Postdoctoral Fellowship Program in Rehabilitation Psychology

2020 Application Information for 2021-2023 Training Program

Application Deadline – December 4, 2020

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, CN)

Program Director for Postdoctoral Training in Rehabilitation Psychology
Abbey J. Hughes, Ph.D., ABPP (RP)

Postdoctoral Fellowship in Rehabilitation Psychology

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 training program in Rehabilitation Psychology. Assessment and treatment of adult patients within a rehabilitation context who have a wide range of acute and chronic disabilities. 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 Rehabilitation Psychology Residency 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 Rehabilitation Psychology sufficient for independent practice and eligibility for board certification, and leadership in evidence-based patient care and research. The Rehabilitation Psychology Residency Training Program has been developed in accordance with the American Psychological Association (APA) Division 22 Guidelines for Postdoctoral Training in Rehabilitation Psychology, the APA guidelines from the National Conference on Postdoctoral Training in Professional Psychology, and the Baltimore Conference on Rehabilitation Psychology Post-Doctoral Education and Training. It is a member of the Council of Rehabilitation Psychology Postdoctoral Training Programs, and fulfills eligibility requirements for board certification in Rehabilitation Psychology through the American Board of Professional Psychology. This program is not APA accredited.
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The mission of the training program is to develop competencies and leadership skills in regard to the specialized populations, problems, and procedures that define the specialty of Rehabilitation Psychology in the six core areas of:

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

The core values of the training programs include:

- Commitment to professionalism, including professional behavior, time management, appropriate responsibility for tasks, integrity, and ethical behavior
- Commitment to excellence, including technical excellence (proficiency in our work) and 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 testing instruments, as well as specialized adaptive examination techniques necessary to evaluate individuals with significant motor, sensory, and cognitive disabilities. Rehabilitation Psychology treatments derived from the assessments focus on working with patients, families, and health-care teams to maximize affective, cognitive, and behavioral functioning, as well as social, educational, vocational, and recreational participation.

The Training Setting

The Rehabilitation Psychology 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.

Johns Hopkins has 39 Nobel laureates, including in physics, medicine, chemistry, economics, biology, and literature, and 3 winners of the Nobel Peace Prize.

Today, the university enrolls 6,100 undergraduate students and 19,000 graduate students, including more than 5,000 international students from 140 countries. There are 4,500 faculty, and more than 20,000 staff.

It is the leading U.S. academic institution in total research and development funding for the last 39 years, with over $2.5 billion in medical, science, and engineering research annually.

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 is a $8 billion integrated global health enterprise, involving 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.

Annually, Johns Hopkins Medicine has over 350,000 emergency department visits, 2,700 hospital beds with 120,000 annual inpatient admissions including 4,000 patients from 145 countries, 40 outpatient sites with over 900,000 outpatient visits, and 150,000 home care visits. It has more than 5,000 physicians and 47,000 employees. There are international affiliations in Canada, Mexico, Columbia, Brazil, Panama, Peru, Chile, Italy, the United Arab Emirates, Turkey, Lebanon, Singapore, Japan, China, Trinidad and Tobago, Saudi Arabia, India, China, and Japan.

The primary practice sites of the School of Medicine is the Johns Hopkins Hospital (JHH) and Johns Hopkins Bayview Medical Center (JHBVMC). JHH is 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 26 years, the hospital has been recognized as the best hospital in America by U.S. News and World Report.
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JHBVMC, founded in 1773, is one of the oldest continuous health care institutions on the East Coast. It was initially a municipal hospital. In 1984, the City of Baltimore transferred ownership to Johns Hopkins. JHBVMC has over 400 beds, and is home to one of Maryland's most comprehensive neonatal intensive care units, a sleep disorders center, a comprehensive neurosurgery center/neurocritical care unit, an area-wide trauma center, the state's only regional burn center and a wide variety of nationally recognized post-acute care and geriatrics programs.

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. It treats 1,800 inpatients and 34,000 outpatients annually.

The Division of Rehabilitation Psychology and Neuropsychology

The program faculty are 11 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 have conducted multiple research grants, peer-reviewed journal publications, books and book chapters, and national conference presentations, and served as editors, editorial board members or ad-hoc reviewers for scientific journals, and federal grant reviewers.

The Rehabilitation Psychology training program’s two primary clinical settings are Johns Hopkins Hospital and Johns Hopkins Bayview Medical Center. The Johns Hopkins Hospital has a comprehensive inpatient rehabilitation unit, and outpatient psychology programs and clinics. The Johns Hopkins Bayview Hospital has two comprehensive inpatient rehabilitation units. In addition, there are a number of outpatient clinics around the region. In each setting, trainees focus on the specific populations, problems, and procedures that define the specialty of Rehabilitation Psychology.

