

**San Mateo Medical Center
Clinical Neuropsychology Postdoctoral
Fellowship**



**SAN MATEO COUNTY HEALTH
SAN MATEO
MEDICAL CENTER**

**Training Brochure
2023-2025**

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POSTDOCTORAL FELLOWSHIP IN CLINICAL NEUROPSYCHOLOGY

PLACEMENT OPENINGS: One Neuropsychology Postdoctoral Fellowship position is available for the 2023–2025 training year. Fellows must have completed all professional doctoral degree requirements from an APA-accredited doctoral program and have completed an APPIC-member internship or internship that meets APPIC standards, before beginning postdoctoral training. Satisfactory completion of the Fellowship training program meets the postdoctoral supervised practice requirements for licensure with the California Board of Psychology and Minnesota Conference Guidelines 2022 for training in neuropsychology.

Placement Information

- Full-time training position (40 hours/week; minimum of 1800 hours/training year)
- 12-month training agreement at a time; second year agreement pending successful completion of the first year
- Fellows maintain at least 24 hours of direct clinical services per week

Neuropsychology Training Model and Goals

The goals of the Clinical Neuropsychology Postdoctoral Fellowship at San Mateo Medical Center are:

1. Help prepare the Neuropsychology Fellow to be competent, ethical health service psychologists/neuropsychologist. By the end of the training year, the Fellow will be expected to:
 - a. Demonstrate awareness, knowledge, and appreciation of the role of cultural and individual diversity in the professional practice of psychology.
 - b. Demonstrate the ability to independently conduct competent comprehensive neuropsychological evaluations with multi-cultural lens.
 - c. Demonstrate the ability to independently provide competent case formulations and write comprehensive neuropsychological reports.
 - d. Demonstrate understanding of applicable laws and ethical principles.
 - e. Demonstrate appropriate professionalism and socialization for independent practice within the field of psychology, including appropriate use of supervision and consultation.
2. Further develop skills in clinical neuropsychology that adheres to current standards of clinical neuropsychology congruent with INS/APA Division 40 and Houston Conference Guidelines for postdoctoral training in clinical neuropsychology.
 - a. In adherence to Houston Conference Guidelines the fellowship is a two-year program (upon successful completion of the first year). The Neuropsychology Fellow will receive supervised clinical experiences by a licensed clinical neuropsychologist. The neuropsychology supervisor is ABPP-CN board eligible.
 - b. The fellowship program includes didactic experiences relevant to neuropsychology.
 - c. The Neuropsychology Fellow will learn advanced skills in comprehensive cross-cultural neuropsychological evaluations and gain knowledge in providing services to individuals of various ethnic backgrounds, sexual orientation status, and religious affiliations as well as to provide services to the underserved.
 - d. The Fellow will further develop their knowledge in ethics in brain behavioral relationships, assessment, neuropathology, neuroanatomy, and other medical conditions
 - e. The Fellow will also have the opportunity to work with a medical interpreter in assessing these patients utilizing normative data and measures (if available) designed for the specific population
3. Produce clinicians who can work effectively and ethically in a multidisciplinary medical environment. Toward this end, we strive to develop Fellow's abilities to:

- a. Collaborate and communicate assertively and respectfully with medical providers, in person and in writing.
 - b. Gain the requisite medical knowledge to effectively assess patients with chronic health conditions
 - c. Gain experience and comfort working in outpatient and inpatient medical clinics.
 - d. Further develop skills as an emerging independent practitioner in a medical setting.
4. Develop teaching and supervision skills of neuropsychology trainees and professional involvement in the field.
- a. The Fellow may have the opportunity to provide tiered supervision of neuropsychology practicum trainees.
 - b. Fellows are treated as junior colleagues. They will have opportunities for leadership and program development.
 - c. There will be opportunities and professional development opportunities and socialization into the practice.

Training Responsibilities

The Neuropsychology Fellow will have the opportunity to conduct comprehensive neuropsychological evaluations, which includes the clinical interview, test selection, scoring, and administration, integrated report writing, and feedback in an outpatient and inpatient setting. About 50% of SMMC's patient population is non-English speaking. The Fellow will also have the opportunity to work with a medical interpreter in assessing these patients utilizing normative data and measures (if available) designed for the specific population. Furthermore, the Fellow will further develop their knowledge in ethics in assessment, neuropathology, neuroanatomy, and other medical conditions. An initial period of shadow training and close supervision is required to ensure proper understanding of test administration.

