

HARRIS COUNTY JUVENILE PROBATION DEPARTMENT

**TRIAD POST-DOCTORAL FELLOW
CURRICULUM
2021-2022**

Revised February 2022

INTRODUCTION

The Harris County Juvenile Probation Department (HCJPD) is an APPIC-member postdoctoral program located in Houston, TX. TRIAD is a consortium of three county agencies (Harris County Protective Services for Children and Adults, Harris County Juvenile Probation and The Harris Center for Mental Health and IDD) working together to coordinate their resources to serve youth who are at-risk. TRIAD provides countywide prevention and early intervention services to youth and families who are presenting with issues such as runaway behavior, truancy, or family conflict. Many of these youth also have a history of underlying trauma and instability and exhibit emotional and behavioral concerns at home, school, and in the community. The primary responsibility for this post-doc is to conduct psychological evaluations on these youth. The post-doc writes a formal report of the findings and then presents the results of this evaluation to the caregiver and referral source. In addition, this post-doc participates in multidisciplinary case staffings and serves as a consultant to a variety of mental health providers. Occasionally there are opportunities for the post-doc to provide individual, group, or family therapy. This post-doc will primarily interact with youth who are residing in the community, but at times, they will work with youth who are residing in a temporary emergency shelter. This position will be located at the Youth Services Center, in Southwest Houston..

HCJPD TRIAD consortium will accept one full-time forensic post-doctoral fellow for a twelve-month fellowship, which begins on September 1st (or the first working day after September 1st) and ends on the last working day in August. Eligible applicants must have obtained a doctorate degree (Ph.D. or Psy.D.) from an APA-accredited program in psychology (clinical, counseling, or school psychology) and they must have completed one year of an APA-accredited internship program. During the course of the year, post-docs will be required to complete a minimum of 1850 clock hours to be used towards licensure as a psychologist. Post-docs are expected to work at least 40 hours per week, and at least 25 percent of the time (i.e. a minimum of 500 hours) will be devoted to the direct provision of professional forensic psychological services (e.g., assessment, treatment, consultation with the courts and attorneys). This forensic post-doctoral fellowship fulfills the requirements to become a licensed psychologist in the State of Texas, as well as most other states. However, applicants are strongly encouraged to review the specific licensing requirements of the state they choose. Upon completion of the fellowship year, post-docs will be granted a certificate of completion signifying that all requirements have been met.

STATEMENT REGARDING COVID-19 PANDEMIC: *Harris County Juvenile Probation Post-doctoral fellows are not considered to be essential personnel, and during the pandemic, they are permitted to work from home as needed. To the extent possible, post-docs*

have engaged in providing telehealth services through a secure and HIPAA-compliant platform. However, it is important for post-docs to be aware that there are occasional circumstances that might require a post-doc to come into the office (e.g., clinically indicated in person testing, training opportunities, selective scoring of psychological measures, etc.). While an individual's personal comfort level will be respected, it is important for post-docs to understand that the breadth of experiences might be limited for individuals who do not feel comfortable interacting in-person with clients. At this time, it is unknown how long remote working and telehealth services will continue though the agency has started a gradual reintegration plan. It is expected that all HCJPD employees will be expected to return to working in the office once public health officials deem this to be safe. Please do not hesitate to contact the Training Director, Dr. Uche Chibueze, regarding any questions.

MISSION AND TRAINING PHILOSOPHY

The mission of this program is to assist post-docs in developing competency in the provision of psychological services and assessment to at-risk youth in a manner that is consistent with APA Ethical Standards and to prepare you to practice as an independently licensed psychologist. HCJPD adheres to a Practitioner-Scholar training model, with the focus of training the post-doc from a developmental perspective. At this point in your career, you are expected to have a fairly broad set of clinical skills and you are likely comfortable working with a variety of clients and presenting concerns. The hope for your post-doc year is to be able to gain specialized experience with a challenging adolescent population and to further develop your identity as a professional psychologist. The post-docs are expected to utilize evidenced-based practices in their assessments and interventions and to use scientific research to inform their professional practice. While most of the training gained during this year is through hands-on experience, post-docs also participate in group and individual supervision, as well as regular didactic seminars and other professional development opportunities.

