UNIVERSITY OF COLORADO
SCHOOL OF MEDICINE
DENVER, CO

NEUROPSYCHOLOGY FELLOWSHIP
2016-2018

APPCN Member Program

TRAINING DESCRIPTION

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INSTITUTION AND PROGRAM DESCRIPTION

University of Colorado School of Medicine Neuropsychology Fellowship

Institutional History and Mission
The University of Colorado School of Medicine began humbly in 1883 with two students and two professors. Today it’s part of a vast new campus with state of the art research facilities. The school was founded in Boulder and moved in 1924 to Colorado Boulevard and 9th Avenue in Denver. Under Dean Richard Krugman, MD, the school recently transformed itself again. In 2008 it completed the move to new quarters in the Anschutz Medical Campus in Aurora. The medical school now is part of a bioscience center that also includes schools of dental medicine, pharmacy, public health and nursing. The campus features a depression center, two research towers, the University of Colorado Hospital and The Children’s Hospital (TCH).

The mission of the University of Colorado School of Medicine at Anschutz Medical Center is to provide Colorado, the nation and the world with programs of excellence in:

- **Education** - through the provision of educational programs to medical students, allied health students, graduate students and house staff, practicing health professionals and the public at large
- **Research** - through the development of new knowledge in the basic and clinical sciences, as well as in health policy and health care education
- **Patient Care** - through state-of-the-art clinical programs which reflect the unique educational environment of the University, as well as the needs of the patients it serves
- **Community Service** - through sharing the School’s expertise and knowledge to enhance the broader community, including our affiliated institutions, other healthcare professionals, alumni and other colleagues, and citizens of the state

Neuropsychology Fellowship Mission and Goals
The Neuropsychology Fellowship offers two two-year clinical training positions in adult neuropsychology and is a member program of the Association of Postdoctoral Programs in Clinical Neuropsychology (APPCN). Training is designed to adhere to the APPCN mission and the guidelines set forth by the Houston Conference Guidelines on Specialty Education and Training in Clinical Neuropsychology, which have since been adopted by the American Board of Clinical Neuropsychology. Training activities are designed with the goal of education and training competencies necessary for the specialized practice of clinical neuropsychology, including, neuropsychological testing, interpretation, report writing, consultation to medical and allied health professionals, and providing feedback to patients and families. Our faculty strongly encourages all fellows to enter the fellowship program with the end-goal of seeking board certification in clinical neuropsychology through ABPP/ABCN. In an effort to facilitate this, faculty members provide fellows with regular encouragement and guidance regarding the board certification process, and a board certification preparation series that includes educational exercises intended to help the fellows successfully become board certified (e.g., mock fact
finding, etc.). It is the faculty’s hope that graduates of the fellowship program will go on to be active and productive members of the neuropsychology community, and contribute in the areas of clinical service, training, and/or research.

Program Administrative Structure
The Neuropsychology Fellowship is in the Department of Neurosurgery. Faculty members also have secondary appointments in the Department of Neurology and are involved in clinics from both departments. Michael Greher, Ph.D., ABPP-CN is the Director of Neuropsychology Training and also the Fellowship Director. Brian Hoyt, Ph.D., ABPP-CN is the Chief of the Neuropsychology Division.

General Medical Setting, Department and Associated Institutions for Training
The University of Colorado Hospital (UCH) is a partner academic hospital to the University of Colorado School of Medicine and is located on the Anschutz Medical Campus. The UCH Neuropsychology Clinic is an outpatient consultation-based service housed in the Neurosciences section of UCH that works in close affiliation with several neurosurgery and neurology clinics, allowing for a rich and varied patient population, such as the Deep Brain Stimulation Clinic, Epilepsy Clinic, the Rocky Mountain Multiple Sclerosis Center, the Neurobehavior Clinic, and the Memory and Dementia Clinic. Referrals also come from general practice areas in the UCH system, as well as neurologists, neurosurgeons, physiatrists, psychiatrists, and primary care physicians throughout the Denver area and beyond. The clinic has five full-time neuropsychologists, four neuropsychology technicians, one research neuropsychology fellow and various other trainees (minor rotation interns and practicum students from local graduate programs).