Training Location

San Mateo Medical Center (SMMC) is an approximately 100-bed county hospital that provides inpatient and outpatient medical and psychiatric services to low-income county residents. In addition to the main hospital location, SMMC also manages several community clinics, including our Redwood City location, Fair Oaks Health Center (FOHC). The Neuropsychology Service is part Integrated Behavioral Health and under the Psychiatry Department. Integrated Behavioral Health works in partnership with primary care and specialty clinics in the care of a diverse patient population at SMMC's main hospital and at FOHC. Neuropsychology Services receives referrals from several primary care and specialty clinics within the San Mateo Health System (SMHS).

Patient Population

SMMC serves a diverse patient population including individuals from a variety of cultural, linguistic, religious, and ethnic backgrounds. Although the majority of the work will be carried out in an outpatient geriatric clinic, most of the cases will involve adults of various cultural backgrounds including monolingual and bilingual Spanish-, Tagalog-, Mandarin-, and Arabic- speakers, African-Americans, and other BIPOC.

Training Rotations

Outpatient Neuropsychological Assessment (24 months):

Supervised training and experience in the assessment and evaluation of adult and geriatric patients demonstrating a wide range of presenting problems, is the primary focus of the primary focus of the fellowship program. Fellows will maintain a caseload of 2-3 clinical patients per week over the course of the 2-year fellowship. Patients are referred from primary care clinics and specialty clinics including neurology and psychiatry. Common patient referrals include assessment of traumatic brain injury, dementia, and capacity evaluations. The Fellow is expected to participate in all aspects of the evaluation including

case preparation and record review, clinical and collateral interviews, neuropsychological testing, report writing, feedback to patients and family members, communication and consultation with healthcare professionals, and additional case management needs. There are some opportunities to conduct evaluations via telehealth. However, most evaluations are conducted in-person or via in-office hybrid telehealth model.

Inpatient Neuropsychological Assessment (24 months):

Supervised training and experience in the assessment and evaluation of adults and older adults in an inpatient setting. Referrals primarily come from the Skilled Nursing Unit and Long-Term Care Unit. Fellows evaluate these patients on a consultation basis. These brief neuropsychological evaluations often include assessment of capacity (decision-making, financial, placement, etc.) and/or evaluation of cognitive and psychodiagnostic considerations. The evaluations are completed bedside and the Fellow will work with the patient's interdisciplinary team of psychiatrists, social workers, occupational therapists, and/or physical therapists in treatment planning. Fellows will have dedicated time each month for inpatient evaluations.

Geriatric Primary Care Behavioral Health (12 – 24 months):

The fellow will participate in an adjunct rotation providing short-term evidence-based therapy to patients and/or their caregivers within the geriatric primary care clinic. This rotation will make up approximately 5% (2 hours/week) of their time. Many of these patients are referred from SMMC's Ron Robinson Senior Care Center. Common presenting problems may include mild-to-moderate presentations of caregiver stress/burnout, depression/anxiety, trauma/PTSD, grief, insomnia, medication adherence and management of chronic medical and cognitive conditions such as dementia. This position offers a unique opportunity to work with the primary care team and collaborate with other providers.

Consultation Liaison (CL): If training permits, the Fellow may have the opportunity to rotate through the CL placement for at least one week, with the option to do a second week. While on this rotation fellows provide comprehensive psychological care for patients on the acute inpatient, psychiatric emergency services and long-term care medical units. Under the guidance of a psychiatrist, Fellows learn the skills of reviewing the medical record, acute psychiatric assessment, and medical note writing. Fellows often consult and collaborate with physicians, nurses, and social workers. As they shadow a CL psychiatrist and work alongside a psychiatry resident, they will receive didactics on topics ranging from medical issues such as dementia, delirium, cardiac, endocrine, or gastroenterology concerns, to legal and ethical matters such as psychiatric holds and decision-making capacity.

