# Frances Dalis, LMSW, PsyD

# EDUCATION

**Long Island University, Post** (APA Accredited), *Brookville, NY*

Doctor of Psychology (PsyD)

09/19

# Adelphi University, Gordon F. Derner School of Psychology Garden City, NY

# Post Doctoral Fellow, Child, Adolescent and Family Track

# 8/19 – Present

**Long Island University, Post (**APA Accredited), *Brookville, NY*

Master of Science (M.S.) 9/16

**Adelphi School of Social Work**, *Garden City, NY*

Master Social Work (MSW) 05/04

**St. John’s University, St. Vincent’s College**, *Jamaica, NY,*

Bachelor of Science (B.S.) Criminal Justice Minor in Business

05/86

**TEACHING EXPERIENCE:**

**Adelphi University-** *Garden City, NY*

Adjunct Professor - Psych 0501-292-001: Cognitive Psychology

Fall 2019

**Adelphi University-** *Garden City, NY*

Adjunct Professor - Psych 0502-603-02: Personality, Psychopathology, Diagnosis

Fall 2019

**Long Island University –Post Campus,** *Brookville, NY*

Adjunct Professor - [PSY27-001: Developmental and Play Therapy](https://blackboard.liu.edu/webapps/blackboard/execute/launcher?type=Course&id=_383504_1&url=" \t "_top)

Spring 2018

# CLINICAL EXPERIENCE

**Psychological Services Center, Long Island University Post,** Brookville*, NY*

*Assistant Director*

 09/19 – Present

 Supervisors: Hilary Vidair Ph.D. Eva Feindler Ph.D.

* Orient 20 second-year doctoral students to their first externship placement.
* Screen dozens of potential clients on the phone and provide outreach to enlist adults, children, and families in need of psychological services.
* Assign therapy clients to available student therapists and supervisors.
* Coordinate and assign family therapy cases to available student therapists and supervisors.
* Provide direction and feedback to graduate student therapists conducting therapy and psychological assessments in the clinic.
* Provide supervision and consultation to students regarding ethical issues and risk management.
* Provide support to doctoral students in the administration of the Mini International Neuropsychiatric Interview (M.I.N.I. 7.0.2).
* Assist students with execution of administrative duties and documentation requirements.
* Perform routine clinical chart audits of 20 Graduate School Therapist to ensure document requirements are met.
* Provide direct administrative assistance to the clinic director, Thomas Demaria, PhD.
* Assist the Pride Healing Center Director in coordination and assignment of therapy cases to graduate therapists.

**The** **Psychological Health Collaborative, PLLC,** *Roslyn, NY*

 *Postdoc*

09/19 – Present

 Supervisors: Emily Klass, Ph.D.; Erin Shockey, Ph.D., Olivia Velting, Ph.D., Paola Conte, Ph.D.

* Conducted intake interviews with potential patients and wrote intake summary.
* Provided Cognitive Behavioral Therapy (CBT) to children, adolescents and emerging Adults.
* Provided Acceptance and Commitment Therapy (ACT) to children, adolescents and Adults.
* Utilized Dialectical Behavior Therapy (DBT) skills with children, and adolescents.
* Worked collaboratively with Pediatricians, Psychiatrists, School Psychologists, Neurologists and other health care professionals to enhance treatment outcomes.
* Provided mindfulness training for children, adolescents and adults.
* Provided coping strategies for adolescents and emerging adults.
* Participated in weekly supervision and didactics of ACT and Yoga informed treatments.
* Developed and wrote treatment plans, case management notes, and progress notes.
* Did case presentations individually and group supervision meetings and incorporate feedback in ongoing treatment.

# MercyFirst, *Syosset, NY*

# *Psychology Intern*

# *9/ 2018- 8/ 2019*

# Supervisors: Kristan Baker, Psy.D.; Stephen Migden, Ph.D., ABPP; Lindsey Vitale Psy.D

# Clinical Rotation: New York State Office of Mental Health (OMH), Male, Severe and Persistent Mental Illness (SMI) Residential Treatment Facility (RFT), and Diagnostic Assessment Placement.

# Deliver psychodynamic play therapy utilizing sand tray, and superheroes to treat children and adolescents with a complex trauma history, and a diagnosis of SMI.