Physical Facilities
The UCH Neuropsychology Clinic is located in the Neurosciences clinic in UCH’s Anschutz Outpatient Pavilion (AOP). Administrative offices for the faculty are located in the adjacent Academic Office One Building (AO1) and the UCH Leprino Building (LB), while offices for the fellows are located within UCH facilities. Administrative staff at the clinic includes insurance authorization staff and scheduling staff. The fellows are provided with shared office space and one laptop computer each, along with access to email, internet and printing. The fellows also have full access to the University of Colorado Health Sciences Library, which is located on the Anschutz Medical Campus, including on-line access to journals.

Client Population Served
Patients seen at the UCH Neuropsychology Clinic are typically adults struggling with a variety of neurological and/or medical conditions, such as brain tumor, Parkinson’s disease, Multiple Sclerosis, epilepsy, stroke, dementia, concussion, moderate/severe traumatic brain injury, or stroke, to name the most common.

List of Faculty
• Brian D. Hoyt, Ph.D., ABPP-CN: Head, Division of Neuropsychology; Associate Professor of Neurosurgery and Neurology
• Michael R. Greher, Ph.D., ABPP-CN: Director of Neuropsychology Training/Fellowship, Associate Professor of Neurosurgery and Neurology
Benefits
The fellowship includes a salary of $42,840 the first year and $44,556 for the second, along with a full benefits package, including health insurance, paid vacation, etc.

Membership in APPCN and Adherence to the APPCN Mission
The University of Colorado Neuropsychology Fellowship is a member of the Association of Postdoctoral Programs in Clinical Neuropsychology (APPCN). The Neuropsychology Fellowship observes the APPCN mission to foster the development of advanced postdoctoral education and training programs in clinical neuropsychology and to establish standards for residency programs in clinical neuropsychology that lead to the development of competency in this area of specialty practice. As such, all clinical neuropsychology fellowship positions are obtained through the APPCN match process.

APPLICATION AND SELECTION PROCEDURES

Application Procedures
Competitive applicants will hold a Ph.D. or Psy.D. from an APA or CPA accredited program in clinical or counseling psychology and an APA or CPA accredited internship, both with an emphasis in clinical neuropsychology.

Applicants are asked to send a letter of interest along with their CV, three letters of recommendation, two sample reports, and official graduate school transcripts. Application materials are due January 1st of 2016. Following initial consideration, competitive applicants will be offered interviews at the International Neuropsychology Society conference in Boston, in February of 2016. For applicants not attending the meeting, interviews can be arranged at the University of Colorado School of Medicine or by teleconference before INS, if necessary.

The University of Colorado Neuropsychology Fellowship participates in the APPCN National Match Program and observes the procedures and rules involved in this process. Applicants are instructed to register with the National Matching Service. Information can be obtained from NMS at www.natmatch.com or 416-977-3431. Our program code number is 8312.

For program inquiries:

Michael R. Greher, Ph.D., ABPP-CN
E-mail: Michael.Greher@ucdenver.edu
Phone: 303-724-5957
To apply, please email your application to Krystin.Martinez@ucdenver.edu using the following format:

- One PDF file with documents in the following order:
  - Cover letter, with detailed statement of goals for postdoctoral training and intended professional practice
  - Curriculum Vitae
  - Two de-identified sample reports
  - Copies of graduate transcripts
  - Verification of Completion of Doctorate (to be completed by Dissertation Chair or Director of Clinical Training). The form may be downloaded from: http://appcn.sitewrench.com/assets/1748/doctorate_verification_form.pdf

- Letters to be emailed from the following individuals:
  - Three letters of recommendation from current or former supervisors/mentors

If hard-copy application materials must be sent, please use the following information:

