2017-2018
Postdoctoral Fellowship Program

UCLA TIES for Families is an interdisciplinary program dedicated to optimizing the growth and development of foster/adoptive children, from birth to age 21, and their families.
Introduction:
UCLA TIES for Families is an interdisciplinary, university-based program established in 1995 to promote the successful adoption, growth, and development of special needs children from age 0 to 21 in foster care, especially those with prenatal substance exposure. The program is located in Los Angeles, California on the UCLA campus and works in close collaboration with the public child welfare and mental health systems. The program employs an innovative model of intervention to reduce barriers to the adoption of these children and support their successful transition into permanent homes with stable, nurturing families.

Services are available free of charge to adoptive families of children who are placed and referred by the Los Angeles County Department of Children and Family Services. The TIES model includes a nine hour program of preparation for adoptive parents, assessment of individual children’s development, and pre-placement consultation with prospective adoptive parents by a multi-disciplinary team regarding the child’s mental health, medical, and educational needs. There is a comprehensive array of intervention services available to children and families, including adoption-specific psychotherapy for new families in transition, individual and family therapy, home-visiting, psychological testing, monthly parental and child support groups, short-term weekly therapy groups for children and teens, parenting skills training, infant mental health, and parent mentoring.

TIES for Families also provides training at the local, state, and national level on the adoption of children with special needs and on the lessons learned from serving this population over the last 20 years. Training is offered to prospective and current adoptive parents, child social workers in public welfare, and professionals in the legal and mental health systems. Longitudinal research is being conducted on the effectiveness of the project and the developmental outcome of the children and their families.

Postdoctoral Psychology Training Program:

UCLA TIES for Families offers a one-year postdoctoral training program beginning September 1, 2017 and ending August 31, 2018. This one-year fellowship is a full-time appointment and offers a stipend of approximately $43,692. Information on policies and benefits that pertain to the
postdoctoral fellow appointment is available at:
https://grad.ucla.edu/postdocs.html

Outline of Activities:

During the fellowship year, postdoctoral fellows engage in the following clinical activities:

- Child, adolescent, and family psychotherapy utilizing evidence-based approaches (e.g. Child Parent Psychotherapy, Parent-Child Interaction Therapy, Managing and Adapting Practice, Reflective Parenting Program, Seeking Safety, UCLA TIES Transition Model.)
- Group therapy, aimed at fostering attachment and better supporting both children and families adjusting to the specific circumstances of adoptive placement.
- Involvement in the Infant Mental Health program, including developmental assessments, parent-infant support groups, and therapeutic home visiting to strengthen parent-child attachment, support parents through the child welfare and court systems, and provide interactive guidance about developmental, emotional and behavioral issues of infants and toddlers.
- Participation in clinical trial of ADAPT, a manualized adoption-specific intervention for older children being adopted from foster care and their parents.
- Supervision of graduate student trainees in psychological assessment.
- Community outreach and program development, including a postdoctoral project aimed at broadening the scope of clinical services, research efforts, or community partnerships.
- Participation in wellness activities within the program and the University.

The postdoctoral program consists of professionally supervised, comprehensive clinical training experiences that includes fellows carrying a caseload of infants, children, teens, and parents with weekly individual and weekly group supervision to cover treatment planning, psychological testing, psychodiagnostic assessment, consultation, and professional development. Fellows will spend 65% of their time providing professional psychological services. Fellows attend weekly case conferences with a
multidisciplinary team to discuss treatment cases. Fellows conduct monthly and/or weekly group therapy with children and parents. Fellows also provide psychological testing and develop proficiency at interpretation and write-up, in addition to continued development of the basic skills of testing administration and scoring.

Fellows intervene with cases as part of a multidisciplinary team (MDT). Team members include licensed psychologists, child psychiatrists, social workers, educational consultants, occupational therapists, speech and language pathologists, pediatricians, community-based behavioral intervention specialists, and parent and youth mentors who serve as role models and help to support the fellows’ integration into the treatment team. Fellows participate in consultation activities as part of the MDT and may attend IEPs at schools or conduct school observations as appropriate for particular cases.

