



CHRYSALIS CENTER

Post-Doctoral Fellowship in Private Practice

The *Chrysalis Center* offers a comprehensive 12-month Post-Doctoral Fellowship in Private Practice for therapists with a Ph.D. or Psy.D. During this time you will learn how to build and maintain a private-pay psychotherapy practice, grow your psychotherapeutic skills, and develop your professional identity as you prepare for full licensure. Additionally, you will have the opportunity to provide psychoeducational presentations and consultation to medical professionals, school districts, and other pillars of the Dallas-Fort Worth community. There may also be opportunities to provide supervision to doctoral-level practicum students from nearby universities.

The Post-Doctoral Fellowship is designed to allow you to build your private practice without overhead. We have adopted a financial model that provides the security and consistency of a base salary with the incentive of a bonus structure. By the end of the training year, Post-Doctoral Fellows are expected to have a full case-load and be prepared for a smooth transition into independent practice.

Advantages to the *Chrysalis Center* fellowship include:

- A base salary of \$40,000*
- Two hours of weekly individual supervision with different supervisors
- Two hours of weekly didactic training
- Weekly consultation group with *Chrysalis Center* staff
- Two weeks of paid vacation
- Flexibility in determining your own work schedule
- Overhead expenses covered: Furnished office space, electronic health record, marketing materials (professional headshot, business cards, website profile)
- Funding for professional development opportunities
- Patient referral overflow and newly generated referrals from the *Chrysalis Center's* established referral networks
- Networking with other professionals through the *Chrysalis Center's* extensive connections in the community
- The flexibility to hone your interests in a particular area (i.e., training, consultation, psychodynamic/analytic interventions, therapeutic community model, assessment, etc.)
- The opportunity to gain psychotherapeutic experiences working with individual adults and adolescents, couples, families, groups, teams, and communities.

*The Post-Doctoral Fellow is classified as a 1099 contract employee. There is an opportunity to earn an additional 35% bonus, uncapped, at the end of the training year for all earnings after the *Chrysalis Center* recoups training expenses. For example, fellows who average 20.7 patient hours per week over the course of the training year would earn a \$10,000 bonus upon completion of the program.



CHRYSALIS CENTER

Minimum Requirements:

- Ph.D. or Psy.D. in clinical or counseling psychology from an APA accredited program
- Completion of an APA accredited predoctoral internship
- Self-starter with openness to learning and personal growth
- Experience and ability to work closely and collaboratively with colleagues
- Commitment to multicultural growth, reflection, and work with diverse populations

About the *Chrysalis Center*:

The *Chrysalis Center* aspires to provide integrated psychological health services that value the true complexity of the human mind and experience. This includes a respect of cultural, social, familial, biological, and individual factors that shape one's experience in life. Beyond alleviation of problematic symptoms, we aim to increase well-being and resilience through a more fully experienced and meaningful life.

At the *Chrysalis Center*, we do not treat diseases; we treat people. We understand that the mind, body and their interactions are complex-too complex to be healed from treatments prescribed for a disease rather than a person. As we grow, we will provide ancillary services that include yoga, diet/nutrition, sleep, meditation, and more.

Our mission at the *Chrysalis Center* is also to help communities at a broader systemic level. We want to provide a psychological presence in social and professional spaces through outreach, education, research, training, and shared clinical wisdom. We want to create deeper, fuller, and more meaningful lives through authentic connection, one person and community at a time. We believe in kindness, respect, and the autonomy of the individual. We cultivate a collaborative healing process, with our patients and with each other.

Chrysalis Center professionals include:

Zane Dodd, Ph.D. (Supervisor)

Dr. Dodd has experience working with a broad range of issues as well as expertise in several specific areas (depression, anxiety, trauma, dissociation, self-injury, personality disturbances, couples counseling, sport and performance psychology). He works with adults, couples and adolescents. Dr. Dodd is passionate about the supervision process. While he brings his own training and experience in a variety of areas (e.g., trauma, couples and family, group, and sport and performance psychology) he is most interested in helping each supervisee discover and develop their own unique professional identity, talents, and skills. His approach is an integration of psychoanalytic conceptualization with a focus on the moment to moment process of psychotherapy. He has a familiarity and fluency with numerous treatment modalities and believes they can all be helpful while maintaining a depth oriented model of conceptualization.



CHRYSALIS CENTER

Carla Pulliam, Ph.D. (Supervisor)

Dr. Carla Pulliam has been practicing psychology for almost 20 years. During that time she has worked with multiple populations and theoretical models, though her preferred way of working is from a psychodynamic perspective. Important to her approach to patients and supervision is the idea that while working models can vary, certain factors are necessary to provide a valuable experience. These factors include a collaborative, respectful stance, a focus on the relationship and the meaning behind experiences, and the willingness to be curious about the thoughts, feelings and behaviors in the room. Dr. Pulliam has specific interest in working with acute and chronic medical illness, all stages of parenting, and thinking about culture, class, and socioeconomic status in the provision of services.

