

**Spectrum Health
Neuropsychology Postdoctoral Fellowship Program
2023 Program Brochure**



Grand Rapids, Michigan

I. PROGRAM OVERVIEW

The Neuropsychology Postdoctoral Fellowship Program at Spectrum Health provides a two-year training experience consistent with the stipulations of the Houston Conference on Specialty Education and Training in Clinical Neuropsychology. The Neuropsychology Postdoctoral Fellowship Program satisfies the necessary training and preparation for Fellows to be eligible for ABPP Board Certification in Clinical Neuropsychology, and the program has been approved by the Association of Postdoctoral Programs in Clinical Neuropsychology (APPCN) since 2014.

The Fellowship Program in Clinical Neuropsychology is designed to help Fellows become well-rounded, ethical, licensure-ready clinicians with advanced specialty competencies in Clinical

Neuropsychology. Upon successful completion of training, all Neuropsychology Fellows will have met the post-doctoral supervised experience requirements for licensure in the state of Michigan, as well as requirements to pursue ABPP in Clinical Neuropsychology.

Year one of the program will allow Fellows to meet the licensure requirements as set forth by the Michigan Department of Licensing and Regulatory Affairs – Michigan Board of Psychology. Year two is designed to (a) complete the training necessary to meet eligibility for ABPP Board Certification in Clinical Neuropsychology, and (b) further develop both general and more focused competencies – depending on the interests and training needs the Fellow demonstrates.

The guidelines as outlined in the Houston Conference Guidelines are met by our two-year full time Fellowship Program, in that:

- There are 11 Neuropsychologists on staff, and multiple faculty are Board Certified in Clinical Neuropsychology through ABPP.
- Training is provided at a central location, with onsite supervision. Additional training experiences are offered in close proximity to the Neuropsychology Clinic. Nearly all training occurs within the physical structures of Spectrum Health (within the academic medical center).
- There is access to clinical services and training programs in medical specialties and allied professions (Spectrum Health is a broad, multidisciplinary, academic medical center with a wide array of health care training programs). The Fellows have regular interactions with a broad range of health care professionals including medical providers in primary care, neurology, neuropathology, neurosurgery, psychiatry, and psychology, as well as other Psychologists, Nurse Practitioners, Physician Assistants, and other allied professions – (e.g., OTs, PTs, SLPs, SWs).
- Interactions are available with one additional Neuropsychology Fellow, as well as other medical residents. The Fellow interacts with medical residents through the Neurology Service, and in context of external didactics (e.g., neurology, neurosurgery, and neuropathology).
- Substantial time commitments are made to clinical service (~70%), clinical research (~10%), and educational activities/didactics (~20%).

The following is a review of the Houston Conference based Fellowship training goals, with reference to training program activities which accomplish those goals:

1. **Advanced skill in the neuropsychological evaluation, treatment and consultation to patients and professionals sufficient to practice on an independent basis.** Fellows will have ample opportunity to grow and fine-tune evaluation and treatment skills with a wide variety of patients on numerous neuropsychology rotations. Further, consultation opportunities abound in various interdisciplinary clinics. Didactics over the two-year

training include foundational instruction in basic neuropsychological science, as well as more advanced, specific instruction and practice related to various diagnoses and treatment scenarios. A strong emphasis is placed on recent scientific advancements, and Fellows will have opportunities to work closely with providers of various medical/neurological disciplines.

2. **Advanced understanding of brain-behavior relationships.** Fellows obtain an advanced understanding of brain-behavior relationships through clinical neuropsychology rotations that include training and supervision of neuropsychological evaluations and neuro-rehabilitation treatment. Fellows also participate in a two-year didactic sequence which further develops an advanced understanding of brain-behavior relationships, including the Neuropsychology Case Conference, Neuroanatomy Lectures, Neuropathology Seminars, Neuropsychology Journal Club, as well attendance at Brain Cuttings, Movement Disorder Surgical Conferences, Epilepsy Surgery Conferences, and Neurology Grand Rounds.
3. **Scholarly activity, e.g., submission of a study or literature review for publication, presentation, submission of a grant proposal or outcome assessment.** Fellows are required to participate in scholarly activity, whether that be preparation of a scholarly paper or literature review, participation in faculty guided ongoing research, or development of an independent, mentored project. Fellows' scholarly activity receives mentorship from core Neuropsychology faculty with additional input as needed from adjunct faculty, in line with the Fellows' scholarly activity focus.
4. **A formal evaluation of competency in the exit criteria 1 through 3 shall occur in the Fellowship program.** Formal evaluations at 6, 12, 18, and 24 months assess whether Fellows are successfully progressing towards meeting the exit criteria per the Learning Contract. If a Fellow does not progress according to minimum competencies required, a remediation plan is established with the goal of assisting the Fellow to successfully achieve all required competencies.
5. **Eligibility for state or provincial licensure or certification for the independent practice of psychology.** Prior to beginning the program, Fellows are asked to apply for and obtain a Limited License in the state of Michigan. We will work directly with the selected Fellow to facilitate this process. It is also expected that the Fellow will sit for the Examination for Professional Practice in Psychology prior to completion of Year 1. By the end of Year 2, the Fellow will be expected to have satisfied all requirements for independent licensure in the State of Michigan.
6. **Eligibility for board certification in clinical neuropsychology by the American Board of Professional Psychology.** Fellows are also eligible for American Board of Professional Psychology specialty certification in Clinical Neuropsychology upon successful completion of the training program, as our program is APPCN accredited.