Didactic Opportunities

Didactics (4-6 hours weekly) emphasize professional development, neuroanatomy, and rounds/seminars at local universities, clinics, and hospitals. Didactics will cover topics that are required by ABCN as well as cross-cultural neuropsychology including basic neurosciences, functional neuroanatomy, neuropathology, clinical neurology, psychological assessment, clinical neuropsychological assessment, psychopathology, psychopharmacology, and psychological intervention. A list of didactic experiences available are included below:

Required Didactics:

Zuckerberg SFGH Neuropsychology Service Seminar (Thursdays 9:00-11:00 AM via Zoom): Designed in conjunction with post-doctoral training with the ZSFG Neuropsychology Service, this seminar will present topics of relevance to individuals practicing in public health and medical settings. The seminar will cover general issues in the practice of neuropsychology, neuropathology relevant to neuropsychological assessment and consultation, practical aspects of neuropsychological and personality assessment (e.g., administration and interpretation), and case conferences.

NAN Clinical Neuroanatomy Course (Self-Paced Online): It is strongly recommended that fellows complete a 15-week online course in Clinical Neuroanatomy offered through the National Academy of

Neuropsychology which is approved by the American Psychological Association to offer continuing education for psychologists. The course is free for the trainee as the postdoctoral program pays the tuition. The course combines text readings, online material, video, supplemental thought questions, and student-instructor interactions via an online discussion board. The goal of this course is to provide students with a working knowledge of the basic neuroanatomy and clinical neuropsychological application of such knowledge. 3-5 hours per week is necessary to commit to the course and to pass course requirements students must 1) complete all multiple-choice posttest examinations, earning a cumulative percentage >74% correct and 2) participate in assigned course discussions and activities as judged by the instructor.

Optional Didactics (Fellow may attend topics of interest if time permits):

KnowNeuropsychology (online): This didactic series includes online live and prerecorded lectures designed for trainees with interest in neuropsychology. Lectures focus on neuropsychological disorders, professional development, clinical practice, and related research topics. <https://knowneuropsych.org/>

VA Palo Alto/Stanford School of Medicine Polytrauma Remote Seminar (second Tuesday of the month 12:00-1:00 PM via Zoom): This seminary series features guest lecturers and focuses on topics and research related to polytrauma and neuropsychological outcomes.

SMMC Psychiatry Residency Seminars: Seminar topics include topics related to health psychology, professional development, psychotherapy techniques and chronic disease management. Didactic seminars are conducted in conjunction with the psychiatry residency program and presented by staff psychologists, psychiatrists, and other licensed medical and mental health professionals. Examples of previous topics include Introduction to Addiction Epidemiology, Neurobiology Nuts and Bolts of Addiction, Neuropsychiatry, Team CBT, Introduction to Psychodynamic, Sexuality, and Group psychotherapy.

Project Management/Development Opportunities

Fellows are required to design and implement a quality improvement project which meets an observed need within the program. This project also supports leadership and project management skills. The project requires approval from supervisors and training director. Examples of projects may include: the creation of a caregiver psychoeducational online workshop, creation of a clinical manual for a long COVID clinic, etc.

Tiered Supervision and Teaching

Fellows may have the opportunity to supervise supplemental practicum students from local APA-accredited doctoral programs as well as IBH Psychology Fellows interested in gaining more neuropsychology experience. This involves teaching basic neuropsychological test administration and conceptualization skills under a tiered supervision model (i.e., supervised supervision with a licensed neuropsychologist).

Fellows will also prepare and give formal didactic presentations on topics related to clinical neuropsychology at least once as part of the IBH didactic series for trainees and staff.

Experience in Program Administration/Management/Leadership

As “junior colleagues,” Fellows attend the IBH Staff Meeting once a week. This meeting focuses on current issues relevant to the department. The Fellow also attends the Ron Robinson Senior Care Clinic (RRSCC) patient care coordination meetings. The RRSCC patient care coordination meetings three times a month and are interdisciplinary meetings with primary care, social work, psychiatry, and other disciplines.

In addition, fellows will have opportunities to assist with program development, maintaining and improving service delivery, and facilitating clinic functioning (e.g., helping to coordinate supplemental practicum program activities, clinical case-load tracking procedures, organizing training seminars, etc.).

Program Structure and Work Schedule

The major focus of the neuropsychology fellowship program is to provide supervised experience in outpatient and inpatient neuropsychological evaluation. Approximately 70% of the fellow's time is spent in the delivery of clinical services, 20% in report writing/administrative work and meetings, and at least 10% will be spent in educational activities and didactic training.

Fellowship hours are completed Monday through Friday, between 8 AM – 5 PM. Per the California Board of Psychology fellows may count up to 44 hours per week as Supervised Professional Experience (SPE). Fellows are asked to complete their SPE log on a weekly basis and to provide a copy of their SPE log to the Integrated Behavioral Health Program Coordinator and their supervisor at the end of each month.