# Delivered evidenced based treatment with adolescent presenting with severe social anxiety, utilizing a fear hierarchy.

# Deliver Attachment, Regulation, Competency (ARC) model to RFT residents.

# Conduct risk assessments and crisis interventions for emotionally dysregulated children, and adolescents.

# Conduct psycho-education of complex trauma and developmental psychology with Youth Support Staff, Recreational Therapist and Caseworkers.

# Develop and present case conceptualizations, which provide goals and objectives for patient Treatment Plans.

# Conduct monthly Treatment Team Meetings to provide updates for patient Treatment Plans.

# Provide consultation and case management services to a multi-disciplinary treatment team, the on-grounds school, Department of Social Services (DSS), and OMH.

# Conduct comprehensive psychological evaluations utilizing a broad range of cognitive, achievement, psychosocial, personality inventories, and projective measures to assess a wide variety of clinical conditions ranging from mild-adjustment- psychosis.

# Training in SPARCS, ARC, Family Therapy, and The Sanctuary Model.

# Participated in seminars for Complex Trauma, Diagnostic, Diversity and Peer Supervision.

 **Psychological Services Center, Long Island University Post,** *Brookville, NY*

 *Peer Mentor*

 09/17 – 05/18

 Supervisors: Thomas Demaria, Ph.D.; Rosemary O’Regan, Ph.D.

* Orient 20 second-year doctoral students to their first externship placement.
* Screen dozens of potential clients on the phone and provide outreach to enlist adults, children, and families in need of psychological services.
* Assign therapy clients to available student therapists and supervisors.
* Coordinate and assign family therapy cases to available student therapists and supervisors.
* Provide direction and feedback to graduate student therapists conducting therapy and psychological assessments in the clinic.
* Provide supervision and consultation to students regarding ethical issues and risk management.
* Provide support to doctoral students in the administration of the Mini International Neuropsychiatric Interview (M.I.N.I. 7.0.2).
* Assist students with execution of administrative duties and documentation requirements.
* Perform routine clinical chart audits of 20 Graduate School Therapist to ensure document requirements are met.
* Provide direct administrative assistance to the clinic director, Thomas Demaria, PhD.
* Assist the Pride Healing Center Director in coordination and assignment of therapy cases to graduate therapists.

 **The** **Psychological Health Collaborative, PLLC,** *Roslyn, NY*

 *Psychology Extern*

09/17 – 5/18

 Supervisors: Emily Klass, Ph.D.; Erin Shockey, Ph.D., Olivia Velting, Ph.D., Paola Conte, Ph.D.

* Conducted intake interviews with potential patients and wrote intake summary.
* Provided Cognitive Behavioral Therapy (CBT) to children, adolescents and emerging Adults.
* Provided Acceptance and Commitment Therapy (ACT) to children, adolescents and Adults.
* Utilized Dialectical Behavior Therapy (DBT) skills with children, and adolescents.
* Worked collaboratively with Pediatricians, Psychiatrists, School Psychologists, Neurologists and other health care professionals to enhance treatment outcomes.
* Provided mindfulness training for children, adolescents and adults.
* Provided coping strategies for adolescents and emerging adults.
* Participated in weekly supervision and didactics of ACT and Yoga informed treatments.
* Developed and wrote treatment plans, case management notes, and progress notes.
* Did case presentations individually and group supervision meetings and incorporate feedback in ongoing treatment.

**Sagamore Children Psychiatric Center,** *Deer Park, NY Psychology Extern*

08/16 – 5/17

Testing and Group Supervisor: Richard LaMonica, Ph.D. Clinical Supervisor: Barbara Brennan, Ph.D.

* Conducted intake interviews with newly admitted inpatients and wrote preliminary reports.
* Provided trauma-informed individual and group psychotherapy to children and adolescents with serious mental illness (SMI).
* Provided ACT informed group psychotherapy to children and adolescents with SMI.
* Administered and interpreted psychological assessments to assist with diagnostic impressions and treatment planning.
* Provided testing summaries with treatment recommendations in assessment reports.
* Presented findings in interdisciplinary team meetings and recommended appropriate psychosocial interventions for patients. Worked collaboratively on an interdisciplinary team to enhance patient treatment outcomes.
* Used a culturally sensitive approach with patients of various racial and ethnic backgrounds.
* Succinctly and accurately documented patient progress in clinical notes after patient contact.
* Wrote comprehensive, individualized treatment plans to dictate patient course of treatment.
* Received intensive training in, and worked diligently to prevent and manage crisis situations.

