monthly half-day seminar in Oakland.

In addition to the didactic seminars residents are provided with two hours of individual supervision and two hours of group supervision. They also attend monthly grand rounds trainings at their respective site.

Every Kaiser medical center provides extensive clinical services. All departments provide brief individual, group, family, conjoint therapy, crisis intervention and an Intensive Outpatient Program as well as access to in-patient treatment.

Each medical center serves diverse and unique populations. For example, Kaiser-Vallejo, Kaiser-Martinez, and Kaiser-San Rafael, all respond to large suburban/rural geographical areas. San Francisco, Oakland, and San Jose respond to large urban areas. Overall, clients in the Northern California represent a broad range of ethnic, racial, socioeconomic, religious and other groups. The Northern California Area is one of the richest multicultural areas in the nation.

Each training site provides ample exposure to these diverse populations. Additionally, because the residency program functions within medical centers, each resident has exposure to clients who present with a wide range of psychological and medical problems.

While each resident is assigned to one location, he/she is nevertheless part of the larger training program and participates in meetings and seminars sub-regionally and regionally, on a weekly and monthly basis.

Administrative Structure

Although the program is comprised of sites noted above, it exists as a single entity and is centrally administered. The central office of the Director of Training monitors and provides direction and guidance for the training of the postdoctoral residents throughout the program. An administrative assistant helps with the coordination of meetings among the sites, and facilitation of ongoing communication among the site directors, supervisors and the postdoctoral residents.

Site Coordinators and the Director meet regularly to discuss administrative functions pertaining to the operation of the program. The supervising psychologists meet regularly with the Site Coordinators.

The postdoctoral residents, Site Coordinators and the Director meet monthly for regional seminars prior to the didactic presentation.

KPMC has made a major investment in training programs as part of an effort to be a partner with the community. This commitment drives what we refer to as the Direct Community Benefit Initiative (DCBI), through which the postdoctoral training program is funded. Additional funding comes through the Psychiatry and Chemical Dependency department budgets. The joint monetary contributions of DCBI and department funds to psychology training demonstrate the commitment of the organization as a whole. Additionally, the postdoctoral residency program trains psychologists not only for the community at large, but also for KPMC's internal recruitment.

KPMC also offers pre-doctoral psychology and social work internships as well as medical residency, podiatry, nursing, and many other health professional programs, however these training programs are clearly differentiated from the postdoctoral residency program. The Director of the postdoctoral program meets on a regular basis with the administrators of the medical residency programs.

Overview of the Training Program

The mission of postdoctoral residency program is to provide residents with advanced training within a highly integrated, multidisciplinary healthcare system. Residents train in collaboration with, and with guidance from, psychologists and physicians.

The program is 40 hours per week and one year in duration. One half of the residents' time is spent providing direct services to clientele through individual, group, family, or couple therapy and conducting psychological assessments. In addition to the required two hours of weekly individual supervision by a licensed psychologist, the resident also participates in two hours of group supervision, case conference, and a weekly seminar. Residents are also included in team meetings and the monthly grand rounds seminars for the general staff.

In addition to weekly seminar, residents attend a monthly half-day seminar. The first

monthly seminar focuses on Ethics and the Law. This ensures all postdoctoral residents have a sound working knowledge of APA ethics and the California's professional code of conduct.

The program's main goal is to train competent psychologists while instilling a scientific attitude. This training model is consistent with the mission of our medical residency program, which is to develop life-long learners who engage in continuing education, scholarship and professional development. It is the intent of our program to prepare postdoctoral residents to become competent, ethical, practitioner-scholars. To this end, residents are taught the Best Practices model which has been researched and championed by leading psychologists within KPMC.

Diversity in Postdoctoral Residents and Supervisory Staff

An integral part of KPMC's mission is to respect diversity. KPMC is dedicated in providing a diverse ethnic and in culturally enriching experiences during the postdoctoral resident's year. Diversity is demonstrated with respect to gender, sexual orientation, race and ethnicity. We continue to try to recruit supervisors and seminar leaders from diverse backgrounds. Diversity training is included in the weekly and monthly seminars.

Financial Support

The KPMC Postdoctoral Program maintains a stipend comparable with other local postdoctoral residencies. The current stipend amount is \$37,705 per year plus medical insurance.

Applications

Applications for the September through August training year are usually due February 1st. Interviews take place during the month of February. Notification day is coordinated with the other postdoctoral programs in the State and occurs on a date in mid March. Applicants are encouraged but not required to have completed an APA pre-doctoral internship. Applicants are also encouraged to have completed a PhD, PsyD, or EdD from an APA accredited graduate program. Applicants MUST have received their doctoral degree before starting the program. Since all postdoctoral residents start on the same day (the Tuesday after Labor Day) no one can begin the program later than that date because the program is meant to follow APA guidelines as being graduated and sequential. Applicants should use this website for contact information. Send a cover letter, current vita, and two letters of recommendation.