

Cambridge Health Alliance Adult Neuropsychology Postdoctoral Fellowship



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Table of Contents

1. About Cambridge Health Alliance (CHA)
2. Fellowship Training Program Goals
3. Diversity, Equity, and Inclusion
4. Neuropsychological and Psychological Assessment Service (NAPA)
5. Multicultural Neuropsychology Education and Training
6. Clinical Activities and Major/Minor Rotations
7. Patient Population
8. Research Opportunities
9. Didactic Seminars
10. Sample Weekly Schedule
11. Caseload and Supervisors
12. Training Outcomes
13. Fellowship Positions and Application Process
14. Applicant Qualifications

Macht Building: Outpatient Psychiatry Services



About Cambridge Health Alliance (CHA)

Cambridge Health Alliance (CHA) is a community-based health system with a strong commitment to serving diverse populations. CHA operates within an Accountable Care Organization (ACO) model with 14 primary care clinics as well as specialty medicine clinics and three hospitals: **Cambridge Hospital, Somerville Hospital, and Everett Hospital.**

CHA's primary service area encompasses some of the most racially, ethnically, and linguistically diverse communities in Massachusetts, where 44% of CHA's patients speak a language other than English. To address the linguistic and cultural needs of its patients, CHA has developed one of the nation's most advanced multilingual interpreter programs, offering services in over 100 languages, including its primary languages of Portuguese, Spanish, and Haitian Creole. CHA's patient population includes individuals from the United States, Latin America, the Caribbean, Nepal, Vietnam, Indonesia, and beyond.

CHA's Department of Psychiatry is the largest specialty within CHA, with a robust and dynamic training program in psychiatry, psychology, and social work. The department's training program is affiliated with Harvard Medical School.

Cambridge Hospital



Everett Hospital



Somerville Hospital



Fellowship Training Program Goals

The Adult Neuropsychology Postdoctoral Fellowship aims to develop well-rounded, highly skilled neuropsychologists equipped to serve diverse populations across various settings, including medical, psychiatric, and public institutions.

Fellows receive comprehensive training following the Boulder model, enabling them to excel as both clinicians and researchers. The program aligns with the guidelines set forth by the American Psychological Association (APA) Division 40 Joint Task Force and the Houston Conference on Specialty Education and Training in Clinical Neuropsychology (Hannay et al., 1998), ensuring fellows meet the eligibility criteria for the American Board of Professional Psychology (ABPP) Board Certification in Clinical Neuropsychology. Recent curricula updates have been added to the program to incorporate upcoming new standards of neuropsychology training of the Minnesota Conference Guidelines for Education and Training in Clinical Neuropsychology (Stringer et al., 2025)¹.

Diversity, Equity, and Inclusion (DEI)

Diversity, equity, and inclusion (DEI) are fundamental values of our training faculty, as they are vital to the future of the neuropsychology specialty. In alignment with the American Academy of Clinical Neuropsychology Relevance 2050 initiative (Postal, 2018), diversity considerations are embedded throughout all aspects of our training and discussions. Our program is dedicated to fostering an inclusive, supportive learning environment that reflects DEI principles.

The fellowship program is committed to training neuropsychologists who are fully prepared to address the unique neuropsychological needs of diverse populations. This fellowship equips fellows to serve an increasingly multicultural patient base across the United States effectively, helping them develop the skills needed to become more culturally informed and competent neuropsychologists.

Neuropsychological and Psychological Assessment Service (NAPA)

NAPA offers comprehensive neuropsychological evaluations and brief neuropsychological assessments (BNAs) addressing complex medical, psychiatric, neurological, and cognitive conditions. The service provides outpatient and inpatient neuropsychological assessments (psychiatric and medical), and the fellowship is closely integrated with CHA's multidisciplinary teams across medical and psychiatric departments, allowing for cohesive, patient-centered care. NAPA team is comprised of staff neuropsychologists,

