



Postdoctoral Fellowship in Clinical Neuropsychology

**VA Maryland Health Care System
Baltimore Medical Center**

<http://www.maryland.va.gov>

Applications due: January 6, 2017

Accreditation Status

The Postdoctoral Fellowship in Clinical Neuropsychology at the Baltimore VA Medical Center is accredited by the Commission on Accreditation of the American Psychological Association through 2022. Questions related to the program's accredited status should be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation
American Psychological Association
750 1st Street, NE
Washington, DC 20002
Phone: (202) 336-5979 / Email: apaaccred@apa.org
Web: www.apa.org/ed/accreditation

Application & Selection Procedures

This fellowship program will accept applicants who are U.S. citizens who hold doctorates from clinical, counseling, or combined programs that are APA- or CPA-accredited and have completed an APA- or CPA-accredited clinical psychology internship. All fellows will be required to have completed all graduate coursework and their dissertation by the start of fellowship training and will have participated in active research programs, usually with resultant presentations/publications. Applicants may be required to pass a urine screen for illegal drug use, should HR request it under their random testing program of new appointees. Failure to meet these qualifications could nullify an offer to an applicant. Those who do not meet these eligibility requirements will be notified by the site as soon as possible.

The Postdoctoral Fellowship in Clinical Neuropsychology abides by the policies stated in the Association of Psychology Postdoctoral and Internship Centers (APPIC), American Psychological Association (APA), and VA Office of Academic Affiliation (OAA) regulations. Applicants are referred to the APPIC website, www.appic.org, APA website, www.apa.org, and OAA website, www.va.gov/oaa/ for a detailed description of the policies.

The VAMHCS is an Equal Opportunity Employer. Our postdoctoral fellowship program values cultural and individual diversity and welcomes applicants from all backgrounds.

The successful candidate will have completed a specialty training program in neuropsychology or completed an internship with a primary concentration in neuropsychology.

All application materials must be received by **January 6, 2017** in order to be considered. Except under very unusual circumstances, all application materials must be submitted through the APPA CAS. The following documents must be uploaded to the APPA CAS and are required for application to our program:

1. A letter of interest that identifies career goals, expectations, and goodness of fit with the VAMHCS Postdoctoral Fellowship in Clinical Neuropsychology.
2. A current curriculum vitae.
3. Official graduate transcripts.
4. A letter of status from your academic program and anticipated completion date.
5. Three letters of recommendation, one of which must be from an internship supervisor. Please note that letters of recommendation are referred to as "evaluations" within the APPA CAS portal.
6. A de-identified assessment report appropriate to the Neuropsychology fellowship.
7. An example of research or other scholarly work if available.
8. Federal form: Application for Associated Health Occupations (10-2850C), which may be obtained via the website: www.va.gov/vaforms/medical/pdf/vha-10-2850c-fill.pdf

One fellow will be recruited for the 2017-2019 cycle. Interviews will occur on site and at the annual meeting of the International Neuropsychological Society (INS). This fellowship *does not* participate in the APPCN match.

Questions regarding the fellowship or application process can be directed to:

Anjeli B. Inscore, Psy.D., ABPP-CN
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Psychology Setting

The Veterans Affairs Maryland Health Care System (VAMHCS) is a dynamic, multidivisional health care system consisting of two Medical Centers at Baltimore and Perry Point, five Community-Based Outpatient Clinics, and a freestanding, 120-bed nursing home. The VAMHCS serves as a training facility closely affiliated with a number of local universities, including the University of Maryland School of Medicine.

Role of Psychology

The Mental Health Clinical Center is the largest Clinical Center within the VAMHCS. Mental health activities are conducted at all divisions and sites, and psychologists serve in leadership roles within the

VAMHCS. VAMHCS employs approximately 85 psychologists. Aaron Jacoby, Ph.D., is the Chief Psychologist and leader of the psychology service. He is responsible for the overall management of psychologists serving in the VAMHCS and assures professional integrity and competence in practice. He also serves on the Steering Committee of the VAMHCS/University of Maryland-Baltimore Psychology Internship Consortium and serves in an oversight role for all levels of psychology training.

