Clinical Neuropsychology
Postdoctoral Residency Program
VA Northern California Health Care System
in affiliation with University of California Berkeley and
University of California, Davis School of Medicine
150 Muir Road
Martinez California, 94553
(925) 372-2102
http://www.northerncalifornia.va.gov/

Application Due Date: DECEMBER 14, 2018

Accreditation Status

The VA Northern California Health Care System (VA NCHCS) Clinical Neuropsychology Postdoctoral Residency Program is accredited by the Commission on Accreditation of the American Psychological Association. The next site visit will be in 2023.

Questions related to the program’s accreditation 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
Website: http://www.apa.org/ed/accreditation/

The Clinical Neuropsychology Postdoctoral Residency Program is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC).

Application and Selection Procedures

The VA NCHCS Clinical Neuropsychology Postdoctoral Residency Program will be recruiting for two positions for 2019: one position at our Martinez (East Bay Area) site and one at our Sacramento site.

Appointment
September 3, 2019 (i.e., the Tuesday after Labor Day) is the anticipated start date for the next training cycle. If necessary, and if we are given sufficient notice, the start date can be modified slightly. Our training program is organized as a two-year, full-time position with VA benefits; however, advancement to the second year is contingent on successful completion of first year requirements. Current salaries are $55,656 for Year One, increasing to $58,665 for Year Two.

Eligibility
Applicants to the program must be U.S. citizens who are enrolled in (or have completed) an APA (American Psychological Association) or CPA (Canadian Psychological Association) accredited doctoral program in clinical or counseling psychology. Candidates must complete an APA- or CPA-accredited internship program and meet all doctoral program graduation requirements prior to the start of the residency. Written verification of program completion must be submitted prior to the start of the program.
Applicants who are selected for our training program must also be aware of the following Federal Government requirements:

The Federal Government requires that male applicants to VA positions who were born after 12/31/59 sign a Pre-appointment Certification Statement for Selective Service Registration before they are employed. All residents will have to complete a Certification of Citizenship in the United States prior to beginning the fellowship. VA conducts drug screening exams on randomly selected personnel as well as new employees. Thus, it is likely that selected residents will complete drug testing as part of a pre-employment medical screening. Residents are also subject to fingerprinting and background checks. Selection decisions are contingent on passing these screens. You do not need to submit any documentation related to these issues at this stage.

For more details about program eligibility, please visit https://www.psychologytraining.va.gov/eligibility.asp

**Application Requirements and Submission Procedure**

The program will use the APPIC centralized postdoctoral application system (APPA CAS https://appicpostdoc.liaisoncas.com). Application materials must be received by December 14, 2018.

Applicants should use the APPA CAS to submit the following:

1. Letter of intent; please indicate the training site(s) to which you are applying (i.e., Martinez, Sacramento, or both), and how our training program fits with your career goals
2. Curriculum vita
3. Three letters of recommendation
4. An additional letter from your graduate program Director of Training that summarizes the status of your dissertation and includes a projected timeline for completion of all doctoral program requirements (note: if you have already completed your degree, a copy of your diploma or other verification from your graduate program is acceptable)
5. Graduate academic transcripts
6. Two sample neuropsychological evaluation reports with identifying information redacted

Please contact the program Training Director (Brigid.Rose@va.gov or 925-372-2350) if you have any questions about the application process.

**Selection Procedures**

The selection committee is composed of the Training Director, Associate Training Director, and neuropsychology residency training faculty. The committee will review and rank order all completed applications according to the following criteria: (1) The degree to which the applicant conveys goodness of fit between his/her professional goals and our program training objectives, (2) The applicant’s academic accomplishments and research productivity, (3) The quality and breadth of the applicant’s specialized training in neuropsychology, (4) The quality and breadth of the applicant’s training in general clinical psychology, (5) The applicant’s ability to write clearly and effectively, as evidenced by his/her sample reports and other written materials, (6) The quality and interpretive accuracy of the applicant’s sample reports, and (7) The strength of the applicant's letters of recommendation. The applicants ranked highest by the selection committee will be offered an interview. Successful candidates typically have substantial academic and clinical experience in neuropsychology, consistent with the Houston Conference Guidelines for Specialty Education and Training in Clinical Neuropsychology. Our program particularly values diverse experiences and backgrounds, which we see as the building blocks of a rich training environment. We strongly encourage applications from qualified individuals who will enhance the diversity of our program in a number of ways (including, but not limited to, race, ethnicity, religion, gender identity, sexual orientation, disability, and veteran status).

Each training site (i.e., Martinez and Sacramento) will offer interviews to the applicants best-suited to that site; some applicants will be offered interviews at both sites. We understand how costly and challenging
travel can be, especially during the winter months, so we are happy to conduct interviews by telephone or video conference, if that is more convenient. After the interviews are complete, the selection committee will conduct a final rank-ordering of applicants, and an offer will be extended to the top applicant for each training site. If the first offers are not accepted, we will continue to extend offers down the rank-ordered list until the position is filled. We expect to extend offers in late January or early February 2019. We typically request a decision within 24 hours of the verbal offer. Consistent with other neuropsychology residency programs in our region, we intend to fill our two positions prior to the start of the International Neuropsychological Society Meeting in New York on February 20, 2019.

**Neuropsychology Residency Training Model and Program Philosophy**

Our residency program provides specialty practice training in Clinical Neuropsychology as recognized by the Council of Specialties (CoS), the Commission for the Recognition of Specialties and Proficiencies in Professional Psychology (CRSPPP) of the American Psychological Association, and the American Board of Professional Psychology (ABPP). We adhere to the Houston Conference Guidelines for Specialty Education and Training in Clinical Neuropsychology, and have developed specialty training competencies based on these Guidelines. Current practice standards require a minimum of two years of postdoctoral specialty training prior to independent practice in Clinical Neuropsychology. Accordingly, our residency program is structured to provide clinical and didactic training over the course of a two-year, full-time residency. As they advance in their training, residents are given greater autonomy and responsibility as well as increased participation in research, administration, and supervision activities.

Consistent with the Houston Conference Guidelines, the VA Northern California Clinical Neuropsychology Postdoctoral Residency program adheres to the scientist-practitioner model for training and education. Our program emphasizes frequent literature review, application of scientific knowledge in the provision of clinical services, and involvement in scholarly work that is directly applicable to clinical settings. Our residents are expected to complete a scholarly project of their choice during their postdoctoral training; this might include a clinical program evaluation, scholarly conference presentation, or peer-reviewed publication.

**Training Aims and Competencies**

The primary aim of the VA NCHCS Neuropsychology Postdoctoral Residency Program is to produce licensed clinical psychologists who are prepared for specialty practice in the field of Clinical Neuropsychology. This preparation is accomplished through participation in increasingly advanced and specialized clinical and didactic training experiences over the course of the two-year residency. At the completion of training, our residents will possess the knowledge and skills necessary to provide scientifically-informed neuropsychological assessment and/or neurocognitive rehabilitation services to patients from diverse ethnic and socioeconomic backgrounds. Graduates will be prepared to provide these services in the VA system or in other complex, interdisciplinary health care settings.

Prior to graduation, residents are expected to demonstrate mastery of several competencies that represent knowledge domains, skills, behaviors, and values considered fundamental to professional psychology, and to specialty practice in the field of Clinical Neuropsychology. These competencies, which are evaluated regularly throughout the two-year training program, are organized within 10 competency areas:

- Integration of Science and Practice
- Ethical and Legal Standards
- Individual and Cultural Diversity
- Professional Values, Attitudes, and Behaviors
- Communication and Interpersonal Skills
- Assessment
- Intervention/Neurocognitive Rehabilitation
- Supervision and Teaching
- Consultation and Interprofessional/Interdisciplinary Skills
Discipline-Specific Competencies for Neuropsychology

These competency areas cover skills essential for practice within the broader domain of professional psychology, as well as skills associated with specialty practice in Clinical Neuropsychology (i.e., as informed by the Houston Guidelines). Examples of some of the discipline-specific competencies evaluated by our program include: selection of neuropsychological measures and norms most appropriate for the age, cultural, and linguistic background of the individual being assessed; appreciation of the impact of medical disorders, medication, sleep disturbance, and other general medical issues on cognitive functioning and behavior; and communication of assessment results in an accurate, succinct report that answers the referral question(s), is written in language interpretable by other disciplines, and conveys uncertainty when appropriate.

Fellowship Setting

VA Northern California Health Care System Facilities and Locations

The VA Northern California Health Care System (VA NCHCS) provides coordinated, comprehensive inpatient and outpatient health care services to eligible veterans throughout 19 counties in Northern California. VA NCHCS has outpatient clinics in Sacramento, Martinez, Oakland, Travis Air Force Base in Fairfield, Mare Island, McClellan, Chico, Redding, Yreka, and Yuba City. Our residency training takes place at the Martinez, Sacramento, Fairfield, and Oakland facilities, where the vast majority of our system’s annual visits occur. Our large and diverse catchment area allows residents to develop cultural competence by serving veterans from a wide range of backgrounds. Telehealth initiatives are now underway to facilitate outreach to more rural communities.

In addition to the outpatient clinics, VA NCHCS operates a 24-bed Medical/Surgical Unit, 10-bed Intensive Care Unit, 16-bed Transitional Care Unit, and 16-bed Behavioral Health Inpatient Care Unit at our main hospital in Sacramento. Additionally, at David Grant Medical Center on Travis Air Force Base in Fairfield, there is a 12-bed, secured inpatient psychiatric unit that is jointly managed by the Air Force and VA. The 120-bed Community Living Center (known locally as the Center for Rehabilitation and Extended Care, or CREC) on the Martinez campus provides inpatient rehabilitation, hospice, respite services, and subacute skilled nursing care. There are nearly 700 patients treated in the CREC annually. One-third of the CREC admissions are to the 45-bed, specialized rehabilitation unit.

At VA NCHCS, Neuropsychology exists as a specialty consultation service within Mental Health Service line, and operates under the direction Donna Sorensen, Ph.D. There are 12 full-time neuropsychologists on staff. The Neuropsychology Service operates outpatient assessment and intervention clinics in Martinez, Sacramento, and Oakland, and inpatient services in Martinez and Sacramento. Our Neuropsychology and Neurocognitive Rehabilitation clinics provided outpatient services to over 1,500 veterans last fiscal year.