**Psychological Services Center, Long Island University Post,** *Brookville, NY Graduate Student Therapist*

09/15 – Present

Current Supervisor: Dustin Kahoud Psy.D

Supervisor:(9/16 – 5/18): Amira Simha-Alpern, Ph.D.

PD. Supervisor (9/15-5/16): Geoff Goodman, Ph.D. CBT Supervisor (9/15-5/16): Valerie Gaus, Ph.D.

Assessment Supervisor (9/15-5/16): Joseph Pando, Ph.D.

* Provided psychodynamic and cognitive behavioral psychotherapy to individuals and families.
* Utilized exploratory and supportive psychodynamic and child-centered play therapy to treat child clients with diagnoses such as autism spectrum disorder (ASD) and oppositional defiant disorder (ODD).
* Utilized CBT techniques such as cognitive restructuring, progressive muscle relaxation, exposure therapy, and mindfulness strategies to treat adult clients with major depressive disorder (MDD) and posttraumatic stress disorder (PTSD).
* Participated in weekly supervision with psychologists from psychodynamic and cognitive-behavioral orientations, which included regular videotaped review of clinical work and Q-sorts.
* Administered assessments examining for learning disorders, personality disorders, and psychological issues (see below for detailed list of competency).
* Participated in clinical case presentations.
* Wrote clinical progress notes, treatment plans, case management notes, and integrated testing reports.
* Worked collaboratively on an interdisciplinary team to enhance patient treatment outcomes.
* Used a culturally sensitive approach with patients of various racial and ethnic backgrounds.
* Succinctly and accurately documented patient progress in clinical notes after patient contact.
* Wrote comprehensive, individualized treatment plans to dictate patient course of treatment.
* Received intensive training in, and worked diligently to prevent and manage crisis situations.

**Developmental Disabilities Institute Fellowship,** *Smithtown, NY Behavioral Therapist*

7/16- 8/17

Supervisor: Camilo Ortiz, Ph.D.

* Provided weekly in-home parent training services for families of children diagnosed with developmental and intellectual disabilities.
* Worked collaboratively with families using behavioral principles to reduce children’s maladaptive behaviors at home, in school, and in the community.
* Wrote and evaluated behavioral intervention programs for children and adolescents with developmental disabilities.
* Tailored manualized treatments to the needs and cultural backgrounds of clients.

**Fay J. Lindner Center for Autism and Developmental Disabilities**, *Brookville, NY Psychology Extern*

09/15- 7/16

Supervisor: Amanda Rauf, Psy.D.

* Co-facilitated Teen Social Skills Group of Adolescent Boys diagnosed with ASD.
* Fostered group cohesiveness and supportive relationships among group members.
* Wrote weekly progress notes and updated treatment plans.

**Dynamic View Counseling Center**, *East Norwich, NY Social Worker*

5/04-12/06

Supervisor: Howard Foster, LCSW

* Provided individual psychotherapy from both psychodynamic therapy, and behavioral modification modalities.
* Facilitated bereavement groups for senior citizens and social skills groups for children and adolescents.
* Provided college counseling for high school seniors, which included completing applications, essays, and special needs paperwork.
* Offered employee assistance programs on drug counseling, and stress management,
* Conducted harassment investigations.
* Worked with clients from across the lifespan, including children, adolescents, young adults, and families.

**Baldwin UFSD,** *Leave Replacement* *Social Worker* Middle School/High School 6 -12 9/04-01/05

* Coordinated social skills group for students ages 10 – 14.
* Conducted individual psychodynamic psychotherapy.
* Maintained progress notes, Individual Education Plans (IEP), and 504 plans.
* Attended and participated in Committee for Special Education (CSE) meetings.

**Salvation Army**, *Social Worker Foster Care Caseworker*, Mineola, NY

02/05-08/05

* Managed a caseload of 6 families with children ranging from 1 month – 20 years of age.
* Supervised parental and sibling visits.
* Administered training modules for potential foster parents.
* Provided individual counseling for foster parents.
* Conducted home visits.
* Managed placement of foster children.