All training experiences within HCJPD are approached by utilizing a developmental supervision model. We believe that this is best achieved by gradually placing the post-doc in a position of increased clinical responsibility and autonomy, while providing a wide array of training opportunities and intensive supervision. The training program encourages the continual accumulation of knowledge, refinement of clinical skills, and development of professional identity. While there are overall training goals and objectives, each individual post-doc might require or desire more experience and/or supervision in different areas. Post-docs are provided generous amounts supervision, especially at the beginning of the year, but are also expected to be functioning more autonomously than they did during their internship year.

POST-DOCTORAL FELLOWSHIP GOALS, OBJECTIVES, AND COMPETENCIES

The overall goal of the Harris County Juvenile Probation forensic post-doctoral program is to conduct psychological evaluations on these youth. The post-doc writes a formal report of the findings and then presents the results of this evaluation to the caregiver and referral source. In addition, this post-doc participates in multidisciplinary case staffings and serves as a consultant to a variety of mental health providers. Occasionally there are opportunities for the post-doc to provide individual, group, or family therapy. This post-doc will primarily interact with youth who are residing in the community, but at times, they will work with youth who are residing in a temporary emergency shelter. This position will be located at the Youth Services Center, in Southwest Houston.. In addition, through didactic seminars and supervision, post-docs receive additional training to meet program goals, objectives and competencies. The post-doc competency evaluation is a direct measure of the program's goals and the post-doc's progress in meeting these goals.

The goals and objectives for the post-doctoral program are listed below:

A. Ethical and Legal Standards

- a. Is knowledgeable of and acts in accordance with each of the following: 1) Current version of the APA Ethical Principles of Psychologists and Code of Conduct; 2) Relevant laws, regulations, rules, and policies governing health service psychology at the organizational, local, state, regional, and federal levels; 3) Relevant professional standards and guidelines.
- b. Recognizes ethical dilemmas as they arise, and applies ethical decision-making processes in order to resolve the dilemmas.
- c. Conducts self in an ethical manner in all professional activities.

B. Individual and Cultural Diversity

- a. Exhibits an understanding of how their own personal/cultural history, attitudes, and biases may affect how they understand and interact with people different from themselves.
- b. Displays knowledge of the current theoretical and empirical knowledge base as it relates to addressing diversity in all professional activities including research, training, supervision/consultation, and service.
- c. Demonstrates the ability to integrate awareness and knowledge of individual and cultural differences in the conduct of professional roles. This includes the ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews create conflict with their own.
- d. Demonstrates the ability to independently apply their knowledge and approach in working effectively with a range of diverse individuals and groups.

C. Integration of Science and Practice

- a. Demonstrates knowledge of evidenced-based practices that are effective with this clinical population.
- b. The post-doc utilizes research to guide his/her clinical practice. When appropriate, they incorporate evidenced-based practices into their clinical work.
- c. If the opportunity arises, the post-doc participates in training opportunities regarding relevant evidenced-based practices.

D. Professional Values, Attitudes, and Behaviors

- a. Behaves in ways that reflect the values and attitudes of psychology, including integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others.
- b. Engages in self-reflection regarding one's personal and professional functioning, engages in activities to maintain and improve performance, well-being, and professional effectiveness.
- c. Actively seeks and demonstrates openness and responsiveness to feedback and supervision.
- d. Responds professionally to increasingly complex situations with a greater degree of independence as they progress through the year.
- e. Exhibits professionalism in regards to dependability, follow-through, timeliness and in meeting deadlines.

E. Assessment

- a. Selects and applies the most appropriate and empirically sound assessment methods available to address the referral question(s).
- b. Collects thorough and relevant data using multiple sources and methods appropriate to the identified goals and questions of the assessment as well as relevant diversity characteristics of the service recipient.
- c. Accurately scores and interprets assessment results, following current research and professional standards and guidelines to inform case conceptualization, classification, and recommendations. This should be done while guarding against decision-making biases and distinguishing the aspects of assessment that are subjective from those that are objective.
- d. Utilizes clinical data and the DSM-5, while taking into consideration cultural and developmental factors, in order to determine appropriate diagnoses of the service recipient.
- e. Communicates orally and in written documents the findings and implications of the assessment in an accurate and effective manner that is sensitive to a range of audiences.
- f. Submits evaluations to supervisor in a timely manner. Supervisor should have sufficient time (at least 24 hours) prior to the due date to review report and to communicate with post-doc regarding any necessary revisions.