Additional Psychology Training at VA NCHCS

We have a long history of excellence in psychology training at VA NCHCS. In addition to the Neuropsychology Residency, which has held APA accreditation since 2009, VA Northern California has an APA-accredited, one-year Clinical Psychology Residency Program with focus areas in Behavioral Medicine and PTSD (for details, please refer to the online brochure for this program). Clinical Psychology residents divide their time between the clinical facilities in Martinez and Oakland. We actively seek opportunities for residents from the Clinical Psychology and Neuropsychology programs to participate in joint didactic and departmental events, including a cultural diversity seminar series.

VA NCHCS also has a clinical psychology internship program that has been APA-accredited since 1977. The internship program is based in Martinez, but training also occurs at the Oakland campus and David
Grant Medical Center at Travis Air Force Base. Currently, we have five full-time, funded interns. Training rotations include Substance Abuse Treatment, PTSD, General Mental Health, Neuropsychology, Neurocognitive Rehabilitation, Behavioral Medicine, Primary Care-Mental Health Integration (PCMHI), Center for Rehabilitation and Extended Care (CREC) Consultation-Liaison, and Inpatient Psychiatry. A second internship program is in development at our Sacramento campus, but has not yet completed the APA accreditation process.

We also have graduate student practicum programs at the Oakland, Martinez, Fairfield, and Sacramento sites. These programs are based on formal training agreements with local psychology graduate school programs. Practicum students work in several different settings, including General Mental Health, Neurocognitive Rehabilitation, Inpatient Psychiatry, and Neuropsychology. Neuropsychology residents at both our Sacramento and Martinez sites have the opportunity to provide clinical supervision to predoctoral psychology interns and/or practicum students during the course of their training.

In addition to our formal training programs, VA NCHCS has established training affiliations with nearby universities that benefit our residency program. Researchers and clinicians from UC Berkeley have been closely involved in our residency program for several years. Graduate students and postdoctoral residents from the Helen Wills Neuroscience Institute at UC Berkeley participate in some of our Martinez training events, and many of our Martinez residents choose to attend special seminars or participate in research at UC Berkeley. VA NCHCS also has a longstanding academic affiliation with UC Davis School of Medicine, where many of our faculty in Martinez and Sacramento hold associate clinical faculty positions. The presence of UC Davis residents in Medicine, Neurology, and Psychiatry at the Sacramento VA medical center enriches the interdisciplinary experience of our Sacramento residents. Additionally, our Neuropsychology Postdoctoral Residency Program has had a close affiliation with the neuropsychology training program at UC Davis Medical Center since 1993; this affiliation allows Neuropsychology residents at VA NCHCS and UC Davis Medical Center to participate in shared clinical and didactic training activities facilitated by faculty from both sites.

**Residency Training Sites**

The VA NCHCS Clinical Neuropsychology Postdoctoral Residency Program has two primary training sites: Martinez and Sacramento. One resident will be recruited for each site for the 2019-2021 training cycle. While residents at both sites share several common training experiences, there are several important differences as well, which are summarized below.

**Martinez Site**

We have a very long history of Neuropsychology training at our Martinez, California location. Martinez is located in the East Bay Area hills, close to Berkeley and Oakland, and across the bay from San Francisco. The Martinez campus serves a culturally diverse, mostly middle-class, suburban patient population. Residents selected for this position spend most of their time in Martinez. However, they also travel once a month to the nearby Oakland Behavioral Health Clinic; this clinic is in an urban setting, and the patients tend to come from less privileged backgrounds. Additionally, first year residents spend a small part of their year developing acute psychiatric management and personality assessment skills on the inpatient unit at David Grant Medical Center at Travis Air Force Base (described in more detail later). Core clinical training experiences at the Martinez site include the following (which are described in more detail under the heading "Residency Structure and Clinical Activities"):
- Martinez Neuropsychology Clinic (Inpatient and Outpatient)
- Martinez Neurocognitive Rehabilitation Clinic (Inpatient and Outpatient)
- Oakland Neuropsychology Clinic (Outpatient)
- Inpatient Psychiatric Assessment/Treatment at David Grant Medical Center (Travis Air Force Base)
In addition to these formalized clinical experiences, Martinez residents who are interested in research are particularly well situated to collaborate with highly-regarded researchers at UC Berkeley, UC San Francisco, UC Davis, and our own VA campus.

**Sacramento/Mather Site**
We have been training Neuropsychology residents at our VA Medical Center in Mather, California (a former Air Force base in east Sacramento) since 2011. Sacramento is the capitol of California; it is located in a valley between the Bay Area to the west, and the Sierra Nevada mountain range (famous for Lake Tahoe) to the east. It is approximately 80 minutes by car between the Martinez campus and the VA medical center in Sacramento. The Sacramento/Mather site serves a diverse veteran population that includes patients from Sacramento as well as the surrounding rural and mountain communities. Core clinical training experiences at the Sacramento/Mather site include the following (which are described in more detail under the heading "Residency Structure and Clinical Activities"):
- Sacramento Neuropsychology Clinic (Inpatient and Outpatient)
- Sacramento Neurocognitive Rehabilitation Clinic (Outpatient)
- UC Davis Medical Center Neuropsychology Clinic (Outpatient)
- Inpatient Psychiatric Assessment/Treatment at VA NCHCS Behavioral Health Inpatient Care Unit

Residents at the Sacramento site who are interested in research have access to well-respected dementia researchers in the UC Davis Department of Neurology. Additionally, they have the opportunity to collaborate with VA researchers who are studying patients with comorbid TBI and PTSD.

**Residency Structure and Clinical Activities**
The residency program at VA NCHCS consists of formalized training in neuropsychological assessment, neurocognitive rehabilitation, acute psychiatric crisis management, and other (elective) topics selected by the resident. Each of these activities is summarized below.

**Neuropsychology Training Activities**
At VA NCHCS, neuropsychological assessment is considered a core training experience. Most of our residents come to our program with considerable experience in assessment. Our goal is to build our residents’ skills and confidence in all aspects of the assessment process, while exposing them to patients with increasingly complex neurobehavioral syndromes and care needs. We provide heavier supervisory oversight and involvement early in the training process, and encourage residents to function with increasing independence as they progress through the training program.

In the **outpatient** Neuropsychology assessment clinics, residents typically:
- Review patient medical charts in advance of the appointment
- Meet with their supervisors to discuss test selection and evaluation approach
- Interview patients (and collateral informants, whenever possible) regarding symptom course, relevant medical history, and psychosocial history
- Administer, score, and interpret a comprehensive battery of tests appropriate to the patient’s age, cultural background, and referral question
- Write a neuropsychological report that includes meaningful, practical treatment recommendations
- Meet with patients and caregivers during a feedback session to review the results of the evaluation and convey the treatment recommendations in a clear/accessible manner

In addition to outpatient assessment, residents are given the opportunity to conduct **inpatient** neuropsychological assessments. Most inpatient assessments are requested when there is a question about a veteran’s medical decision-making capacity or ability to discharge safely to his or her previous residence after a cognition-altering event (e.g., stroke, traumatic brain injury, significant delirium,
exacerbation of a neurological disorder such as multiple sclerosis, etc.). Inpatient evaluations tend to be more abbreviated than outpatient evaluations, which gives the resident an opportunity to provide especially targeted and interpretable recommendations to an interdisciplinary team audience.

Residents at the Martinez and Sacramento sites have slightly different Neuropsychology training experiences. Site-specific training experiences are summarized below.

**Martinez Site: Neuropsychology Training Rotations**

**Martinez Outpatient Neuropsychology Clinic:** Most referrals to the Outpatient Neuropsychology Clinic in Martinez come from Neurology, Psychiatry, and Primary Care. The referring provider often requests diagnostic evaluation of patients with suspected Alzheimer’s disease, cerebrovascular disease, alcohol-related dementia, Parkinson’s disease, stroke, multiple sclerosis, or acquired brain injury (e.g., from physical trauma, brain hemorrhage, or tumor resection). We also are frequently referred patients with a history of mild traumatic brain injury and PTSD; these tend to be younger patients with cognitive and emotional symptoms that emerged during or after deployment to Iraq (i.e., Operation Iraqi Freedom, OIF; and Operation New Dawn, OND) or Afghanistan (Operation Enduring Freedom, OEF). The veterans served in the outpatient clinic commonly present with complex histories notable for multiple medical comorbidities, substance abuse, and psychiatric/mood disturbance. We often are asked to clarify whether a patient’s cognitive concerns are a result of neurological/medical factors, psychiatric factors, or both. Depending on the referral question and level of patient functioning, the evaluation might consist of comprehensive neuropsychological testing, brief cognitive screening (i.e., for more severely disabled individuals), and/or evaluation of medical and financial decision-making capacity. Following evaluation, we provide detailed feedback and treatment recommendations to patient, family, and referral source. The rotation is supervised by Donna Sorensen, Ph.D., Kristi Steh, Ph.D., and Brigid Rose, Ph.D.

**Martinez Inpatient Neuropsychology Clinic:** The Inpatient Neuropsychology Service provides consultation services at the Center for Rehabilitation and Extended Care (CREC), a 120-bed inpatient rehabilitation and skilled nursing facility. Our inpatients present with a wide variety of neurologic, medical, and psychiatric difficulties and with varying levels of acuity. Inpatient neuropsychological consultations tend to include relatively brief cognitive evaluations, evaluation of medical decision-making capacity, and evaluation of a patient’s readiness to discharge to a lower level of care. Exposure to a subacute care setting allows residents to become familiar with neurological conditions not seen routinely in our outpatient clinics including delirium, recent-onset stroke, motor disorders (e.g., Huntington’s Disease, Corticobasal Degeneration), and infectious diseases (e.g. Neurosyphilis, HIV). The rotation is supervised by Donna Sorensen, Ph.D., Kristi Steh, Ph.D., and Brigid Rose, Ph.D.