**Hicksville UFSD,** *Leave Replacement Social Worker* Dutch Lane School K-5 09/06-11/06

* Facilitated CBT social skills group for boys ages 7-9.
* Provided individual psychodynamic psychotherapy.
* Created and maintained behavioral modification plan for children ages 6-8.
* Maintained clinical progress notes, treatment plans, and case management notes.
* Updated and maintained IEP and 504 plans.
* Attended and participated in CSE meetings.

# CLINICAL TRAINING

**Graduate Student Clinician, Family Check-In Program (FCI*)***

Long Island University, Parent-Child Lab, *Brookville, NY*

09/15 -Present

Supervisor and Program Director: Hilary Vidair, Ph.D.

* Conducted semi-structured parent interviews, standardized observations of parent-child interactions, and video-mediated recall to assess parental cognitions about the interaction immediately after it occurs.
* Facilitated parenting workshops at underserved schools and community settings.
* Scored assessments and collected data.
* Participated in weekly FCI research meetings and prepared related poster presentations.

**Member Trauma Response Team**, Long Island University, *Brookville*, *NY* 01/14-Present

Supervisor: Thomas Demaria, Ph.D.

* Participated in research projects with underserved traumatized populations.
* Contributed in Trauma Art Narrative Therapy (TANT) with Hearts and Home Project for visiting students from the Ukraine who experienced war.
* Conducted trauma responses
* Collected and analyzed data for projects on traumatized populations.
* Co-authored and presented trauma-focused TANT poster at psychological conference.
* Participated in 9-11 first responder focus groups.
* Represented LIU in a Trauma response for Mothers Against Drunk Driving.
* Presented a workshop on traumatic stress management for St. Dominick’s High School students.

# LICENSES

**Licensed Master Social Worker**, New York State License #071563 11/05- Present

# RESEARCH

***Dissertation Title:* Coming Out as a Gay Man: The Journey of Self-Discovery and Disclosure**

Role: Principal Investigator

Defended 11/20/18

Dissertation Chair: Danielle Knafo, Ph.D.

* The purpose of this qualitative study was to provide the accounts of 13 gay men between the ages of 18-25 in an effort to identify the age they realized their same sex attraction or questioned their sexual identity.
* Additionally, we reported on the factors, both internal and external that inhibit and/or facilitate the coming out process.

## *Applied Child Psychology Lab*

Long Island University, Post Campus, *Brookville, NY*

Role: Research Assistant 08/14-05/15

Supervisor: Geoff Goodman, Ph.D.

* Transcribed and coded the children’s responses to Attachment Story-Completion Task.
* Transcribed caregiver interviews.

## *Adult Inpatient Treatment: Assessment and Treatment Outcome*

Nassau University Medical Center, *East Meadow, NY*

Role: Research Assistant 06/13-08/14

Principal Investigator Greg Haggerty, Ph.D.

* This study looked to assess treatment outcome on the adult psychiatric inpatient unit of Nassau University Medical Center as well as assessed patient variables that were related to treatment outcome.
* This study utilized an adult patient population admitted to the inpatient units of Nassau University Medical Center. Specifically, this study investigated several factors of interpersonal functioning, personality assessment, diagnosis, and patient behavioral problems.

***Assessing Adult Outpatient Psychiatric Treatment*** Nassau University Medical Center, *East Meadow, NY* Role: Coordinator

06/13-08/14

Principal Investigator: Greg Haggerty, Ph.D.

(Off-site collaboration with Mark Blais, Psy.D., Matthew Baity, Ph.D., and Caleb Siefert, Ph.D., Samuel J. Sinclair, Ph.D.)

* The study sought to validate a new measure, which assessed patient’s expectations about treatment and the relationship between psychotherapy and psychopharmacological treatment outcomes.
* In addition, we assessed therapeutic alliance as well as several related constructs, such as attachment style, the interpersonal circumplex, and treatment outcome.