The training environment in the VAMHCS offers both depth and breadth. The VAMHCS supports medical residency training across specialties, research training fellowships in clinical service and basic science, training programs in allied health professions (e.g., Social Work, Nursing, and Rehabilitation services), health services research, and multiple training programs in Psychology. Psychologists are active participants in medical residency and fellowship training programs, and provide lectures and assist in training for social work interns and nursing students that assist clinical programs.

VAMHCS takes pride in its training programs for psychologists. There are active practica for graduate students in psychology training programs in neuropsychology, trauma recovery, substance abuse, and community mental health. The neuropsychology program actively participates in training of doctoral candidates from area training programs, with an average of 2-4 externs per year. VAMHCS supports an APA-accredited internship training consortium in conjunction with the University of Maryland School of Medicine. The VAMHCS/University of Maryland-Baltimore (UMB) Psychology Internship Training Consortium is composed of two divisions of the VAMHCS (the Baltimore Division and the Perry Point Division) and the UMB School of Medicine Department of Psychiatry. In the 2016-2017 training year, 15 predoctoral interns participated in psychology internship training, two of which were in the neuropsychology track. The post-doctoral fellowship in clinical neuropsychology entered its ninth year in September 2016, and will be accepting one new fellow to begin on or around September 1, 2017.

Training Model and Program Philosophy

This fellowship has the dual goals of refining skills in assessment, treatment, consultation, and research relating to the specific needs of veterans, as well as facilitating the development of fellows from trainees to independent psychologists. Our program philosophy is to base both the process and the content of training in research, with the goal of developing psychologists who apply scientific method and knowledge to the assessment and treatment of maladaptive behavior. Studies of methods of training have consistently demonstrated that the modeling of desired behaviors, opportunities to practice those behaviors in a supervised environment, and specific feedback all result in changes in trainee behavior. Therefore, fellows will be able to observe psychologists, be observed, and receive timely feedback. Specific training in assessment or treatment for a particular presenting problem will be grounded in research, VA clinical practice guidelines, and expert consensus on that problem. In addition, to foster fellows' development as independent scientist-practitioners, didactics and supervision will focus on what it means to function independently as a psychologist in a multidisciplinary hospital setting.

Program Goals & Objectives

The goal of the Postdoctoral Fellowship in Clinical Neuropsychology is to help trainees become independent psychologists who are comfortable acting in consultation-liaison roles and working with multidisciplinary treatment and assessment teams in a medical environment. They will also gain proficiency in providing cognitive rehabilitation. At the end of the experience, fellows should be capable of developing new assessment and treatment programs in conjunction with psychology and medical

staff. Fellows will be eligible for board-certification in clinical neuropsychology upon completion of training.

At the end of the 2- year fellowship, fellows in the Neuropsychology Track should successfully demonstrate these specific competencies:

1. Reliable administration, scoring, and interpretation of neuropsychological assessment measures.
2. Expertise in the neuropsychological assessment of persons referred through the polytrauma system of care, including those with TBI and PTSD.
3. Expertise in assessment and diagnosis of dementia.
4. Expertise in assessment for a range of disorders common in Veterans.
5. Experience in rehabilitation of cognitive disorders in the Veteran population.
6. Supervision of trainees at the externship level.
7. Preparation of presentations and publications related to the ongoing research on our service.

Program Structure

The Neuropsychology Fellowship is a 2-year postdoctoral experience that is consistent with the Houston Conference and Division 40 guidelines for training in clinical neuropsychology. This is a full-time work commitment, with an average of 40 hours worked per week. Neuropsychology fellows' distribution of effort will be approximately 70% clinical and 30% research/didactics/program development. The emphasis of the program is on development of clinical skills, but there is an expectation that fellows participate in ongoing research and program development efforts. The training provided meets licensure requirements for the state of Maryland, and all supervisors will be licensed in a jurisdiction and able to certify training hours.