**Oakland Outpatient Neuropsychology Clinic:** Each month, Martinez residents travel to the Oakland Behavioral Health Clinic (Oakland BHC, which is approximately 30 minutes away by car) for a complementary outpatient assessment experience. The Oakland BHC is situated in a large, urban, ethnically and socioeconomically diverse community; however, the majority of patients receiving care in this clinic are African American older adults, many of whom are coping with poverty and other significant life stressors. In this clinic, quality care often requires thoughtful modification of the assessment process and collaboration with providers from other specialty services (e.g., Social Work, Substance Use Disorder clinics, Homelessness Program, etc.) to meet patient needs. Neuropsychology consults at this clinic are largely focused on dementia diagnosis/staging and capacity determination. The rotation is supervised by Diana Partovi, Psy.D.
Sacramento Site: Neuropsychology Training Rotations

Sacramento Outpatient Neuropsychology Clinic: In Sacramento, outpatient referrals are received from providers in a variety of departments, including Neurology, Physiatry, Behavioral Health, and Primary Care. Diagnoses commonly encountered in this clinic include dementia (e.g., Alzheimer’s, vascular, frontotemporal, alcohol-related), mild cognitive impairment, acquired brain injuries, pre-surgical evaluations, movement disorders, and stroke/vascular disorders. As in Martinez, providers in the Sacramento clinic also see a number of younger veterans who noticed changes in cognitive functioning after sustaining one or more mild TBI’s during deployments to Iraq and/or Afghanistan. Patients commonly present with comorbid psychiatric conditions (e.g., substance abuse, PTSD, depression) and medical problems. Clinical services include comprehensive neuropsychological assessments followed by detailed feedback to patients, family members, and other health care providers. Medical and financial capacity evaluations are routinely performed as well. The rotation is supervised by Dani Binegar, Ph.D., Kimberly Miller, Ph.D., and James Sisung, Psy.D.

Sacramento Inpatient Neuropsychology Clinic: Sacramento residents also have the opportunity to conduct brief, problem-focused cognitive evaluations with inpatients at the Medical Center’s main hospital. Common referral requests include assessment for dementia versus delirium, assessment of cognitive deficits following a stroke, evaluation of cognitive status in a medically ill patient, and determination of medical decision-making capacity. These evaluations are likely to influence patient care decisions regarding discharge disposition. The rotation is supervised by Dani Binegar, Ph.D. and Kimberly Miller, Ph.D.

UC Davis Department of Neurology Neuropsychology Service: Twice each month, Sacramento residents conduct outpatient evaluations at the UC Davis Neuropsychology Service (also located in Sacramento). The academic medical center setting gives residents the opportunity to see a broad range of non-veteran patients with diagnoses including epilepsy, TBI, movement disorders, and complex dementia syndromes. Because UC Davis patients often come from diverse linguistic backgrounds, assessment might involve use of an interpreter and/or modification of test administration and interpretation. During this rotation, residents are able to evaluate patients being considered for Deep Brain Stimulation (DBS) surgery and to observe weekly DBS rounds. On occasion, residents are invited to observe the Wada procedure of a patient being considered for epilepsy surgery. The rotation is supervised by Sarah Farias, Ph.D., ABPP-CN.

Neurocognitive Rehabilitation Training Activities

Neurocognitive rehabilitation is another core training experience we are proud to offer at VA NCHCS. Our residents vary in their degree of experience and confidence in this domain; our goal is to ensure they are prepared to provide high quality, evidence-based neurocognitive rehabilitation treatment upon graduation from our program. Neurocognitive rehabilitation services differ somewhat by training site.

In Martinez, neurocognitive rehabilitation training occurs in both inpatient and outpatient settings. In the outpatient clinic, residents are trained in the delivery and modification of evidence-based models and manualized interventions (e.g., CogSMART) for treatment of a variety of neurocognitive disorders, including TBI (especially mild TBI complicated by comorbid conditions), mild dementia, multiple sclerosis, stroke, Parkinson’s-related disorders, and a range of other conditions. Residents learn to provide these services in both individual and group contexts. Caregiver support and training (e.g., REACH VA), is emphasized as well. Additionally, Martinez residents have the opportunity to train in an inpatient rehabilitation setting at the CREC/CLC. There, residents learn to assess the cognitive functioning and treatment needs of inpatients with subacute neurological conditions (i.e., mostly stroke, but also traumatic brain injury and other neurological syndromes), work with the patients to develop realistic treatment goals, facilitate early recovery through education and instruction in compensatory strategies, and serve as a consultant to the interdisciplinary team regarding the cognitive, emotional, and behavioral needs of the patient. The inpatient training experience involves close collaboration with an interdisciplinary team of rehabilitation providers, including physicians, nurses, physical therapists, occupational therapists, speech therapists, recreation therapists, chaplains, and many others, which helps the resident develop excellent...
interdisciplinary communication skills. Residents training in the CREC also are able to participate in the STAR-VA program, which assists care staff in reducing challenging dementia-related behavior. The rotation is supervised by Diana Partovi, Psy.D., Traci Scherdell, Psy.D., James Muir, Ph.D., and Jeff Kixmiller, Ph.D.

In Sacramento, residents receive focused training in outpatient neurocognitive rehabilitation. On this rotation, residents provide evidence-based individual and group interventions for people with mild to moderate cognitive impairment. Manualized treatment programs (such as CogSMART) serve as the basis of these interventions; however, as in Martinez, the approach is modified as needed to meet the needs of the patients. Residents work in collaboration with providers from other disciplines. The Neurocognitive Rehabilitation program shares a particularly close and collaborative relationship with the Speech and Language Pathology Department; some of the groups are co-facilitated by SLP providers. Additionally, we work closely with the TBI/Polytrauma interdisciplinary treatment team, especially when working with younger veterans of the recent wars in Afghanistan and Iraq, many of whom present with histories of mild TBI and PTSD. Neurocognitive rehabilitation services also are offered to veterans with a wide range of medical and neurological conditions including multiple sclerosis, cancer, stroke, and moderate to severe brain injury. Training in the REACH VA program is also available for residents with an interest in providing services to caregivers of veterans with dementia. The rotation is supervised by Tory Kimpton, Ph.D. and Kimberly Miller, Ph.D.

Inpatient Psychiatry
At VA NCHCS, we believe neuropsychologists should be comfortable providing care to people with chronic or severe psychiatric disorders, and managing psychiatric crises when they arise. We therefore dedicate a modest portion of the first year to formalized training in an inpatient psychiatry setting. These rotations build resident familiarity not only with the special skills necessary for psychiatric crisis management, but with the system of care available to people in acute crisis, and the associated legal issues (e.g., involuntary hold, psychiatric conservatorship, etc.). The inpatient psychiatry settings, which differ by training site, are summarized below.

David Grant Medical Center at Travis Air Force Base (Martinez): This training experience takes place on a 12-bed, locked inpatient psychiatric unit that is jointly managed by the US Air Force and the VA. The patient population is unique, in that it includes active duty Air Force servicemen/women and their immediate family members, as well veterans who receive their care through the VA system. Active duty patients are referred from a wide catchment area that extends over the Pacific Rim. This rotation emphasizes comprehensive neuropsychological and psychodiagnostic assessment and brief intervention. Instruction in advanced interpretation of the MMPI-2 is a highlight of the experience. The supervisor for this rotation is Bill Steh, Ph.D.

Behavioral Health Inpatient Care Unit (BHICU; Sacramento): The Sacramento campus operates a 16-bed, short-term, inpatient unit for veterans with acute psychiatric symptoms. Residents rotating through the BHICU conduct clinical interviews, brief cognitive screening, and sometimes more comprehensive psychological and cognitive evaluations. They also provide brief individual and group treatment. Additionally, residents attend an interdisciplinary diagnostic consensus conference, during which the team develops treatment and discharge plans for the inpatients. The rotation supervisor is Robyn Salter, Ph.D.

Elective Rotations
We also offer our residents a range of elective opportunities, most of which are pursued in the second year of training (although first-year electives are possible if a resident’s schedule allows). In the recent past, residents have chosen elective rotations in General Neurology, TBI Physiatry, Stress Inoculation Training, Cognitive Processing Therapy (CPT), Movement Disorders Clinic, STAR-VA Dementia Behavioral Management, Stroke/Vascular Disorders Clinic, Post-Deployment Assessment and Treatment (PDAT), and Telehealth Services. Residents are welcome to propose new elective experiences based on their individual interests; these should be brought to the attention of the Training Director and/or Associate
Training Director for approval and coordination. Below are brief descriptions of some of the elective rotation options in Martinez and Sacramento; information about additional elective opportunities is available upon request.

**Movement Disorders Clinic (Martinez):** This elective exposes residents to patients with a variety of movement disorders, including Parkinson’s disease and “Parkinson’s-plus” syndromes such as Lewy Body Dementia, Corticobasal Degeneration, and Progressive Supranuclear Palsy. This clinic is conducted by Dr. Ingrid Kwee, a behavioral neurologist with expertise in the diagnosis and treatment of movement disorders. The resident typically attends the clinic on a weekly basis over the course of 6 months, observes and participates in the neurological evaluation, and provides brief cognitive assessments as needed.

**Stroke/Vascular Disorders Clinic (Martinez):** Residents who choose this elective have the opportunity to observe neurological evaluation and follow up care of patients who have sustained a stroke or are living with a chronic cerebrovascular disorder. Both inpatient and outpatient care is provided. The resident might be asked to assist with brief neurocognitive screening and care planning; however, as with the Movement Disorder Clinic, the emphasis is on learning and observation. The clinic is conducted by Dr. Mark D’Esposito, who also is an active neuroscience researcher at UC Berkeley.

**UC Davis Alzheimer’s Disease Center (ADC; Martinez):** The ADC is a state- and federally-funded clinical service and research center that is affiliated with the UC Davis Medical Center in Sacramento; Martinez residents with interest in Alzheimer’s disease can pursue elective training at the ADC center in nearby Walnut Creek. Many ADC patients are self-referred; others are referred from social services agencies or physicians within the UC Davis primary care network. The primary supervisor for this rotation is Deborah Cahn-Weiner, Ph.D., ABPP-CN.

**Post-Deployment Assessment and Treatment (PDAT; Martinez):** This inpatient treatment program, which takes place in the CREC, provides comprehensive medical and psychological care and neurocognitive rehabilitation to veterans with a history of polytrauma (typically including traumatic brain injury of varying severity with co-occurring pain, physical disability, and psychiatric and substance use disorders). Residents who select this rotation run treatment groups, supervise practicum student assessment and treatment, and interface with an interdisciplinary care team. The primary supervisors for this rotation are Jeff Kixmiller, Ph.D. and James Muir, Ph.D.

**STAR-VA Management of Dementia-Related Behavior (Martinez):** This is an inpatient program aimed at supporting CREC patients who have been diagnosed with dementia and are exhibiting behaviors perceived as challenging by their care providers. The resident partners with the CREC interdisciplinary care team (including nursing staff, chaplains, recreation therapists, and others) to identify the antecedents and consequences of challenging dementia-related behavior, and consider how environmental or interpersonal factors might be triggering or reinforcing the behavior. Together, the team identifies ways to modify their approach and the care environment with the goal of reducing the frequency of challenging behavior and enhancing patient mood and quality of life. This rotation gives residents experience in leading an interdisciplinary team meeting. The rotation supervisor is Diana Partovi, Psy.D.

