

**Courage Kenny Rehabilitation Institute, part of Allina Health**  
**Neuropsychology Postdoctoral Fellowship Program**

**Program Director:**

Kyle Harvison, PhD, ABPP-CN

Courage Kenny Rehabilitation Institute

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**Core Faculty:**

Andrew Fedor, PhD, ABPP-CN

Jerry Halsten, PhD, ABPP-CN

**TRAINING DESCRIPTION**

Thank you for your interest in the clinical neuropsychology postdoctoral fellowship at Courage Kenny Rehabilitation Institute.

**Mission**

The Allina Health mission is to serve our communities by providing exceptional care, as we prevent illness, restore health and provide comfort to all who entrust us with their care. Along with the mission are our values - integrity, respect, trust, compassion and stewardship. These values drive our daily actions as we go about our work. Within this broad framework, the neuropsychology fellowship program at Courage Kenny Rehabilitation Institute follows a scientist-practitioner model of training aimed at developing competency as an independent practitioner who is eligible for board certification in Clinical Neuropsychology by the American Board of Professional Psychology.

**Program Overview**

We offer a two-year, full-time training experience in adult clinical neuropsychology. The training philosophy and model is consistent with the Houston Conference Guidelines for training in clinical neuropsychology, providing clinical, didactic, and research components. The training includes a focus on neuropsychological assessment within a rehabilitation context. Clinical experiences include interviewing and neuropsychological testing, test interpretation and case conceptualization, report writing, consultation to medical and allied health professionals, and providing feedback to patients, families, and referral sources. Fellows participate in a variety of didactics and professional development opportunities. The training experiences result in

advanced practice competencies and requirements to pursue board certification in clinical neuropsychology through the American Board of Professional Psychology (ABPP).

- Supervision is provided by three board certified (ABPP) clinic neuropsychologists.
- Training involves rotation between the Minneapolis and Golden Valley campuses of Courage Kenny Rehabilitation Institute, with on-site supervision at both locations.
- We offer access to clinical services and training programs in medical specialties and allied professions under the umbrella of Allina Health, a Minneapolis-based not-for-profit healthcare system that operates 13 hospitals and more than 90 clinics. The fellow interacts with other health care professionals that may include medical providers in primary care, neurology, and psychiatry, as well as clinical psychologists, nurse practitioners, physician assistants, and other allied professions – (e.g., occupational therapy, speech-language pathology, physical therapy, social work).
- Interactions are available with other psychology trainees and medical fellows, some of which may require travel to other sites in the Twin Cities metro area although status of outside opportunities is tentative with the ongoing COVID-19 pandemic.
- Time commitments are made primarily to clinical service (~70%), followed by educational activities (~20%) and clinical research (~10%).

## Setting

The neuropsychology division of Allina Health is under the umbrella of the Courage Kenny Rehabilitation Institute. Courage Kenny Rehabilitation Institute was formed in June 2013 through the merger of Courage Center and Sister Kenny Rehabilitation Institute. Both organizations bring a strong history of service to people with disabilities as well as people with chronic medical conditions.

Courage Center was founded in 1928 as the Minnesota Society for Crippled Children and Adults. The organization was dedicated to meeting the changing needs of children and adults with disabilities, with an emphasis on advocacy, adaptive sports and recreation, and rehabilitation.

Sister Kenny Rehabilitation Institute was founded in 1942 in Minneapolis by Australian nurse Sister Elizabeth Kenny. Her pioneering principles of muscle rehabilitation became the foundation of physical therapy. The Institute itself became one of the premier rehabilitation centers in the country, known for its progressive and innovative vision.

The Institute serves clients of all ages with a wide range of diagnoses. The Institute's care team provides physician, therapy, community, and mental health services in more than 40 locations in Minnesota and western Wisconsin.

Courage Kenny's Minneapolis facility is part of the Abbott Northwestern Hospital campus. The largest private hospital in the Twin Cities, Abbott Northwestern is recognized nationally and locally for its exceptional expertise and care. Each year, the hospital serves more than 200,000 patients and their families from across the Twin Cities and Upper Midwest. Abbott Northwestern Hospital ranked first in the Twin Cities and second in all of Minnesota for the eighth year in a row in U.S. News & World Report 2020-21 Best Hospitals rankings.

