

To: Glenn Smith, ABPP, Chair, Clinical Neuropsychology Synarchy (CNS)
Victor Molinari, Ph.D., ABPP and Richard Seime, Ph.D., ABPP, Co-leads, Specialty
Postdoctoral Competencies Project

From: Brad L. Roper, Ph.D., ABPP, and Amy Heffelfinger, Ph.D., ABPP: Co-chairs, CNS
Postdoctoral Competencies Workgroup

Date: June 30, 2017

The Postdoctoral Competencies Workgroup was charged by CNS to develop competencies required for accredited postdoctoral programs in clinical neuropsychology. The charge was in response to a request from the APA Commission on Accreditation (CoA) to all specialties that was coordinated by the Council of Specialties in Professional Psychology (CoS). We understand that the deadline to provide the information to CoA is July 1, 2017.

The workgroup is composed of a subset of five training directors drawn from the 25 currently APA-accredited postdoctoral programs in clinical neuropsychology. In selecting workgroup members, consideration was made regarding proportion of representation, including VA-based programs, DoD-based programs, and another member representing both academic medical centers and pediatric neuropsychology. The five workgroup members included Amy Heffelfinger, Ph.D., ABPP-CN (Co-Chair, Medical College of Wisconsin), Karin J.M. McCoy, Ph.D., ABPP-CN (South Texas Veterans Health Care System), Brad L. Roper, Ph.D., ABPP-CN (Co-Chair, Memphis VA Medical Center), Robert A. Seegmiller, Ph.D., ABPP-CN (San Antonio Military Medical Center), and Jessica L. Vassallo, Ph.D., ABPP-CN (James A. Haley Veterans Hospital).

The workgroup conducted a series of conference calls May-June 2017, culminating in a draft of the competencies and their elements that was sent to Glenn Smith, CNS Chair, on June 10, 2017. Dr. Smith subsequently distributed the draft to all CNS-member organizations and to the Training Directors of all accredited postdoctoral programs in Clinical Neuropsychology, with a request to provide comments and feedback by June 23, 2017. We received no requests for changes to the competencies. As such, they are offered to the CoS in their originally drafted form.

The CoA requires that all postdoctoral programs train and evaluate residents in the following competencies, as specified in the Standards of Accreditation (SoA) and Implementing Regulation (IR) C-9P "Profession-Wide Competencies:" We have used IR C-9P as a guide to formulate elements that address specific content within clinical neuropsychology in the following required competencies:

- Integration of Science and Practice
- Ethical and Legal Standards
- Individual and Cultural Diversity

According to the SoA, specialties also specify competencies and their elements that are unique to their specialty practice area. In constructing the competencies, the CoS requested that

specialties select from the list below, which have been identified by the American Board of Professional Psychology (ABPP):

- Professionalism (professional values attitudes and behavior)
- Reflective Practice/Self-assessment, Self-care
- Scientific Knowledge and Methods
- Interdisciplinary Systems
- Relationships
- Evidence-based Practice
- Assessment
- Intervention
- Consultation
- Research/Evaluation
- Supervision
- Teaching
- Management/Administration
- Advocacy

The workgroup selected from among the above ABPP competencies to develop elements at a similar level of abstraction as those within IR C-9P. In some cases, we specified broader competencies than those listed above. For example, “Interdisciplinary Systems” and “Consultation” were combined into one competency due to commonalities across elements. Similarly, “Scientific Knowledge and Methods” was addressed within “Integration of Science and Practice” and “Research.” Additionally, “Teaching” and “Supervision” were combined, and “Teaching/Supervision/Mentoring” was specified due to the importance of mentoring at the postdoctoral level.

As indicated in the summary Table below, there are 10 competencies and 32 measurable elements across all competencies. The Clinical Neuropsychology Postdoctoral Residency Competencies are listed in full in the accompanying document, for distribution to the CoA via the CoS.

Table: Competencies, SoA Level, and Number of Elements

Competency	Level	Elements
Integration of Science and Practice	1	4
Ethical and Legal Standards/Policy	1	4
Individual and Cultural Diversity	1	3
Professional Identity & Relationships/Self-Reflective Practice	3	5
Interdisciplinary Systems/Consultation	3	2
Assessment	3	5
Intervention	3	3
Research	3	2
Teaching/Supervision/Mentoring	3	2
Management/Administration	3	2
Total Elements		32