**Traumatic Brain Injury (TBI) Clinic (Martinez, Sacramento):** The TBI Clinics in Martinez and Sacramento (led by Andrew Kayser, M.D., Ph.D. and Hetal Lakhanis, M.D. in Martinez, and Holly Zhao, M.D. in Sacramento) focus on the evaluation and treatment of patients with a reported history of traumatic brain injury. These clinics are attended by Neurology and Psychiatry, with consultation from Psychiatry, Neuropsychology, Speech and Language Pathology, and Social Work. The vast majority of patients are young veterans who sustained a traumatic brain injury during their service in Iraq and/or Afghanistan. Residents may observe the Neurology or Psychiatry evaluation, assist with brief cognitive screening, and assist the physician with decision-making about referral for more comprehensive outpatient evaluation and other services.
**Cognitive Behavioral Therapy for Insomnia (CBTi; Martinez, Sacramento)**
On this rotation, residents work either in person or via telemedicine with veterans who have insomnia. Residents will learn how to write a behavioral “sleep prescription” that is adjusted weekly based on information obtained through a patient’s sleep diary. Depending on schedules and availability, there also is the possibility of shadowing a neurologist specializing in sleep disorders. Rotation supervisors are Sarah Jackson, Ph.D. (Sacramento) and Traci Scherdell, Ph.D. (Martinez).

**UC Davis Neurology Service (Sacramento)**
Sacramento residents commonly engage in elective training at the UC Davis Department of Neurology. During this elective, residents observe a behavioral neurologist as he evaluates patients with various dementias, movement disorders (e.g. Parkinson’s Disease, Progressive Supranuclear Palsy, Corticobasal Degeneration), and other disorders of the central nervous system. In the past, our residents have provided brief cognitive screens during some of these evaluations. The attending neurologist is John Olichney, M.D.

**Stress Inoculation Training (SIT; Sacramento)**
SIT is a 14-week cognitive behavioral group intervention for veterans with PTSD or comorbid PTSD and TBI. This intervention is designed to give group participants the tools to cope more effectively with past trauma, and buffer them against the effects of future stress. During this rotation, fellows may assist with psychoeducation, reviewing content and homework from previous sessions, and guiding patients through mindfulness exercises. A neuropsychological perspective can be helpful in the interpretation and discussion of certain stressors related to cognitive symptoms. This rotation is supervised by Sarah Jackson, Ph.D.

**Cognitive Processing Therapy for PTSD (CPT; Sacramento)**
CPT is a cognitive-behaviorally oriented, evidence-based treatment for PTSD, and one of the major PTSD interventions supported by the VA. Patients work on challenging trauma-related belief systems in a systematic fashion. Most choose to gain basic experience with the intervention, but certification might be possible for residents interested in committing the significant time/case requirements. The rotation is supervised by Sarah Jackson, Ph.D.

**Didactic Seminars**

**VA NCHCS Didactic Series in Martinez**
All neuropsychology residents attend a monthly didactic series hosted at our Martinez campus. Residents from other Sacramento and Bay Area programs, VA NCHCS psychology interns and local practicum students are invited to join us as well. These seminars include monthly lectures from faculty and guest speakers on topics relevant to neuropsychology and neurocognitive rehabilitation. The third hour rotates across several topics including: diversity topics in neuropsychology, preparation for board certification, and (when available) neuroimaging review. Time also is set aside for a brief program meeting that includes the residents, Training Director, and Associate Training Director.

**Neuropsychology Special Topics Lecture Series**
Special topics in the field of neuropsychology are presented by faculty and other invited speakers. Topics in this series complement the UC Davis Didactic series (see below) and have included: assessment of delirium, challenging dementia-related behavior, neuropsychology ethics, sleep disorders and cognition, aphasia, assessment in acute medical settings, geriatric psychopharmacology, interpretation of laboratory results, performance validity/malingering, and professional development in neuropsychology.

**Neurocognitive Rehabilitation Lecture Series**
These lectures cover the current research and theories that serve as the basis for evidence-based interventions to enhance functional recovery and improve quality of life in patients with neurological disorders and neurobehavioral syndromes. Specific treatment approaches and strategies, as well as
important contextual modifications, are discussed. Second year residents also provide case presentations based on their first year neurocognitive rehabilitation training experiences.

**Diversity Topics in Neuropsychology**
Residents and faculty bring in current articles on diversity topics relevant to neuropsychology for journal club discussion. Residents are encouraged to consider the ways individuals from diverse backgrounds are underserved by our existing tests, norms, and practices, and to develop ideas for improving our professional practice moving forward.

**Preparation for Board Certification**
Faculty share suggestions and experiences regarding the board certification process, and guide the residents through activities (e.g., "Fact Finding" exercises) designed to prepare them for board certification in clinical neuropsychology.

**Neuroimaging Review**
On occasion, a VA neurologist meets with the residents in a small group setting to review interesting neuroimaging and to teach basic skills in reading/interpreting neuroimaging studies (CTs and MRIs).

**UC Davis Medical Center Didactics**
VA Northern California Neuropsychology residents at both sites also are required to attend the UC Davis Medical Center didactic series that occurs on the first Thursday of each month in Sacramento. The series, which is coordinated by UC Davis Department of Neurology training faculty, consists of the following:

**Clinical Pathological Conference (CPC)**
UC Davis Alzheimer's Disease Center (ADC) faculty present the clinical history of patients who were followed by the ADC over time, often for several years, and donated their brains for autopsy. Clinical data from neurology, neuropsychology and neuroimaging are reviewed, and diagnostic impressions are discussed by the conference participants. The neuropathologist then reviews the autopsy findings, which serve as the "gold standard" for dementia diagnosis. Thus, a rare opportunity is provided to observe the correlation between a patient’s clinical course and his or her neuropathology at the time of death.

**Functional Neuroanatomy and Neuropsychological Syndromes Lecture Series**
The purpose of this lecture series is to help prepare residents for board certification in neuropsychology. This lecture series, provided by UC Davis faculty, VA faculty, and other invited speakers, covers functional neuroanatomy at an advanced level.

**“Beyond the Basics” Research and Clinical Series**
The Research and Clinical Lecture Series consists of UC Davis faculty and other invited speakers presenting on a range of topics, including their own research endeavors, professional issues in neuropsychology, and diagnostically challenging neurocognitive disorders. Additionally, UC Davis fellows and faculty present interesting or unusual cases for discussion.

**OMNI Series**
The OMNI seminar is an interdisciplinary educational program developed by individuals from VA NCHCS, UC Davis, and UC Berkeley who have an interest in behavioral and cognitive neuroscience. This meeting, which has been held for over 20 years, is led by Robert Knight, M.D., Professor of Neuroscience and Director of the Helen Wills Neuroscience Institute at the University of California, Berkeley. The meeting is held at the Martinez campus. During each meeting, a neuropsychology resident presents background information about a patient with a particularly interesting neurological condition, and summarizes the neuropsychological test results. Dr. Knight educates the group about the clinical features of the neurological disorder under discussion, and some of the associated research. He then reviews the patient’s neuroimaging, and correlates it with the neuropsychological test results. After this discussion, the patient is brought in for a live clinical interview and neurological examination by Dr. Knight, who shares with the patient his key findings and observations. This format allows clinicians and researchers to share their perspectives and experiences, and to increase their knowledge regarding the nature and etiology of
William Lynch, Ph.D., ABPP-CN, Case Conference
William Lynch, Ph.D., ABPP-CN, facilitates a monthly case conference that is hosted by VA NCHCS, and includes the participation of trainees and faculty/staff from the San Francisco VA Medical Center and the Kaiser-Vallejo Rehabilitation Hospital. This conference occurs by teleconference, so no travel is required. Residents present clinical cases that are particularly perplexing or complicated, then the other call participants share their perspectives regarding diagnostic considerations and relevant research. This conference, which has been meeting for over 15 years, is an excellent opportunity for faculty and trainees to develop professional contacts within the San Francisco Bay Area and Sacramento Valley, share information and advances in the field, and become familiar with the work occurring in different settings.

Neurology Learning Series
Residents are invited to attend a brown-bag lunch Neurology lecture series hosted the VA NCHCS Martinez Neurology Clinic; Martinez residents attend in person, and Sacramento residents attend by video conference. During this series, Martinez Neurology providers offer lecture on topics within their areas of interest and expertise, including sleep disorders, movement disorders, traumatic brain injury, theories related to conscious experience and the mind, and other special topics. Interactive discussion is highly encouraged. Occasionally, our residents have had the opportunity to present at the lecture series.

Cultural Diversity Seminar Series
Residents attend a seminar series focused on cultural diversity and its impact on clinical care. This series is coordinated and facilitated by VA NCHCS Psychologist Dr. Lisa Belvy, with involvement from other members of the Psychology and Neuropsychology training faculty. Residents from the Neuropsychology programs in Martinez and Sacramento (by teleconference) participate in this series along with residents from the Clinical Psychology Residency Program and Pharmacy Residency Program in Martinez. This seminar allows residents from different specialty areas to gather, engage in discussion, discuss relevant research, and share their clinical experiences in a safe and supportive environment. This seminar focuses on diversity as it impacts patient care more broadly; neuropsychology-specific diversity topics are targeted as part of the Martinez Didactic series.

Clinical Neuroscience Seminar at UC Berkeley
When it is offered, residents are welcome to attend a semester-long Clinical Neuroscience seminar at UC Berkeley that is co-taught by Robert Knight, M.D. and Mark D’Esposito, M.D. This graduate-level seminar covers human brain dysfunction as well as neuroanatomy and neuropathology. Dr. Knight has an extensive collection of video recordings of neurological and cognitive exams of patients with neurobehavioral disorders, neuropathological brain specimens, and neuroimaging studies, allowing for rich experiential learning. This course is typically taught in the Fall Semester at UC Berkeley.

