

Kaiser Permanente Northern California AuD Externship Program

Organization and Program Overview



Organizational Structure

- At Kaiser Permanente, the way we deliver health care is different, it's called "**integrated delivery.**" We're a **health plan**, a **hospital system**, and a **medical group**, all working together—making it easier for us to give our members high-quality, coordinated, and affordable care that's convenient for them.
- Kaiser Permanente is made up of three separate, but closely cooperating, organizations:
 - Kaiser Foundation Health Plans
 - Kaiser Foundation Hospitals
 - The Permanente Medical Group*
 - Audiologists and externs are employed by TPMG in KP NCAL

KP Northern California Externship Program Overview

- Externship program started in 2008 (prior to that, CFY Program)
- We see all ages and all specialties throughout our region
- Typically, one extern position per site
- AuD interns from local programs also rotate through our clinics
- Extern will have a “home” location, but can pre-arrange observation/experiences at other sites



Position Details

- Kaiser Permanente's externship program supports the 12-month placement at full time hours (40 hours per week).
- Externship position is non-exempt without benefits.
- Relocation assistance is not offered for this position.
- We are offering up to \$52,000/year paid at \$25/hour for the duration of your externship*
- Externs must have a Required Professional Experience – Audiology (RPE-A) license from the [State of California](#) by date of hire.
- Externs must have non-expired CPR BLS certification from the American Heart Association by the date of hire.
- Externs must be enrolled at a University with an active contract with KP NCAL.

*For 2026-2027 Externship Year

Many of our externs are offered a job opportunity when they graduate.



About 1/3 of our current work force completed their externship at Kaiser Permanente.

Universities with Active Contracts with KP NCAL

- Arizona State University
- AT Still University
- California State University, Los Angeles
- California State University, Northridge
- California State University, Sacramento
- California State University, San Diego
- California State University, San Jose
- Idaho State University
- Northwestern University
- Nova Southeastern University
- Ohio State
- Pacific University
- Rush University
- University of Arizona
- University of Colorado - Boulder
- University of Louisville
- University of Pittsburgh
- University of the Pacific
- University of Utah
- University of Washington
- University of Wisconsin, Stevens Point
- UT Austin
- UT Dallas
- Vanderbilt University
- Washington University School of Medicine
- Wayne State

We are
not currently
accepting new
student
agreements with
schools not listed
here

Application and Interview Timeline

Application Requirements

1. Cover Letter and Professional Photo

- o If you have an externship location preference(s), please indicate which one(s) in your Cover Letter.
- o If you have F-1 OPT work authorization, please state this in your cover letter

2. CV/Resume - no more than 1-2 pages

3. Three Letters of Reference - Letters of recommendation may be emailed directly to Brenda from the reference or from the student with their other materials

- o Letter(s) from current/past clinical preceptors are preferred

4. Copy of current transcripts (unofficial transcripts are accepted)

5. Preferred Format: PDF – 1 master file

- All listed submission materials are required
- Applications with missing items will be considered incomplete and you will not be considered for the opportunity
- Please submit documents as PDF file via email to Brenda Gonzalez by Sept 18
- Please cc your academic program/clinical coordinator on **all communications** with KP during the application, interview, and offer process

Important Dates (2027-2028 Externship Year)

Date/Time	Action
Thurs., July 23, 2026 2:30 – 3:30 PM PST	Info Session - Attend a virtual information session to discover the services offered at our Hearing Aid Centers. You'll have the opportunity to meet our Chief Audiologists and ask any questions you may have. - Refer to the following slide for detailed information
Wed., September 16, 2026 by 5:00 PM PST	Application materials due (ACEN Timeline)
Thurs., September 17, 2026	Kaiser Permanente reviews applications
Fri., September 18, 2026	Candidates will be notified if they have been selected for interviews. Those not selected will be given the choice to be on a waitlist to be notified of an interview opening.
Mon., September 21, 2026 by 5 PM PST	Deadline for chosen candidates to respond for their preferred date and time for an interview.
Tues., September 22, 2026	Kaiser Permanente to send confirmation of interview dates and times to selected candidates.
Mon., October 5, 2026 Tues., October 6, 2026 Wed., October 7, 2026	Externship interviews - Format: In-person (preferred) or virtual (upon request) - Location: Kaiser Permanente Regional Offices in Pleasanton, CA - Duration: There will be three panel interviews, each lasting 30 minutes, for a total time of 1 hour and 30 minutes.
Thurs., October 8, 2026	First Offers sent to students Status of positions will be posted online: 2027 – 2028 Northern California Audiology Externship
Fri., October 16, 2026 by 10:00 AM PST	Deadline for students to respond to first-round offers (ACEN Timeline) Second Round offers sent to candidates
Mon., October 19, 2026 By 10:00 AM PST	Second Round Candidates Acceptance/Declinations Due (ACEN Timeline)

