Residency Training Program in Neuropsychology

2016 Application Information for 2017-2019 Training Program

Application Deadline Dec. 5, 2016

Post-Doctoral Training Programs in Rehabilitation Psychology and Neuropsychology
Division of Rehabilitation Psychology and Neuropsychology
Department of Physical Medicine and Rehabilitation
Johns Hopkins University School of Medicine
Baltimore, Maryland USA

Director of Psychology Training: William Stiers, Ph.D., ABPP (RP)

Program Director, Neuropsychology Training: Pegah Touradji, Ph.D.
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Residency Training Program in Neuropsychology

This residency training program in Neuropsychology is a participating member of the
Association of Postdoctoral Programs in Clinical Neuropsychology (APPCN)
APPCN # 8682 – Current Status: Conditional

APPCN Training Director: Pegah Touradji, Ph.D.

Introduction

The Johns Hopkins University School of Medicine, Department of Physical Medicine and
Rehabilitation, Division of Rehabilitation Psychology and Neuropsychology offers a two-year
full-time resident training program in Neuropsychology assessment and treatment of patients
within a rehabilitation context who have a wide range of acute and chronic central nervous
system disorders. The emphasis is on the use of assessment procedures, treatment interventions,
and multidisciplinary team consultation to improve patient and family functioning.

The mission of the Neuropsychology Resident Training Program is to provide an organized
sequence of didactic and experiential education and training activities, with focused supervision
and mentoring, whereby residents can develop advanced competencies in the specialty area of
Neuropsychology sufficient for independent practice and eligibility for board certification, and
leadership in patient care and research. The Neuropsychology Residency Training Program has
been developed in accordance with the INS/Division 40 Guidelines for Postdoctoral Training in
Clinical Neuropsychology, the APA guidelines from the National Conference on Postdoctoral
Training in Professional Psychology, and the Houston Conference on Specialty Education and
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Training in Clinical Neuropsychology. The program is not accredited by the APA Commission on Accreditation.

The training programs strive to develop resident competencies as applied to the specialized populations, problems, and procedures that define the specialty of Neuropsychology in the six core areas of:

1. assessment
2. intervention
3. consultation
4. research and evaluation
5. supervision and teaching
6. management and administration

and to promote the development of leadership skills in patient care and research.

The core values of the training programs include:

- Commitment to professionalism, including professional appearance and behavior, timely attendance and appropriate responsibility for tasks, and integrity and ethical behavior
- Commitment to excellence, including technical excellence (proficiency in our work), service excellence (providing an outstanding experience for each patient we serve), with a focus on up-to-date evidence-based knowledge, skills, and abilities
- Belief in and emphasis on the human worth of persons with impairment or disability, and the importance of their integration into the society at large
- Understanding of and respect for diversity in faculty, trainees, patients, and others in a manner that reflects psychology's ethical principles and professional standards.

Assessments include standardized neuropsychological testing instruments, as well as specialized neurobehavioral examination techniques necessary to evaluate individuals with significant motor, sensory, and cognitive disabilities. Rehabilitation neuropsychology treatments derived from the assessments focus on working with patients, families, physicians, and health-care teams to maximize affective, cognitive, and behavioral functioning, as well as social, educational, vocational, and recreational participation.

The population served by the Department of Physical Medicine and Rehabilitation ranges from young adults to the elderly. Residents will also have opportunities for experiences with children through our collaboration with Kennedy Krieger Institute.

The Training Setting
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The Neuropsychology residency training program exists within the Johns Hopkins University, School of Medicine, Department of Physical Medicine and Rehabilitation, Division of Rehabilitation Psychology and Neuropsychology.

The University

The Johns Hopkins University, founded in Baltimore in 1876 and named after its benefactor, was the first university in the Western Hemisphere founded on the model of the European research institution, where research and the advancement of knowledge were integrally linked to teaching. The Johns Hopkins University was established as a research university, dedicated not just to advancing students’ knowledge, but also to advancing the state of human knowledge generally through research and scholarship. Its establishment began a revolution in U.S. higher education, and it remains a leader in both teaching and research.

Today, the university enrolls 18,000 full-time and part-time students on three major campuses, and employs more than 26,000 people, making it one of the five largest private employers in Maryland. Johns Hopkins University ranks first among U.S. universities in receipt of federal research funds.

The School of Medicine

The School of Medicine ranks first among U.S. medical schools in receipt of research awards from the National Institutes of Health.

Johns Hopkins Medicine, headquartered in Baltimore, Maryland, is a $6.5 billion integrated global health enterprise and one of the leading health care systems in the United States. It employs more than 41,000 full-time equivalent employees. Annually, Johns Hopkins Medicine has over 350,000 emergency department visits, 120,000 inpatient admissions, and over 850,000 outpatient visits.