F. Intervention

- a. Establishes and maintains effective relationships with the recipients of psychological services.
- b. Develops evidence-based intervention plans specific to the service delivery goals.
- c. Implements interventions informed by the current scientific literature, assessment findings, diversity characteristics, and contextual variables.
- d. Modifies and adapts evidence-based approaches effectively when a clear evidence-base is lacking.
- e. Evaluates intervention effectiveness, and adapts intervention goals and methods consistent with ongoing evaluation.

G. Communication and Interpersonal Skills

- a. Develops and maintains effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services.
- b. Produces and comprehends oral, nonverbal, and written communications that are informative and well-integrated; demonstrates thorough grasp of professional language and concepts.
- c. Demonstrates effective interpersonal skills and the ability to manage difficult communication well.

H. Consultation and Interprofessional/Interdisciplinary Skills

- a. Applies knowledge of consultation models and practices in direct consultation with individuals and their families, other health care professionals, interprofessional groups, or systems related to health and behavior. Some examples of where this might occur is through interactions with attorneys, juvenile probation officers, juvenile security officers, case managers, case workers, and at multidisciplinary case staffing meetings.
- b. Is able to convey to non-mental health professionals (such as Juvenile Supervision Officers or Juvenile Probation Officers) a basic understanding of mental health issues affecting youth.

I. Supervision

- a. Applies knowledge of supervision models and practices through either informal or formal supervision with interns and practicum students.
- b. Is able to identify areas of strength and areas of growth as a supervisor.
- c. Can be relied upon to provide doctoral level guidance to interns and practicum students when a licensed psychologist is not immediately available.

The TRIAD post doctoral fellow receives a formal competency evaluation at the mid-point of the year (around March 1) and at the end of your post-doctoral year. The evaluations are based on the goals and objectives addressed in the previous section. These evaluations will identify the strengths and limitations of the Fellow's skills as a forensic psychologist.

Ideally, the competency evaluations can be used to assist the post-doc and supervisor to focus the training and supervision on the areas that require further development. The expectation for the post-doc is that the skill level will improve over the course of the year. The post-doc is not expected to have a full grasp of all of the competencies at the beginning of the training year, but the hope is that they will have demonstrated a greater proficiency of these skills by the end of the year. However, there are situations that might arise where a post-doc is not developing proficiency at the rate that would be expected. In such situations, it is expected that the clinical supervisor will raise any concerns during the course of their individual supervision meetings. However, additional measures might be utilized that include, but are not limited to, increased level of supervision, modification of job duties, and/or participation in additional training.

TRAINING ACTIVITIES

The program provides specialized forensic training through the following types of weekly activities:

- Conduct psychological and Psycho-Social assessments. These assessments will be used for service planning or as required for school and/or residential placement.
- Facilitate wrap around staffing meetings
- Facilitate groups in an youth emergency shelter setting
- Participate on interdisciplinary consultation meetings with staff at the Youth Services center, TRIAD agencies and the community agencies.

Weekly Forensic Didactic Seminars

The TRIAD post-doctoral fellow will have the opportunity to attend didactic training sessions which cover a wide range of topics.. Presenters include staff members and outside speakers. Additional professional development opportunities through attendance of professional or local conferences can also be requested. Topics include, but are not limited to, the following areas:

- Affirming Care for Transgender and Gender Expansive Youth
- Translating Neuroscience to Practice: Neonatal Abstinence Syndrome (NAS)
- Multicultural Assessments
- Working with LGBTQ+ Populations
- Human Trafficking

- System Centered Language
- Ethics in Forensic and Clinical Psychology
- Multicultural Issues in Psychology
- History of Juvenile Law
- Psychosexual Evaluations with Juveniles
- Professional Development
- Expert Witness Testimony
- Clinical Interventions with Juvenile Offenders
- Trauma-Informed Care

Monthly Landmark Case Law Review

This monthly seminar covers the most important appellate cases that inform forensic practice, both nationally and within Texas. The cases are drawn from the recommended reading list provided by ABFP for board certification preparation in forensic psychology. Fellows will learn how to present, digest and analyze case law, as well as consider its concomitant impact on mental health law and policy. This is done in a grand rounds style, in which fellows are expected to independently read and present cases to the group.

