Clinical Neuropsychology Postdoctoral Residency Program
Geisinger Health System
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https://www.geisinger.edu/education/residencies-fellowships/fellowships/neuropsychology-fellowship

Accreditation Status
The Clinical Neuropsychology Residency Program at Geisinger Health System is currently a member of the Academy of the American Board of Professional Neuropsychology and is adherent to Division 40/Houston Conference guidelines for postdoctoral training in clinical neuropsychology.

Application and Selection Procedures
The Clinical Neuropsychology Residency Program begins in September each year (the number of open positions varies each year). This is a two-year, full-time program with Geisinger Health System.

For the upcoming 2022-2024 academic cycle, the program will be recruiting for 2 positions. The residents will be based at Geisinger’s Danville, PA campus, but residents will also be expected to engage in training rotations at satellite clinics in Wilkes Barre, PA and State College, PA.

To be considered for the Clinical Neuropsychology Residency, an applicant must:
1. Have completed all requirements for the doctoral degree in Clinical or Counseling Psychology, including internship and dissertation.
2. Be aware that applicants are subject to fingerprinting, background checks, and any other screenings required by Geisinger Health System. Matriculation in to the residency program is contingent on passing any such required screens.

To apply, please submit the following materials:
- Letter of Interest: This should include a summary of educational, clinical, and research experiences, along with goals for training and future career.
- Curriculum Vitae
- Three Letters of Recommendation: These letters should come from supervisors/mentors who are familiar with the applicant’s work and experience in clinical neuropsychology.
- Internship Verification Notice from Training Director: This should attest that the applicant will have completed all predoctoral internship requirements prior to the residency start date (August 30th). If the training director is one of the applicant’s recommendation letter writers, this information can be clearly specified within the body of that letter.
- Dissertation Verification Notice from Chair: This should attest that the applicant will have completed all dissertation requirements prior to the residency start date (August 30th). If the dissertation chair is one of the applicant’s recommendation letter writers, this information can be clearly specified within the body of that letter.
- Work Samples: These should be 2 fully deidentified sample neuropsychological evaluation reports that the application has written within the past 12-18 months.
- Graduate Transcripts
The application materials can be sent by email to the Director of Neuropsychology Training, Dr. Anthony Junod, at ajunod@geisinger.edu. **The application deadline is November 30th.**

The selection committee is comprised of Geisinger’s neuropsychology faculty members (see faculty bios at end of document) who participate in residency training. While current residents will participate in the interview process, they do not have an evaluative role; they will be available as a resource to answer questions or provide additional information about the training experience at Geisinger.

The selection committee will fully evaluate each application, paying special attention to the following criteria:

1. Breadth and quality of prior general clinical training
2. Quality and extent of specialized training in clinical neuropsychology
3. Strength of letters of recommendation
4. Quality of writing style in application materials and sample neuropsychology reports
5. Goodness of fit between applicant’s career goals and the residency’s training objectives
6. Evidence of personal maturity and accomplishments

The most successful candidates generally have strong academic and clinical backgrounds in clinical neuropsychology, and preference is given to applicants who have completed doctoral and internship training in line with the Houston Conference Guidelines in Clinical Neuropsychology.

In the past, interviews have taken place on site at Geisinger’s flagship campus in Danville, PA. However, due to COVID-19, it is possible that interviews will be conducted via video teleconferencing. In any case, interviews will be held on various dates in mid-December through early January. During interviews, applicants will have the opportunity to meet residency faculty and current residents.

At this time, Geisinger’s Clinical Neuropsychology residency program does *not* participate in the APPCN match. Following completion of applicant interviews, the selection committee will meet and rank the applicants based on goodness of fit. Offers will be extended as soon as possible once a committee consensus has been reached; offers could be made as early as mid-January but no later than the end of January. The committee will continue to make offers down the applicant rank list until all positions are filled.

**Training Setting**

Geisinger is committed to making better health easier for the more than 1 million people it serves throughout central and northeastern Pennsylvania. Founded more than 100 years ago by Abigail Geisinger, the system now includes nine hospital campuses, a health plan with more than half a million members, two research centers and the Geisinger Commonwealth School of Medicine. With nearly 24,000 employees and more than 1,600 employed physicians, Geisinger boosts its hometown economies in Pennsylvania by billions of dollars annually.