¹ Stringer, A. Y., Fuchs, K., Edgar, V. B., Bristow, T., Correia, S., Penna, S., Reyes, A., Whiteside, D. M., Block, C., Bodin, D., Butt, S., Calamia, M., Didehbani, N., Dodzik, P., Dotson, V. M., Fernandes, M., Freece, K., Fuller, R., Getz, G., Harder, L., Irani, F., Janzen, L., Johnstone, B., Kaseda, E., Kramer, M., Kubu, C., Lafosse, J., Lee-DaRocha, J., MacDonald, B., Macias Strutt, A., Madore, M., McBride, W., Medina, L. D., Mucci, G., Nayar, K., Paltzer, J., Ray, C., Ready, R., Schmitt, T. R., Rush, B., Singh, S., Sperling, S., Stanford, L., Stiers, W., Stricker, N., Thornton, A., Van Patten, R., Vandermorris, S., Verroulx, K., Wilson, J., Wright, I., Zartman, A., Bilder, R., Fujii, D., Heffelfinger, A., Parsons, T., Puente, A. E., & Rey-Casserly, C. (2025). The Minnesota Conference proposed guidelines for education and training in clinical neuropsychology. *The Clinical Neuropsychologist*. Advance online publication. <https://doi.org/10.1080/13854046.2025.2520957>

neuropsychology trainees, and psychological assessment post-doctoral fellows, who conduct psychological evaluations and collaborate with neuropsychology fellows to enhance diagnostic accuracy and treatment planning. NAPA also provides brief neuropsychological assessments (BNA) for dementia (comprising clinical interviews and brief cognitive testing) and attention-deficit/hyperactivity disorder (ADHD) (comprising diagnostic interviews and questionnaires) in collaboration with primary care.

Multicultural Neuropsychology Education and Training

At the core of the Adult Neuropsychology Postdoctoral Fellowship at CHA is the development of fellows' competencies in multicultural neuropsychology. Fellows in the program will be equipped with critical clinical skills in providing culturally informed neuropsychological services to patients from a wide variety of ethnic, linguistic, and cultural backgrounds. The importance of these competencies aligns with The Minnesota Conference Guidelines for Education and Training in Clinical Neuropsychology (Stringer et al., 2025), which emphasizes diversity as a foundational competency in neuropsychological training.

Fellows are trained to understand cultural psychology, cross-cultural neuropsychology, and cultural neuroscience. For instance, fellows will be able to recognize that brain development and health are influenced by intersecting social and environmental factors that affect healthcare access and the delivery of neuropsychological services. Through the program, fellows learn to foster inclusive clinical environments, adapting assessments to meet patients' needs and ensuring both accessibility and validity. Additionally, they gain expertise in selecting appropriate normative data, carefully considering demographic factors, premorbid abilities, and the benefits and limitations of norms that may reflect social determinants of health.

Fellows will have the opportunity to work with patients whose native and dominant languages are Portuguese, Spanish, and Haitian Creole, some of the most commonly spoken languages among our patient population, as well as Hindi, Bengali, Vietnamese, and Arabic, among others, broadening their exposure to various cultural contexts. This linguistic and cultural diversity ensures that the fellows will not only develop technical (e.g., training in the use of medical interpreters) neuropsychological skills but also learn to approach assessments and interventions with cultural humility and sensitivity. Supervision by Spanish and Portuguese native speaking neuropsychologists is offered.

Our program integrates training in how to work with medical interpreters to provide effective care to linguistically diverse patients. This aspect of the fellowship enhances the fellow's ability to conduct neuropsychological evaluations in a manner that respects and responds to the patient's cultural and linguistic needs and minimizes testing bias. Additionally, fellows will learn to select standardized tests considering possible psychometric and cultural limitations, as well as interpret test results in ways that account for cultural variables, ensuring that assessments are the most valid, reliable, and fair as possible.

Clinical Activities and Major/Minor Rotations

Fellows engage in both major and minor clinical rotations, each designed to provide a well-rounded neuropsychological training experience:

Major Rotation:

- Outpatient neuropsychological evaluations in NAPA.

Minor Rotations:

- Primary Care brief neuropsychological assessments (e.g., dementia, ADHD).
- Inpatient testing (psychiatric, geri-psychiatric, medical-surgical units).
- Cognitive remediation therapy

Patient Population

Fellows work with a diverse patient population spanning various ethnicities, languages, and socioeconomic backgrounds. The range of conditions and patient population includes:

- **Neurological Conditions:** Traumatic brain injury (TBI), movement disorders, seizure disorders, brain tumors, dementia.
- **Medical Conditions:** Immune disorders (e.g., HIV), vascular conditions, metabolic syndromes.
- **Psychiatric Conditions:** Trauma, mental illness, substance use disorders.