Monthly Trainings with Local Affiliates

Interns, post-docs, and staff members participate in monthly forensic seminars with psychologists and students from the University of Houston Clinical Program who have an interest in Forensic Psychology. This usually occurs on the University of Houston campus. Interns and post-docs also participate in monthly clinical trainings as part of a consortium of Houston-area APA-accredited sites, known as the Council of Houston-Area Training Sites (CHATS).

Weekly Research Discussions

Each week, fellows, interns, and practicum students will rotate in presenting a relevant scholarly journal article from the past 5 years. Each presenter will provide the other participants with a copy of the journal article at least 24 hours in advance and will summarize the article during the meeting. The presenter is required to come up with several questions to promote discussion among the group with a specific focus on the implications of the article to clinical practice.

Projective Testing Seminar

In a weekly seminar over the course of 5 weeks, Dr. Chibueze will review and teach projective measures such as the Rorschach, the Roberts Apperception Test, and the Rotter Incomplete Sentence Blank. Fellows will learn to score and interpret projective measures and discuss their use and limitations in clinical v. forensic settings.

Other Training Opportunities

There are often opportunities within the department and around Houston for attending various training seminars. Post-docs are encouraged to participate in these trainings, especially the free seminars. These trainings are generally considered to be part of the typical workday. Although every effort will be made to grant requests to attend relevant trainings, you must still obtain permission from the Training Director to attend such trainings, as workload requirements might not allow for time out of the office. Additional professional development opportunities through attendance of professional or local conferences can also be requested and are granted based on available department funding.

SUPERVISION

Supervision is provided on-site throughout the duration of the Fellowship. The Forensic Unit's Chief Psychologist provides individual weekly supervision to the Forensic Unit post-doctoral fellow and the Specialty Court licensed psychologist provides individual weekly supervision to the Specialty Court post-doctoral fellow. In addition, the program's Director of Clinical Training, who is board certified by the American Board of Professional Psychology (ABPP) in Clinical Psychology, provides weekly group supervision to post-doctoral fellows. Post-doctoral fellows receive supervision from other licensed psychologists within the Forensic Unit assist as needed. Sufficient individual and group supervision is provided to meet licensure requirements in the State of Texas (and most other states, as well).

TRAINING COMMITTEE MEMBERS

Six full-time licensed psychologists provide supervision for post-docs:

Uche F. Chibueze, Psy.D., ABPP (Training Director, Juvenile Forensic Unit) is a board certified clinical psychologist who received her doctoral degree in Clinical Psychology from Texas School of Professional Psychology in 2009. She also has a Master's Degree in Community Counseling from Baylor University. Dr. Chibueze completed her pre-doctoral internship and post-doctoral fellowship with the Harris County Juvenile Forensic Unit, where she then served as the Chief Psychologist and Assistant Training Director for eight years prior to becoming the Training Director in September 2021. Dr. Chibueze also conducts the forensic evaluations for the juvenile court that include Waiver to Adult Court, Fitness to Proceed, and Lack of Responsibility evaluations. In addition, she provides expert witness testimony on a continuous basis for the juvenile court. Dr. Chibueze has also provided several presentations at various conferences on the topic of juvenile forensic evaluations. Dr. Chibueze is currently assisting with policy reform for juvenile justice involved youth with a mental illness and/or intellectual disability. She also played an integral role in the development of the outpatient fitness attainment program. Dr. Chibueze has conducted research that explored the impact of the acculturation process on African

immigrant families. She also maintains a small private practice where she conducts immigration evaluations and juvenile forensic assessments.

Tonya Martin, Psy.D. (Chief Psychologist, Forensic Unit) received her doctoral degree from The Chicago School of Professional Psychology (Chicago campus) and completed her pre-doctoral internship and post-doctoral fellowship with the Harris County Juvenile Forensic Unit. Dr. Martin also conducts the forensic evaluations for the juvenile court that include Waiver to Adult Court, Fitness to Proceed, and Lack of Responsibility evaluations. In addition, she provides expert witness testimony on a continuous basis for the juvenile court. Previously, Dr. Martin worked as a staff psychologist in Richmond, Texas conducting primarily adult forensic evaluations, including Competency to Stand Trial, Sanity, and Risk Assessment evaluations, as well as Juvenile Waiver evaluations. She also has extensive experience testifying on these cases in criminal court. Dr. Martin also does contract work with a private practice in Houston where she conducts psychological evaluations primarily with children and adults involved in the Child Protective Services (CPS) system. She has also given numerous trainings on the intersection of mental illness and the legal system to mental health professionals, attorneys, judges, and law enforcement.