Johns Hopkins Medicine includes six academic and community hospitals, four suburban health care and surgery centers, more than 30 primary health care outpatient sites, as well as programs for national and international patient activities. This includes:

- The Johns Hopkins Hospital
- Johns Hopkins Bayview Medical Center
- Howard County General Hospital
- Suburban Hospital
- Sibley Memorial Hospital
- All Children’s Hospital
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- Johns Hopkins Community Physicians, Inc.
- Affiliations with health care institutions in Canada, Mexico, Columbia, Panama, Peru, Chile, Italy, the United Arab Emirates, Turkey, Lebanon, Singapore, Japan, and Trinidad and Tobago contribute to the diversity of patients, trainees and faculty.

Johns Hopkins Medicine treats many lower socioeconomic minority patients from the surrounding inner-city urban community. It also serves patients from all over the United States and the world, from hundreds of countries, who seek specialty care from Johns Hopkins faculty. Trainees participate in the care of an incredibly diverse array of patients, and this increases their preparation to understand and address the needs of individuals from many different global, cultural and socioeconomic groups.

The primary practice site of the School of Medicine is the Johns Hopkins Hospital – a collection of inpatient and outpatient centers, including 37 buildings, 226 separate clinical services and more than 1,000 beds covering over 44 acres. More than a century ago the hospital became the first to integrate fully the missions of teaching, research, and patient care, a synergistic triangle that became a model adopted by virtually every American medical school. For 21 of the last 24 years, the hospital has been recognized as the best hospital in America by U.S. News and World Report.

The Department of Physical Medicine and Rehabilitation

The professionals in the Johns Hopkins Department of Physical Medicine and Rehabilitation assess and treat patients with a wide variety of disabilities and chronic health conditions. We provide a full range of services for patients while offering a number of uniquely specialized programs. Our mission is to provide exceptional rehabilitation for our patients through clinical excellence and compassionate care, all dedicated to helping them achieve their maximum functional capacity and highest quality of life. Our faculty and staff are researchers, teachers, and clinicians who develop and apply scientific breakthroughs in rehabilitation medicine to benefit patients. The Department has 27 physician and psychology faculty and employs 21 nurses and 120 therapists. It treats 1,840 inpatients and 34,635 outpatients annually.

The Division of Rehabilitation Psychology and Neuropsychology

The program faculty are eight licensed psychologists, a number of whom serve as national leaders in the American Psychological Association, the American Board of Professional Psychology, and other professional organizations. The faculty, in total, have multiple federal grants, have published over 100 peer-reviewed journal manuscripts and over 40 book chapters,
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have conducted over 250 national conference presentations, and serve or have recently served as editorial board members or ad-hoc reviewers for over a dozen scientific journals.

The Neuropsychology training program has two primary clinical settings: Johns Hopkins Hospital and Good Samaritan Hospital. The Johns Hopkins Hospital has a comprehensive inpatient rehabilitation unit, and outpatient psychology programs and clinics. The Good Samaritan Hospital has two Johns Hopkins-affiliated comprehensive inpatient rehabilitation units and outpatient psychology clinics. Residents focus on the specific populations, problems, and procedures that define the specialty of Neuropsychology. Major training experiences include:

- **Inpatient Stroke and Neurorehabilitation**, with focus on evaluation and treatment of adults with acquired brain injuries and illness as part of an interdisciplinary treatment team. Populations include stroke, brain tumor, hydrocephalus, cerebral aneurysms, mild TBI, and assorted degenerative neurological conditions. Responsibilities include evaluation and treatment, behavioral interventions, brief supportive psychological services, and consulting on treatment and discharge planning.

- **Spinal Cord and Related Disorders**, with focus on evaluation and treatment of adults with spinal cord injury, multiple sclerosis, orthopedic injuries, amputation, and related medical conditions. Residents conduct assessments and interventions, participate on a team with physicians, nurses, and allied health professionals, and provide recommendations for patient management and discharge disposition.

- **Inpatient Complex Medical Rehabilitation**, with focus on evaluation and treatment of adults with diverse needs, including individuals with cancer, organ transplant, cardiac conditions, complex orthopedic and neurologic conditions, and auto-immune disorders. The emphasis is on the provision of assessment and interventional services for patients and families, and consultation within a multidisciplinary treatment team. Residents engage in assessment and intervention, behavior management, patient and family education, and discharge planning, and attend daily rounds and team meetings.