Clinical Service: The Spectrum Health Medical Group Neuropsychology Service is staffed with 11 full-time Neuropsychologists and 5 Psychometrists. Referrals to the Neuropsychology Service are received from Neurology, Psychiatry, Neurosurgery, and Primary Care, among other specialties, as well as Neurotrauma, and Acute/Subacute Services. The patient population covers a diverse age range, with ethnic diversity (predominantly European American, Hispanic, and African American), and residential diversity (urban, suburban, and rural). Presenting conditions include stroke, dementia, major psychopathology, multiple sclerosis, seizure disorders, movement disorders, substance abuse, and traumatic brain injury, as well as occasions of HIV/AIDS, lupus, and oncological conditions.

Fellows will also receive specific training and experience in clinical supervision, including documentation and supervision approaches in Clinical Neuropsychology.

Methodology: Fellows will participate in a training program of approximately 70% clinical service, 20% didactics, and 10% research/program evaluation, with some flexibility dependent upon individual areas of interest.

Clinical Training: Fellows will train in both general and more specific/targeted settings, with a wide variety of presenting conditions. Beyond diagnostic issues, training emphasizes integration of multiple sources of data to optimize treatment recommendations, ultimately leading to a cohesive, logical plan resulting from each evaluation. Empirical neuropsychological literature forms the basis of evaluation approaches and recommendations, and ultimately guides the entirety of the Fellow's interaction with patients, families, and other providers. Fellows will develop strong familiarity with empirical neuropsychological literature and will learn how to update their practice as relevant findings are published. Fellows will provide comprehensive outpatient neuropsychological evaluations as well as provide inpatient and outpatient evaluations and treatment with patients with neurorehabilitation needs. The Fellow will serve as part of numerous interdisciplinary teams and have opportunities to attend a variety of interdisciplinary team meetings.

II. RESOURCES AVAILABLE TO POSTDOCTORAL FELLOWS

Fellows will be provided the necessary office space in which to provide professional services in an appropriately confidential and secure manner. They will have access to the clerical and technical support available to senior staff, including computer/internet access, computer support personnel, and medical media (for presentation services). Fellows have access to the medical library which contains a wide variety of medical and social science journals. Extensive computer services include all major medical online database/literature search capabilities, inter-library loan services, and library support services. Research support personnel are also available as needed to assist with the Fellow's scholarly activity.



Integrated Care Campus – Beltline location

III. PROGRAM STRUCTURE

All faculty at Spectrum Health believe in the importance of being well-rounded Neuropsychologists. In the ever-changing world of healthcare, we believe it is important for Neuropsychologists to be skilled in a wide variety of settings and capable of adapting their practices to the demands of the changing environment. To this end, we have structured the Program into four 6-month cycles, with various opportunities for general outpatient, inpatient, and specialized/focal training endeavors.

Year 1

During the first 6-month training cycle, the Fellow will spend most of her/his time in the General Neuropsychology Clinic at the Integrated Care Campus – Beltline Location, primarily working with 2-3 Faculty on a rotating basis. This will afford the Fellow the opportunity to see a wide variety of presenting concerns while adjusting to a new medical system, learning the electronic medical record, and adapting to the expectations of Fellowship. The second 6-month training cycle will involve the Fellow transitioning to one of our inpatient hospitals for a 3-month rotation in the acute medical setting, followed by a 3-month rotation in an inpatient rehabilitation center. It is anticipated that by the end of the first year, the Fellow will have both general outpatient and inpatient experiences that will allow for successful transition into Year 2.



Butterworth Hospital

Year 2

The third 6-month rotation will involve the Fellow selecting from several of the specialty clinics listed below. It is anticipated that with the development of general outpatient and inpatient skills, the Fellow will be able to focus on more specialized areas of Neuropsychological practice. The fourth and final 6-month rotation is designed to allow for a greater degree of freedom regarding the Fellow's clinical and research interests. Essentially, the structure of the program is somewhat more fixed for Year 1 and becomes increasingly flexible during Year 2. It has been our experience that Fellows who complete the requirements of the program in a timely fashion have appreciated significantly more flexibility when developing a training plan for Year 2. Examples of a potential typical week during each of these 6-month cycles can be found at the end of this document.