Courage Kenny's Golden Valley campus offers a variety of rehabilitation services ranging from the residential Transitional Rehabilitation Program, a high-intensity inpatient rehabilitation program for people who have had a stroke, brain or spinal cord injury, to outpatient services including the Community Reintegration Program, a six-month, group-based neuropsychological rehabilitation program. The Golden Valley facility also offers advanced primary care services for people with disabilities; physical, occupational and speech therapy; chronic pain management services; and community services including adaptive sports and recreation, driver assessment and training services, vocational services, independent living skills, Adult Rehabilitative Mental Health Services (ARMHS), and Community Behavioral Services.

Due to the rotating nature of the fellowship, the fellow will not have a dedicated office but will have access to appropriate materials/personal belonging storage, quiet workspace, and exam rooms at each location.

### **Program Director**

Kyle Harvison, PhD, ABPP-CN



Contact: [kyle.harvison@allina.com](mailto:kyle.harvison@allina.com), 612-863-1578

Clinical Neuropsychology Lead, Brain Injury Clinic Director, Neuropsychology Fellowship Program Director

PhD Program: University of Louisville (2006)

Internship: Rush University Medical Center

Postdoctoral Training: Indiana University School of Medicine

Licensed Psychologist: Minnesota

Originally, from Baton Rouge, Louisiana, Dr. Harvison completed his graduate and postdoctoral

work in the Midwest and joined Allina Health in 2008. He serves as director of a multidisciplinary Brain Injury Clinic at our Abbott Northwestern campus in addition to serving as Clinical Lead for the Allina Health neuropsychology service. His clinical work involves serving a wide-range of adult populations, and he has developed specific inpatient consultation relationships with the cardiology program at Abbott Northwestern, including assisting with neuropsychological assessments for heart transplant/assistive device candidates, as well as neuropsychological management of patients following cardiac arrest. Dr. Harvison has been involved in research on neuropsychological outcomes following cardiac arrest and, more recently, has presented research on concussion rehabilitation approaches that involve exercise and dual-task paradigms. He enjoys year-round bicycle commuting to work. In his free time, which is minimal these days with two young children, he enjoys being active in community volunteering, as well as taking in the amazing Twin Cities live music scene and playing guitar with friends, including Dr. Halsten.

### **Core Faculty**



Contact: [Andrew.Fedor@allina.com](mailto:Andrew.Fedor@allina.com), 612-775-2902

Staff Clinical Neuropsychologist

PhD Program: Kent State University (2015)

Internship: University of Alabama-Birmingham

Postdoctoral Training: Icahn School of Medicine at Mount Sinai Hospital

Licensed Psychologist: Minnesota

Dr. Fedor completed his PhD at Kent State University in Ohio, and postdoctoral fellowship at Mount Sinai Hospital in New York City. He joined Allina Health in 2017 as both an outpatient and inpatient clinical neuropsychologist. His outpatient practice focuses on adult patients presenting with a variety of clinical concerns including difficulties with attention, memory

concerns/differential diagnosis of dementia, movement disorders, and brain tumors. He also is part of an interdisciplinary treatment team in the Transitional Rehabilitation Program (TRP). The TRP is an intensive rehabilitation facility focusing on delivering rehabilitation therapies to patients with traumatic brain injury, stroke, spinal cord injury, brain tumor, and complex medical comorbidities. Outside of work, Dr. Fedor enjoys running and cycling near one of the many lakes in the Twin Cities.



Contact: [jerry.halsten@allina.com](mailto:jerry.halsten@allina.com), 612-863-2176

Clinical Neuropsychologist

PhD Program: University of Illinois at Chicago

Internship: University of Chicago Medical Center

Postdoctoral Training: Rehabilitation Institute of Chicago

Licensed Psychologist: Minnesota and Wisconsin

Born in Des Moines, Iowa, Dr. Halsten completed his graduate and postdoctoral work in Chicago. He then joined an interdisciplinary rehabilitation team member on the Comprehensive Rehabilitation Unit at Mercy Hospital in Janesville, WI, where he worked for 6 years. Next, he held the position of clinical neuropsychologist within the Dean Clinic outpatient Neurology department in Madison, WI, for 16 years. He conducted outpatient neuropsychological assessments as well as intracarotid sodium amytal tests to establish hemispheric dominance for speech and memory. He also developed a dementia screening clinic at Dean. He joined Allina Health and the Courage Kenny Rehabilitation Institute in 2015, where he is now a member of the multidisciplinary Brain Injury Clinic team, Allina Cognition and Memory Program committee member, Memory Center Neuropsychologist, and an active contributor to clinical research at the Courage Kenny Research Center. Jerry is also a year-round cyclist thanks to the temperate climate of the Twin Cities. In his free time he enjoys gardening, canoeing, camping with his wife, and playing rhythm to Dr. Harvison's lead guitar.