Research, Teaching, and Committees

Fellows dedicate approximately 10% of their time to NAPA team research beginning in the Spring semester of their first year, with the expectation of presenting a poster or paper by the end of the fellowship. Research is conducted as part of the NAPA team; areas may include neuropsychological assessment, cognitive remediation, and clinical outcomes. Fellows are encouraged to present at national neuropsychology conferences.

Prior publications by the NAPA team have been associated with topics such as neuropsychological feedback as a therapeutic intervention, neuropsychology outcomes, and the relationship between years of education and pre- and early literacy skills among immigrants educated outside the United States.

Fellows may elect to teach, mentor, consult, or supervise across the various training cohorts (medical interns, psychiatry residents, psychology interns/fellows). At this time, we do not have a neuropsychology internship or practicum students for fellows to supervise, though there are ample opportunities to engage in various forms of teaching.

Additionally, fellows have the opportunity to participate in hospital-based diversity committees, allyship groups, and other professional development forums.

Didactic Seminars

Fellows participate in several didactic seminars and interdisciplinary rounds, which enhance their clinical knowledge and professional development.

Year 1:

- Neuropsychology seminar (HMS Longwood) (weekly)
- HMS Case Seminar (HMS Longwood) (weekly)

- Advanced Neuropsychology Case Seminar (weekly)
- Professional Development seminar (weekly)
- Sharpening Your Clinical Toolbox seminar (quarterly)
- CHA-Boston VA Neuropsychology and Neuroimaging Seminar (bimonthly)
- Neuropsychology Testing Toolkit (quarterly)
- Neuroradiology Rounds (quarterly)
- Psychiatry Grand Rounds (weekly)
- Harvard Law Day
- Neurology Shadowing (weekly for July-September)
- Neurodevelopmental Clinic Case presentation – (monthly)

Year 2:

- Brain Cutting (MGH) (weekly)
- Advanced Neuropsychology Case Seminar (weekly)
- CHA-Boston VA Neuropsychology and Neuroimaging Seminar (bimonthly)
- Sharpening your Clinical Toolbox seminar (quarterly)
- Neuroradiology Rounds (quarterly)
- Psychiatry Grand Rounds (weekly)
- Neurodevelopmental Clinic Rounds (monthly)
- Neurology Shadowing (weekly for July-September)
- Neurodevelopmental Clinic Case presentation (monthly)

Fellows also have opportunities to shadow forensic professionals and participate in the Harvard Law Workshop, a forum that connects students and faculty to emerging scholarship at the intersection of psychology and forensic practice. In this workshop, fellows engage in a simulated forensic experience where they review a case as if it were their own, receive guidance from a forensic psychologist/neuropsychologist, and then participate in a mock expert testimony. Following the testimony, fellows receive constructive feedback from both mental health professionals and attorneys, enriching their understanding of forensic procedures and expert witness skills.

Sample Weekly Schedule

Sample Weekly Schedule (Subject to Change):

Monday	Tuesday	Wednesday	Thursday	Friday
Preceptor Supervision 11:00 AM – 12:00 PM	Major: Neuropsychological Testing 9:30 AM - 1:00 PM Macht	Professional Development Seminar (1st Yr) 9:00 - 10:00 AM Macht 143	Longwood Neuropsychology Seminar 9:00 - 10:30 AM MMHC/BIDMC	Brain-Cutting 8:00 - 9:00 AM MGH (2nd Yr)

Monday	Tuesday	Wednesday	Thursday	Friday
Minor: Brief Neuropsychological Assessment (BNA) 1:30 - 3:00 PM Macht	Supervision 3:00 PM – 4:00 PM	Psychiatry Grand Rounds 12:00 - 1:00 PM Macht (Weekly)	Boston VA-CHA Neuropsychology Seminar (Bimonthly)	Major: Neuropsychological Testing 9:30 AM - 1:00 PM Macht
Advanced Neuropsychology Case Seminar 3:30 - 4:45 PM (Weekly)	NAPA Huddle 4:00 - 4:30 PM	Neuroradiology Seminar 12:00 - 1:00 PM (Quarterly)	Neuropsychology Testing Toolkit Review 1:00 - 2:00 PM Macht (Quarterly)	Supervision 3:00 PM – 4:00 PM
			Research Meeting 4:15 - 5:00 PM	