Scholarly Activity
VA NCHCS has a long tradition of world-class research in neuropsychology and the neurosciences. Currently, there exists well over $15,000,000 in combined state and federal funding for neuroscience research at the VA NCHCS. A major portion of this work is conducted on or near the Martinez and Sacramento campuses by clinical and experimental psychologists and neuropsychologists, neurologists, and other neuroscientists at the VA, UC Berkeley and UC Davis. The researchers collaborate closely with VA clinicians on joint research endeavors as well as training and educational activities. This collaboration provides exciting training and research opportunities for residents, while facilitating the development and evaluation of innovative treatment and diagnostic services for veterans. Many residents take advantage of this special opportunity to work with highly respected researchers and produce peer-reviewed publications and professional presentations during their residency.
Because our training program espouses a Scientist-Practitioner philosophy, residents are expected to participate in clinically relevant scholarly activity over the course of their training at VA NCHCS. Each resident selects, plans and implements a project they find particularly interesting, in consultation with the primary supervisors and Training Director or Associate Training Director. Examples of scholarly projects include implementation and evaluation of a new clinical program, critical analysis of an existing program or procedure, or development and piloting of a treatment manual. Residents are encouraged to present their results to program faculty and trainees and to submit their work to conferences, such as the annual meetings of the International Neuropsychological Society, the American Academy of Clinical Neuropsychology, the National Academy of Neuropsychology, or other local or national conferences. Of note, residents who are more heavily involved in publishing and presenting the results of grant-funded research during residency may be exempt from the scholarly project requirement, and are encouraged to discuss this option with the Training Director or Associate Training Director.

**Additional Professional Training**

**Training in Clinical Supervision**
Our residents receive training and experience in the provision of clinical supervision to predoctoral neuropsychology trainees; most of this occurs in the second year of residency. In Sacramento, the residents supervise practicum students and interns (i.e., in the newly developed, not-yet-accredited Sacramento internship program) who are training in neuropsychology in the outpatient assessment clinic. In Martinez, the residents supervise interns on the neuropsychology rotation in the APA-accredited internship program, as well as practicum students pursuing training in neurocognitive rehabilitation. The supervision experience is overseen and closely supported by training faculty, and the resident is provided with formalized instruction and guidance to help build this competency area.

**Training in Clinic Administration**
In their second year, residents at VA NCHCS gain experience in neuropsychology clinic administration. Initially, this involves shadowing or assisting a supervisor as he or she makes triage and case assignment decisions. After some initial preparation and training, the resident is given responsibility for managing and triaging incoming neuropsychology consults, clarifying referral questions with referring providers and providing education about the service as needed, tracking clinic availability, and discontinuing inappropriate consults. The purpose of this experience is to prepare residents for professional roles that might include clinic administration and oversight, while also giving them opportunities to interact with referral sources from a variety of disciplines.

**Clinical Supervision and Professional Mentoring**

Residents are provided with developmentally-appropriate supervision throughout the two-year program. Both clinical supervision (i.e., case-focused supervision) and professional mentoring is scheduled on a weekly basis. Each resident receives a minimum of two hours of individual supervision and at least four hours total supervision per week. Supervisors train and support residents by using a range of techniques including in-vivo observation and modeling, post-session review of interactions with patients, review of residents’ documentation and reports, and group supervision. The training faculty at VA NCHCS greatly enjoy teaching and mentoring; in addition to formal meetings, we maintain an open-door policy and welcome opportunities for informal contact and collaboration with residents throughout the week.

**Program Structure**

The Clinical Neuropsychology Postdoctoral Residency Program is comprised of two full-time years of training. The following table summarizes the approximate time spent in various activities during each of the two years of training. Please note these are relative estimates of time allotment; each resident’s training plan differs slightly, based on his or her unique training needs and interests. These rotations are described in more detail earlier in this brochure, under the heading, "Residency Structure and Clinical Activities".
At the beginning of the training year, new residents complete a self-assessment that is used to create an individualized training plan. Each resident’s skill development is closely monitored and evaluated by training faculty. As the resident demonstrates increased competency, he or she is granted increased autonomy and training case complexity.

In Year One, 70% of the time is spent in core clinical activities. Forty percent of a first year resident’s time is dedicated to training in the VA Neuropsychology Clinic (40%); additional time is spent in Inpatient Psychiatry (DGMC or BHICU; 10%), Neurocognitive Rehabilitation (10%), and a supplementary neuropsychology rotation (Oakland or UC Davis; 10%). First year residents may participate in elective rotations if their schedule allows, but many choose to defer this option until the second year of training.

In Year Two, 60% of the time is spent in core clinical activities as outlined in the table above. Neuropsychology assessment activities are reduced slightly to allow for greater involvement in Neurocognitive Rehabilitation. Additional time is allotted for residents to engage in administrative activities, such as learning clinic management and patient triage for neuropsychology, and engagement in research or other scholarly activities. In the second year, 10% of the time is spent in elective rotations. Residents can choose to do half day elective rotations that last the entire year, OR they can choose a full-day rotation that runs for a six month period. Residents can choose a purely clinical elective or can choose to spend elective time engaging more heavily in research.

**Work Schedules**

There is a specific tour of duty for the residency, which is Monday through Friday, 8:00 - 4:30. Unless a specific schedule alteration is granted in advance, residents are expected to be on site and reachable during these hours. We encourage work/life balance, and strive to make this a 40-hour per week training experience; however, as is common among early career neuropsychologists, many residents find themselves working 45-50 hours per week in order to complete reports and other clinical documentation in a timely fashion. There may also be occasions in which urgent or unexpected clinical assessment or intervention requires extra time. Below is a hypothetical weekly schedule of a resident from each training site.
### SAMPLE: Martinez Year 1 resident (4th week of the month)

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<tr>
<th>Time</th>
<th>Monday</th>
<th>Tuesday</th>
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<tbody>
<tr>
<td></td>
<td>Oakland</td>
<td>Martinez</td>
<td>Martinez</td>
<td>Martinez</td>
<td>Meet with mentoring supervisor</td>
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<tr>
<td>8:00</td>
<td>Check email, gather materials</td>
<td>Check email and voicemail</td>
<td>Check email and voicemail</td>
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<tr>
<td>8:30</td>
<td>Meet with case supervisor to prep evaluations</td>
<td>Neurocog case supervision (discuss current cases, plans, etc.)</td>
<td>Neuropsych case supervision (review recent report, discuss recent case, etc.)</td>
<td>Do weekly scheduling, complete monthly hours log</td>
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<td>9:00</td>
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<td></td>
<td>Work on scholarly project</td>
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<tr>
<td>10:00</td>
<td>Oakland neuropsych assessment</td>
<td>Neurocog outpatient</td>
<td>Neuropsych feedback session</td>
<td>Martinez Didactics: Neuropsychology Special Topic</td>
<td>Break/Check-in meeting with Training Director</td>
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<td>10:30</td>
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<tr>
<td>11:00</td>
<td>Neurocog outpatient</td>
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<td>Martinez Didactics: Neurocognitive Rehabilitation</td>
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<td>11:30</td>
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<td>Documentation of feedback session</td>
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<td>Chart review, prep cases for next week</td>
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<tr>
<td>12:30</td>
<td>Write treatment note, check in with supervisor</td>
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<td>Documentation of Neurocog treatment sessions</td>
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<td>Lunch with residents</td>
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<td>Check email, voicemail</td>
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<td>2:00</td>
<td>Oakland neuropsych assessment</td>
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<td>Neuropsych test scoring, report writing</td>
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<td>Neuropsych test scoring, report writing</td>
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<td>Martinez Didactics: Fact-Finding Exercise</td>
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<td>REACH VA Caregiver support</td>
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<td>Neuropsych test scoring, report writing</td>
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<td>3:30</td>
<td>Case discussion with supervisor</td>
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<td>REACH VA documentation, post completed reports, enter orders</td>
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<td>4:00</td>
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### SAMPLE: Sacramento Year 2 resident (2nd week of the month)

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<th>Time</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
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<tbody>
<tr>
<td></td>
<td>Mather</td>
<td>Mather</td>
<td>UC Davis</td>
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<tr>
<td>8:00</td>
<td>Check email, gather materials</td>
<td>Check email and voicemail</td>
<td>Deep Brain Stimulation (DBS) case conference</td>
<td>Check email and voicemail</td>
<td>Check email and voicemail</td>
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<tr>
<td>8:30</td>
<td>Meet with case supervisor to prep evaluations</td>
<td>Meet with mentoring supervisor</td>
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<td></td>
<td>Prep Neurocog group</td>
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<tr>
<td>9:00</td>
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<td></td>
<td>UC Davis supervision</td>
<td>UC Davis report writing</td>
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<tr>
<td>9:30</td>
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<td>Cog Rehab Social Communication Group</td>
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<td>10:00</td>
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<tr>
<td>10:30</td>
<td>VA (Sac) neuropsych assessment</td>
<td>VA neuropsych test scoring, report writing</td>
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<td>Group documentation</td>
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<tr>
<td>11:00</td>
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<td></td>
<td>UC Davis neuropsych assessment</td>
<td>VA Neuropsych case supervision</td>
<td>Prep for individual sessions</td>
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<td>11:30</td>
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<td>Neurocog outpatient</td>
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<td>12:30</td>
<td>Lunch</td>
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<td>Neuropsych feedback session</td>
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<td>1:00</td>
<td>Lunch</td>
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<td>Lunch</td>
<td></td>
<td>Neurocog outpatient</td>
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<tr>
<td>1:30</td>
<td>Documentation of feedback session, email</td>
<td></td>
<td>Neurocog case supervision</td>
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<td>Documentation of Neurocog</td>
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<tr>
<td>2:00</td>
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<td></td>
<td>Neurocog treatment sessions</td>
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<tr>
<td>2:30</td>
<td>VA Neuropsych test scoring, report writing</td>
<td></td>
<td>UC Davis scoring, report writing</td>
<td></td>
<td>Weekly scheduling, hours log</td>
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<td>3:00</td>
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<td></td>
<td>Prepare for UC Davis Case</td>
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<td>3:30</td>
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<td>UC Davis feedback session (until 5:00)</td>
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<td>Wrap up</td>
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<td>4:00</td>
<td>Wrap up</td>
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<td>Wrap up</td>
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**Weekly travel**

The schedule is arranged such that a resident will generally be in one location for an entire day. The Martinez residents spend most of their time at the Martinez facility, but travel a few times per month to the Oakland clinic (which is about 30 miles from Martinez) and David Grant Medical Center in Fairfield (which is about 25 miles from Martinez). Although the Oakland clinic is accessed easily by public transportation...
(see www.511.org for information), the other sites are less accessible by train or bus, and most residents find it easier to travel to their work stations by car. The Sacramento residents spend most of their time at the VA Medical Center, but also travel regularly to UC Davis Medical Center (which is 10 miles away from the VA Medical Center). Residents from Martinez and Sacramento also attend monthly didactics at each location, requiring one longer day of travel between the sites (which are located approximately 75 miles apart); they typically borrow a government vehicle and carpool with other residents for these longer drives.

