

(FOR THE PROFESSIONALS CONTRACT)

Blue text = agreed upon language.

Red text = New union language.

CURRENT CONTRACT:

8. **Clinical Ladder for Psychologists**

- a. Psychologist 1 (Registered Psychologist Psychological Associate)
 - i. This is the entry level Psychologist position, occupied by any psychologist employed at UCSF Benioff Children's Hospital Oakland who is not yet licensed.
 - ii. More specifically, this position will be occupied by recent graduates of doctoral programs who are Registered Psychologists Psychological Associates with the California Board of Psychology who have accrued at least one thousand five hundred (1,500) hours of qualifying supervised professional experience.
 - iii. Work in this position is generally of a routine nature, requiring weekly supervision by an experienced Licensed Psychologist (usually a Psychologist 3).
 - iv. The Registered Psychologist is a two and a half year, nonrenewable registration. The Registered Psychologist Psychological Associate is a two and a half (2.5) year position, but may be extended for an additional six (6) months. In keeping with the allowances of the Board of Psychology, the position can be extended up to another three (3) years, provided that the Psychological Associate obtains supervision at their own expense after the six month extension.
- b. Psychologist 2 (Licensed Clinical Psychologist)
 - i. Must be licensed as a Psychologist with the State Board of Psychology.
 - ii. This position will be occupied by post-doctoral fellows or early career Psychologists. Must apply for and be approved to hold the privilege for Licensed Clinical Psychologist as defined by UCSF Benioff Children's Hospital Oakland Medical Staff Office, and must remain in good standing in that category.
- c. Psychologist 3 (Licensed Clinical Psychologist)
 - i. Must be licensed as a Psychologist with the State Board of Psychology.
 - ii. Must have at least seven (7) years of experience, providing a full range of psychological assessment, diagnostic, and therapeutic services in hospital, clinical or community-based settings.
 - iii. Must have completed California Board of Psychology supervisor requirements.
 - iv. Must have and document a minimum of two (2) of the following:

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- v. ~~20~~ A minimum of fifteen (15) ~~twelve (12)~~ years of clinical experience providing services to diverse and/or underserved populations including culturally responsive and trauma-informed practices and approaches.
- vi. A minimum ~~ten~~ of five (5) years providing therapeutic services in another language with certification.
- vii. Certification ~~or at least two years of training (equivalent to a weeklong intensive training [5 days/40 hours] followed by ongoing periodic training in the same specialty area for a two-year period)~~ in empirically validated treatment modalities (i.e., DBT, EMDR, etc.) and at least 12 months (2,000 hours) of clinical experience in this treatment modality.
- viii. A minimum of five (5) years of specialization in specific clinical populations such as Infant Mental Health, Family and Child within the Child Welfare System, Neurodiversity in Early Childhood, Gender Clinic, Psychological Testing, etc.
- ix. Provided clinical supervision for a minimum of five (5) years
- x. Engagement in “continuous quality improvement”, which may include monitoring and evaluating treatment outcomes, utilization review and quality assurance, etc., to help improve programming.
- xi. Participation of a year or more in hospital wide and/or community efforts related to the behavioral health well-being of families, to advise on topics relating to best practices for families, including culturally responsive and trauma-informed practices and approaches.
- xii. Program Development: holding various aspects of a training program (trainings, reviewing of applicants, designing curriculum, etc.) and development of treatment track (researching empirically validated treatment, implementing small test of change, outcomes measures, etc.
- xiii. Must have record of clinical research and/or treatment-related publications, including a minimum of three (3) instances of being named in a research endeavor, such as the following: chapter in a book, article in a peer reviewed journal, and/or poster presented at a national or regional conference.
- xiv. Three (3) years of pro bono clinical work or consultation with a recognized organization.

Must meet one of the following conditions:

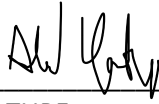
- (1) ~~Must have and document an additional two (20 years of training/ experience, or certification working with specific clinical populations (e.g. ADHD, Autism, PTSD),~~
- (2) ~~OR must have experience with program development and administration, continuous quality assurance and improvement, fiscal sustainability, and monitoring and evaluating treatment outcomes,~~
- (3) ~~OR must have a significant record of clinical research, which may include funded grants and publications.~~

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Signed on behalf of NUHW:

Abid Yahya

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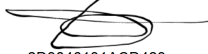
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Signed on behalf of UCSFBCHO:

Tonia Y. Suber

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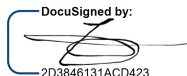
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