Fellows will typically complete approximately 3 comprehensive neuropsychological evaluations per week during outpatient rotations. Opportunities for psychotherapy will be available to interested Fellows, though provision of psychotherapy is not required. Additionally, Fellows will attend a variety of didactics, including Neurology Grand Rounds, Neuropsychology Case Conference/Fact Finding, Neuropsychology Journal Club, Epilepsy Surgical Conferences, Dementia Clinic Multidisciplinary Meeting, Movement Disorders Surgical Conference, as well as various inpatient/rehabilitation meetings. A list of didactic offerings can also be found attached to the end of this document.



Blodgett Hospital

In the Neurosciences Department of Spectrum Health, Neurology and Neuropsychology Divisions are housed together. As such, all Neuropsychology Faculty and trainees must work closely with other providers and physicians in Neurology. Our program unequivocally values strong communication skills, and Fellows will have ample opportunity to work “elbow-to-elbow” with other providers in numerous interdisciplinary settings. We expect the Fellow to be in regular contact with other providers and physicians. A primary focus of the program involves Fellows developing the competence and confidence to be able to interact fluidly with psychologists, physicians, social workers, pharmacists, and other professionals. The following descriptions of the various clinics emphasize the premium we place on interdisciplinary services and communication.

Below is a list of various clinics in which Fellows may have the opportunity to work:

1) The Neurocognitive/Memory Disorders Clinic (Drs. Fernando and Rodriguez):

This Clinic is staffed by a Neurologist, Neuropsychologist, Pharmacist, and Social Worker. Patients referred to this clinic typically present with memory and other cognitive concerns and receive evaluation by all specialists in the clinic. Four patients are seen per day (two days weekly), and the clinic maintains an efficient, yet patient-centered focus for a comprehensive, multidisciplinary evaluation of the patient's neurological, medical, cognitive, and biopsychosocial statuses. After all providers meet with the patients (one hour per patient, per service), all providers gather for a multidisciplinary meeting to establish diagnosis and treatment plan. Patients return the following week for feedback led by the Neuropsychologist.

2) Epilepsy Service (Drs. Lawrence, Luu, and Rodriguez):

The Fellow will have the opportunity to work with Drs. Lawrence, Luu, and Rodriguez to conduct pre- and post-surgical evaluations with epilepsy patients who are planning or who have undergone surgical resection in the context of their condition. Fellows will work closely with Spectrum's Epileptologists and Neurosurgeons and will have the opportunity to participate in Wada testing and attend multidisciplinary Epilepsy Surgery Conferences.

3) Inpatient Services (Supervisors listed below by site):

Please note: This rotation is divided into two training opportunities/sites. During the first three months, the fellow will work at Butterworth Hospital, followed by the second three months at Blodgett Hospital

a. Butterworth Hospital – Acute Care (Drs. Hatfield-Eldred, McLaughlan, and Vanden Bussche Jantz)

This training experience involves providing a variety of evaluation and consultation services requested by hospital physicians and allied health professionals. Emphasis is placed on working with acute presentations of neurologic illness/injury and complex medical presentations as well as interfacing with physicians and other healthcare providers. Opportunities for inpatient consultations at Butterworth include (partial listing): medical decision-making capacity, evaluation of acute TBI patients in Neurotrauma/Neurocritical Care, pre-surgical evaluations (primarily brain tumor and NPH), and evaluation of acute stroke patients. This rotation will allow fellows to see the full range of brain injury populations, including complicated mild to the most severe brain injuries, often exacerbated by medical comorbidities. The fellow will also be exposed to patients experiencing delirium of various etiologies and become adept in understanding signs/symptoms, causes, differential diagnosis, prevention, treatment, and prognosis. Serial monitoring is highly emphasized given acuity of conditions.