**Living Arrangements**

*Martinez residents*
While most of the training occurs in Martinez, residents are encouraged to consider accessibility to the Oakland Behavioral Health Clinic and David Grant Medical Center in Fairfield when selecting a place to live. Many VA NCHCS trainees have chosen to live in either the Oakland/Berkeley area (which is more urban, and involves a reverse-commute to Martinez) or in one of the many suburban communities surrounding Martinez (including Walnut Creek, Pleasant Hill, and Concord, all of which have easy BART train access to Oakland and San Francisco). Some also have chosen to live in San Francisco; however, the cost of living is much higher there. While the Bay Area is very expensive compared to most places in the country, both Oakland/Berkeley and Walnut Creek/Concord/Martinez have some relatively affordable housing options. Speaking with current residents and faculty can be very helpful when making residential decisions; we welcome questions and consultation from incoming residents during this process.

*Sacramento residents*
Most of the training occurs at the Sacramento VA medical center (i.e., in Rancho Cordova, on the eastern border of Sacramento) and at UC Davis Medical Center (i.e., 15 minutes away, in the city of Sacramento). Many faculty and recent trainees have chosen to live east of the medical center in Folsom, and west of the VA in midtown or downtown Sacramento. The city of Sacramento tends to offer more urban and night life activities than the communities to the east of the VA; however, the eastern communities offer closer proximity to Folsom Lake and the Sierra Nevada mountain range, and tend to be more affordable.

**Office Space and Training Resources**
Residents have dedicated office space available for use at each primary training site. At each networked computer workstation, residents can access the internet, VA electronic medical record, neuroimaging records, shared departmental resources word processing programs, and statistical software. VA NCHCS also has an extensive virtual medical library that can be accessed through online databases or requested through the medical librarian. Clinical treatment space, including testing and neurocognitive treatment rooms, neurological exam rooms, group therapy space, offices with telehealth capability, and research conference rooms are available for use on each campus. Our Neuropsychology clinics are fully stocked with the most commonly used neuropsychological test materials and technical manuals. We also have a collection of neuropsychology, neuroanatomy and neurorehabilitation textbooks and articles available for resident use, as well as multiple sets of licensure preparation materials. Residents are encouraged to make recommendations regarding assessment measures, resource texts, and other materials we might consider adding to our departmental collection. These resources are purchased with dedicated mental health service line funds that are allocated to the Neuropsychology service section.

**Expected Licensure/Certification Upon Program Completion**
Houston Conference Guidelines specify that graduates of Clinical Neuropsychology residency programs should be eligible for state licensure and ABPP board certification in Clinical Neuropsychology. Residents will receive sufficient supervised professional experience to meet requirements for licensure as a psychologist in California, and are expected to obtain licensure in the jurisdiction of their choice by the conclusion of their residency training. Residents and their supervisors sign a Supervision Agreement on
the first day of training; this is required by the California Board of Psychology for documentation of supervised professional experience. In accordance with California Board of Psychology policy, at the end of the first training year, the Training Director will complete a Verification of Experience form, which will be kept (along with the Supervision Agreement) in the resident’s training file. When the resident applies for California licensure, the supervisor provides these documents to the resident in a signed/sealed envelope, which the resident submits directly to the Board. Because many of our residents attended graduate programs outside the state, we have coordinated with other local VA facilities to give our residents free access to most of the pre-licensure courses required by the California Board of Psychology. Residents also are granted training leave time to take the remaining courses from private vendors, if needed. The process outlined above will assist the resident in obtaining licensure in California; however, each state licensing board has its own requirements. Residents are encouraged to consider where they might eventually pursue licensure and to examine the licensing laws specific to those jurisdictions. A good source of information for licensing rules is http://www.asppb.org/. The Training Director will gladly complete any needed paperwork for other jurisdictions. Many residents obtain licenses prior to the completion of their residency. However, because residents are not credentialed as independent practitioners in the VA (and because Neuropsychology practice standards require two years of supervised specialty training), licensed residents continue to work under the supervision of training faculty for the remainder of their residency.

We encourage our graduates to pursue American Board of Professional Psychology (ABPP) certification in Clinical Neuropsychology shortly after completing our residency. Our program is designed to meet postdoctoral training requirements necessary for board certification. Additionally, many of our didactic seminars and group supervision discussions are designed to prepare residents for the board certification examination process. Training faculty who have completed or are in the process of board certification strive to support and demystify the process for residents. Mentoring supervisors also check regularly with their residents regarding their readiness to pursue this next step in their career.

**Evaluation and Requirements for Residency Completion**

Residents are continually evaluated regarding their progress toward program competencies. Training faculty meet monthly to review resident progress. Formal ratings of competency acquisition (i.e., Summative Evaluations) are completed at the 6-month midpoint and 12-month endpoint of each training year. In addition to the summative evaluations, residents receive frequent informal feedback from their supervisors regarding their performance. Promotion to the second year of training is contingent on successful completion of the first year of training (i.e., as operationalized in our policy manual). Opportunities for remediation and enhanced support are provided as needed to facilitate program completion (see Remediation policy, below). In order to meet criteria for successful completion of the residency program, and to be awarded a certificate of completion, residents must be rated at an independent level of competence on all competency items at the conclusion of residency. Two successful full-time years of training must be completed to be awarded a certificate of completion for the Clinical Neuropsychology Postdoctoral Residency Program.

**Resident Feedback and Program Development**

At VA NCHCS we believe input from residents is essential to the continued growth and improvement of our program. Residents are encouraged to provide feedback about the program through multiple formats. Supervision provides the opportunity for regular, weekly communication with core training faculty. Each month, following our Martinez Didactic Seminar Series meeting, residents meet with the Training Director and the Associate Training Director to provide direct feedback regarding program activities, resident perceptions of the program elements, how the fellowship is meeting resident training needs, and suggestions for program improvement. They also are asked to complete a survey regarding the perceived educational value of each training seminar. During the mid-year evaluations, residents are asked to provide written feedback that is used for program improvement. Also, a resident representative is present for a portion of each monthly training faculty meeting to discuss any resident issues or concerns.
Each year, residents also participate in a focus group that is facilitated by the Training Director and the Associate Training Director. During this meeting, residents are asked to discuss their perceptions regarding the relative strengths and weaknesses of the training program. The outcomes of the focus group discussions inform the agenda for the annual off-site faculty retreat. Following the retreat, decisions related to program activities are communicated back to the residents.

**VA NCHCS Neuropsychology Training Faculty**

**Program Leadership**

**Brigid Rose, Ph.D.**
Training Director, Clinical Neuropsychology Postdoctoral Residency Program
Staff Neuropsychologist, Martinez Outpatient Clinic
Graduate Program: Loyola University Chicago, 2005

**Kimberly Miller, Ph.D.**
Associate Training Director, Neuropsychology Postdoctoral Residency Program
Staff Neuropsychologist, Sacramento Clinic
Assistant Clinical Professor, UC Davis School of Medicine Department of Neurology
Assistant Clinical Professor, UC Berkeley Department of Clinical Science
Graduate Program: University of Florida, 2008

**Primary Rotation Supervisors and Core Neuropsychology Faculty**

**Dani Binegar, Ph.D.**
Staff Neuropsychologist, Sacramento Clinic
Assistant Clinical Professor, UC Davis School of Medicine Department of Neurology
Graduate Program: Texas Southwestern Medical Center at Dallas, 2007

**Sarah T. Farias, Ph.D., ABPP-CN**
Director of UC Davis Clinical Neuropsychology Residency Program
Associate Professor, UC Davis School of Medicine Department of Neurology
Graduate Program: University of North Texas, 2000

**Tory Kimpton, Ph.D.**
Staff Neuropsychologist, Sacramento Clinic
Graduate Program: University of Montana, 2015

**Jeffrey Kixmiller, Ph.D.**
Staff Neuropsychologist, Martinez Outpatient Clinic, CREC
Director of Neurocognitive Rehabilitation Service, VANCHCS
Assistant Clinical Professor, UC Davis
Graduate Program: Ball State University, 1992

**James Muir, Ph.D.**
Staff Neuropsychologist, Martinez Outpatient Clinic, CREC
Graduate Program: Georgia State University, 2002

**Diana Partovi, Psy.D.**
Staff Neuropsychologist, Martinez Outpatient Clinic, Oakland Behavioral Health, CREC
Graduate Program: Alliant International University, 2012

**Robyn Salter, Ph.D.**
Clinical Psychologist, Sacramento Clinic
Graduate Program: California School of Professional Psychology
Traci Scherdell, Psy.D.
Staff Neuropsychologist, Martinez Outpatient Clinic, CREC
Graduate Program: Chicago School of Professional Psychology, 2010

James Sisung, II, Psy.D.
Staff Neuropsychologist, Sacramento Clinic
Graduate Program: Adler University, 2007

Donna Sorensen, Ph.D.
Director of Neuropsychology Service, Martinez Outpatient Clinic
Lead Psychologist, VA NCHCS
Staff Neuropsychologist, Martinez Outpatient Clinic
Associate Clinical Professor, UC Davis
Graduate Program: University of Houston, 1992

Bill Steh, Ph.D.
Staff Neuropsychologist, David Grant Medical Center
Graduate Program: California School of Professional Psychology, 2000

Kristi Steh, Ph.D.
Staff Neuropsychologist, Martinez Outpatient Clinic
Graduate Program: California School of Professional Psychology, 2000

Additional Supervisors, Instructors, and Research Mentors

Lisa Belvy, Ph.D.
Staff Psychologist, Martinez Outpatient Clinic
Graduate Program: University of Illinois, Chicago, 2013

Deborah Cahn-Weiner, Ph.D., ABPP-CN
Neuropsychologist, UC Davis Alzheimer’s Disease Center
Associate Clinical Professor of Neurology, UC Davis

Anthony Chen, M.D.
Staff Neurologist, Martinez Outpatient Clinic, San Francisco VAMC
Assistant Professor, UC San Francisco
Graduate Program: Harvard Medical School, 2000

Mark D’Esposito, M.D.
Staff Neurologist, Martinez Outpatient Clinic
Professor of Neuroscience and Psychology, UC Berkeley
Director, Henry Wheeler Jr Brain Imaging Center, UC Berkeley
Graduate Program: SUNY Health Science Center at Syracuse, 1987

Nina Dronkers, Ph.D.
Senior Research Career Scientist
Professor of Neurology and Linguistics, UC Davis
Graduate Program: UC Berkeley, 1985

Sarah Jackson, Ph.D.
PTSD/TBI Psychologist, Sacramento Clinic

Andrew Kayser, M.D., Ph.D.
Staff Neurologist, Martinez Outpatient Clinic
Assistant Professor, UC San Francisco
Graduate Program: UC San Francisco, 2001