Fellows have a primary supervisor who serves as a mentor and supports fellows in the areas of professional development towards individual career goals. At times, this may include supervision on supervising a Psychology graduate student in clinical activities, observing staff making in-service presentations inside the program and in the community and then making these presentations themselves, or developing a small clinical program to coordinate and administer. Fellows also observe staff clinicians providing consultation to other systems outside mental health, including health, education, social welfare, and the court, and fellows gradually provide such consultation themselves once prepared to do so under supervision. Fellows observe and assist licensed clinical psychologists in infant testing and home visiting parent-child interventions before gradually implementing these interventions independently. Training on documentation and mental health delivery regulations and guidelines are also included.

Fellows may also attend UCLA Psychiatry and UCLA Child Psychiatry Grand Rounds and assorted lectures at the Semel Institute and monthly in-service trainings at TIES for Families in Pediatrics. Fellows also attend off-campus trainings as necessary to develop the skills to conduct clinical activities. Clinical experiences build upon the skills and competencies of the fellow to prepare him or her for the independent practice of psychology once he or
she becomes licensed. Supervisors recommend and discuss with fellows state of the art reviews of literature and evidence based treatments, theories of parent-child interaction, child development, and child mental health outcome studies. Fellows are also involved in discussions with supervisors and the entire MDT regarding legal issues, consumer safety, and ethical dilemmas.

**Training goals and objectives for the postdoctoral fellowship:**

The following proficiencies are expected by the completion of the training year.

- Expertise in a range of child and family therapy interventions, in addition to exposure to a variety of evidence-based intervention models including Child-Parent Psychotherapy (CPP), Managing and Adapting Practice (MAP), and Parent-Child Interaction Therapy (PCIT).
- Psychological testing at an advanced level using a wide variety of children's tests of developmental status, emotional, social and intellectual functioning, academic achievement, learning and memory, adaptive skills, stress and coping skills, and neuropsychological functioning.
- Training in infant mental health to include developmental assessment, therapeutic home visiting, attachment-building and dyadic interventions, didactic seminars, Department of Mental Health paperwork, and treatment goals specific to this population.
- Supervision of externs in the performance of psychological testing.
- High-level collaborative work with multidisciplinary team, including UCLA TIES case managers, psychiatrists, educational consultant, pediatrician, speech/language pathologist, and behavior interventionist, as well as DCFS social workers.
- Cultural responsiveness and sensitivity in community mental health and work with foster and adoptive families.
- Adoption-specific clinical interventions including the TIES Transition Model and pilot research related to Adoption-Specific Psychotherapy (ADAPT).
- A comprehensive understanding of procedural and legal issues associated with children and families involved with the Department of
Children and Family Services (DCFS), especially as they relate to public adoption.

- Facilitation of groups for children and parents on topics such as the process of adoption, foster-care, social skills, grief and loss, trauma, and adolescent issues.

During initial supervision sessions, additional, more personalized goals may be developed with the postdoctoral fellow, depending on specific training interests, available resources, and career goals.

**Supervision and Training Experiences:**

Postdoctoral fellows will receive their own supervision according to California Board of Psychology requirements for licensure. Supervised professional experience meets and often exceeds the state’s licensure requirement of 1,500 post-doctoral hours, usually including at least 2 hours per week of individual supervision with two separate supervisors and at least 2.5 hours per week of group supervision. Postdoctoral fellows will also be trained as supervisors themselves, via supervising psychology externs in testing.

As part of their training, postdoctoral fellows attend weekly supervision related to learning evidence-based practices (e.g., the UCLA TIES Transition Model and Adoption-Specific Treatment, Managing and Adapting Practices). They also attend monthly psychological testing didactic, Infant Mental Health research presentation, wellness program, and professional development in-service training. Trainees may also attend UCLA Psychiatry and UCLA Child Psychiatry Grand Rounds and lectures at the Semel Institute. They also attend off campus trainings as necessary to develop the skills to conduct clinical activities.

**Monitoring and Evaluation of Postdoctoral Fellowship:**

Methods of evaluation may include:

- Individual and group supervisory sessions
- Observation of contributions to seminars and clinical meetings
- Observation by co-therapists/supervisors of therapy sessions
- Evaluation of written reports of assessment and consultation
• Review of evaluations by externs whom the fellow supervises
• Timeliness and completeness of clinical documentation
• Achievement of clinical productivity requirements
• Written self-evaluation by the postdoctoral fellow
• Written evaluation by primary supervisor at regular intervals (at least twice) throughout the postdoctoral year

Due Process Procedures

Postdoctoral fellows are University of California employees governed by the terms of the United Auto Workers (UAW) labor contract. Under Article 12, the University may discipline or dismiss a postdoctoral fellow for just cause.