- b. Blodgett Hospital – Inpatient Rehabilitation Center (Drs. Vanden Bussche Jantz and Vos)

Training here encompasses participating in an interdisciplinary approach to assessment and rehabilitation on an inpatient rehabilitation unit. Referring diagnoses often include acquired brain injury (e.g., TBI, stroke, and anoxia), delirium/encephalopathy, tumor, epilepsy, NPH, and infrequently, rarer presentations (e.g., paraneoplastic processes, infections). Typical job assignments include inpatient neuropsychological assessments with an emphasis on incorporation of non-standardized assessments (e.g., neurobehavioral exams) and creative ways to assess cognitive functioning, given that many patients have significant behavioral, emotional, motor, and/or sensory limitations, that prevent them from completing standardized measures. Consultation, psychoeducation to patients, families, and interdisciplinary team, co-treatment with other disciplines, and occasional medical decision-making capacity evaluations are important aspects of this rotation. Additionally, the fellow will participate in team rounds and family meetings. There are also opportunities to conduct brief psychotherapy in the context of adjustment to new level of functioning and behavioral intervention/management due to cognitive and/or behavioral sequelae following brain-related changes. Group therapy opportunities may become available in the future, pending COVID-19 precautions/restrictions.

- 4) DBS and Movement Disorders Clinic (Drs. Fernando and Bertram):

The Fellow will have the opportunity to work with Drs. Fernando and Bertram in the Movement Disorders Clinic. In the general movement disorders clinic, typical referrals include neuropsychological assessment of patients with Parkinson's disease, Essential tremor, and various dystonias. Other referrals include assistance with differential diagnosis of Parkinson's disease vs Dementia with Lewy Bodies vs other Parkinson's Plus Syndromes. In the DBS clinic, pre-and post-surgical evaluations are conducted to determine candidacy for DBS surgery. The DBS Team consists of 4 Fellowship-Trained Neurologists, 2 Neurosurgeons, a Psychiatrist, 2 Neuropsychologists, PT, OT, and SLP specialists. There is also a twice monthly DBS interdisciplinary surgical conference that all team members attend. Fellows will be able to observe DBS surgeries.

- 5) Concussion Clinic (Drs. Lawrence):

In this clinic, Neuropsychology works with Orthopedics and Sports Medicine providers evaluating patients who have had recent concussions. Evaluations include baseline testing with ImpACT, post-concussive evaluations, and evaluations with local professional athletes who have sustained concussions.

- 6) Stroke Clinic (Dr. McLaughlan):

The Fellow may work with Dr. McLaughlan in conducting comprehensive outpatient neuropsychological evaluations with patients who are in sub-acute and chronic stages of stroke recovery. Evaluations often emphasize education and functional

recommendations as patients are attempting to effectively return to prior activities. Fellows will frequently communicate with Neurology, Neurosurgery, and rehabilitation staff to assist in coordination and planning of care.

7) Multidisciplinary Trauma Clinic (Dr. Hatfield):

The Fellow will have the opportunity to work with Dr. Hatfield in the Interdisciplinary Trauma Clinic one day per week. This clinic provides coordinated, interdisciplinary outpatient follow up for patients with polytrauma initially seen at Butterworth hospital. The clinic is staffed by Neuropsychology, Physical Medicine & Rehabilitation, Neurosurgery, Acute Care (Trauma) Surgery, and Orthopedic Trauma. The Fellow will focus on evaluation of cognitive and behavioral changes after traumatic brain injury (including assisting the team with care recommendations). This is a new and developing clinic and the role of Neuropsychology and specific populations served within polytrauma may change over time. This is expected to provide the Fellow with unique experiences in program development.

8) Neuropsychology Clinic (All Providers):

The Fellow will also spend a significant amount of time in the general Neuropsychology Clinic, evaluating a wide range of patients who do not necessarily require placement in any of the above specialty clinics. Although the patient may not require placement in a specialty clinic, collaboration with related disciplines frequently occurs (e.g., pre-, and post-lumbar puncture evaluations for normal pressure hydrocephalus, determining appropriate referrals to other services, discussing differential diagnoses).



Medical Center – Aerial View

IV. SUPERVISION

Fellows will have a minimum of two set hours of supervision per week, with additional supervision on each case as needed. Fellows will receive supervision from one of the attending Neuropsychologists for each case (depending on with whom the Fellow is working). Additional supervision may occur with other physicians, depending on the interests of the Fellow. Fellows are encouraged to present to supervision on time, with all materials prepared in advance, to facilitate optimal use of supervision time.

V. EVALUATION OF FELLOW'S TRAINING PLAN AND PROGRESS

Near the start of Fellowship, Fellows will work with the training directors to establish a learning contract. The learning contract will include, but may not necessarily be limited to, the following core competency training objectives:

1. Advanced skills in targeting, conducting, and interpreting psychological assessments
2. Advanced skills in communicating assessment findings

3. Advanced skills in conceptualizing, implementing and evaluating evidenced-based treatment interventions
4. Skills in conducting effective inter-professional consultation with staff of diverse professional and cultural backgrounds
5. Skills in developing and maintaining a viable and effective professional psychological role on multi-disciplinary teams
6. Skills in developing and implementing a quality management/performance improvement project, as well as a scholarly project.