**Via US Postal Service:**
Krystin Martinez  
Residency Coordinator  
Department of Neurosurgery  
12631 E. 17th Avenue, C307  
Aurora, CO 80045

**Via UPS/FedEx:**
Krystin Martinez  
Residency Coordinator  
Department of Neurosurgery  
Academic Office One, Rm. 5001  
12631 E. 17th Avenue  
Aurora, CO 80045

**TRAINING ACTIVITIES**

*Specific Training Activities Available Through the Program*

The University of Colorado Neuropsychology Fellowship provides training in adult neuropsychological assessment and consultation for patients struggling with various neurologically related conditions, including those struggling with conditions such as Parkinson’s disease, epilepsy, brain tumor, Multiple Sclerosis, traumatic brain injury, stroke, etc. The training model is primarily focused on fellows developing a professional level of practice in neuropsychology, including test selection, test administration, case conceptualization and differential diagnosis, report writing, consultation with multidisciplinary teams, and providing feedback to patients and their families. Fellows are trained to excel in their understanding and practice in each of these areas based on a combination of clinical experience gained through seeing patients, close attention and guidance provided by the faculty, and strong knowledge and understanding of the neuropsychology literature. Finally, fellows are required to attend various neurosurgery and neurology related didactic experiences, described below, to enhance their ability to practice at the highest level of competency within the field of neuropsychology.

*Clinical Service Requirements*

Fellows find the Neuropsychology Fellowship to be a busy training experience consistent with most major academic medical centers. Typically, fellows are expected to see two to three
patients per week. They are responsible for test administration, scoring, report-writing and providing feedback for all of their patients, though some technician support for testing and scoring is available on a limited basis.

Research Requirements
Although the Neuropsychology Fellowship is intended to be primarily clinical in focus and research is only a minor component of the program (10% of training time), the neuropsychology faculty are currently involved in various research projects. Consequently, research opportunities are available to fellows in addition to their clinical training responsibilities. At a minimum, fellows are expected to submit at least one of their research projects to either present at a national/international neuropsychology conference such as AACN, INS or NAN, or for publication in peer reviewed journals. Fellows are also strongly encouraged to assist faculty in tasks such as manuscript reviews for various journal submissions.

An encouraged research opportunity is with Dr. Bettcher, a geriatric neuropsychologist who directs neuropsychology research at the Rocky Mountain Alzheimer’s Disease Center. The focus of this research opportunity will be on the cognitive neuroscience of aging and Alzheimer’s disease, and will include opportunities to examine cognitive profiles of typical aging adults and adults with Down Syndrome and Alzheimer’s disease. Additional opportunities may include: attending didactics on basic and advanced statistical analysis methods; analyzing multi-method data sets; participating in multidisciplinary Alzheimer’s Disease center research meetings; co-reviewing external manuscripts; and collaborating on cognitive and neuroimaging manuscripts.

Didactics
An essential component of the Neuropsychology Fellowship is the didactic experiences offered, as they further round out trainees’ knowledge of neurological functioning and their understanding of brain-behavior relationships. We are pleased to be able to offer a wide range of opportunities that the Anschutz Medical Campus affords. While the fellow does not have to participate in all of these opportunities every week, we encourage our fellows to take full advantage of the rich learning experiences offered though these various meetings. A minimum of three didactic hours are required each week, including the twice monthly Neuropsychology Case Conference, the Adult Neuropsychology Seminar, and the Pediatric Neuropsychology Seminar offered through our colleagues at Children’s Hospital Colorado. The opportunities currently offered include the following:

Adult Neuropsychology Seminar
This meeting is held at School of Medicine on the Anschutz Medical Campus. It is staffed by the neuropsychology faculty and all trainees, as well as our technician staff. The focus of the seminar is on presenting various neurological conditions to the group, with a focus on topics such as epidemiology, etiology, pathophysiology, treatment and prognosis, as well as related clinical and research techniques (e.g., MRI, fMRI, Wada testing). Presenters include the neuropsychology faculty but also physician colleagues from Neurology and Neurosurgery.