The due process procedure consists of proper notification of the dispute to the individual, providing substantial evidence supporting the dispute to the individual, and providing the individual the right to counsel, right to appeal the action, and right to a hearing.

Disciplinary action may take the following forms: letter of warning, suspension, dismissal, or counseling memoranda and/or written records of discussion. The University shall provide the postdoctoral fellow with a written Notice of Intent before initiating suspension, reduction in salary or stipend, or dismissal. A postdoctoral fellow who receives a Notice of Intent shall be entitled to respond within 15 calendar days of the issuance of the Notice of Intent. The University shall review any timely responses received and if determined to institute the discipline or dismissal after review, a Notice of Action will be issued to the postdoctoral scholar. The postdoctoral fellow has the right to appeal the action in accordance with Article 12 of the UAW labor contract.

It is the policy of the University to facilitate the resolution of complaints arising from employment within the University. No employee shall be subject to reprisal for using or participating in the grievance procedure.

The review of a complaint made by a postdoctoral fellow will follow the process outlined below.

Informal Grievance Resolution (Optional) – Before commencing formal grievance process, the employee may discuss the grievance with his or her
immediate supervisor in a timely manner. If the grievance is not resolved through informal discussion, the postdoctoral fellow may seek review as set forth below.

Step I–Request for Formal Review

The employee must submit a written complaint to the designated campus labor relations office. A response to the grievance will be provided to the employee in accordance with University procedures.

Step II-Campus Grievance Review

If the employee believes that any of the claims alleged in the grievance were not satisfactorily resolved at Step I, the employee may submit a written appeal.

Step III-UC Office of the President (UCOP) Review

If the employee’s claims have not been satisfactorily resolved at Step I or Step II, the employee may file an appeal to the Office of the President and the UCOP shall have the authority to settle grievances appealed to Step 3.

Appeal to arbitration can be filed through the UAW after the timely exhaustion of the grievance procedure and an arbitration hearing will proceed.

Postdoctoral fellows will be made aware of appropriate policies, procedures and assistance available to them in resolving conflict in accordance with Article 12 of the UAW labor contract and Section 70 of the UC Personnel Policies for Staff Members. Please view the policies online for more information about grievance and due process procedures. The UC Personnel Policies for Staff Members can be viewed online [http://policy.ucop.edu/manuals/personnel-policies-for-staff-members.html](http://policy.ucop.edu/manuals/personnel-policies-for-staff-members.html) and the UAW labor contract can be viewed at [http://ucnet.universityofcalifornia.edu/labor/bargaining-units/px/contract.html](http://ucnet.universityofcalifornia.edu/labor/bargaining-units/px/contract.html)
Core Postdoctoral Training Faculty:

_Eugenia Hsu Tsao, Ph.D., Director of Clinical Services:_ Dr. Tsao is a Clinical Psychologist who specializes in developmental psychopathology and working with children and families where child trauma has occurred. She received her doctorate degree from the University of Nebraska and subsequent specialized training in pediatric psychology and child abuse and neglect. Dr. Tsao has presented in the areas of child trauma, understanding mental health needs of Asian Americans, working with children in foster care, and adoption. As the Clinical Director, she is the primary supervisor for our staff clinicians and postdoctoral fellows. She has experience in bringing and implementing evidence-based practices to a community mental health setting and closely collaborating with the outside agencies to creatively meet the multiple needs of vulnerable children from the child welfare system.

_Audra Langley, Ph.D., Executive Director:_ Dr. Langley is the Executive Director of UCLA TIES for Families, a Clinical Psychologist and Associate Professor at the UCLA Semel Institute for Neuroscience and Human Behavior and the UCLA Medical School Department of Pediatrics. Dr. Langley is an experienced clinician and researcher who specializes in evidence-based treatment for children and adolescents with post traumatic stress, anxiety, and related problems, and her body of work has sought to increase access to quality mental health interventions for underserved populations of children, including those involved in the child welfare system. Dr. Langley is the author of 4 treatment manuals, including 3 for youth exposed to traumatic events. She is co-developer of an adoption-specific psychotherapy intervention currently being piloted with funding from the Annie E. Casey Foundation, and consulted on adapting a school-based trauma intervention for youth in foster care. She has presented and published treatment manuals, research papers, and trainings on her work.