An additional core competency requirement is the participation in Neuropsychology Fact Findings. Fellows will participate in ABPP-style evaluations that involve step-by-step gathering of historical information and data pertaining to a clinical case that was already seen in the Neuropsychology service, with the ultimate goal of formulating a reasonably appropriate diagnosis and relevant/appropriate recommendations.

Formal evaluations of the progress of Fellows are conducted at 6, 12, 18, and 24 months, though informal feedback opportunities regarding performance occur on a regular basis in the context of supervision. Each formal evaluation will be completed by the supervisors and will be reviewed with the resident. Each evaluation meeting will address at least the following:

1. Progress of the Fellow in meeting the stated training/competency objectives, goals and expectations specified in the learning contract, with suggestions for improvement (if needed) in the areas of professional conduct, ethics, assessment, consultation, etc.
2. Any amendments/revisions of the learning contract as needed
3. All evaluations are to be conducted in writing and signed by the supervisor and Fellow, as well as the training directors.

If there is concern regarding the Fellow's progress, performance or developmental and professional status, such concern will be discussed between the Fellow and the training directors during scheduled evaluation times. Any concerns will also be discussed with the Fellow during each of the formal evaluations, to establish necessary interventions to address any area(s) of concern. If it is determined that the Fellow has not satisfactorily remedied the area(s) of concern by the time of the next formal evaluation meeting, a formal remediation plan will be initiated, with review of the expected area(s) of improvement on a monthly basis until the next formal evaluation meeting. If the area(s) of concern have not been relieved by that next formal evaluation, additional remediation plans may be enacted, or the Fellow may be dismissed from the Training Program. More egregious behaviors, including but not limited to those defined as unacceptable by the American Psychological Association Ethical Principles of Psychologists and Code of Conduct <http://www.apa.org/ethics/code/index.aspx>, may result in immediate dismissal from the Fellowship.

VI. GRIEVENCE POLICY AND PROCEDURES

If the Fellow has questions or concerns about the Neuropsychology Fellowship Program, the first step is for the Fellow to contact the Training Directors. If a satisfactory resolution cannot be reached, the Fellow may then meet with the Training Committee. If the conflict involves the Director(s) of Training or other member of the training committee, that person will be excused from deliberations related to the dispute. If the situation is not resolved or if there are special circumstances where use of the usual chain of authority is not appropriate, the Fellow may bring grievances directly to Dr. Cynthia Hingtgen (Division Chief, Neurology), who serves as mediator for the program.

VII. EVALUATION OF TRAINING PROGRAM STRUCTURE, METHOD, AND OUTCOME

As noted above, formal, written competency evaluations between the Fellow and supervisors occur at 6, 12, 18, and 24 months, and will focus on concurrence with the training plan. Feedback will also be provided to the supervisor at each evaluation period. At the completion of training, trainees may complete an outcome measure designed to evaluate their competency levels and training experiences, and graduated Fellows may be surveyed regarding their satisfaction with training, adaptation to the professional field of practice, and professional accomplishments (outcomes).

VIII. PERSONNEL INFORMATION

This Fellowship is a 24-month, full-time appointment, though the second year is contingent on satisfactory completion of the first year. Acceptance of an appointment requires a commitment to complete the entire training period. Details regarding these requirements will be reviewed during orientation.

Benefits: Benefit package is robust and competitive and consists of health insurance, including dental and vision, as well as disability coverage. Additionally, up to \$2,500 of CME per year may be included, which can be used for books, other educational materials, conferences, licensure examinations, organizational dues, and/or other approved educational endeavors.

Pay: Stipend for the 2022-2024 Fellowship was approximately \$48,000 for Year 1 and \$50,000 for Year 2. It is anticipated that the stipends for the next iteration of training will be similar to these figures.

Start Date: As early as July of 2023, or as late as September of 2023, depending on the selected Fellow's Internship completion date or individual needs.

IX. ELIGIBILITY REQUIREMENTS AND APPLICATION PROCEDURES

To apply you must be:

- A graduate of an APA/CPA-approved doctoral program in clinical or counseling psychology
- A graduate of an APA/CPA-approved internship

To apply, submit the following materials:

1. A cover letter detailing your training, research, career goals, and perceived fit with our program
2. A current CV
3. Two **de-identified** reports
4. *A letter of confirmation from your Internship Director describing your training plan, progress on that plan, standing in the program, and anticipated completion date. If internship is complete, a certificate may be substituted for this letter
5. A scan of an original, signed APPCN Verification of Completion of Doctorate form (https://appcn.org/wp-content/uploads/2020/04/doctorate_verification_form.pdf)
6. ***Two** letters of recommendation from supervisors well acquainted with your work
7. Transcripts of all graduate work (unofficial transcripts are acceptable, and may be scanned).