Neuropsychology Case Conference
This meeting is held twice per month at the School of Medicine and is staffed by the neuropsychology faculty. During these meetings, the neuropsychology fellow is expected to
give a brief presentation on one particular topic area relevant to neuropsychology practice. The intention of this meeting is to have an open and lively discussion and as a group generate critical thinking questions and potential answers about a given topic. The fellow presenting will also discuss a recent case that is relevant to the topic matter at hand.

Neuropsychology Board Certification Preparation
Consistent with the mission of the UCSOM Neuropsychology Fellowship program to prepare for board certification through ABPP/ABCN, the fellows are expected to participate in a total of three mock oral board exams experiences each year. This includes two fact-finding exams, one exams on ethics and professional matters, and a mock written exam. These three focus areas are intended to mimic closely much of the format of the examination process required as part of ABPP/ABCN certification.

Neuropsychology Research Training Meeting
This monthly meeting is the primary meeting for the UCSOM Neuropsychology Research Program. It is held in the Department of Neurosurgery and involves detailed discussions regarding various research projects from data incorporated in the UCSOM Neuropsychology Database. The meeting is also used to discuss ongoing involvement in projects being completed in collaboration with other faculty here on the UCSOM campus, primarily in the Department of Neurosurgery and the Department of Neurology. Some involve clinical trials while others are part of NIH-funded projects. There is also detailed discussion of research projects under development, and submissions for presentation and publication. Fellow involvement in these projects is mapped out in these meetings in an effort to match their interests with ongoing studies, and provide guidance through the entirety of a research project, from study design to data collection, data analysis, and poster/manuscript preparation.

Director-Fellow Meeting
This is a monthly meeting held between all of the fellows in the Division of Neuropsychology and the fellowship director. Topics to be discussed in this meeting include discussions about professional development, such as preparations for taking the EPPP and state jurisprudence exam, post-fellowship professional goals (i.e., professional routes, job searches and applications), and board certification. This meeting is also designed to address general concerns raised by the fellows about training and issues.

Other didactic opportunities include the following:

Deep Brain Stimulation Patient Care Conference
Epilepsy Surgery Patient Care Conference
Neurobehavioral Clinic
Brain Tumor Conference
Behavioral Neurology and Neuropsychiatry Conference
Multiple Sclerosis Team Conference
Neurosurgery Grand Rounds
Neurology Grand Rounds
Brain Cutting
Nervous System (UCSOM Course, select modules)
Neurosurgery Observation
Wada Observation

Supervision: Structure, Process and Expectations
Fellows are expected to receive two to three hours of direct supervision per week. This includes direct observations during patient interviews and follow up appointments, one-on-one discussion and supervision for the purpose of case conceptualization, group supervision via the Neuropsychology Case Conference, and supervision provided on an as-needed basis depending on clinical demands. In addition, supervision is provided in the form of detailed editing and discussion with supervisors on all neuropsychology reports completed by the fellow. Fellows are assigned a primary supervisor for three 4-month rotations each year. This facilitates greater depth of experience via exposure to supervisors’ styles and clinical experience. Also, fellows have the opportunity to work with neurosurgeons, neurologists, neuroradiologists, neuropathologists, and physiatrists through the various team conferences noted above.

Methods to Ensure Competence and Understanding of Ethical Standards, Cultural/Individual Differences, and Diversity
The neuropsychology faculty practice in accordance with the APA Ethical Code of Conduct, are aware of relevant publications in the field, such as position papers on issues such as third party observers, test security, etc., and provide instruction to the fellow accordingly. The topic of ethics in neuropsychology is emphasized in supervision during Neuropsychology Case Conference, presentations during Neuropsychology Seminar, and individual supervision. In addition, patients seen in the UCH Neuropsychology Clinic tend to be fairly racially, ethnically and financially diverse relative to the overall population of the Denver area, and this experience is expected to foster greater understanding of the importance of diversity issues with regard to neuropsychological evaluation. The fellow’s understanding of ethics is addressed at the end of each 4-month rotation, as part of the regular evaluation process.