## **Program Goals**

At the completion of the program, the fellow will have developed competencies consistent with the Houston Conference Guidelines (<https://uh.edu/hns/hc.html>). The core domains of the Houston Conference Guidelines (assessment, treatment and intervention, consultation, research, teaching, and supervision) are met through clinical practice and educational opportunities.

### ***Exit criteria for the fellowship are as follows:***

1. Advanced skill in neuropsychological evaluation, treatment and consultation to patients and professionals sufficient to practice on an independent basis;
2. Advanced understanding of brain-behavior relationships;
3. Scholarly activity, e.g., submission of a study or literature review for publication or a conference presentation
4. A formal evaluation of competency in the exit criteria 1 through 3 shall occur in the residency program.
5. Eligibility for state or provincial licensure or certification for the independent practice of psychology.
6. Eligibility for board certification in Clinical Neuropsychology by the American Board of Professional Psychology.

## **Training Activities**

### ***Clinical Service Requirements***

The fellowship focuses primarily on comprehensive outpatient neuropsychological assessments with additional short screening inpatient assessments. The number of cases will vary although is expected to gradually advance up to 3-5 per week. During the weekly individual supervision session, the workload of the fellow is reviewed, and modifications are made as needed. Opportunities for psychotherapy will be available to interested fellows, though provision of psychotherapy is not required.

### ***Supervision***

The fellow receives a minimum of two hours per week of individual supervision. Supervision is provided on all clinical cases during training, including additional day-to-day supervision of practice and as-needed case reviews or support.

### ***Outpatient Services***

Outpatient services at the Abbott Northwestern Hospital and Golden Valley campuses allow a fellow to see a broad spectrum of neuropsychological disorders related to traumatic brain injury, stroke, cardiovascular disease, neurodevelopmental disorders, dementia, neuropsychiatric conditions, and other causes. In addition, there will be an opportunity to conduct outpatient dementia screenings within the interdisciplinary (geriatrician, neuropsychologist, nurse, social worker, and community support specialist) Memory Center at the Abbott Northwestern Neuroscience Institute.

***Inpatient Consultation Services***

Inpatient services at Abbott Northwestern Hospital allow a fellow to perform bedside evaluations. This neuropsychology service is provided in the hospital across a variety of inpatient departments, primarily involving the cardiovascular service. Short evaluations assist with differential diagnosis and transfer/discharge planning, while longer evaluations may focus on issues including organ transplant candidacy. Opportunities are also available for rehabilitation psychology assessment and treatment on the inpatient rehabilitation unit.

On the Golden Valley Campus, the fellow will have the opportunity to participate in assessment and team conferences for the above-mentioned Transitional Rehabilitation Program. This allows a unique opportunity to follow patients longitudinally during their recovery and to assist in community discharge planning.

***Neuropsychological Evaluation***

The fellow will complete the interview, select and complete testing, score the tests, write the report, and review the case with a supervisor. Initially, the supervisor and the fellow will complete the interview and feedback sessions as a team and the fellow will transition to a more independent role over the course of training. Technician assistance may be occasionally available to the fellow, depending on technician workload with their supervising neuropsychologist.

***Educational activities***

Education is offered for at least 20% of the available time through seminars. Internally we offer a twice monthly neuropsychology continuing education series (includes rotating fact-finding and journal club) covering a wide-range of clinical and professional topics; weekly Brain Injury Clinic case conferences, Rehabilitation Psychology case conferences, and medicine grand rounds; and monthly psychiatry case conferences. The fellow may also have the opportunity to participate in external neuropsychology didactics offered through the Minneapolis VA Medical Center, covering a range of neuropsychology topics with presentations by not only VA staff but also other neuropsychology professionals in the local community. We are exploring other local collaborations for educational opportunities as well.

***Other Training Opportunities***

Fellows are encouraged to participate in unsponsored training and academic experiences, including annual neuropsychological conferences (e.g. International Neuropsychological Society, American Academy of Clinical Neuropsychology, National Academy of Neuropsychology, American Psychological Association) and Minnesota Psychological Association workshops.