The population served by the Department of Physical Medicine and Rehabilitation ranges from young adults to the elderly.
The Training Goals

The residency training program in Rehabilitation Psychology consists of an 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 trainees 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 Rehabilitation Psychology. The training program consists of:

- A 2-year experiential training sequence. These practice rotations begin with an emphasis on the inpatient settings, where trainees have significant structure and supervision, and proceed to outpatient settings, where trainees function more autonomously. Demonstration of practice management skills and abilities are also developed throughout this training course. Each rotation includes a graded series of readings, developmentally graded supervised patient care activities involving assessment, intervention, and consultation.
- A 2-year weekly didactic sequence
- Individual office- and clinic-based 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 trainees’ 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.

The residency training model is designed to foster advanced competencies within the specialty area of Rehabilitation Psychology, including teaching and supervision. Rehabilitation Psychology residents are responsibility 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.

The Training Process

In the first year, the Rehabilitation Psychology resident will work 3 days per week on inpatient rehabilitation units involving persons with a variety of acute and chronic disabilities, with
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Teaching focus on the neurobehavioral and psychological evaluation and treatment of persons with stroke, spinal cord dysfunction, organ transplants, orthopedic conditions, amputation, multiple trauma, multiple sclerosis, and cardiac and pulmonary conditions. Also, the Rehabilitation Psychology resident will work 1 to 1.5 days per week in either inpatient medical consults or an outpatient pain clinic (to be determined).

In the second year, each Rehabilitation Psychology resident will work 4 days per week in outpatient clinics, with teaching focused on neurobehavioral and psychological evaluation and treatment of persons with chronic pain, amputations, multiple sclerosis, brain injury, and spinal cord dysfunction.

In all settings, Rehabilitation Psychology residents participate as members of interprofessional health care teams, working with physicians, nurses, therapists and social workers to plan and implement comprehensive rehabilitation programs designed to increase safety, increase independent daily functioning and, when appropriate, enable participation in school or work. 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 both years, the Rehabilitation Psychology resident’s fifth day per week is composed of didactics, supervision, and approximately one-half day research.

PANDEMIC MODIFICATIONS: Hospital services continue to be provided in-person, although inpatient team meetings are conducted virtually. Postdoctoral fellows are provided with appropriate personal protective equipment and training to conduct these activities. Fellows will not see patients who are COVID-19 positive or who are Persons Under Investigation. Outpatient services and supervision are primarily via telehealth.

Renewal or Non-Renewal of Training Appointment

The Rehabilitation Psychology residency training program is planned as a two-year full-time program. Trainees and faculty agree to the first year of training, and the second year is by mutual agreement. If trainees 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
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nonrenewal occurs within the four months prior to the end of the agreement, the program shall provide the trainee with as much written notice of the intent not to renew as the circumstances will reasonably allow. A trainee 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 Postdoctoral Trainees

The training program strives to assist trainees with various problems or concerns 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 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 postdoctoral trainees.

Resident Benefits and Support

Each resident is provided with:

- salary funding at the NIH post-doctoral level (currently $50,004 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

Trainees are entitled annually to:

- fifteen personal vacation days
- ten University holidays
- five professional development (conference) days
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Resident Preparation Requirements and Selection Process

We are selecting for scientist-practitioners with a demonstrated interest in the specialty area of Rehabilitation Psychology. 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
- completed an APA-accredited psychology internship
- received their doctoral degree by no later than one month in advance of the beginning of the residency training program (by July 31)

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

All application materials, including letters of recommendation, must be submitted through our online Application Portal.

Applicants must submit the following materials through the online portal:
- 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
- Curriculum Vita
- Graduate transcripts (Unofficial transcripts are acceptable at the application stage. Official transcripts will be requested if an offer is extended.)
- Three letters of reference

Application Dates
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DEADLINE FOR RECEIPT OF ALL MATERIALS, INCLUDING LETTERS OF RECOMMENDATION, IS DECEMBER 4, 2020. Please note that incomplete applications or applications received after December 4 will not be reviewed.

INVITATIONS FOR INTERVIEW WILL BE ISSUED BY DECEMBER 18, 2020.

CANDIDATES INVITED FOR INTERVIEWS MUST ATTEND A VIRTUAL INTERVIEW EITHER ON MONDAY, JANUARY 11 OR FRIDAY, JANUARY 15, 2021 (at the choice of the applicant). This will include interviews with faculty, current residents, and a virtual tour.

All applications will be reviewed by the Program Director and Division faculty. Division 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.

The postdoctoral training program begins 9/1/21. Candidates must have received their doctoral degree prior to that date, or they will be unable to start on time.