Geisinger Commonwealth School of Medicine (Geisinger Commonwealth) is a member of the Geisinger family. Geisinger Commonwealth offers a community-based model of medical education with campuses in Atlantic City, Danville, Doylestown, Sayre, Scranton and Wilkes-Barre. Geisinger Commonwealth offers Doctor of Medicine (MD), Master of Biomedical Sciences (MBS) and Professional Science Master’s (PSM) degrees. The school’s innovative curriculum, focused on caring for people in the context of their lives and their community, attracts the next generation of physicians and scientists from within its region, as well as from across the nation. The school also has more than 500 residents and fellows in 31 accredited residency programs and 27 accredited fellowships.
More specific to the neuropsychology residency, Geisinger Medical Center (GMC) is located in Danville, PA. It is a Level 1 trauma center and a 404-bed tertiary/quaternary healthcare facility. It is also home to a wide variety of primary care and specialty care services. GMC serves as the home base for the neuropsychology residency and more broadly as a primary training site for the Geisinger Commonwealth School of Medicine’s medical students, residents, and fellows. The medical school provides a variety of interprofessional training experiences and a broad range of didactic opportunities for Geisinger’s neuropsychology residents. In addition to the training opportunities at GMC, neuropsychology residents will have training experiences at several of Geisinger’s satellite clinics in Wilkes Barre, PA, State College, PA, and Encompass Rehabilitation Hospital, where neuropsychology care is embedded among primary care, specialty, and rehabilitation services.

Geisinger has a strong commitment to the provision of clinical neuropsychology training. The clinical neuropsychology residency was created in the early 2000s and has been running continuously since that time. It has successfully graduated dozens of neuropsychologists, many of whom have obtained board certification in clinical neuropsychology. In addition, Geisinger houses a successful APA accredited clinical psychology predoctoral internship, which includes a competitive neuropsychology specific track. The internship has been APA accredited since 1989 and at its most recent APA site visit in 2017 received a 10-year accreditation. Geisinger also offers a clinical neuropsychology externship/practicum to PhD students from Penn State University’s clinical psychology program.

**Training Model and Program Philosophy**

**Mission Statement:** The aim of Geisinger’s Clinical Neuropsychology Residency Program is to develop competencies and expertise in clinical neuropsychology, so that residents are competitive for employment as neuropsychologists in whichever settings they choose. Upon completion of the training program, graduates will have developed advanced understanding of brain-behavior relationships and will be prepared to work in a variety of settings offering specialized assessment and treatment of neuropsychological/psychiatric syndromes and their sequelae. The program aims to instruct residents using sound scientific and professional practices. Most importantly, the residency is crafted to provide the breadth and depth of training in clinical neuropsychology, in accordance with Houston Conference guidelines on training and education in clinical neuropsychology.

The neuropsychology residency is structured to provide advanced clinical and didactic experiences over the two-year period. Residents will be expected to function at an advanced level following the first year of training. The second year will build upon the skills and competencies developed in the first year. Over the course of the two years, residents will gradually gain more autonomy and will participate in more advanced/complex training experiences. By the second year of the training program, residents will assume greater administration and supervision activities. Each training experience over the course of two years serves to deepen residents’ knowledge of brain-behavior relationships, develop expertise in evaluating and treating neurological syndromes, and foster professional development in the areas of supervision, administrative skills, and clinical leadership.

**Supervision, Teaching Methods, and Program Structure**

The neuropsychology faculty at Geisinger supervise residents from a developmental approach. At the beginning of a new clinical rotation, each resident will meet with the primary supervisor of the rotation. The resident and primary supervisor will discuss expectations for the rotation, including an initial assessment of the resident’s general neuropsychological skills. This process helps the resident and primary supervisor review the resident’s prior clinical experiences, perceived strengths, areas for growth, and training goals. The clinical and didactic experiences are graded in complexity. As residents progress through the program, they are presented with more complex training opportunities with the goal of sharpening neuropsychological evaluation skills. Supervision is a fundamental aspect of all clinical experiences, though with time, supervisors provide residents with greater autonomy in
clinical decision making. Additionally, residents are able to participate in tiered supervision with predoctoral interns and practicum students in order to begin acquiring skills for providing clinical supervision. The main goal of the supervisors is to provide residents with an array of patients from differing backgrounds and clinical conditions in order to best prepare them for independent practice.