Neuropsychology is primarily a consultation-liaison service that sees patients referred from various clinics and units throughout the medical center. The primary clinics from which we receive referrals include Neurology, Primary Care, Geriatrics, and Mental Health. Diagnoses include neurodegenerative, endocrine, infectious, seizure, vascular disease, tumor, head trauma, and neuropsychiatric disorders. An increasing number of our referrals are for returning veterans from the OEF/OIF conflicts, many of whom have combat-related injuries and complaints. Patients come from diverse ethnic backgrounds and from all adult age ranges. We support a number of specialty clinics at present, including Geriatric Assessment, Polytrauma Support, Infectious Disease, Seizure, and Multiple Sclerosis Clinics.

Our program offers two year-long, major rotations in neuropsychology, geriatrics and polytrauma, each with associated clinical experiences. Fellows also support the general Consultation-Liaison service throughout their two-year tenure. The neuropsychology service has a number of active research programs, all with a clinical focus and involving a high level of patient interaction.

Psychology Staff

The neuropsychology service in Baltimore is comprised of 6 neuropsychologists, 4 postdoctoral fellows, 2 predoctoral interns, 2-4 graduate student externs, and a psychology technician. Staff members are involved in a number of active research programs, all with a clinical focus and involving a high level of patient interaction. Our faculty and their current research interests are as described below.

Moira Dux, Ph.D. is the Co-Training Director for the VA Postdoctoral Fellowship in HIV/HCV. She earned a doctorate in clinical psychology from Rosalind Franklin University of Medicine and Science, in the program's neuropsychology track. She completed her pre-doctoral training (neuropsychology track) at the VA Maryland Health Care System/ University of Maryland Medical Center. She then completed a research neuropsychology fellowship at the Baltimore VA. Dr. Dux was the recipient of a VA Career Development Award examining the effects of high-intensity aerobic exercise on autonomic, cognitive, and affective function post-stroke. Primary research interests include evaluation of exercise and cognitive rehabilitation therapies to improve cognitive, psychological, and physical function in neurologic and chronic disease populations (e.g., HIV/HCV, stroke, MS).

Anjeli Inscore, Psy.D., ABPP-CN is the Director of Training for the Postdoctoral Fellowship in Clinical Neuropsychology. She earned a doctoral degree from Loyola University in Maryland. She completed a one-year research postdoctoral fellowship in rehabilitation psychology and neuropsychology at the Johns Hopkins Department of Physical Medicine and Rehabilitation. She then completed a two-year clinical postdoctoral fellowship in neuropsychology at the Johns Hopkins Department of Psychiatry and Behavioral Sciences. Dr. Inscore holds an appointment as a Research Associate at the University of Maryland, School of Medicine. Her research is in conjunction with the University of Maryland and the VA Geriatric Research Education and Clinical Center (GRECC) with a primary interest in the neurocognitive, psychological, and health benefits of exercise in overweight and obese individuals. She received a Nutrition Obesity Research Center (NIDDK-funded) Pilot and Feasibility grant to study yoga as an intervention to treat obesity in postmenopausal women. She also has a research interest in geriatrics/dementia and is in the process of creating archival and prospective databases that will include medical, functional, and cognitive data on patients evaluated in the Geriatric Assessment and Dementia Evaluation, Management, and Outreach (DEMO) clinics.