****The letter from the Internship Director should specifically detail your standing in the program and anticipated completion date.*** The Internship Director may also offer a recommendation or endorsement, though the letter from the Internship Director will not be recognized as a substitute for the two letters of recommendation from supervisors well acquainted with your work, unless the Director has served in a meaningful supervisory role during your training. All recommendation letters should be sent electronically from the letter writer's email address to the following email address: NeuropsychologyFellowship@spectrumhealth.org

If the letter writer would prefer to mail the recommendation, the envelope should be sealed with the writer's signature across the back flap.

APPLICATION DUE DATE:

January 6, 2023

**** We encourage applicants to submit all application materials in one electronic package (with the exception of recommendation letters).** However, in the event that some materials must be sent via mail, items may be addressed to:

John Linck, Ph.D., ABPP-CN and
David M. Bertram, Psy.D.
Co-Directors of Training in Neuropsychology
Neurology | Neuropsychology
2750 East Beltline NE
Grand Rapids, MI 49525

If there are any questions about the application process, please feel free to email us at NeuropsychologyFellowship@spectrumhealth.org

Other Important Application Notes:

- 1) All requirements for the doctoral degree must be completed prior to the start of the Fellowship year. This includes completion of dissertation.
- 2) As an equal opportunity training program, our Fellowship welcomes and strongly encourages applications from all qualified candidates, regardless of sex, gender, age, race, ethnicity, sexual orientation, disability, or other status.

X. FELLOW SELECTION

Our selection criteria are such that we are looking for Fellows whose academic preparation, clinical experience, personal characteristics, and training goals best match the values and requirements of our training program.

After reviewing written applications, we will request interviews with individuals we believe have a good opportunity to excel at our site. We will NOT be requiring in-person interviews at INS this training cycle. Rather, in accordance with APPCN recommendations, we will primarily utilize a virtual platform for interviews and will also consider phone-based interviews. Requests for any on-site interviews or meetings at INS (if applicable) will be reviewed on a case-by-case basis.

We are an APPCN member program, and plan to participate in the APPCN Match Process (<http://appcn.org/>), and adhere to all pertinent rules and procedures as set forth by APPCN. This Fellowship site agrees to abide by the APPCN policy that no person at this facility will solicit, accept, or use any ranking-related information from any Fellowship applicant. Applicants may sign up for the match at <https://natmatch.com/appcnmat/>

XI. TRAINING FACULTY (All Faculty are members of the Training Committee)

Michael Lawrence, Ph.D., ABPP-CN

Division Chief – Neuropsychology



Dr. Lawrence completed his graduate work at the University of Oklahoma, his Internship in Neuropsychology with the Missouri Consortium, and his Postdoctoral Fellowship in Neuropsychology at the Geisinger Medical Center. His professional interests include dementia, epilepsy, and sports concussion. He has been with Spectrum for the past 14 years, and has built strong relationships between Neuropsychology and many other parts of the organization, particularly in Neurology and Neurosurgery. He is the first non-MD/DO Division Chief at Spectrum, a testament to his hard work. Given he is married and has two daughters, he compensates for being fourth in command at home by leading the Neuropsychology Division at Spectrum.

David Bertram, Psy.D.

Co-Training Director



After leaving West Michigan to attend graduate school at the University of Indianapolis, Internship at the Cincinnati VA, and Postdoctoral Fellowship in Neuropsychology at the St. Louis VA, Dr. Bertram decided his tour of the Midwest should end where it began – Grand Rapids – and he joined Spectrum in 2012. His professional interests include teaching, movement disorders, stroke, and dementia. Outside of work, he enjoys spending time with his wife and two boys, playing golf, fishing, and watching college football. He does have some attention-based issues, but with assistance from his colleagues, he still manages to finish most thi...

Heshan Fernando, Ph.D.



After finishing graduate school on Long Island, NY, Dr. Fernando headed for the Swamp to complete his Internship and Fellowship at the University of Florida. His yearning for a return to a location with four seasons (among other factors, we hope) brought him to Spectrum in 2019. He and his wife have two daughters and plenty of tea parties. His clinical interests include Movement Disorders and Dementia. It is also worth noting that he leads a double life: Neuropsychologist by day - landscape photographer by night. Even though he demonstrates a significantly limited organizational strategy when copying the Rey Complex Figure, his photos are pretty darn good.

Maegan Hatfield-Eldred, Ph.D.



