UNIVERSITY OF COLORADO
SCHOOL OF MEDICINE
DENVER, CO

NEUROPSYCHOLOGY FELLOWSHIP
2014-2016

APPCN Member Program

TRAINING DESCRIPTION

(September 2013)
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 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 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.

**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 neurologists, neurosurgeons, physiatrists, psychiatrists, and primary care physicians throughout the Denver area. The clinic has four full-time clinical neuropsychologists, two neuropsychology technicians, and various other mid-level and lower-level 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 University of Colorado School of Medicine Academic Office One Building (AO1), 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 a shared office 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, traumatic brain injury, and anoxia/hypoxia.

**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, Assistant Professor of Neurosurgery and Neurology
- **Thomas R. Wodushek, ABPP-CN**: Assistant Professor of Neurosurgery and Neurology
- **Christopher H. Domen, Ph.D.**: Instructor of Neurosurgery
Benefits
The fellowship includes a salary of $39,264 the first year and $41,364 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.

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 2014. Following initial consideration, competitive applicants will be offered interviews at the International Neuropsychology Society conference in February of 2014. 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.

Direct information and inquiries to:

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Aurora, CO 80045
E-mail: Michael.Greher@ucdenver.edu
Phone: 303-724-5957; Fax: 303-724-2300

For application materials sent by UPS or FedEx, please use the following address:

Michael R. Greher, Ph.D., ABPP-CN
Department of Neurosurgery
Academic Office One, Rm. 5001
12631 E. 17th Avenue
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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 condition, 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.

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 required 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 encouraged to assist faculty in tasks such as manuscript reviews for various journal submissions.

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 through these various meetings. A minimum of three didactic experiences 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 either the School of Medicine or Children’s Hospital Colorado, both of which are on the Anschutz Medical Campus. It is staffed by the primary and affiliated neuropsychology faculty and trainees from both institutions, including fellows, interns, and practicum students. The focus of the Neuropsychology Seminar is on presenting various neurological conditions to the group, with a focus on topics such as epidemiology, etiology, pathophysiology, treatment and prognosis. A particular emphasis will be placed on the neuropsychological implications of these conditions (i.e., methods for assessment, differential diagnosis, appropriate recommendations, etc.). Related clinical and research techniques (e.g., MRI, fMRI, Wada testing) are also topics presented at this seminar.

Neuropsychology Case Conference
This meeting is held at the School of Medicine and is staffed by the primary neuropsychology faculty. During these meetings, the neuropsychology fellow is expected to present 1-2 cases, including patient history, neuropsychological test results, conclusions/diagnoses, and any ongoing issues which are of concern with regard to diagnosis, treatment, etc. The fellow is also expected to give a brief presentation on an updated or seminal article for that condition. Consistent with a Socratic method-type format, this meeting involves extensive inquiry of the fellow, their evaluation of the patient, and their understanding of the science involved in order to stimulate critical thinking. Additional topics to be discussed in this meeting are general concerns raised by the fellows about training and issues, and issues regarding professional development and credentialing, such as licensure and board certification.

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 six mock oral board exams experiences each year. This includes two fact-finding exams, two exams on ethics and professional matters, and two case report defense exams based on previous neuropsychological evaluation reports completed by the fellow earlier in the year. These three focus areas are intended to mimic closely the format of the oral exams required as part of ABPP/ABCN certification.

Neuropsychology Research Meeting
This 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 recently approved UCSOM Neuropsychology Database. The meeting is also used to discuss ongoing involvement 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.
Other didactic opportunities include the following:

Deep Brain Stimulation Conference  
Epilepsy Conference  
Neurobehavioral Clinic  
Brain Tumor Conference  
Behavioral Neurology and Neuropsychiatry Conference  
Multiple Sclerosis Team Conference  
Pituitary Conference  
Neurosurgery Grand Rounds  
Neurology Grand Rounds  
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 and a secondary supervisor for four 6-month rotations. 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.

Opportunities to Develop Subspecialty Interests
The fellow is expected to develop a broad understanding of the practice of adult neuropsychology during the fellowship. That said, the neuropsychology faculty are involved in various clinical and research programs throughout the medical center. Consequently, if the fellow would like to focus on a particular area of interest (e.g., epilepsy surgical patients) and obtains permission from the director, he/she will have several avenues by which to emphasize activity in this area, including: 1) increased patient activity in the population of interest, 2) regular attendance in related didactic meetings/experiences (e.g., epilepsy surgical conference, epilepsy surgery observation), 3) other related opportunities which may be available with the permission of faculty (e.g., observing neurology consults with epilepsy patients), and 4) involvement in ongoing research projects related to this topic, depending on availability.

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, and this experience is expected to foster a 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 6-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 6-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.

*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 individual supervision and also during our monthly Neuropsychology Case Conference. In addition, upon exiting from the Neuropsychology Fellowship, the fellow is asked to complete an anonymous evaluation form designed to deliver feedback to the faculty on the qualities of their supervision and the training program as a whole. Topics addressed in this evaluation include ratings of the clinical opportunities provided, quality of individual and group supervision, adherence of supervisors to professional standards and ethics, sensitivity of supervisors to diversity issues in both patients and supervisees, availability of necessary physical facilities (e.g., computers, library, etc.), and overall benefits of the training program to the fellow’s professional growth. In order to help
protect the fellow’s anonymity and given the fact that there is currently only two fellow positions every two years, the results from these evaluations are reviewed by the faculty every four years and also presented to the Chair of Neurosurgery.

_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.

- If the fellow has general disputes with matters having to do with his/her employment at the University of Colorado, such as issues related to pay, benefits, etc., he/she is encouraged to contact the Human Resources department to ask questions and, if necessary, address these issues.