Terry Lee-Wilk, Ph.D. is the Program Manager of the Neuropsychology Section and Co-Director of the Postdoctoral Fellowship in Clinical Neuropsychology with an Emphasis in Neurologic Disorders. Dr. Lee-Wilk earned a doctorate in clinical/community psychology from the University of Maryland College Park. She completed internship at the University of Maryland Baltimore in Child Psychiatry and one year of postdoctoral training at Children's National Medical Center. She subsequently completed a two-year postdoctoral fellowship in Neuropsychology at the VAMHCS/University of Maryland School of Medicine. She is the lead neuropsychologist at the Multiple Sclerosis Centers of Excellence and is also very involved with the Infectious Disease clinics. She serves as a volunteer clinical instructor at the University of Maryland, Department of Pediatrics. Currently, her research is related to cognitive tele-rehabilitation for patients with multiple sclerosis.

Kristen Mordecai, Ph.D. is the Co-Director of the Postdoctoral Fellowship in Clinical Neuropsychology with an Emphasis in Neurologic Disorders. She earned a doctoral degree in clinical psychology from Rosalind Franklin University of Medicine and Science, in the program's neuropsychology track. She completed her pre-doctoral training in clinical psychology focused in general and geriatric neuropsychology within the Boston Consortium in Clinical Psychology at the Veterans Affairs Boston Health Care System. Her two-year postdoctoral fellowship in neuropsychology was completed at the Veterans Affairs Maryland Health Care System within the Integrated Fellowship in Traumatic Brain Injury and Trauma Recovery in Returning Veterans program. She is the Neuropsychology liaison at the Baltimore VA Epilepsy Center of Excellence. Her research interests include the cognitive effects of neurologic conditions such as Parkinson's disease, dementia, and MS as well as the development of cognitive rehabilitation and tele-mental health programs to address cognitive symptoms.

Patricia Ryan, Ph.D. earned a doctoral degree in counseling psychology from Fordham University. She completed her internship and additional postdoctoral training at the Rusk Institute of Rehabilitation Medicine, New York University Medical Center. She completed a two-year postdoctoral fellowship in rehabilitation psychology and neuropsychology at the Johns Hopkins Department of Physical Medicine and Rehabilitation. She works primarily with the interdisciplinary Polytrauma Support Clinic Team and Veterans with traumatic brain injury, providing assessment and individual and group cognitive rehabilitation treatment. Her research interests include the efficacy of various cognitive remediation modalities, as well as depression after TBI and stroke. She is a research team member on a multi-site project currently investigating the use of a multifamily group treatment in returning Veterans with a history of mild TBI.

Megan M. Smith, Ph.D. obtained a doctorate in clinical psychology from The Pennsylvania State University. She completed her predoctoral clinical internship and postdoctoral training in clinical neuropsychology at Brown University. From 2009-2014, she was an assistant professor in the Department of Psychiatry at the Carver College of Medicine at the University of Iowa. Her major areas of research interest are cognition in neurodegenerative disorders and the neuropsychological correlates of depression. She is the recipient of a National Academy of Neuropsychology Clinical Research Grant to examine the relationship between inflammatory markers and cognition in multiple sclerosis.

Supervision

Postdoctoral fellows specializing in Neuropsychology will receive at least two hours per week of face-to-face individual supervision as well as group supervision by Neuropsychology staff. All staff are board-eligible or board-certified (ABPP). Fellows present cases regularly during our in-house group supervision. Further, fellows are required to present at least 2 cases per year in the Neuropsychology Seminar Series that is held via video-teleconference with several other VA/DoD training sites. In addition to receiving supervision, fellows have the opportunity to provide tiered supervision to interns and graduate student externs selected for training at our site.

Evaluation

The Training Director meets with each fellow at the start of fellowship for goal-setting and specification of training objectives for each rotation. The program utilizes an APA predoctoral internship evaluation form that has been modified for use in a post-doctoral setting. It allows for the evaluation of skills at the postdoctoral level and includes a review of professional behavior, ethics, crisis management, assessment and treatment skills, ability to establish patient rapport, consultation skills, and supervisory

skills. The supervisors meet with each fellow to formally review the fellow's evaluation, goals, and progress toward goals every six months throughout the fellowship program. Informal feedback is given at the half-way mark between each formal evaluation, and throughout the fellowship as necessary. The Director of Training will receive copies of the evaluations and will meet with the fellows as necessary to review the ratings and provide additional guidance and mentoring.