Over the course of the two training years, residents will have four six-month clinical rotations. Each rotation will be comprised of a combination of a general outpatient neuropsychology assignment and ancillary clinical experience(s). Formulation of clinical rotations is generally a collaborative process between the training director and the residents. The training director, rotation supervisors, and the resident will develop an individualized training plan to set forth training objectives, required activities, and caseload guidelines.

Residents receive at least 2 hours of individual supervision each week with primary supervisors, along with additional hours of supervision with supervisors in the ancillary rotations. Supervisors use techniques like direct observation (twice per quarter), role modeling, and review of neuropsychological evaluation protocols/reports. Residents will receive ongoing feedback about their performance in weekly supervision meetings, in addition to a formal performance evaluation every three months.

Clinical Neuropsychology Training Experiences

1. General Outpatient Neuropsychology Evaluations: Each location across the Geisinger system where neuropsychology training occurs provides outpatient neuropsychological evaluations. For each 6-month rotation, residents will work with a primary outpatient supervisor to further develop outpatient neuropsychological evaluation skills. The resident will complete 2-3 outpatient neuropsychological evaluations per week. Referrals for outpatient neuropsychological evaluations come from a variety of primary care and specialty care services throughout the Geisinger system. Residents will have the opportunity to evaluate patients with myriad neurological, psychiatric, and medical conditions including (but not limited to), Alzheimer's disease, cerebrovascular disease/dementia, traumatic brain injury, substance-induced neurocognitive disorders, toxic/metabolic encephalopathy, seizure disorders, severe mental illness, Parkinson's disease, ADHD, and HIV. Residents will solidify their competence in test selection, administration, scoring, interpretation, and report writing. Residents will also be required to provide feedback to patients and families regarding evaluation findings, impressions, and recommendations; this is an excellent opportunity for residents to develop confidence with providing difficult feedback and help patients, families, and referring professionals understand the ways in which a neuropsychological evaluation can inform treatment plans and function in day-to-day life. In sum, residents will gain experience in the following areas:

- Administration of neuropsychological tests
- Interpretation of test findings integrated with clinical history
- Report writing
- Basis for test selection and scope of the assessment
- Diagnostic interviewing
- Neurobehavioral status exams
- Medical chart review
- Follow-up encounters with patients and families to review test results, impressions, and recommendations; in addition to being consultative, feedback is also conceptualized as a therapeutic interventional process
- Discussion of test results with referring physicians and other professionals
• Provision of evidence-based cognitive rehabilitative psychological services and cognitive-behavioral therapy.

Subspecialty Outpatient Neuropsychology Evaluations: Residents may also have opportunities to participate in specialty outpatient neuropsychology evaluations, namely pre- and post-surgical evaluation for seizure disorders (e.g., resections) and movement disorders (e.g., deep brain stimulation/DBS). Specific to these types of evaluations, residents will gain experience with:

• Evaluation and assessment of cognitive and psychological contraindications for DBS. DBS candidates include patients with essential tremor, dystonia, and Parkinson’s disease
• Administration and interpretation of neuropsychological testing of patients who are candidates for DBS
• Pathophysiology of motor disorders and the relationship to neurobehavioral effects
• Administration and interpretation of neuropsychological testing of epilepsy patients who are candidates for neurosurgical intervention (e.g., resection)
• Exposure to WADA testing
• Role of the neuropsychologist within the DBS and Epilepsy Teams; residents will have the opportunity to participate in the movement disorder/epilepsy interdisciplinary team meetings to present test results and impressions

2. Memory and Cognition Program: Residents will have the opportunity to work in Geisinger’s Memory and Cognition program. This is a multidisciplinary experience where residents will work closely with and will have the opportunity to observe one of the program’s behavioral neurologists. The program is designed as a multidisciplinary model of dementia care that provides a “one stop shop” for patients presenting with memory loss and dementia. During this rotation, residents can expect to encounter a broad range of dementia syndromes. They will gain exposure to the integration of structural neuroimaging and other biomarkers (e.g., CSF biomarkers for Alzheimer’s disease, SPECT-DaT scan, metabolic PET imaging) with neuropsychological test data in the service of diagnostic clarification. Residents will develop skills for working in a fast pace medical clinic setting, which entails conducting a clinical interview, administering and scoring neurocognitive tests, providing feedback to the referring physician, and developing a treatment plan on the same day of the MDC appointment. Residents will be present for and participate in the diagnostic consensus conference that takes place between their supervisor and a behavioral neurologist; this contributes to skill building in effective multidisciplinary communication and to understanding the medical approach to diagnosis and treatment of dementia.