# POSTER PRESENTATION

Petitti, C., **Dalis, F.,** Smith, A., Demaria, T., (2015). Modifying Trauma Art Narrative Therapy to Help Children from War-Torn Ukraine Identify Coping Skills. *Presentation at the American Psychological Association Conference, Toronto, Canada*

Haggerty, G**.,** Zodan, J., **Dalis, F**., Mehra, A., Blanchard, M., Siefert, C.J., Baity, M., & Sinclair, J.S. (2015). Personality prototypes: Validity and reliability with an outpatient

sample. *Presentation at the Annual Society of Personality Assessment Meeting, Brooklyn, NY*

# ACTIVITIES

**Global College Liaison** Long Island University, *Brookville, NY*

08/14-7/16

Supervisor: Dr. Thomas Demaria, Ph.D.

* Responsibilities included maintaining communication between LIU Brooklyn Global College Administrators and LIU Post Psychological Service Center.
* Reported the need for psychoeducation and social skills training for the students of LIU Global College.
* Participated in psychological first aid, psychoeducation, and skills training for students of LIU Global College.

# SOCIAL WORK INTERNSHIPS

 **Mid-Island YJCC** *Plainview, NY*

01/03-05/03

Supervisor: Howard Foster, LCSW

* Facilitated groups for senior citizens.
* Engaged in psychodynamic individual counseling.
* Coordinated and chaperoned group outings.

**Locust Valley Central School District**, *Locust Valley, NY*

09/03-04/04

Supervisor, Marc Galloway LCSW

* Administered individual counseling and behavior modification plans in a Primary School setting for children ages 5- 11.
* Facilitated groups, Banana Splits, and SADD Club.
* Maintained progress notes, IEP, and 504 plans.
* Attended and participated in CSE meetings.

# CONTINUING EDUCATION/CERTIFICATIONS

# Attachment, Regulation, Competency (ARC): Basic Training Curriculum, *Syosset, NY*

# Presented by Joseph Spinazzola, Ph.D. Sponsored by MercyFirst

# November 27-28, 2018 12 CE Hours

# Introduction to Dialectical Behavior Therapy (DBT), *Brookville, NY*

# Professor: Dr. Jill Rathus

# September 2017 –November 2017 3 Concentration course 3 Credits

# SPARCS: Structured Psychotherapy for Adolescents Responding to Chronic Stress: A guide for Trauma-Focused Groups

# The National Child Traumatic Stress Network

# September 25, 2017, 1 CE Hour

# M.I.N.I: Mini International Neuropsychiatric Interview 7.0.2 for DSM-5

# The Psychological Services Center, Long Island University, Post Campus

# September – October 2017

# ChIPS: Children’s Interview for Psychiatric Syndromes

# Sagamore Children’s Psychiatric Center

# January, 2016

# Collaborative Assessment and Management of Suicidality (CAMS) Empathos Resources LLC, *Sheboygan Wisconsin Online Training* November 17, 2016, 6 CE Hours

#  Autism Diagnostic Observation Schedule –Second Edition (ADOS-2)

The Center for Autism and Developing Brain Weill Cornell, Department of Psychiatry,

*White Plains, NY*

October 17-18, 2016

# Managing Difficult Behavior In Children

Sagamore Children’s Psychiatric Center, *Dix Hills, NY*

August 2016

**Prevention and Crisis Management Strategies** Sagamore Children’s Psychiatric Center, *Dix Hills, NY* August 2016

# ACT II Acceptance and Commitment Therapy Clinical Skills-Building Intensive

Praxis Transformative Training/ Evidence Based*, Brooklyn, NY*

Supervisor: Steven C. Hayes Ph.D. May 13-14, 2016, 6 - CE Hours

**Registered Play Therapist (RPT) *Association of Play Therapy Certification:*** *pending licensure*

# “Understanding Sensational Kids: What Play Therapists Need to Know About Sensory Processing Disorder”

November 2015, Web -3 CE Hours

# “Hitchhiker’s Guide to Planet Earth: Symptom-Focused Play Therapy Assessment and Treatment of Children on the Autism Spectrum”

November 2015, Web **-** 3 CE Hours

# “Play Therapy and Child Development”

November 2015, Web - 3 CE Hours

# Examining Play Therapy from a Psychodynamic and Cognitive-Behavioral Lens

November 2015, Web- 6 CE Hours

**Modular Cognitive Behavioral Therapy** *For Childhood Anxiety Disorders*

October 2015

# Child Abuse and Maltreatment/Neglect

August 2015

 **Introduction to Play Therapy/Advanced Play Therapy**

Long Island University, *Brookville, NY*

Supervisor: Geoff Goodman, Ph.D.