The program is also concerned with the fellows' subjective experience during their tenure. Every six months, fellows evaluate their primary supervisors and meet with supervisors to discuss these evaluations. Fellows complete a formal review of the program at the end of each year focused on specific individual training objectives, the effectiveness of training on each of their rotations, and a review of any areas in need of improvement. This ensures fidelity of training by the supervisory staff involved and allows us to improve the training program from year to year.

At orientation, fellows are provided a copy of the VAMHCS Due Process and Grievance Procedures document. In the event that problematic performance is identified or a trainee wishes to lodge a grievance against the training program, procedures as outlined in the VAMHCS Due Process and Grievance Procedures are followed.

Training Experiences

The primary experiences in the Neuropsychology Service pertinent to this fellowship include the 1) Polytrauma/cognitive rehabilitation, 2) Geriatric Neuropsychology, and 3) outpatient and inpatient consultation-liaison service rotations. The Polytrauma rotation will include follow-up evaluations of Veterans examined in the interdisciplinary Polytrauma and TBI triage meetings (including Rehabilitation Medicine, Neurology, Nursing, and Social Work staff), and involvement in outpatient cognitive rehabilitation. The Geriatric Neuropsychology rotation will involve participation in the interdisciplinary geriatric assessment clinic (collaborating with an interdisciplinary team including Geriatric Medicine, Psychiatry, Neurology, Pharmacy, Nursing, and Social Work). The outpatient and inpatient consultation-liaison service is a general consultation service involving assessment of patients with a variety of medical and psychiatric conditions. This rotation includes triage of patients through consultation with physicians from various services (Primary Care, Neurology, Geriatrics, Infectious Disease, Cardiology, and Oncology), assessment of patients, and provision of feedback to patients and providers.

Assessment approach: We use a flexible battery approach, with many batteries developed specific to the referral question based on empirical evidence. Training in computerized neuropsychological assessment will be provided. The fellows interact with at least one interdisciplinary team, the Geriatric Assessment Clinic team, with the opportunity to participate in other teams/clinics.

Didactic training: The Neuropsychology service has multiple required training activities for postdoctoral fellows that are required: 1) neuropsychology specialty seminar, featuring didactic presentation, case conference, and journal article discussion via teleconference with Walter Reed National Military Medical Center and other DoD, VA, and community-based training sites; 2) neuropsychology treatment group supervision; 3) neuropsychology case conference; 4) dementia clinic group supervision; 5) neuropsychology journal group; and 6) Neurology grand rounds. In addition, fellows are encouraged to attend the following seminars as time allows: 1) Neurology "Town and Gown" (day-long seminar on a specialty topic); 2) Brain Cutting (one rotation or more as desired), and 3) Geriatric Psychiatry Fellowship rounds (while on Geriatrics rotation). Attendance of neuropsychology professional meetings (e.g., INS, NAN, AACN) and conferences sponsored by the Veteran's Health Administration, VA MS Center of

Excellence, Defense and Veteran's Brain Injury Center, and Defense Centers of Excellence in Psychological Health and TBI (DCoE) is encouraged. Fellows are encouraged to participate in relevant DCoE and VA teleconferences if relevant to their specialty area. Finally, postdoctoral fellows assist the staff in provision of didactics to interns and externs in the Psychology training program, and the Psychiatry Residency program, and the Geriatric Medicine Fellowship program.

Research: Fellows are required to become involved in an ongoing research project over the course of their training. Fellows gain mentored experience in various aspects of conducting research within an academic medical setting, including consent/IRB procedures, data collection, database management, data analysis, and preparation of data for presentation. Fellows are expected to present at one local or national professional conference by the completion of training (e.g., poster or paper presentation at INS, AACN, NAN, etc.).