- **Outpatient Neurorehabilitation**, with focus on evaluation and treatment of adults with stroke, cerebral aneurysm, hydrocephalus, brain tumor, complex neurosurgical conditions, traumatic brain injury, and degenerative neurological conditions. Activities include psychological and neuropsychological evaluation, and cognitive, behavioral, and psychotherapeutic treatment. Residents participate in a inter-disciplinary treatment team, and work with physicians and allied health professionals to plan and implement comprehensive rehabilitation programs designed to increase safety, increase independent daily functioning and, when applicable, enable return to school or work. Residents
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consult with community health service providers, vocational rehabilitation centers, insurance or worker’s compensation case managers, and school and work personnel.

In all settings, faculty and residents operate within an interdisciplinary treatment team involving frequent consultation with other psychologists, and with physicians, nurses, physical therapists, occupational therapists, speech-language pathologists, social workers, and diéticians. There is a constant flow of information among the team members, including “curb-side consultation” in the nursing station and therapy gyms, formal team meetings, and within the written medical record. A substantial portion of the bedside and clinic teaching, as well as the office-based supervision, is focused on efficient and effective functioning and communication within the treatment team, including providing organized, clear, and concise oral and written communication in a timely manner, and making meaningful team recommendations that are relevant and helpful.

In addition to the major training experiences, the program also offers minor experiences in:

- pediatric neuropsychology (mandatory)
- administration/program development
- research

The residency training program in Neuropsychology consists of a planned, structured, cumulative, logically-sequenced program of didactic and experiential education and training activities which are graduated in complexity, and which provide the means whereby residents can progress from the broad, entry-level foundational and functional competencies provided in doctoral graduate and internship education and training to an advanced level of competency in the specialty practice area of Neuropsychology. The training program consists of:

- A 2-year experiential training sequence. These practice rotations begin with inpatient settings, where residents have significant structure and supervision, and proceed to outpatient settings where residents function more autonomously, in addition to being required to demonstrate practice management skills and abilities. Each rotation includes a graded series of readings, graded supervised patient care activities involving assessment, intervention, and consultation, and office-based supervision.
- A 2-year weekly didactic sequence
- Individual supervision of residents by faculty at least 2 hours per week
- 2 hours per week of seminars/didactics/journal clubs
- A sequential series of steps to develop residents’ scientific specialization. This includes supported requirements to submit poster presentations at national conferences, to submit manuscripts to journals, and to serve as co-reviewers with faculty who review manuscripts for journals.
- Each resident is assigned to work with a mentor over the 2-year program on issues related to program progress and professional development.
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The residency training model is designed to foster leadership skills within the specialty area of Neuropsychology, including teaching and supervision. Second-year residents have opportunities to take responsibility for aspects of the didactic seminars, and for first-line supervision of graduate externs, including direct supervision of patient assessment and intervention activities, review and modification of documentation, and office-based supervision emphasizing externs’ self-reflection and skill development. The rotation supervisor provides supervision of the residents’ supervision activities. In addition, there are didactic sessions and seminars devoted to supervision theories, methods, and competencies.

Also in the second year, residents may select one intensive didactic experience lasting 4-6 weeks from within the University which is related to their individual training goals. During that time, residents are expected to continue with clinical responsibilities and attendance at regular didactics and seminars within the training program, but they do not participate in research activities or any external didactics. Part of the training goals during this time is for residents to learn to manage the complexities of having multiple responsibilities (clinical, training, etc), including when to request assistance from supervisors if the work load is too high.

Renewal or Non-Renewal of Training Appointment

The Neuropsychology residency training program is planned as a two-year full-time program. Residents and faculty agree to the first year of training, and the second year is by mutual agreement. If residents are not demonstrating reasonable progress within the first 8 months of the program, they may not be offered a second year. Completion of two years is necessary in order to receive a certificate of completion.

If performance is deemed unsatisfactory and attempts at correcting the problem have been unsuccessful, a written notice of non-renewal shall be provided no later than four months prior to the end of the current period of appointment. However, if the primary reason(s) for the nonrenewal occurs within the four months prior to the end of the agreement, the program shall provide the resident with as much written notice of the intent not to renew as the circumstances will reasonably allow. A resident in receipt of a notice of non-renewal is entitled to utilize the "Grievance Procedure for Faculty, Fellows and the Student Body" (http://www.hopkinsmedicine.org/som/faculty/policies/facultypolicies/grievance.html).