***Research***

Fellows have the opportunity to work on grant-funded projects through the Courage Kenny Research Center, but may work on other projects under the supervision of various faculty and develop their own projects to be completed with assistance from faculty. APPCN clinical neuropsychology fellow exit criteria require that each fellow demonstrate research competence by submission of a study or literature review for publication or presentation or by submission of a grant proposal. It is the expectation of our fellowship that each fellow will have at least one paper/poster accepted for presentation at a neuropsychology meeting.

## **Evaluation**

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.

Evaluation of the fellow begins with the development of a training plan in collaboration between the fellow and training director within the first month of training. The fellow will receive ongoing feedback regarding their professional development and competency to practice clinical neuropsychology through formal and informal means throughout their fellowship. Informal evaluation occurs during supervision activities, while formal written evaluations occur at six-month intervals. The supervisor completes a written assessment of the fellow's performance and progress. This assessment is discussed with the fellow in supervision and areas in need of further development are identified along with a plan to ensure competence. The APPCN resident examination is completed at the end of the first year, and also serves to guide second-year learning activities. Fellows will participate in mock fact-finding exercises as another means of assessing competencies.

## **Ethics and Diversity Competency**

Fellows will be expected to demonstrate awareness of American Psychological Association ethical principles and will receive guidance from faculty on applying these within the context of local ethics mandates and legal statutes in the state of Minnesota. Fellows will also be expected to develop an understanding of principles related to the American Academy of Clinical Neuropsychology's Relevance 2050 initiative. Consistent with that initiative, it is expected that fellow-led presentations or learning activities will incorporate a learning objective that addresses how the material is relevant in the context of our culturally, ethnically, racially, and linguistically diverse patient population. Diverse populations served in our facilities include people from the Native American, Somali and Hmong populations of the Twin Cities.

## **Salary and Benefits**

Individual terms for incoming fellows will be negotiated at the time of hiring. The current fellow's package includes a competitive salary, Paid Time Off accrual (inclusive of vacation, sick days, and holiday time - 232 hours maximum annual accrual); up to 5 separate CME days; \$2,000.00 CME dollars per calendar year; payment of state licensure fee if applicable; payment of one state and one national professional membership dues; and employee benefits offered through Allina Health including health insurance.

## **Certificate of Completion**

After successfully completing a two-year fellowship program, the individual will receive a certificate of completion diploma recognizing their accomplishments as a fellow in clinical neuropsychology at Courage Kenny Rehabilitation Institute, part of Allina Health.

## **Standards and Accreditation**

We are an APPCN Member program as of October 2020.

## Summary of Policies

Applicable employment policies will be those established by the Allina Health Human Resources department. The purpose of these Human Resources policies are to provide guidance and standards for employees concerning matters relating to employment at Allina Health.

Allina Health has an open door policy, which means that your manager is always ready to listen to you if you choose to raise a concern related to your employment. You are encouraged to raise concerns as soon as they arise. Allina offers a range of problem-solving options and resources. If informal discussions do not resolve the issue and you would like a more formal review, Allina Health has adopted an Employee Dispute Resolution policy. The intent of the policy is to provide a process where work-related concerns are resolved quickly and fairly while maintaining confidentiality to the extent possible. For more information on dispute resolution or other personnel issues, please contact the HR Service Center Monday through Friday, 8:00 a.m. - 4:30 p.m. Central time at 612-262-4688 (local) or 1-877-992-8099 (toll-free). Email inquiries can be directed to [HRServiceCenter@allina.com](mailto:HRServiceCenter@allina.com).

## Application procedures:

We are participating in the APPCN match: <https://natmatch.com/appcnmat/> (code number 8151).

To apply, please submit the following:

1. Cover letter with discussion of experience and goals, as well as status of dissertation.
2. Curriculum vitae.
3. Two to three letters of reference.
4. Two sample reports.
5. Graduate school transcripts.

Materials can be sent by email to [kyle.harvison@allina.com](mailto:kyle.harvison@allina.com) or by mail to:

Kyle Harvison, PhD  
Courage Kenny Rehabilitation Institute  
Mail Route 12210  
800 East 28th Street  
Minneapolis, MN 55407

Please contact Dr. Harvison with any questions, and thank you again for your interest in our program!