3. Geisinger Encompass Health Rehabilitation Hospital: Residents will have the opportunity to develop rehabilitation neuropsychology skills at Encompass Health, Geisinger’s affiliated rehabilitation hospital. This setting emphasizes rapid evaluation and treatment of the various psychological and neuropsychological issues affecting patients recovering from acute illness or injury. Residents will conduct psychiatric diagnostic evaluations, neurobehavioral status examinations, and brief neuropsychological assessments while serving as consultants to the multidisciplinary rehabilitation treatment team. They will also provide short-term psychotherapeutic interventions to patients experiencing acute and chronic medical problems, such as those with traumatic brain injuries, stroke, pain disorders or medical diseases (e.g., cardiovascular disease, orthopedic injuries, renal disease, COPD, or autoimmune disease). Residents will also have the opportunity to accompany their supervisor to multidisciplinary team meetings involving physiatry, occupational therapy, physical therapy, and other allied
health professions. The resident can expect to further develop skills in medical chart review, consultation to a multidisciplinary treatment team, and appreciation of medication side effects that may be contributing to patient presentation. This experience allows residents to gain an appreciation of clinical presentations at a more acute phase of injury/illness.

4. **General Medical Inpatient Consultation and Consultation/Liaison Psychiatry:** Neuropsychology offers an inpatient consultation service at Geisinger Medical Center, though on a limited basis. The C/L Psychiatry has a designated psychiatric provider for consults each day of the week. While not a core training experience, interested residents will be able to shadow and/or participate in these consultations (with either a neuropsychology attending or a psychiatric provider). Consultations come from the emergency department and various medical floors of the hospital. Consults typically involve concerns about a patient's ability to make medical decisions for various reasons (e.g., dementia, delirium, psychiatric illness, intellectual disability). This training experience provides an excellent opportunity for residents to gain an appreciation for how general medical status contributes to cognitive functioning, to see patients with relatively acute presentations, and to gain exposure to medical culture within an inpatient hospital setting.

**Didactics**
Residents will engage in numerous didactic opportunities throughout the two training years, including:

1. **Neuropsychology Seminar:** This weekly seminar is a mixture of didactic presentations by faculty (on topics that will help residents prepare for the clinical neuropsychology board exam), journal club, resident presentations, and fact-finding exercises.
2. **Joint Neuropsychology and Behavioral Neurology Case Conference:** This is a weekly case conference with neuropsychology and behavioral neurology. Each week a neuropsychology case is presented by a neuropsychology trainee (resident or intern) to the rest of the neuropsychology group and two behavioral neurologists. The group integrates clinical history, neuropsychological test findings, neurologic exam, neuroimaging, and lab results to render the most likely diagnosis.
3. **Psychiatry Grand Rounds:** This is a weekly didactic meeting that includes all members in the department of psychiatry. Presentations are given by both internal and external speakers. Topics cover a broad range of issues in mental health, including in the areas of psychiatry, clinical psychology, and social work.
4. **Neurology Grand Rounds:** This is a weekly didactic meeting that includes all members in the department of neurology. Presentations are given by both internal and external speakers. Topics cover a broad range of issues in neurology.
5. **Brain Cuttings:** Geisinger staff pathologists offer brain cutting sessions to neuropsychology trainees on an as available basis.

In addition to these specific didactics, residents are able to attend other didactics, seminars, and/or trainings offered within Geisinger.

**Scholarly Activity**
Residents will be expected to engage in scholarly activity. Past residents have participated in applied clinical research, program development, and preparation of conference presentations. Publishable manuscripts may potentially be generated.