Virtual Info Sessions

Attend a virtual information session to discover the services offered at our Hearing Aid Centers. You'll have the opportunity to meet our Managing Audiologists and ask any questions you may have.

Date/Time	Teams Meeting Link
July 23, 2026 2:30 – 3:30 PM PST	Microsoft Teams meeting Join: https://teams.microsoft.com/meet/259144522242072?p=7E4NygajM40gnaFREg Meeting ID: 259 144 522 242 072 Passcode: io2D5w9c
Recorded Session will be available after the above date at:	Northern California AuD Externship Program

Interviews

- Take place in-person at our Pleasanton Offices
 - October 5 – 7, 2026
 - Virtual can be accommodated upon request
- Each candidate should expect to be onsite for ~1.5 hours
- Candidates will interview with **all Managing Audiologists** in a panel format based on sub-region
 - 3 panel groups
 - 1 interviewee : 4-5 Managing Audiologists
- At the end of your interview, we will ask you to submit your 5 preferred sites for placement
 - 1 being most preferred



Meet the Managing Audiologists

Walnut Creek & Antioch

- Locations in Walnut Creek and in our brand new Antioch Hearing Aid Center (opening 2025)

- TWO externships available 2027-2028

- Opportunities for students

- Diagnostic- Adults and Peds
 - Natural sleep and sedated ABRs
 - Vestibular assessments
 - Cochlear Implants / BAHAs
 - Amplification
 - Tinnitus management

Managing Audiologist: Anna Pana,
anna.x.pana@kp.org



Daly City

- Two Locations, Daly City and South San Francisco
- One externship position 2027-2028
- Diagnostics and amplification for all ages
- ABR, VNG, BAHA and Lyric
- CI observations at other locations scheduled
- Office expansion early 2025
- Great team, we work hard and have fun

Managing Audiologist: Dr. Kimberly Webb

kimberly.l.webb@kp.org



Napa/Solano

- Locations in Vacaville, Vallejo and Napa
- 2 extern positions for 2027-2028
- Diagnostics
 - Mostly adults; 5-10 % peds
 - Co-located in ENT (Head and Neck Surgery) Dept
- Hearing Aid Centers - HAs and BAHA
- Opportunity to observe CI and vestibular
- Cheaper housing options with less traffic

Managing Audiologist: Dr. Felicia Nepomuceno
felicia.r.nepomuceno@kp.org



Oakland

- Two positions for the 2027-2028 year
- Large hospital setting with close collaboration with HNS surgeons, PA's, and support staff
- Clinic experiences:
 - Diagnostics (70% adult, 30% pediatrics)
 - Hearing aids (90% adult, 10% pediatrics)
 - Vestibular diagnostics (VNG, VEMP, and vHIT)
 - Adult and pediatric CI and BAHD's (adult and pediatrics, surgery observation available)
 - Tinnitus virtual classes
 - Sleep-deprived and sedated ABR/ASSR
 - Craniofacial Clinic – multidisciplinary clinic seeing complex patients from the greater NorCal region
- 4/10 schedule (7am-5pm with 1 day off/week)
- An amazing team of ~12 audiologists

Lead Extern Coordinators:

Dr. Jennifer Von During - jennifer.S.VonDuring@kp.org

Dr. Hannah Calhoun hannah.j.calhoun@kp.org



Roseville

- One externship position 2027-2028
- Opportunities for students
 - Diagnostics – Peds and Adults
 - Amplification-Peds and Adults
 - Sedated and Sleep deprived ABR's
 - CI observation can be arranged at another site
- Can offer 4-10 or 5-8 schedule

Managing Audiologist: Dr. Tyler Oakes tyler.x.oakes@kp.org



Sacramento

- 3 Locations
- 1 Externship position for 2027-2028
- Diagnostics all ages
- Algos
- Sleep ABRs/Sedated ABRs
- BAHA
- Dispensing all ages
- 5/8 hrs days