EVALUATION AND GRIEVANCE PROCEDURES

Process of Evaluation for Neuropsychology Fellows
The fellow receives formal evaluation of his/her work at the end of each 4-month rotation. Specifically, evaluation of the fellow is addressed via a rating system for each of the areas noted below, along with additional comments by the supervisor as appropriate: 1) general professional, 2) assessment, 3) consultation and intervention, 4) scholarly activity, 5) didactics, 6) supervisory relationship, and 7) professional development. This information is discussed in detail with the fellow during a post-rotation evaluation meeting. In turn, the fellow is asked to complete a formal review of their supervisor to offer feedback on their supervision and the training received.

Procedures to Advise/Assist Fellows Not Performing at Expected Levels of Competence
The progress of the fellow is discussed by the neuropsychology faculty during regular faculty meetings. If concerns are raised about the fellow’s competence, the current supervisor will address these topics directly with the fellow. If no improvement is made in the areas of concern, the supervisor will inform the fellowship director of the matter and a meeting will be held which includes all three parties (fellow, supervisor, fellowship director). During that meeting, an action plan will be devised in order to address the particular areas of concern. If the fellow continues to
demonstrate problems in his/her level of competence, an additional meeting will be held with the same parties present to further address the concerns raised. If at any point it is felt that the fellow is, despite the best efforts of the faculty, unable to provide appropriate care to patients, immediate suspension of clinical activity will be imposed at the discretion of the fellowship director. If this occurs as a result of a personal matter on the part of the fellow (e.g., medical, psychological) the fellow will be required to address this matter in treatment and provide documentation of this before returning to clinical service. Also, it should be noted with regard to substance abuse that University of Colorado policy states quite clearly, "It is a violation of University policy for any member of the faculty, staff, or student body to jeopardize the operation or interests of the University of Colorado through the use of alcohol or drugs. Sanctions that will be imposed by the University of Colorado for students and employees who are found to be in violation of this policy may include expulsion and/or termination of employment. Compliance with this policy is a condition of employment for all employees."

Methods and Frequency for Residents to Evaluate Faculty and Training Program
The Neuropsychology Fellowship provides the fellow with the opportunity to give regular feedback on the training program and faculty during the aforementioned faculty review at the end of each 4-month rotation (to be sealed until after the fellow’s graduation), as well as informally during the monthly Fellow-Director meeting. In addition, upon exiting from the Neuropsychology Fellowship, the fellow completes a formal exit interview with the director to elicit any additional feedback about their experience which might be helpful or relevant for improved program development.

Grievance Procedures
The neuropsychology faculty is dedicated to the fellow’s education and to providing the best possible environment in which to learn. If there are any problems that arise (personal problems, communication issues with team members, complaints about working conditions, the perception or allegation of harassment or abuse etc.), the faculty encourages the fellow to ask for help. In addition, grievance procedures for the program are as follows:

- If the fellow has concerns about the competence of the current supervisor, the quality of supervision provided, or feels that he/she is being treated in an unfair or unethical manner, he/she is first encouraged to discuss this matter directly with the supervisor. If the problems discussed do not improve, the fellow is then encouraged to discuss the matter with the fellowship director, at which point a meeting will be held with all three parties present (fellow, supervisor, fellowship director) to develop an action plan for addressing the matter. If the supervisor in question is the fellowship director, the fellow is encouraged to discuss the matter with another member of the neuropsychology faculty and again a meeting will be held with all three parties present to discuss an action plan for addressing the matter. In either instance, if the matter does not improve from that point on, the fellow will be assigned another supervisor.

- If the fellow feels that he/she has received an inaccurate or misleading performance evaluation, he/she is encouraged to detail this in writing and submit this to the fellowship director, and this information will be included in the fellow’s training file.