Jimmy McGuffin, Ph.D. (Post-Doctoral Fellow)

Dr. McGuffin is the current Post-Doctoral Fellow at the *Chrysalis Center*. He received generalist training with an emphasis in Child and Family Therapy from the University of North Texas (UNT) Counseling Psychology program. He works with families, couples, adolescents and adult individuals. He has additional expertise in letter writing support for gender confirmation treatment and enjoys working with LGBTQ+ populations. Dr. McGuffin considers himself an integrative therapist, drawing upon useful techniques and interventions from different approaches (Person-Centered, Acceptance and Commitment, Emotion-Focused, Relational/Interpersonal, Family Systems, Psychodynamic, etc.). Ultimately, he believes in the common-factors philosophy that the most important agent for change in therapy is the real relationship between the therapist and patient.

Description of Post-Doctoral Training Program

- To be considered for the Post-Doctoral Fellowship Program, applicants must have completed all doctoral degree requirements, including pre-doctoral internship that meets Texas State Board of Examiners of Psychologists (TSBEP) requirements, prior to the start of the program.
- Post-doctoral fellows are expected to work 40 hours per week. Over the course of the training year, 25% of these hours must be spent providing professional psychological services. At the beginning of the training year when fellows are not seeing as many patients, additional time is spent accomplishing administrative tasks, developing marketing materials/ presentations, completing trainings/ readings, studying for the EPPP, and other similar activities. Overall, Post-Doctoral Fellows are expected to accumulate the required 1750 hours of supervised experience for licensure in the state of Texas, 1500 of which to be completed in not less than 9 months and not more than 24 months in accordance with TSBEP rules.



CHRYSALIS CENTER

- Most patients come from the Dallas-Fort Worth area and vary in cultural diversity with regard to education, class, race/ethnicity, religion, sexual orientation, and gender identity. Patients at the *Chrysalis Center* are private-pay and some opt to file out-of-network benefits through their insurance. Reimbursement of supervised services is based on specific insurance company policy. Through consultation with their supervisor, Post-Doctoral Fellows may offer sliding-scale fees of patients on a case-by-case basis.
- Aligned with the *Chrysalis Center's* commitment to social advocacy, some of the Post-Doctoral Fellow's time and professional services may be volunteered to assist in supporting underserved communities (e.g., pro-bono crisis work, facilitating groups at local homeless shelters, moderating Real Talks About Race). Post-Doctoral Fellows are encouraged to come up with unique and innovative ways to give back to our community.
- While the emphasis of the Post-Doctoral Fellowship is to learn how to provide services in a private practice setting, we want to tailor the training experience to meet the needs of each Post-Doctoral Fellow. Our available supervisors have training and expertise across many different areas, and Post-Doctoral Fellows have the opportunity to work with multiple supervisors based on their training goals.
- Post-Doctoral Fellows will receive two formal evaluations: one after the first 6 months of training and then again at the conclusion of the program year. Apart from formal evaluations, the Post-Doctoral Fellow should receive regular feedback from their supervisor(s) and the Training Director regarding their performance in the program and any areas where improvement is needed. If the Post-Doctoral Fellow is deemed to be performing below expectations in any area of competency after the initial evaluation, the fellow, their supervisor(s), and the Training Director will collaborate on a formal remediation plan.
- Post-Doctoral Fellows will also be able to provide feedback for their supervisor and the training program through two formal evaluations: one after the first 6 months of training and then again at the conclusion of the program. We want to continually provide the best training experience possible and welcome feedback at any time throughout the year.
- At the end of the training year, Post-Doctoral Fellows WILL NOT be subject to a non-compete agreement should they determine they would still like to practice in the area. We do not believe it to be fair or ethical to prevent patients who have established a therapeutic alliance to not continue treatment with their therapist.
- Post-Doctoral Fellows have access to the Training Director and their supervisor(s) at all times in the event of a patient crisis or emergency.
- In accordance with TSBEP, Post-Doctoral Fellows are required to use the title of "fellow" throughout the duration of the program.



CHRYSALIS CENTER

- The *Chrysalis Center* Post-Doctoral Fellowship program meets TSBEP licensure requirements. <https://www.tsbep.texas.gov>

Process for Grievances: In the event that Post-Doctoral Fellows disagree with their evaluations or treatment during the training year, the following steps can be taken:

1. Approach the Training Director/supervisor(s) directly
2. Request a meeting with any licensed psychologist in good standing selected by the trainee along with the Training Director and supervisor(s) for a peer review of the issue.
3. Contact the Texas State Board of Examiners of Psychologists.
4. Contact the American Board of Professional Psychologists.

The Chrysalis Center has a policy of non-retaliation in the event of a complaint against the center or any of its staff.

Application Procedures

Materials:

- Cover letter describing interest/fit in the program and career aspirations
- Current CV or resume
- Three professional letters of references (name, contact information, nature of work together) by writers who are familiar with your clinical work
- Brief essay describing your personal approach to psychotherapy

Deadline: Applications will be accepted until the position is filled

Start date: September 1st (negotiable)

Submit application materials to: Zane Dodd, Ph.D at drdodd@thechrysaliscenter.com

*We look forward to reviewing your application materials and getting to know you!
If you have any questions, please contact: either Drs. Dodd or Pulliam*