Residents also have a teaching role including presentations for the Neuropsychology Seminar, teaching interns in Geisinger’s APA approved clinical internship program, and presenting at Division of Psychiatry grand rounds if interested.
**Competency Areas Assessed**
Upon graduation from the program, residents will demonstrate advanced competency in the following areas:

1. Neuropsychological Assessment
2. Therapeutic Feedback of Neuropsychological Evaluation Impressions
3. Interdisciplinary Consultation
4. Multidisciplinary Team Treatment Planning
5. Professional, Ethical, and Legal Issues
6. Cultural and Individual Diversity
7. Scholarly Inquiry
8. Supervision and Teaching

**Facility and Training Resources**
Residents will be provided with office space, computers, and desk phones necessary for patient care and administrative responsibilities. They will have access to Geisinger’s Health Sciences Library. Residents will have support from the secretaries and administrative assistants in the department of psychiatry. Residents will receive travel reimbursement when required to travel to the satellite clinics. The neuropsychology division has wide variety of psychological and neuropsychological instruments and scoring programs, all of which will be available to residents.

**Stipend and Benefits**
Neuropsychology residents at Geisinger are salaried employees. The current stipend is $47,486; residents also receive $3,000 to be used for educational purposes (conferences, books, seminars, etc), along with 10 continuing education days. Benefits include but are not limited to: insurance coverage (medical, dental, vision), PTO/vacation time (9 days), personal days (6 days), sick leave, paid holidays (6 days), relocation time (5 days), and family leave (for birth or adoption of a child).

**Administrative Policies and Procedures**
- *Due Process*: Procedures for due process and grievance are in place for any instances of problematic performance. These procedures are available upon request and can also be located on Geisinger’s internal website.
- *Self-Disclosure*: Residents are not required to disclose personal information to the program administrators or clinical supervisors. The exception is in cases where personal issues may be adversely affecting a resident’s work performance and such information is necessary to address any difficulties.

**Neuropsychology Residency Training Faculty**

*Randy Fulton, Psy.D., ABN*

Dr. Fulton is the Chief of Neuropsychology at Geisinger. He completed his doctoral degree at the Illinois School of Professional Psychology, Internship with Neuropsychology Track at VA Maine Healthcare System, and Neuropsychology Fellowship at Geisinger. He is Board Certified by the American Board of Professional Neuropsychology. Clinical interests include evaluation of MCI and pre-dementia states and healthy cognitive aging. Dr. Fulton is proud to work in a healthcare system that aligns with his beliefs that healthcare, including neuropsychological care, should be made easier and accessible to every patient. To this end, he is interested in innovative models of neuropsychology practice designed to meet modern healthcare needs.
Anthony Junod, Ph.D., ABN

Dr. Junod is the Director of Neuropsychology Training at Geisinger. He oversees both the neuropsychology postdoctoral residency and neuropsychology track of the APA-approved predoctoral internship. In addition to his training responsibilities, Dr. Junod has an academic appointment as an Assistant Clinical Professor of Neuropsychology with Geisinger Commonwealth School Medicine and is also a staff neuropsychologist for the health system. Dr. Junod’s primary clinical practice is at one of Geisinger’s ambulatory care clinics in State College, PA. He sees the full spectrum of adult conditions, though his primary clinical interests are in the areas of geriatric neuropsychology and ADHD in adulthood. He is also dedicated to teaching and providing supervision in clinical neuropsychology. Dr. Junod obtained his undergraduate degree in Biological Psychology from The Pennsylvania State University. He later earned his Ph.D. in Clinical Psychology with an emphasis in Neuropsychology from The Graduate School of Psychology at Fuller Theological Seminary. Dr. Junod completed his APA-accredited predoctoral internship in geropsychology and neuropsychology at the West Los Angeles VA Healthcare Center. He is a graduate of Geisinger’s clinical neuropsychology postdoctoral residency. Dr. Junod is board certified by the American Board of Professional Neuropsychology (ABN) and is currently in the board certification process with the American Board of Clinical Neuropsychology (ABPP-CN).

Sarah McKnight, Psy.D.

Dr. McKnight obtained her PsyD from The Georgia School of Professional Psychology in Atlanta, Georgia. Neuropsychology internship completed at Lancaster General Health and 2-year neuropsychology postdoctoral fellowship completed at Geisinger Medical Center. Dr. McKnight has been on staff at Geisinger since 2017 and she is currently pursuing board certification through ABPP-CN. Clinical interests include geriatrics and neuropsychological evaluation of dementia. Dr. McKnight’s current roles include provision of neuropsychological services across the adult and older adult lifespan. As Chief of Neuropsychology Services for the Memory and Cognition Program (MaC), she oversees many administrative and clinical activities for the various MaC services offered throughout the system including in northeast PA, Danville/Bloomsburg, and State College. She also supervises interns and postdoctoral residents.