**Robert Knight, M.D.**
Professor of Psychology and Neuroscience, UC Berkeley
Director, Helen Wills Neuroscience Institute, UC Berkeley
Consulting Neurologist, VA NCHCS
Graduate Program: Northwestern University Medical School, 1974

**Hetal Lakhani, M.D.**
TBI Physiatrist, VA NCHCS, Martinez Outpatient Clinic

**William Lynch, Ph.D., ABPP-CN**
Neuropsychologist, Independent Practice
Graduate Program: University of Tennessee, 1970

**R. Scott Mackin, Ph.D.**
Professor, UCSF School of Medicine
Psychologist, VA San Francisco Health Care System

**John Olichney**
Neurologist, UC Davis Department of Neurology
Professor, UC Davis Center for Mind and Brain

**Joel Schmidt, Ph.D.**
Psychology Training Director, VA NCHCS
Staff Psychologist, Oakland Behavioral Health Clinic
Past Chair, VA Psychology Training Council
Graduate of University of Arkansas, 1994

**Holly Zhao**
TBI Physiatrist, VA NCHCS, Sacramento Clinic

**Additional Information: Administrative Policies and Procedures**

**Website Privacy**
We will not collect any personal information about you when you visit our website.

**Policy on Psychology Trainee Self Disclosure**
Consistent with the APA Ethical Principles of Psychologists and Code of Conduct, in most cases, psychology trainees in the VA Northern California Health Care System are not required to self-disclose sensitive topics (e.g., sexual history, history of abuse and neglect, psychological treatment or conditions, and relationships with parents/family members, peers, and spouses or significant others) during application to the program or during the course of training. The primary exception is when a trainee's personal problems or condition could reasonably be judged to put patient care, the trainee, or clinical and educational operations at risk. This policy is designed to balance the importance of trust and personal privacy in the supervisory relationship with the supervisor's responsibility for care of the patient and for the safety of all staff members and trainees. In cases when self-disclosure of personal information is necessary, the required disclosure is limited to circumscribed information related to managing the specific clinical, safety, or patient care concern. It also should be noted that disclosure might be included as an optional exercise in a learning experience. For example, residents might be invited to share their cultural identities as part of the Diversity Seminar.

**Statement of Nondiscrimination**
The VA NHCS Clinical Neuropsychology Postdoctoral Residency Program emphasizes respect for trainees, patients, and staff members representing all forms of diversity, including (but not limited to) race, ethnicity, religion, gender, sexual orientation, disability, marital status, veteran status, and political affiliation. Residents are entitled to equal treatment in selection decisions, and freedom from harassment or unfair treatment. If a resident feels that any form of discrimination is occurring, he/she is encouraged to discuss this with the Training Director and/or follow the grievance process outlined below. In addition, the resident may elect to utilize the VA EEO process (see attached VA policy). The resident can request confidential assistance in accessing the EEO program from the Training Director, Associate Training Director, any member of the training committee, or the program support assistant.

**Policy on Resident Representation to the Neuropsychology Training Committee**

Residents are afforded representation during the Neuropsychology Training Committee meetings. Senior residents (i.e., second year residents from Sacramento and Martinez) share the responsibility of attending Neuropsychology Training Committee meetings to represent resident interest in formulating policies, curriculum design, and program evaluation. The resident representatives also serve as a liaison for the committee with the resident class. The resident representatives are not present for committee proceedings involving evaluation of residents or deliberation concerning resident performance or conduct problems.

**Maintenance of Training Files**

A record is kept for each resident admitted to the program. This record includes formal evaluations (mid-year and end-of-year summative evaluations), mid rotation feedback, any additional documentation related to performance during the training year, and a record of successful completion of the program. These records are kept permanently so that the program may verify program completion throughout the graduate’s professional career. Program graduates are encouraged to contact the Training Director or the Program Support Assistant as needed to request this verification.

**Resident Grievance Policy**

**Purpose**

To provide an effective and consistently applied method for a resident to present his/her grievances and have those grievances internally resolved at the lowest possible level. At the same time, the process allows for the opportunity to appeal up the chain of command (e.g., supervisor, Training Director or Associate Training Director of the Neuropsychology Residency Program, Psychology Training Director, Assistant Chief of Mental Health for Clinical Operations, Associate Chief of Staff for Mental Health, Chief of Staff) if needed to ensure due process and help residents feel comfortable that concerns can be addressed without fear ofreprisal.

It is the training program’s policy to be responsive to the residents and their concerns. Therefore, residents may use the process described below for the resolution or clarification of grievances. The Neuropsychology Training Director is responsible to the Psychology Training Director, who is responsible to the Assistant Chief of Mental Health for Clinical Operations for carrying out the provisions of this policy.

**Process**

A. All training staff and residents are responsible for attempting to resolve grievances at the lowest possible level to the satisfaction of all parties involved.

B. Residents should attempt to resolve minor grievances directly with the individual involved utilizing existing program structure (e.g., the supervision process).

C. In the event that residents do not feel comfortable addressing issues within the supervisory process, they may appeal directly to the Training Director for assistance in resolution. Minor grievances processed in this manner are considered informal.
D. A resident may choose to file a formal grievance at any point. The grievance must be presented in writing to the Training Director. The submission of the formal grievance should include (if applicable):

   1. The grievance and the date when the incident occurred
   2. Suggestions on ways to resolve the problem
   3. Information regarding any previous meetings to attempt to resolve the grievance

E. If the grievance is against the Training Director, the resident can file the grievance with the Associate Training Director, the Psychology Training Director and/or the Assistant Chief of Mental Health for Clinical Operations.

F. The program support assistant or any of the training faculty members can assist the resident in filing this grievance with the appropriate party, including the Assistant Chief of Mental Health for Clinical Operations.

G. Formal grievances will be presented to Neuropsychology Training Committee, which includes the Training Director, Associate Training Director, and other members of the training faculty. Residents may present their grievance directly to this body. The resident may invite a staff member of his/her choice to provide advocacy and emotional support. The body to hear the formal grievance will be assembled as soon as possible and in all cases within three weeks from the presentation of the formal grievance. If the grievance is against the Training Director or another individual normally assigned to this body, that individual is not involved in the body’s deliberation and may only attend to provide testimony, as indicated.

H. Any formal grievance and its resolution will be documented.

I. If adequate resolution cannot be achieved through this process, or residents wish to take the grievance outside of the existing training program structure, they may appeal directly to the Assistant Chief of Mental Health for Clinical Operations for resolution. The Assistant Chief of Mental Health for Clinical Operations will review the grievance as soon as possible and in all cases within three weeks from the presentation of the formal grievance. The program administrative assistant or any of the training faculty members can assist the resident in communicating with the Assistant Chief of Mental Health for Clinical Operations.

J. Residents may appeal any formal action taken against their program status. Residents appeal first to the body itself (see item G above). This appeal is made directly by the resident (in association with any counsel he or she may choose). The body to hear the appeal will be assembled as soon as possible and in all cases within three weeks from the written notification of appeal.

K. If the resident is not satisfied with the result of their appeal, the resident may appeal directly to the Assistant Chief of Mental Health for Clinical Operations. After consideration, the Assistant Chief of Mental Health for Clinical Operations has the discretion to uphold or overrule formal action taken by the body. Should the Assistant Chief of Mental Health for Clinical Operations overrule the decision of the body, the decision is binding, and the Training Director, the resident, and supervisors shall negotiate an acceptable training plan. Should the Assistant Chief of Mental Health for Clinical Operations uphold the decision of the committee, the resident may appeal this decision to the Chief of Staff, VA Northern California Health Care System who will appoint a board of three psychologists in the system not involved in the training program. The decision of this panel is binding.

L. Specific questions regarding this policy should be directed to the Training Director.

Remediation, Due Process, and Resident Termination
The aim of the program is to prepare residents for practice in the specialty field of neuropsychology, and the program is designed to maximize the prospect for successful completion. The evaluation process mandates early intervention if needed to provide the opportunity for corrective action and ultimately successful mastery of each competency area.

If remediation is required, a formal remediation plan with clear and specific expectations is developed and agreed upon by the resident, supervisors, and Training Director. The Neuropsychology Training Director is responsible to the Psychology Training Director for carrying out the provisions of this policy as described below:

**Process**

A. Supervisors are responsible for monitoring resident progress in achieving the specific training objectives, providing timely feedback to residents, and developing and implementing specific training activities for ensuring professional growth and development. Supervisors are responsible for communicating about resident performance to the Training Director and other members of the Training Committee.

B. Residents are responsible for adhering to training plans.

C. Progress and performance within the residency program is monitored continuously using both informal and formal evaluation processes. Supervisors provide the first line of feedback to residents about performance and identify areas requiring additional growth. Supervisors and residents agree on training opportunities and experiences to help the resident meet the training objectives.

D. The resident's progress is tracked monthly by the primary supervisors, who discuss the resident's progress during a monthly conference call.

E. If a formal evaluation indicates that a resident is not meeting minimum levels of achievement on one or more specific training competencies, the Training Director and other training staff will meet to develop a remediation plan for the resident. This plan includes individualized learning tasks and teaching strategies designed to enhance resident progress in the identified competency domain, and timelines for completion of these tasks. The timelines are developed such that the adequacy of task completion can be assessed rapidly. The remediation plan is discussed with the resident, who has opportunities for input. The plan is provided in written form to the resident.

F. Performance on the remediation plan items is assessed frequently. If performance is not improving adequately after one month, the resident may be placed on academic probation for a period of one to three months. During this time, heightened oversight and assessment of the resident's performance occurs and significant effort is made to help the resident remediate. The resident is provided with written feedback regarding whether the remediation plan items have been adequately resolved.

G. If the resident has progressed satisfactorily after the probationary period, the resident will be formally reinstated. If performance has not sufficiently improved, but the resident is making progress, the probationary period may be extended. If the resident fails to progress, termination from the program may be considered. The resident is provided with written feedback regarding his/her performance as it relates to probationary decisions.

H. Formal actions (academic probation or dismissal) must be agreed upon by a majority of the Neuropsychology training faculty, including the Training Director and the Associate Training Director. Prior to any vote on formal actions, the resident is afforded the opportunity to present his or her case before the training body that will be deciding the resident’s status (see also Grievance Policy, section G above). The resident may invite a staff member of his/her choice to provide advocacy and emotional support.
I. Concerns of sufficient magnitude to warrant formal action include but are not limited to: incompetence to perform typical neuropsychological services in a clinical setting, violations of ethical standards for psychologists, illegal acts, or behavior that hampers the resident's professional performance.