Sample Weekly Training Schedule:

Direct Clinical Service:

- 16-22 hours of face-to-face neuropsychological services (includes: testing, clinical/collateral interview, feedback sessions) hour short-term evidence-based therapy
- 1-2 hours face-to-face outpatient psychotherapy

Training and Supervision:

- 2-4 hours of individual supervision (in-person with primary and secondary supervisors)
- 4 hours didactics and seminars (see opportunities above)

Clinical Support and Professional Development:

- 1.5 hours weekly IBH staff meeting
- 1.5 hours weekly RRSCC meetings
- 11-16 hours for documentation/administrative duties (e.g., report writing, scoring, etc.)

**Fellows will have dedicated testing and report writing days.

Supervision

The Neuropsychology Fellow will receive a minimum of 2-3 hours of individual supervision by licensed psychologist with specialty training in clinical neuropsychology and minimum of 1 hour of supervision with a delegated secondary supervisor (licensed psychologist/psychiatrist). Supervision and evaluation methods include self-report of clinical work, supervision sessions, live observations of patient and/or staff interactions; observation of case formulation and case presentation in supervision and staff meetings; and review of psychological testing protocols and reports. During supervision, ethical principles and behaviors are frequently reviewed as they relate to the Fellow's caseload. Fellows are encouraged to utilize supervision to develop their clinical skills, enhance their diagnostic abilities, as well as discuss issues relevant to their professional growth.

SMMC's training program greatly values regular feedback to Fellows focused on their clinical and professional development. The Fellow and their supervisor will document the Fellow's goals for postdoctoral training and regularly evaluate progression towards these goals. Supervisors will also ensure that the Fellow is meeting goals necessary to function as a skilled and competent independent practitioner. Formal written evaluations are completed at 6-, 12-, 18-, and 24- month by the Fellow's supervisors. Based on the outcome of this evaluation, the Fellow's specific goals and expectations are revisited. In addition to this written evaluation process, Fellows will receive regular feedback throughout the course of their training year. In the event of a grievance, there are due process procedures. The Fellow will also be asked to evaluate their supervisors at each evaluation period.

The Training Director oversees IBH postdoctoral fellowship programs across all sites, being closely involved in didactic programming, clinical consultation, program development, and certain professional development activities such as training in supervision. The training director meets regularly with all Fellows to monitor progress and assess opportunities for change and improvement, if any. In addition, the training director is available throughout the week to both Fellows and supervisors in-person, phone, text, email, or video call, as needed.

Completion Requirements

SMMC's Neuropsychology Postdoctoral Fellowship is a full-time (40 hours/week) two-year program.

To maintain good standing and complete the program the Fellow must:

1. Obtain evaluation ratings indicative of postdoctoral level competency with clear evidence of progress on 6-, 12-, 18-, and 24-months evaluations.
2. Not have engaged in any significant ethical transgressions.
3. Successful completion of year one is required to proceed to year two.

Upon completion of SMMC's Clinical Neuropsychology Postdoctoral Fellowship, the Postdoctoral Fellow will meet all requirements for psychology licensure in the state of California as well as requirements for eligibility by ABCN.

Compensation

Fellows receive a stipend of \$76,500 annually for the 2023-2025 training year paid as an hourly wage of \$36.79/hr, with a 12-month, full-time training commitment. Fellows also have access to health care benefits, on-site fitness facility, free parking, and a monthly credit if using public transportation.

Benefits

This position includes full benefits, including health coverage (various medical, dental, and vision plans) for the Fellow and eligible family members. In addition to 11 paid County holidays, Fellows will accrue paid vacation hours at a rate of 4 hours for each bi-weekly pay period and paid sick leave at a rate of 3.7 hours for each bi-weekly pay period. In addition to the county holidays fellows may take up to 15 days off for vacation, professional leave and sick time. Additional days off will interfere with the necessary accrual of hours required to complete this 12-month fellowship. Additional electable benefits include life insurance, pet insurance, and a flexible spending account. A detailed description of the packet of benefits can be found here: <https://www.smcgov.org/hr/employee-benefits-guides-rates> (select "Benefits Guide for Limited Term Employees").