Examples of relevant Neuropsychology/Neurology research projects include:

1. Longitudinal study of neurocognitive functioning in Veterans with multiple sclerosis
2. Study of cognitive, affective, and autonomic change as a result of exercise training in chronic stroke (includes multiple projects)
3. Study of early cognitive findings in Parkinson's disease: computerized and traditional cognitive tests
4. Study of the effects of exercise and cognitive training on cognition in Parkinson's disease
5. Ongoing data collection related to cognitive assessment with geriatric Veterans within the context of a multidisciplinary dementia clinic, including the evaluation of an outreach assessment program for rural CBOCs
6. The impact of health comorbidities on neurocognitive functioning in Veterans with human immunodeficiency virus and/or hepatitis C
7. Asymptomatic carotid stenosis: cognitive functioning and plaque correlates
8. Cognitive telerehabilitation in multiple sclerosis: a pilot study
9. Polytrauma Referrals and Outcomes study
10. Multi-site study "Multi-family Group to Reduce Marital Conflict and Disability in Veterans with Mild TBI"
11. Geriatrics/dementia-focused projects

Requirements for Completion

- After one quarter, complete a diagnostic interview and successfully administer selected measures that constitute a neuropsychological assessment battery (e.g., WAIS/WMS, CVLT-II/HVLT-R, BVMT-R/Rey-Osterreith Complex figure test, WCST, CPT-III, WMT/MSVT, and our dementia clinic battery).
- After one quarter, successfully complete a comprehensive evaluation report with minimal assistance on patient history and examination results.
- On the post-doctoral evaluation rating form, achieve competency at the "intermediate" level or higher in all areas assessed by the end of the second quarter (first year).
- On the post-doctoral evaluation rating form, achieve competency at the "intermediate" level or higher in all areas, with "intermediate to advanced" level ratings on at least 75% of the items by the end of the fourth quarter (second year).
- Remain free of any breaches of APA Ethics Code throughout training.

Facility and Training Resources

Fellows are assigned an office which includes an individual work station with networked computer and a dedicated phone line. The VAMHCS supports two statistical analysis software programs on their research servers, SAS and SPSS. The VAMHCS library at the Baltimore VA Medical Center provides online access to multiple print and electronic journals and books. An inter-library loan program ensures that desired articles can be accessed if unavailable in-house. This library can also purchase texts as necessary.

Administrative Policies and Procedures

The term of the Neuropsychology fellowship will be full-time for two years beginning on or about Labor Day and ending on or about that day two years later. The first year stipend will be \$ \$46,168. State and Federal income tax and FICA are withheld from residents' checks. Annual and sick leave are accrued at the rate of 4 hours per pay period and the fellows are entitled to 10 federal holidays per year. Five days of additional authorized absence may be approved for attendance at conferences, workshops, or other educational activities. Fellows may also apply for up to \$1000 of tuition/travel expenses for training or conference experiences consistent with their training goals. Fellows are eligible for federal health insurance but not life insurance or retirement programs. Procedures for due process in case of problematic performance are in place, as are grievance procedures, both for fellows and psychology staff. A copy of these documents will be provided upon the start of fellowship. As per our privacy policy, we will collect no personal information about you when you visit our website.

Local Information

The VA Medical Center in downtown Baltimore is located on the West side of the city about 4 blocks from Camden Yards and Ravens Stadium. We are in walking distance of the Inner Harbor, the Hippodrome, the Walters Art Museum, and various historic landmarks. Baltimore has an active live music scene, interesting neighborhoods with unique shopping, and a vital downtown arts program (www.baltimore.org).

The surrounding area offers access to the Shenandoah Mountains, a variety of National and State Parks, and various historic sites. The Baltimore VAMC is a 40-minute drive from downtown Washington, DC.