Managing Audiologist:

Dr. Karen Dettman

karen.a.dettman@kp.org



South Sacramento

- One externship position for 2027-2028
- Opportunities for students
 - Diagnostics – Peds and Adults
 - Vestibular assessment
 - Sleep deprived ABR
 - Amplification - Peds and Adults
 - Otologic surgery observation
 - Cochlear implant/BAHAs

Managing Audiologist:

Dr. Lindsey McMahan

lindsey.r.mcmahan@kp.org



Union City

- One externship positions for 2027-2028
- Opportunities for students
 - Diagnostics – Peds and Adults
 - Vestibular assessment- vHIT, VEMP, VNG, Rotary Chair
 - Sedated and Sleep deprived ABR/Algo screenings
 - Amplification - Peds and Adults
 - Cochlear implant/BAHAs
 - Surgical observation with otologist
 - Tinnitus management
 - 4/10 Schedule

Managing Audiologist:

Dr. Barbara Slaymaker

barbara.e.slaymaker@kp.org



Santa Clara

- TWO externship positions for 2027-2028
- Opportunities for students

- Diagnostics – Peds and Adults
- Vestibular assessment-
vHIT, VEMP, VNG
- Sedated and Sleep deprived ABR
- Amplification - Peds and Adults
- Cochlear implant/BAHAs
- Craniofacial Clinic
- Tinnitus management

Managing Audiologist:

Dr. Heather Burr

heather.lynn.burr@kp.org



Stockton

- Two externship position for 2027-2028
- Opportunities for students in:
 - Diagnostics - Peds and Adults
 - Amplification - Peds and Adults
 - Vestibular testing, sleep deprived ABR's and CI observation can be arranged at another site.
- 5-8 schedule
- Managing Audiologist: Dr. Erica Rodriguez
erica.x.rodriguez@kp.org



Redwood City

- Brand new clinic opened in July 2025!
- One externship position 2027-2028
- 5-8 schedule (8:00am-4:30pm; M-F)
- Opportunities for students
 - Diagnostics – 25% Peds and 75% Adults
 - Natural sleep ABRs
 - Vestibular assessment – VHIT, VEMPs, VNG, Multidisciplinary Balance Clinic
 - Amplification - 5% Peds and 95% Adults
 - Tinnitus education/management
 - Otologic surgery observation
 - Bone conduction hearing devices
 - CI observation can be arranged at another site

Managing Audiologist: Dr. Claudine Buglisi

Claudine.x.buglisi@kp.org

Supervising Audiologist: Dr. Samantha Ramirez



San Rafael

- One externship position 2027-2028
- Opportunities for students
 - Diagnostics – Peds and Adults
 - Amplification/BAHA-Peds and Adults
 - Vestibular Testing - vHIT, VEMP, VNG
 - Cochlear implant/BAHAs
 - Observation for CI surgery can be arranged when interested
 - ALGO
 - Sedated and Sleep deprived ABR's observation can be arranged at another site

Interim Managing Audiologist:

Marya Kimple

Marya.Kimple@kp.org





KAISER PERMANENTE

Hearing Aid Center



Santa Rosa

- One externship position 2027-2028
- Opportunities for students
 - Diagnostics – Peds and Adults
 - Amplification/BAHA-Peds and Adults
 - Vestibular Testing - vHIT, VEMP, VNG
 - Sedated and Sleep deprived ABR's
 - CI observation can be arranged at another site

Managing Audiologist: Dr. Donald McGillivray

donald.l.mcgillivray@kp.org

Fresno

- Locations At the Fresno Hospital
- Brand new Hearing and Balance Center opening in Spring of 2025
- Adult/Pediatric Audiometry and Amplification
- Newborn Hearing Screenings
- Vestibular Assessment VEMPs/VHIT/VNG
- Vestibular Rehabilitation (BPPV)
- Hearing Aids Adults/Pediatrics
- BCHD surgery and fittings

Managing Audiologist: Dr. Mark Smith
mark.g.smith@kp.org

References

- External Public Website: [Kaiser Permanente Hearing Centers of Northern California](#)
- Externship Information Page: [Northern California AuD Externship Program](#)
- Externship Offer Status Page: [2027 – 2028 Northern California Audiology Externship](#)

AuD Externship Program Coordinator

Brenda Gonzalez

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Thank You!

Questions?