Training Resources

Designated testing offices are located in outpatient clinics at SMMC, where patient services are provided. Most training activities take place at SMMC. The Fellow are assigned a dedicated or shared workspace, depending on work schedules. Fellows are responsible for clerical duties such as documentation, scheduling, and outreach to patients; however, full-time clerical support is provided throughout the training year. Fellows also have access to San Mateo Health System's online learning management system and online educational library, which consists of several medical and psychiatry resources.

Application Requirements

Candidates must have completed all professional doctoral degree requirements from an APA-accredited doctoral program and have completed an APPIC-member internship or internship that meets APPIC standards, before beginning postdoctoral training. Candidates should have well-established clinical and research interests in neuropsychology. Candidates must also pass county background check and employee health examinations at the time of hiring.

Applicants must submit the following by **December 5, 2022**:

1. Curriculum vitae with an appendix indicating which assessment measures you have administered, the number of times you have administered each measure, and the number of written reports using those measures, and total number of comprehensive reports written
2. Cover letter stating professional and academic preparation and work experience as well as career goals and aspirations.
3. Three letters of recommendation, including at least two from clinical supervisors who are familiar with your clinical work.
4. Two de-identified neuropsychological reports.
5. Official or un-official graduate transcripts.

All application materials should be emailed to:

Aikisha Harley, PhD, at HS_Neuropsychology@smcgov.org

For further information email: HS_Neuropsychology@smcgov.org or visit our website training page at: <https://www.smmcpsychologytraining.com/postdoc-fellowship.html>

Selection Process

Applications will be reviewed by clinical staff members and selected applicants will be contacted for an interview. Anticipated interview dates are the week of 1/9/2023. Special consideration will be given to bilingual, Spanish-speaking applicants.

APPENDIX

Integrated Behavioral Health Clinical Staff

Simon Heron-Carmignani, PhD (Supervising Psychologist for IBH & Training Director): Dr. Simone Heron-Carmignani is a licensed Clinical psychologist. She obtained her doctorate degree in Clinical Psychology at Pacific Graduate School of Psychology, Palo Alto University (APA–accredited). Dr. Heron-Carmignani completed her internship and post-doctoral fellowship at UCSF-Zuckerberg San Francisco General Hospital with an emphasis on integrated behavioral health, family health and evidence-based chronic pain and anxiety treatments. She has expertise in Cognitive Behavioral Therapy (CBT), Acceptance Commitment Therapies (ACT) and mindfulness. In graduate and undergraduate schools, Dr. Heron-Carmignani conducted research on marijuana use expectancies in college students and nicotine dependence.

Aikisha Harley, PhD (Neuropsychology Primary Supervisor): Dr. Aikisha Harley is a licensed Clinical Psychologist and Neuropsychologist. She earned her doctorate degree in Clinical Psychology with a specialization in neuropsychology at Palo Alto University. She completed her pre-doctoral clinical internship training at the VA Loma Linda Healthcare System and a two-year neuropsychology postdoctoral residency at Kaiser Permanente Roseville Medical Center.

Through her various training opportunities, Dr. Harley refined her neuropsychological assessment skills of individuals across the lifespan with various neurological, medical, neurodevelopmental, and psychiatric disorders including neurodegenerative diseases, epilepsy, movement disorders, traumatic brain injury, cancer, ADHD, learning differences, depression, and anxiety. During her postdoctoral fellowship, her training also included pre- and post-surgical evaluations for candidates pursuing deep brain stimulation and temporal lobectomies.

Additionally, Dr. Harley has experience providing psychotherapy to adults and seniors with mood disorders secondary to neurocognitive disorders. Her research interests include medical neuropsychology, the impact of mood on cognitive functioning, movement disorders, and cognitive aging. Dr. Harley is a member of the International Neuropsychological Society (INS), Hispanic Neuropsychological Society (HNS), Northern California Neuropsychological Forum (NCNF), and the Chair of the CE Programming Committee of the Society for Black Neuropsychology (SBN).

Katalin Szabo, MD/MBA (Department of Psychiatry Medical Director)

Nate Ewigman, Ph.D.

Charlene Kallusch, Psy.D.

Katherine Shadish, Ph.D.

Christian Washburn, Psy.D.

Demetra Stamm, M.D./Ph.D.

John Sorrell, Ph.D.

Seamus McCoy, N.P.

Hiba AbuDamous, Psy.D.

Gabriela Diaz, Psy.D.

Marga Dolorfino (Program Coordinator)

**Please refer to SMMC’s website for more information about attendings.