 August 2015 Undergraduate 6 Credits

# Story Stems Attachment-Focused Coding System (AFCS) Training Workshop,

The Center for Attachment Research, The New School for Social Research, *New York*, *NY*

Supervisor: Allison Splaun, Ph.D. August 2015

**Coding System for Mental State Talk in Narratives (CS-MST) Training Workshop**, The Center for Attachment Research, The New School for Social Research, *New York*, *NY* Supervisor: Ozlem Bekar, Ph.D.

March 2015

# S.A.V.E.

April 2015

# Mental State Talk Coding Certification

March 2015

# The Overview of HIV/AIDS Workshop

January 2015

# TANT

Trauma Art Narrative Therapy May 2014

# Psychology, Special Topics Trauma

Undergraduate course

Long Island University, *Brookville, NY* Supervisor: Thomas Demaria, Ph.D. Spring 2014, Undergraduate 3 credits

# FEMA

Introduction to Incident Command System ICS-100 January 2014

# TF-CBT

Trauma- Focused Cognitive-Behavioral Therapy January 2014, Web

# CPT

Cognitive Processing Therapy January 2014, Web

# CTG

Trauma- Focused Cognitive Behavioral Therapy with Childhood Traumatic Grief February 2014, Web

# ISTSS

**Advanced Training in Traumatic Stress:**

 **Group Application of CBT**

February 2014, Recorded version

# Effective Treatment for Complex PTSD,

Related to Childhood Abuse and Multiple Traumatization February 2014, Web

# Ethics in the Treatment of Chronically Traumatized Individuals

February 2014, Recorded Version of PMI

# Introduction to the Neurobiology of Trauma Stress

February 2014, Recorded Version

**Trauma and the Body** Implications for Treatment February, 2014 Web

# ADDITIONAL WORK EXPERIENCE

**PACS Industries Inc.** *Bethpage, NY*

11/06-11/13

**Chief Administrative Officer** 1/12 -11/13

* Promoted following 2011 acquisition to oversee all administrative, safety, security, IT and HR functions across two sites.
* Responsibilities expanded to a more strategic planning role ensuring that overall corporate goals and mission were achieved.
* Participated in business development and managing outside relationships, including reporting dually to CEO and Board of Directors and traveling on regular basis to OH manufacturing site.
* Facilitated relationships between new board of directors and executive management team.
* Conducted assessments to optimize and capitalize on individual communication styles.
* Played key role in transitioning financial reporting from completed contract to percentage of completion in order to more accurately match costs and revenue.
* Formulated metrics to benchmark and monitored employee performance.
* Recruited experienced and talented CFO within 30 days of initiating search.
* Mentored new COO on corporate culture, history, and operations.

**Vice President Human Resources/Facilities** 2/10 – 1/12

**Director Human Resources** 12/06 – 2/10

* Managed all HR functions across headquarters in NY and manufacturing facility in OH with 150 total employees.
* Negotiated equipment leases.
* Ensured safety and security of 208,000 square foot manufacturing facility in OH and 6,200 square foot headquarters in NY.
* Built HR department from the ground up and instituted best practices across all human resources functions, including recruiting, benefits administration, compensation, and safety.
* Reduced workers’ compensation insurance premium in OH from $250K to $120K by enrolling in a $15K and Drug Free Workplace program; instituted safety programs, which further reduced premium to $70K.
* Streamlined payroll process by transitioning to ADP.
* Partnered with Operations staff in OH to stem production inefficiencies, absenteeism, and excess overtime
* Improved performance, company savings, and quality of production through restructuring staff and instituting new policies, goals and procedures

**Allied Inc.,** 2/01-12/01

# Director Human Resources – Consulting Engagement HR Generalist

* Retained for six-month consulting project to identify root cause of high employee turnover and instituted corrective action.
* Provided HR generalist advisement.
* Reduced turnover from 15% to less than 1%.
* Counseled senior management on actions to take in order to stem attrition and reduce turnover.
* Recruited 30 positions, eliminating expensive staffing fees.
* Established realistic goals and objectives for employees to meet.
* Saved company three times cost of engagement.