Note: Major = major rotation (2-3 days/week); Minor = minor rotation (1 day/week)

Caseload and Supervisors

Fellows will complete approximately eight outpatient neuropsychological evaluations per month and two brief neuropsychological assessments (e.g., dementia or ADHD) per bimonthly. Fellows receive a minimum of 3 hours of supervision per week (e.g., 1 hour per case and an additional hour with a preceptor) from experienced neuropsychologists, fostering professional growth and clinical autonomy. Opportunity to be supervised by bilingual faculty for Spanish and Portuguese language evaluations are available. Primary clinical supervisors include:

	Maggie Lanca, Ph.D. Director of Neuropsychology and Cognitive Wellness and Director of Population Behavioral Health Innovation, Cambridge Health Alliance; Assistant Professor of Psychology, Department of Psychiatry, Harvard Medical School
	Hjalmar Zambrana-Bonaparte, Psy.D. Team Lead, Neuropsychology and Psychological Assessment Clinic, Department of Psychiatry, Cambridge Health Alliance; Instructor of Psychology, Department of Psychiatry, Harvard Medical School
	Nancy Hebben, Ph.D., ABPP Supervising Neuropsychologist, Assistant Professor, Department of Psychiatry, Harvard Medical School

	Laura Philips, Ph.D., ABPP Supervising Neuropsychologist; Lecturer, Harvard Medical School
	Rachel R. Andolorro, Psy.D. Supervising Neuropsychologist; Lecturer, Harvard Medical School
	Emily Wilner, Psy.D. Supervising Neuropsychologist, Department of Psychiatry, Cambridge Health Alliance; Instructor of Psychology, Department of Psychiatry, Harvard Medical School
	Kelly M. Jones, Ph.D. Supervising Neuropsychologist, Teaching Associate, Harvard Medical School

Training Outcomes

Upon completing the fellowship, fellows will be competent to work in a variety of clinical settings, including in the use of medical interpreters, and skilled in multicultural neuropsychological services, and will be well-prepared to pursue board certification in clinical neuropsychology.

Fellowship Positions and Application Process

The program offers fellowship positions annually. Fellows divide their time between clinical service delivery at NAPA and participation in didactic training, administrative activities, and research activities. Fellows' current salary \$61,008 per year plus a \$1,900 professional development stipend for 2026-2028, and a comprehensive benefits package that includes four weeks of vacation. Fellows also have the option to select individual or family health insurance. In addition, competitive travel support is available for those presenting research at conferences, along with dedicated funds for educational materials and professional development.

Fellows are also granted an academic appointment at Harvard Medical School, giving them access to a wide range of resources through the medical school.

To apply, candidates should submit the following materials via the APPIC APPA CAS portal (<https://appicpostdoc.liaisoncas.com/applicant-ux/#/login>):

- Curriculum vitae (CV)
- Cover letter
- Two de-identified neuropsychological evaluation reports
- Three letters of reference

The fellowship is a two-year, full-time commitment, requiring at least 2,000 hours per year.

The fellowship applications are due on **December 5, 2025**.

Applicant Qualifications

Qualified applicants must have completed an APA- or CPA-accredited clinical internship and fulfilled all requirements for a doctorate from an APA- or CPA-accredited clinical psychology graduate program. Candidates should have earned their Ph.D. or Psy.D. in Clinical or Counseling Psychology by late summer before they begin their postdoctoral fellowship. Cambridge Health Alliance is an Equal Employment Opportunity employer, and we strongly encourage women and minority candidates to apply. Strong verbal and written communication skills and an excellent academic record are essential.

Selected applicants will be contacted to arrange interviews, which will take place in early January. Virtual interviews will be scheduled with the Neuropsychology Training Director, other neuropsychology faculty, and the Director of Postdoctoral Training. The estimated offer date is mid-January.

For additional specific program information, please contact:

- **Neuropsychology Director:** Margaret Lanca, Ph.D. (mlanca@challiance.org)
- **Co-Directors of Postdoctoral Training:** David Klemanski, Ph.D., Marla Eby, Ph.D. (meby@challiance.org)
- **Psychology administrative assistant:** Fiona Davidson-McKenzie (fmckenzie@challiance.org)