Connie F. Nelke, Ph.D. (Specialty Court Psychologist, CARE Court and Court 360°) received her doctoral degree from Utah State University and completed her internship at the Baylor College of Medicine. She has an extensive clinical background, including both treatment and evaluation in the areas of trauma and abuse, with research interests involving parent-child relationships in the context of an abusive history and the trauma associated with human trafficking. Previously, she worked as the clinical director of a sexual abuse treatment program, an assistant professor at Baylor College of Medicine overseeing the clinical operations of a trauma treatment program, in private practice conducting forensic evaluations and treating children and families with CPS and abuse histories, and more recently, with the HCJPD in her current role.

Alexandra Tellez, Ph.D. (Assistant Training Director, Supervising Psychologist, Juvenile Forensic Unit) acquired her Clinical Psychology doctoral degree from Sam Houston State University in 2014. She also has a Master's degree in Forensic Psychology from John Jay College of Criminal Justice in New York City. Dr. Tellez completed her pre-doctoral internship at the Federal Medical Center in Devens, MA, with the Bureau of Prisons, and was our first Forensic Post-Doctoral Fellow at our Juvenile Forensic Unit. Dr. Tellez is a native Spanish speaker, originally from Colombia and conducts (and supervises) psychological and forensic evaluations in Spanish at the Forensic Unit. She also provides expert witness testimony for juvenile courts. Dr. Tellez has served as adjunct faculty, published in peer-reviewed journals, presented at conferences and received research awards for her graduate and dissertation work. Her research interests include cultural and linguistic diversity issues in forensic assessment.

Christin Smith, Psy.D. (Staff Psychologist, Juvenile Forensic Unit) received her doctoral degree from The Chicago School of Professional Psychology (Washington D.C. campus) and completed her pre-doctoral internship and post-doctoral fellowship with the

Harris County Juvenile Forensic Unit. Dr. Smith also conducts the forensic evaluations for the juvenile court that include Waiver to Adult Court, Fitness to Proceed, and Lack of Responsibility evaluations. In addition, she provides expert witness testimony on a continuous basis for the juvenile court. She also has years of experience conducting juvenile forensic evaluations in different states and has provided trainings for the Texas Psychological Association and the Association and Treatment for Sex Offenders.

Florencia Iturri, Ph.D. (Staff Psychologist, Juvenile Forensic Unit) received her Ph.D. in clinical psychology with an emphasis in forensics from Palo Alto University. Dr. Iturri was a previous intern and forensic post-doc at the Harris County Juvenile Probation Department. She has experience completing forensic evaluations with juveniles, providing treatment to detained youth and post-release sex offenders, as well as working within the court system. Dr. Iturri is originally from Bolivia and provides services in both English and Spanish. Dr. Iturri is currently helping to develop an outpatient competency restoration program for juveniles. She has extensive training in forensic psychology and assessment. She has published in peer-reviewed journals, presented at conferences, and received research awards for her dissertation work including the Diversity Research Award from the Minority Affairs Committee of the American Psychology-Law Society (AP-LS).

LIFE AS POST-DOC AT HCJPD

Post-docs can expect to be busy during their fellowship year at the HCJPD; however, there is also an appreciation for a life/work balance as an early career professional. This fellowship seeks to provide an excellent training environment while still allowing time for the post-doc to explore their other personal and professional endeavors. Estimates from post-docs regarding the number of hours they spend per week on clinical activities can vary, but it typically falls between 40 to 45 hours per week. Of course, some weeks are busier than others and might require additional work, such as report writing, to be done after hours. It is also important to note that some of the clinical work provided by the post-docs might occur in the early evenings or at various locations and having personal transportation is necessary. We are flexible, however, in regards to a post-doc's time and we understand that it might occasionally be necessary to arrive late or leave early due to personal obligations. There is also the possibility to flex one's work hours, for example, if a post-doc works late one evening, he or she might be able leave early the next day. As long as work obligations are being met and this is discussed with the supervisor, this request can usually be accommodated.