Eran Auday, Ph.D.

Dr. Auday received his PhD in Clinical Psychology from the Pennsylvania State University in 2018. He completed an APA-accredited internship at WellSpan Health, an integrated health system that serves the communities of central PA and northern MD. Next, he completed a two-year fellowship in Clinical Neuropsychology at Geisinger. Currently, Dr. Auday is a staff neuropsychologist, serving our patient population in the northeast region of Pennsylvania, providing outpatient services and neuropsychological evaluations within our multidisciplinary Memory and Cognition Clinic.

Hilary Hayhurst, Psy.D.

Dr. Hayhurst predominantly works as a neuropsychologist at Geisinger Encompass Health (GEH) rehabilitation hospital. She is embedded in the inpatient rehab setting, conducting brief neuropsychological evaluations, mood assessments, cognitive rehabilitation services, and brief psychotherapeutic interventions. Additionally, she serves as co-leader of the Brain Injury Support Group at GEH. Dr. Hayhurst supervises predoctoral interns and postdoctoral residents at GEH. Other clinical responsibilities include participation in Geisinger’s inpatient pediatric neuropsychology consultation service and in the Post ICU Survivorship Outpatient Clinic. Dr. Hayhurst’s clinical interests include: neurological populations (specifically stroke and
brain injury) and working with chronically medically ill patients to help with overall adjustment to and acceptance of injury/illness. Dr. Hayhurst earned her Psy.D. with a specialization in neuropsychology from Nova Southeastern University in South Florida. In graduate school, she was trained in hospital-based pediatric neuropsychology. She completed a neuropsychology track internship at the Central Arkansas VA, where she focused on OP adult and geriatric populations with neurological conditions. Dr. Hayhurst is a graduate of Geisinger’s clinical neuropsychology residency, where she deepened her skills in rehabilitation neuropsychology and adult/geriatric evaluation.

Beate Davis, Ph.D.
Dr. Davis is a Clinical Neuropsychologist with an interest in dementia. As such, she is part of the multidisciplinary Memory and Cognition program at the Geisinger Danville campus, where she provides neuropsychological services in close relationship with our behavioral neurologists. She is also interested in healthy behavioral lifestyle factors as they pertain to healthy brain aging and she runs cognitive rehabilitation groups for both, younger and older adults. Dr. Davis obtained her Ph.D. in Clinical Psychology with an emphasis in Neuropsychology from Palo Alto University. She completed her Internship and 2-year Neuropsychology Fellowship at Geisinger Medical Center.

Michael Driscoll, Ph.D.
Dr. Driscoll earned his PhD from The Pennsylvania State University in School Psychology after earning his Master’s degree in School Psychology and his BA in Psychology, both from Bucknell University. He completed his post-doctoral fellowship at Children’s Specialized Hospital in Mountainside, New Jersey and then was hired to establish the Pediatric Neuropsychology service at a new Children’s Specialized satellite hospital in Toms River, NJ. Before coming to Geisinger in 2002, he owned and operated a private practice and served as the Director of Traumatic Brain Injury program at HealthSouth Rehabilitation Hospital in Toms River, NJ. At Geisinger, Dr. Driscoll has developed specialization in pre- and post-surgical neuropsychology. He has been a member of the Adult and Pediatric Epilepsy Surgical Team for 18 years and the Deep Brain Stimulation surgical team for 12 years. In these roles he has designed the assessment protocols, performs Wada testing, bed-side brain mapping, and provides individual supportive counseling for surgical patients. He performs psychological evaluations for patients found to have psychogenic non-Epileptic seizures and provides treatment for patients with chronic neurologic conditions utilizing a Cognitive Behavioral and Insight Oriented framework. Dr. Driscoll has also developed and implemented an automated, integrated team database methodology to track surgical outcomes and quality metrics.
Geisinger Baltimore Drive, Wilkes Barre PA

Wilkes Barre, PA