**Robert Plan Corporation,** Bethpage NY, 1/94 – 1/01

**Director Human Resources** 2/97 – 1/01

* Promoted to build and lead company’s first integrated Human Resources department.
* Realigned disparate functions into a cohesive unit including: benefits, compensation, employee relations, and HRIS.
* Member of executive committee charged with strategic planning process to identifying the mission, value, and purpose of the company to serve as a basis for positioning the company for expansion or acquisition.
* Negotiated benefits for 1,500 employees, consistently achieving renewal within 2% of current market rates.
* Established company’s first-ever comprehensive employee assistance program.
* Stabilized high turnover and recruited 20 top performers from competitor.
* Created an employee career path to develop talent from within; directly elevated employee satisfaction.

**Director No Fault Claims** 1/94 – 2/97

* Hired to turn around underperforming department at risk of losing license due to large volume of unpaid or late paid claims.
* Identified and remedied deficiencies including lack of processes and severe understaffing; completely rebuilt the department.
* Served on executive committee for developing forecast.
* Reversed multi-year backlog within first year while keeping current on incoming claims, achieving removal from state “top ten” complaint list.
* Instituted new systems and processes including introducing electronic claims processing system.
* Recruited team of claim examiners expanding from 50 to 150 professionals.
* Introduced training and career track program targeted at developing internal team members; expanded HR responsibilities.
* Monitored and reported on industry and consumer trends; provided recommendations to senior management; projected and achieved targeted loss ratios.

# ASSESSMENT COMPETENCIES

Trained in the administration, scoring, and interpretation of the following psychological assessment tools in a clinical or research setting.

* Wechsler Adult Intelligence Scale, Fourth Edition (WAIS-IV)
* Wechsler Intelligence Scale for Children, Fourth Edition (WISC-V)
* Wechsler Abbreviated Scale of Intelligence, Second Edition (WASI-II)
* Wechsler Intellectual Achievement Test, Third Edition (WIAT-III)
* Personality Assessment Inventory (PAI)
* Rorschach Inkblot Method, Comprehensive System (CS)
* Minnesota Multiphasic Personality Inventory - Second Edition (MMPI-2)
* Comprehensive Trail Making (CTMT)
* Thematic Apperception Test (TAT)
* Children’s Apperception Test (CAT)
* Autism Diagnostic Observation Schedule – Second Edition (ADOS-2)
* Behavior Assessment System for Children, Second Edition (BASC-II)
* Children’s Depression Inventory (CDI)
* Child Behavior Checklist (CBCL)
* The Connors Continuous Performance Test II (CPT II)
* Bender-Gestalt II Visual Motor Test
* Beck Depression Index (BDI)
* Beck Anxiety Index (BAI)
* Browns Attention Deficit Disorder Scale (Browns ADD Scale)
* Dysfunctional Emotion Regulation Scale (DERS)
* Cambridge Behavior Scale (CBS)
* Jeffery Young Schema Questionnaire (YSQ)
* Cognitive Distortion Scale (CDS)
* Symptoms Check List (SCL-90)
* Sentence Completion Test
* Suicide Ideation Questionnaire (SIQ)
* Suicide Probability Scale (SPS)
* Stroop Color and Word Test, F-A-S Test
* Autism Diagnostic Observation Schedule- Second Edition (ADOS-2)
* Child Autism Rating Scale (CARS)
* Checklist for Autism Spectrum Disorder (CASD)

# PROFESSIONAL MEMEBERSHIPS/AFFILIATIONS

* Association for Behavioral and Cognitive Therapies (ABCT)
* American Psychological Association (APA)
* National Association of Social Workers (NASW)
* International Society for Traumatic Stress (ISTSS)
* New York City Cognitive Behavioral Therapy Association (NYC-CBT)
* American Psychoanalytic Association (APsaA)
* Long Island Gay Lesbian Bi-sexual Transgender (LI-GLBT)
* Long Island Gay Parent Teacher Student Association (LI-Gay PTSA)
* Gay Straight Alliance- New York (GSA-NY)
* The National Child Traumatic Stress Network (NCTSN)
* Society for Exploration of Psychology Integration (SEPI)