Dr. Hatfield-Eldred joined Spectrum in 2013 following completion of her Postdoctoral Fellowship at the Hurley Medical Center in Flint, MI. Prior to Fellowship, she completed her graduate work at Central Michigan University, and her Internship at Henry Ford Hospital. Her professional interests include traumatic brain injury and dementia. She is the current Site Lead for the Neuropsychology and Neurology providers at the Beltline Office location. As a mid-Michigan native, she has strong ties to the state and loves the outdoors. She used to have hobbies, but as a mother to twins, she's had to rearrange her priorities.

John Linck, Ph.D., ABPP-CN
Co-Training Director



Dr. Linck completed his graduate work at the University of Oklahoma, followed by his Internship and Postdoctoral Fellowship at the University of Oklahoma Health Sciences Center. He served as a Staff Neuropsychologist at the Oklahoma City VA and the Jim Thorp Rehabilitation Center prior to transitioning to Staff Neuropsychologist at the Health Sciences Center. After learning Oklahoma designated the watermelon as the state plant, he packed his bags and headed to Michigan (he is not a watermelon fan). He joined Spectrum in 2022 and serves as Co-Training Director for the Fellowship program. His interests include dementia, multiple sclerosis, training, and validity, functional, and forensic assessment. Outside of work, Dr. Linck enjoys spending time with his wife and son, rooting for the St. Louis Cardinals, rooting against the Chicago Cubs, looking for large rocks and eating club sandwiches. Word on the street is that his fantasy baseball teams are unbeatable, and he can calculate z-scores in his head.

Hien Luu, Psy.D.



Dr. Luu began her Fellowship at Spectrum in 2017, and accepted a Faculty offer with us in 2019. She completed her graduate coursework at Adler University in Chicago, which also happens to be her hometown (go Cubbies!). Naturally, she and Dr. Linck do not get along during baseball season. She lived in Memphis for a year and completed her psychology internship at the Memphis VA Medical Center prior to coming to Grand Rapids. Her clinical interests include epilepsy and stroke. Now that she is no longer on a Fellowship budget, one would think she would stop “forgetting” her wallet when it’s time to pay for lunch. One would be mistaken. However, she is remarkably resourceful when it comes to finding free food for the rest of us, so we typically let it go.

Joseph McLaughlan, Ph.D



Dr. McLaughlan joined Spectrum in 2015 after his Fellowship training with the Rehabilitation Institute of Michigan. Prior to Fellowship, he completed his Internship at the Miami VA, and his graduate work at Central Michigan University. His clinical interests include traumatic brain injury, rehabilitation, and stroke. Dr. McLaughlan quickly puts patients at ease with his non-threatening demeanor, and he almost always has a smile on his face. We could attempt to tease him, but he's just too nice. When he is not wrangling his three kids, Dr. McLaughlan has been known to jump out of the occasional airplane.

Carlos Rodriguez, Ph.D.



Prior to his arrival to Grand Rapids, Dr. Rodriguez completed his Internship at UCLA Semel Institute and his graduate studies at USC. Dr. Rodriguez completed his Neuropsychology Fellowship at Spectrum in 2017, and subsequently accepted a position as part of our faculty. His interests include epilepsy, movement disorders, and dementia, and he is fluent in both English and Spanish. Resultantly, Dr. Rodriguez offers services to Spanish speaking patients at Spectrum. As a native to Southern California, Dr. Rodriguez has had to get used to the weather in West Michigan. Despite his claim that summer in Grand Rapids is “three months of bad sledding,” he seems to have adjusted well to the new climate. He, his wife, and his young son are happy to call themselves Michiganders.

Sarah Van Dyke-Velasquez, Ph.D., ABPP-CN



Dr. Van Dyke completed her graduate work at Wayne State University, her Internship at the John D. Dingell VA in Detroit, and her Postdoctoral Fellowship at the Rehabilitation Institute of Michigan. She joined Spectrum in 2013. Her professional and research interests include brain tumor, rehabilitation, validity of neuropsychological testing, and psychometrics. She continues to hold the title of “Excel Queen” and feels that most questions can be answered best with a table. She has a table to illustrate her point further.

Alicia Vanden Bussche Jantz, Ph.D.



Dr. Vanden Bussche Jantz completed her undergraduate work at Michigan State University, graduate school at Palo Alto University, Internship at the Pittsburgh VA, and Fellowship at the Tampa VA. She loves inpatient rehabilitation work and spends most of her time at the Blodgett Inpatient Rehabilitation Center and in acute care at Butterworth. She enjoys cooking and stated if she were not a neuropsychologist, she would likely be in the culinary field. Likes include her husband, dogs, and charcuterie boards. Dislikes include COVID and cotton balls. Yep, cotton balls...we all have our quirks.

Leia Vos, Ph.D.