We hope that post-docs take advantage of exploring all that Houston, the fourth largest city in the United States, has to offer. Houston has a population of more than two million people and is considered to be the country's most diverse city in terms of ethnic and religious backgrounds, and also includes a large international community. Houston tends to have a strong and diversified economy, as one of the country's leaders in the oil and gas industry, aeronautics, health care, transportation, and education, just to name a few. There are plenty of opportunities to enjoy the performing arts, various museums, professional sports teams, an exciting night life, and a wide variety of restaurants. Houston is also within a short drive to other Texas cities such as Austin, San Antonio, and Galveston.

SALARY AND BENEFITS

Compensation for the one year, full-time fellowship is at least \$47,488. As full-time Harris County employees, post-docs and their dependents are eligible to receive health insurance after 60 days of employment. This health insurance includes medical, dental, and vision coverage. A basic level health insurance plan is provided at no cost to the fellow, but there is the option to contribute to a plan with a lower deductible and greater coverage. There is an additional cost for dependent health insurance coverage. All county employees, including fellows, also contribute to a retirement plan and have the option to enroll in supplemental retirement plans. Employees can also choose to purchase optional life insurance and long-term disability insurance. Fellows accrue three hours of vacation time and three hours of sick time during each two-week pay period and are provided nine holidays and one floating holiday (to be used at the fellow's discretion) throughout the year. Any hours worked beyond 40 hours per week are converted to compensatory time and can be used before the end of their fellowship. Fellows are also invited to participate in various Juvenile Probation Department activities.

HCJPD fellows have access to numerous resources. Psychological testing materials and other training resources are provided, as well as access to a library of professional manuals and books. Fellows are provided with office space, designated computers, and related equipment. Each post-doc also has access to administrative and Information Technology support.

APPLICANT QUALIFICATIONS

Potential applicants must anticipate completing an APA-accredited doctoral program in psychology (clinical, counseling, or school) by September 1, 2022. This includes completion of all doctoral coursework, a year of formal internship from APA-accredited site, and successful defense and submission of the dissertation or doctoral project. Preferred applicants will have significant experience in working with at-risk youth, experience in writing comprehensive and integrative psychological evaluations, exposure to trauma-informed interventions, and experience in working with diverse populations. It is recommended that applicants also have experience working in a forensic setting.

APPLICATION PROCESS

Application deadline: January 10, 2022

Additional information regarding the HCJPD post-doctoral program is in the Universal Psychology Postdoctoral Directory.

Applicants should send a cover letter, a Curriculum Vitae, and one de-identified psychological evaluation report to Dr. Uche Chibueze: Uche.Chibueze@hcjpd.hctx.net. You may apply to multiple post-doctoral positions within the Harris County Juvenile Probation

Department. Please indicate in your cover letter which position(s) you are applying to. This is a preliminary application and the top applicants will be asked to submit a formal application through the [Harris County Human Resources Department](#). At that point, interviews will be scheduled. It is unknown if all interviews will be conducted virtually, but virtual interviews will be an option for all applicants.

For questions or additional information, please contact Dr. Uche Chibueze, Uche.Chibueze@hcjpd.hctx.net, 713-222-4303.

HCJPD is an equal opportunity employer and encourages minorities and persons of diverse backgrounds of all types to apply to the psychology post-doctoral program. Harris County does not discriminate against employees with disabilities and will provide appropriate reasonable accommodation(s) when requested. **Accepted fellows will be subject to a criminal background check and a check through the Department of Family and Protective Services. The fellow must pass each of these in order to be employed by Harris County. Harris County does not employ individuals who have had a felony within the past 10 years or a misdemeanor within the past 5 years. In addition, Harris County is committed to providing a workplace free of drugs and alcohol. Therefore, fellows must pass a drug and alcohol screening prior to their employment. Please be aware that cannabis use, including the use of “medical marijuana,” is illegal in the State of Texas.**

POLICIES AND PROCEDURES

The policies and procedures for Harris County employees are applicable to HCJPD post-doctoral fellows. Please see <https://hrrm.harriscountytexas.gov/Pages/default.aspx> for additional information. Post-docs will also be provided with a detailed manual that provides policies and procedures specific to the fellowship program. This includes information regarding grievances, due process, and professional competency evaluations.