_Catherine Lippincott, Psy.D., Associate Director of Infant Mental Health:_ Catherine Lippincott, Psy.D. is a clinical psychologist at UCLA TIES for Families and is highly experienced in specialized services for children age 0-5 and children who have experienced interpersonal trauma, including physical and sexual abuse, neglect, and domestic violence. Dr. Lippincott is trained in a number of evidence-based programs, including Child Parent
Psychotherapy, Parent Child Interaction Therapy, and Reflective Parenting Program. She is highly involved in the Infant Mental Health program at UCLA TIES for Families and recently completed the Napa Infant-Parent Mental Health Fellowship Program, an intensive, interdisciplinary training and mentoring program for professionals who work with children ages 0-5. In addition to providing individual, family and group psychotherapy at TIES, Dr. Lippincott leads parent and children support groups, conducts psychological testing, provides consultation, and supervises clinical psychology postdoctoral fellows and doctoral students.

Jill Waterman, Ph.D., Director of Infant Mental Health: Jill Waterman, Ph.D. is Adjunct Professor in the UCLA Psychology Department and former Coordinator of the UCLA Psychology Clinic, the training clinic for UCLA’s top-ranked Clinical Psychology Ph.D. program. She was one of the initial developers of TIES for Adoption (now UCLA TIES for Families), an interdisciplinary program to support successful adoption from foster care of children with prenatal substance exposure and other high-risk conditions, and currently is the Director of Infant Mental Health at TIES as well as a supervisor of psychology externs and postdoctoral fellows. Dr. Waterman’s research involves various aspects of child trauma, and she is currently conducting a follow-up study of adopted children and their parents previously followed yearly for 5 years after adoptive placement; these former TIES clients are now adolescents and young adults. Dr. Waterman is the author of 2 books on child sexual abuse as well as a school-based group treatment manual for at-risk middle school students and numerous articles. She is also the lead author of the manual for the clinical trial of ADAPT, (Adoption-specific Therapy) currently being piloted at 4 sites, and is a practicing clinician.

Postdoctoral fellowship minimum qualifications:

- Doctoral degree from an APA-accredited program in clinical psychology
- Completion of APA-accredited clinical pre-doctoral internship
- Significant experience related to psychotherapy with children, adolescents, and families.
- Experience with evidence-based treatments for child and/or adolescent mood, anxiety, behavioral, or posttraumatic issues.
• Experience administering and interpreting common psychological tests of children's cognitive, emotional and behavioral functioning.
• Flexibility in work hours to meet productivity goals and deadlines
• Team player and ability to establish and maintain effective working relationships

**UCLA TIES postdoctoral fellowship application process:**
The 2017-2018 UCLA TIES postdoctoral fellowship is a one-year fellowship beginning on Friday, September 1, 2017 and ending on Friday, August 31, 2018. The UCLA TIES for Families outpatient clinic is located at the UCLA Rehabilitation Building (1000 Veteran Avenue, Los Angeles, CA 90095). Postdoctoral fellow(s)’ offices are located at the UCLA Rehabilitation Building, and there is a free shuttle service that can be used for transportation to occasional meetings on the main campus of UCLA. UCLA TIES is open Monday through Friday between the hours of 9:00 AM and 6:30 PM, although monthly support groups may occasionally meet at later times (e.g., 6:30-8:00 PM).

Postdoctoral fellowship applications are accepted on a rolling basis, and we expect to begin review of postdoctoral applications on December 14, 2016. In accordance with APPIC postdoctoral guidelines, we will not be making offers prior to February 27, 2017, and we will continue to review applications and conduct interviews until all available positions are filled.

To apply for the position, send cover letter, CV, and three letters of reference to: Fanny Hoang at fhoang@mednet.ucla.edu, or mail to UCLA TIES for Families, 1000 Veteran Ave., Box 957142, Los Angeles, CA 90095-7142.

Website: [www.tiesforfamilies.ucla.edu](http://www.tiesforfamilies.ucla.edu). UCLA is an equal opportunity employer. Please note this is a distinct and separate position than the postdoctoral fellowship advertised with Harbor-UCLA.