J. Specific questions regarding this policy should be directed to the Training Director.

VA Policy: Equal Employment Opportunity (EEO)

EEO and Prohibited Discrimination
VA does not tolerate discrimination, including workplace harassment, based on race, color, religion, national origin, sex (including gender identity, transgender status, sexual orientation, and pregnancy), age, disability, genetic information, marital/parental status, political affiliation, or retaliation for opposing discriminatory practices or participating in the discrimination-complaint process. This applies to all terms and conditions of employment, including recruitment, hiring, promotions, transfers, reassignments, training, career development, benefits, and separation.

VA's Office of Resolution Management (ORM) is responsible for administering an impartial and effective complaints management process to receive, investigate, and resolve, if possible, complaints of employment discrimination at the earliest possible stage. Employees may report allegations of discrimination to ORM at (888) 737-3361. The regulations governing the Federal EEO complaint process are found in 29 CFR Part 1614.

Employees seeking redress under this process must contact an EEO counselor in person, by phone, or in writing within 45 calendar days of the date of the alleged discrimination. Employees may also report allegations to their immediate local facility EEO program manager or a management official in their chain of command, or they may raise discrimination issues through the Negotiated or Administrative Grievance Process or the Merit Systems Protection Board (MSPB) as appropriate. While an allegation of discrimination may be raised through these additional avenues, this action does not constitute initiation of an EEO complaint with an EEO counselor through the Federal sector EEO complaint process, and it does not extend the 45 calendar-day time limit to initiate an EEO complaint with ORM.

Complaints of discrimination filed on the basis of marital status or political affiliation may be investigated as prohibited personnel practices and are under the jurisdiction of the MSPB or the Office of Special Counsel (OSC). Complaints filed on the basis of parental status may be processed through VA's internal complaints process. Employees seeking to file complaints based on sexual orientation may have multiple avenues to consider. If an employee believes that he or she has been discriminated against based on sexual orientation, he or she should contact an ORM EEO counselor for more information.

Reasonable Accommodations
VA is committed to the employment and retention of individuals with disabilities. To that end, VA will vigorously enforce Sections 501, 504, 505, and 508 of the Rehabilitation Act of 1973 as amended, which mirror the Americans with Disabilities Act of 1990 and the Americans with Disabilities Act Amendments Act of 2008. This includes maintaining accessibility of electronic and information technology to individuals with disabilities. All Federal employees and members of the public with disabilities must have access to and use of information and data, comparable to that of employees and members of the general public without disabilities, unless an undue burden would be imposed on the agency.

An important component in hiring and retaining individuals with disabilities is the provision of reasonable accommodations to employees and applicants on the basis of disability in accordance with law. For individuals with disabilities, a reasonable accommodation is any change in the work environment or in the manner work is accomplished that enables them to perform the essential functions of their jobs and enjoy equal benefits and privileges of employment. Individuals who believe they need such accommodation should request accommodation from immediate supervisors. The procedures for requesting and processing requests for reasonable accommodation are contained in VA Handbook 5975.1. VA has also
established a centralized reasonable accommodations fund to support requests for accommodation that may not be otherwise funded. Individuals interested in more information should contact the Office of Diversity and Inclusion.

In accordance with Title VII of the Civil Rights Act of 1964, VA also provides religious accommodations to employees unless doing so imposes an undue hardship on the organization. Accommodations may include adjustments to work schedules to accommodate religious observances, allowances regarding religious attire, allowances to be excused from compulsory activities that conflict with the employees sincerely held religious beliefs or practices, and other modifications. Individuals who believe they need a religious accommodation should request the accommodation from their immediate supervisors. Religious expression and exercise are permitted in the VA workplace provided that such expression does not suggest government endorsement or preference for one faith over another, interfere with efficient working of government VA operations, or intrude upon the legitimate rights of other employees.

References and updates to the VA’s EEO policy can be found here: http://www.diversity.va.gov/policy/statement.aspx

Postdoctoral Residency Admissions, Support, and Initial Placement Data

Date program tables were updated: August 31, 2018

Postdoctoral Program Admissions

| Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program’s policies on resident selection and practicum and academic preparation requirements: |
| We are seeking applicants with strong clinical skills and a solid scientific knowledge base who wish to pursue a career in the field of Clinical Neuropsychology. When reviewing applications, members of the selection committee consider the following: (1) The degree to which the applicant conveys goodness of fit between his/her professional goals and our program training objectives, (2) The applicant’s academic accomplishments and research productivity, (3) The quality and breadth of the applicant’s specialized training in neuropsychology, (4) The quality and breadth of the applicant’s training in general clinical psychology, (5) The applicant’s ability to write clearly and effectively, as evidenced by his/her sample reports and other written materials, (6) The quality and interpretive accuracy of the applicant’s sample reports, and (7) The strength of the applicant’s letters of recommendation. Successful candidates typically have substantial academic and clinical experience in neuropsychology, consistent with the Houston Conference guidelines. Our program particularly values diverse experiences and backgrounds, which we see as the building blocks of a rich training environment. We strongly encourage applications from qualified individuals who will enhance the diversity of our program in a number of ways (including, but not limited to, race, ethnicity, religion, gender identity, sexual orientation, disability, and veteran status). |

| Describe any other required minimum criteria used to screen applicants: |
| Applicants must be U.S. citizens who are candidates in (or have completed) an APA- or CPA-accredited doctoral program in clinical or counseling psychology. Prior to the start of the residency, they must have completed an APA- or CPA-accredited internship program, and all requirements necessary for completion of their Ph.D. or Psy.D. |
Successful applicants must also be aware of the following Federal Government requirements: The Federal Government requires that male applicants to VA positions who were born after 12/31/59 must sign a Pre-appointment Certification Statement for Selective Service Registration before they are employed. Residents will have to complete a Certification of Citizenship in the United States prior to beginning the fellowship. VA conducts drug screening exams on randomly selected personnel as well as new employees. Thus, it is likely that selected Residents will have to complete drug testing as part of a pre-employment medical screening. Residents are also subject to fingerprinting and background checks. Selection decisions are contingent on passing these screens.

**Financial and Other Benefit Support for Upcoming Training Year**

| Annual Stipend/Salary for Full-Time Residents | Year One: $55,656  
Year Two: $58,665 |
| Annual Stipend/Salary for Half-Time Residents | N/A |
| Program provides access to medical insurance for resident? | Yes |
| If access to medical insurance is provided |  
- Trainee contribution to cost required? Yes  
- Coverage of family member(s) available? Yes  
- Coverage of legally married partner available? Yes  
- Coverage of domestic partner available? No |
| Hours of Annual Paid Personal Time Off (PTO and/or Vacation) | 104 hours (i.e., 13 days; accrued at rate of 4 hours per 2-week pay period) |
| Hours of Annual Paid Sick Leave | 104 hours (i.e., 13 days; accrued at rate of 4 hours per 2-week pay period) |
| In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to residents in excess of personal time off and sick leave? | Yes |

**Other Benefits (please describe)**

In addition to the annual (vacation) leave and sick leave described above, there are 10 paid federal holidays per year. Additionally, residents are allowed to take up to five days of paid professional leave (i.e., to attend conferences, prepare for and take the licensure exam, interview for jobs, etc.) in Year One and up to ten days in Year Two.

Residents also may choose health insurance coverage through the VA’s benefit program. Health insurance coverage is available for married spouses and dependents. The VA adheres to the Supreme Court decision that allows for health benefits for same-sex spouses of residents regardless of state of residency. However, unmarried partners of either sex are not eligible. Detailed information about the benefits offered for VA’s Psychology Training program is found at [www.psychologytraining.va.gov/benefits.asp](http://www.psychologytraining.va.gov/benefits.asp).

**Initial Post-Residency Positions**

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

| Total # of residents who were in the 3 cohorts | 6    |
| Total # residents who remain in training in the residency program | 0    |
| Community mental health center | PD 0  
EP 0 |
<table>
<thead>
<tr>
<th>Setting</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federally qualified health center</td>
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</tr>
<tr>
<td>Independent primary care facility/clinic</td>
<td>0</td>
</tr>
<tr>
<td>University counseling center</td>
<td>0</td>
</tr>
<tr>
<td>Veterans affairs medical center</td>
<td>0</td>
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<tr>
<td>Military health center</td>
<td>0</td>
</tr>
<tr>
<td>Independent research institution</td>
<td>0</td>
</tr>
<tr>
<td>Community college or other teaching setting</td>
<td>0</td>
</tr>
<tr>
<td>Independent practice setting</td>
<td>0</td>
</tr>
<tr>
<td>Not currently employed</td>
<td>0</td>
</tr>
<tr>
<td>Changed to another field</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
</tr>
<tr>
<td>Unknown</td>
<td>0</td>
</tr>
</tbody>
</table>

Note: "PD" = Post-doctoral residency positions; "EP" = Employed Position. Each individual in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position.

**Doctoral Programs Attended by Current and Recent Residents**

- Alliant International University
- Arizona State University
- Georgia State University
- Illinois Institute of Technology
- Loyola University Chicago
- Michigan State University
- Pacific University
- Palo Alto University
- Rosalind Franklin University
- University of Arizona
- University of Texas at Austin
- University of Texas Southwestern Medical Center
- University of Florida
- University of Houston
- University of Montana
- University of South Florida
- Washington University St. Louis
- Washington State University

**Internship Programs Attended by Current and Recent Fellows**

- Boise VA Medical Center
- Boston Consortium in Clinical Psychology
- Central Arkansas VA Medical Center
- Missouri Health Sciences Psych Consortium
- Portland VA Medical Center
- UCSD/San Diego VA Internship Program
- University of Illinois at Chicago
- University of Florida
- University of Texas Southwestern Medical Center
- VA Northern California Health Care System
- VA Palo Alto Health Care System
- VA Maryland/Univ. Maryland Internship Consortium

**Recent Graduate Employment**

- Alta Bates Summit Medical Center
- Gainesville VA Medical Center
- Honolulu VA Medical Center
- John Muir Medical Center
- Naval Hospital Beaufort
- Portland VA Medical Center
- Private Practice
- Stanford University
- The Wright Institute
- University of Colorado
- University of Texas Health Science Center
- VA Northern California Health Care System
- VA Palo Alto Health Care System
- VA San Diego Health Care System
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Thank you for your interest in our program! Please feel free to send any questions to the following contacts:

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