Probation, Suspension and Termination Policy for Residents

The training program strives to assist residents with various problems or concerns and to promote their well-being, provide assistance, access support services, and successfully complete the residency. However, both The Johns Hopkins University School of Medicine (JHU) and The Johns
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Hopkins Hospital (JHH) recognize the prerogative of the Training Program Director or appropriate preceptor to appoint and to terminate residents. Situations, events, or conditions that may preclude or interfere with the resident’s completion of his/her training responsibilities include, but are not limited to, substance abuse, a psychological or psychiatric problem, acute or chronic medical conditions, and illegal activities. It is the policy of Johns Hopkins Medicine to employ procedural fairness in all matters which may lead to probation, suspension or termination of residents.

Resident Benefits and Support

Each resident is provided with:
- salary funding at the NIH post-doctoral level (currently $47,476 annually)
- $1,000 annually for professional conference attendance
- free medical and dental insurance
- primary health care and mental health care through the University Health Service
- access to the university Faculty and Staff Assistance Program (mental health and substance abuse difficulties, family and relationship difficulties, financial counseling, emergency loans, legal problems, career and work problems, including harassment issues, child-care and elder-care resources, safety and victim services)
- long-term disability insurance
- life insurance
- voluntary retirement plan
- free supervised parking facilities with shuttle buses

Residents are entitled annually to:
- fifteen personal vacation days
- ten University holidays
- five professional development (conference) days

Resident Preparation Requirements and Selection Process

We are selecting for scientist-practitioners with a demonstrated interest in the specialty area of Neuropsychology and a commitment to assessment and intervention in a rehabilitation context. Selection is not affected by participant characteristics unrelated to these criteria, and the program is committed to equitable and non-discriminatory selection policies, procedures, and practices.

Applicants are required to have:
- completed an APA-accredited doctoral training program in clinical or counseling psychology
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- completed an APPIC-member or APA-accredited psychology internship (APA accredited internship preferred)
- received their doctoral degree by the beginning of the residency training program.

Applicants are preferred to have:
- experience in the provision of psychological services involving the populations, problems, and procedures of the specialty area of Neuropsychology
- research productivity, with professional presentations and publications
- activity in national professional organizations.

Applicants must submit the following:
- Letter of interest (no longer than two single-spaced pages) describing career goals and interests and how these fit specifically with our program. Please also state dissertation status and anticipated date of graduation
- Official graduate school transcripts
- Three letters of reference
- APPCN Doctoral Training Verification Form signed by dissertation Chair

Application Dates

*** This program participates in the Neuropsychology Postdoctoral Match. To obtain a position, applicants must register and participate in the Match. To register for the Match, go to www.natmatch.com/appcnmat.***

This program adheres to a policy of procedural safeguards designed to protect applicants’ rights to make a free choice among training offers. These guidelines include adherence to a standard notification date and limitations on discussion of rankings prior to the notification date in accordance with APPCN policy (https://natmatch.com/appcnmat/aboutpolicies.html).

DEADLINE FOR RECEIPT OF ALL MATERIALS, INCLUDING LETTERS OF RECOMMENDATION, IS DECEMBER 5, 2016. Please note that incomplete applications or applications received after December 5 will not be reviewed.

INVITATIONS FOR INTERVIEW WILL BE ISSUED BY DECEMBER 16, 2016.

CANDIDATES INVITED FOR INTERVIEWS MUST ATTEND AN ON-SITE INTERVIEW AT THE JOHNS HOPKINS MEDICAL INSTITUTIONS IN BALTIMORE, MARYLAND, EITHER ON FRIDAY, JANUARY 13 OR MONDAY, JANUARY 23, 2017.
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CHOICE OF THE APPLICANT. This will be a half-day event that includes interviews with faculty, informal meeting with current residents, and a tour.

All faculty evaluate each applicant’s submitted materials using a written rating scale, evaluating their personal statement, academic preparation, previous training and experience, research productivity, and letters of recommendation. All applicants are interviewed by at least three faculty members, who also complete a written rating scale. Each faculty member ranks the applicants, and then the faculty meet together as a group to discuss each applicant and agree upon a final rank order. Offers are extended according to rank order. Selection is not affected by participant characteristics unrelated to these criteria, and the program is committed to equitable and non-discriminatory selection policies, procedures, and practices.

Candidates accepted for the residency training program must authorize the University to conduct a criminal background investigation prior to beginning training. If this investigation identifies criminal background findings, the training offer may be withdrawn, depending on the specific situation.

All application materials should be mailed or e-mailed to:
Pegah Touradji, Ph.D.
Phipps 174
600 N. Wolf St.
Baltimore, MD 21287
410/502-2441
ptourad1@jhmi.edu

- Applicants may submit electronic submissions.
- Copies of graduate transcripts must be sent directly from a Registrar's Office.
- If letters of recommendation are e-mailed, they must be sent directly from the writer’s institutional e-mail address.