Dr. Vos completed her graduate work at Wayne State University, internship at the Detroit VA, and Fellowship at TIRR Memorial Hermann/Baylor College of Medicine. Her clinical and research interests include traumatic brain injury, assessment, and rehabilitation outcomes. She has two young children, and much like Dr. Hatfield, her free time has dwindled some. For clarity, her first name is pronounced “Lee-uh,” and not “Lay-uh.” She is not a princess from the planet Alderaan. That being said, she can work Rasch analyses like a Jedi.

Blair Honsey, Psy.D.

2nd year Neuropsychology Postdoctoral Fellow



Dr. Honsey completed her graduate work at Saint Mary's University of Minnesota, followed by Internship at the Bay Pines VA in Florida. She balances her full clinical schedule with a variety of interests outside of work. More specifically, she has flocks (yes, flocks) of chickens and sheep at her home. We aren't entirely sure what she does with the sheep, but have heard she has names for them such as “shank” and “chop.” Further, she is essentially a professional whistler. Her rendition of Annie's “Tomorrow” is a real show-stopper.

Sarah Letang, Ph.D.

1st Year Neuropsychology Postdoctoral Fellow

Dr. Letang actually completed her undergraduate degree in business. She worked in advertising for a while before having what she described as a “Victor Frankl moment” and finding her true calling in Neuropsychology. She completed her graduate work at the University of Alabama and

her internship at the Central Arkansas Veterans Healthcare System. Fellowship at Spectrum Health is her next stop in her search for meaning. She has a variety of musical talents and grew up playing the flute and bassoon. More recently, she has taken up the piano, and is looking forward to joint performances with Dr. Honsey at our Friday morning meetings. We'll see what we can do about posting the podcasts.

**Spectrum Health Medical Group Neuropsychology Postdoctoral Fellowship
Program Didactics and Interdisciplinary Meetings**

DAY	TIME	FREQUENCY	ACTIVITY	SUPERVISOR
Monday				
Tuesday				
	7:00-8:00	Twice Monthly	DBS Interdisciplinary Meeting	Fernando/Bertram
	7:00-8:00	Weekly	Trauma Rounds	Hatfield/McLaughlan
Wednesday				
	7:00-8:30	Monthly	Neurology Provider Meeting/Morbidity and Mortality	All
	7:30-9:30	Twice Monthly	Neurosciences Grand Rounds	All
	9:30-10:30	Every 2-3 Months	Psychiatry and Behavioral Med. Division Meeting/Rounds	All
	10:00-11:00	Weekly	Patient Rounds at IRC	Multiple
	12:00-1:00	TBD	Lunch and Learn (Topics Vary)	All
	TBD	Weekly	Neuroanatomy/Neuropathology (Didactics)	TBD
Thursday				
	10:00-11:00	Weekly	Patient Rounds at IRC	Multiple
	12:00-1:00	Weekly	Dementia Clinic Interdisciplinary Meeting	Fernando
	5:00-6:00 PM	Weekly	Epilepsy Interdisciplinary Surgical Conference	Lawrence/Luu/Rodriguez
Friday				
	TBD	Weekly	DBS Surgery Observation	Fernando/Bertram
	7:30-8:30	Weekly	Neuropsych. Conference (Journal Club, Fact Finding, etc.)	All
	TBD	TBD	Brain Cuttings	TBD

Spectrum Health Medical Group Neuropsychology Postdoctoral Fellowship Program

Example of Potential Schedules by Rotation Cycle

* - Denotes potential specialty clinic selection (not all clinics included in example below)

	Monday	Tuesday	Wednesday	Thursday	Friday
1 st 6 mos.	AM: Outpatient Case PM: Report Writing, Supervision	AM: Psychotherapy cases (if desired) PM: Report Writing	AM: Neurology Grand Rounds, Report Writing, Didactics PM: Outpatient Case	AM: Didactic, Report Writing PM: Report Writing, Supervision	AM: Neuropsychology Conference, Outpatient Case PM: Research Time
2 nd 6 mos.	AM: Inpatient PM: Inpatient, Supervision	AM: Outpatient Case PM: Report Writing, Supervision	AM: Inpatient PM: Inpatient, Supervision	AM: Inpatient PM: Inpatient, Supervision	AM: Neuropsychology Conference, Didactics PM: Research Time
3 rd 6 mos.	AM: *DBS PM: Report Writing, Supervision	AM: *Stroke/ *NeuroCog Clinic PM: Supervision, Didactics	AM: Neurology Grand Rounds, Report Writing PM: Report Writing, Supervision, Didactics	AM: *NeuroCog Clinic/*Trauma Clinic/Wada Testing PM: *NeuroCog Clinic feedbacks	AM: Neuropsychology Conference, Report Writing/ Research PM: Research Time/*Epilepsy Case
4 th 6 mos.	TBD	TBD	TBD	TBD	TBD

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