

**PUBLIC NOTICE**  
**SOQ 21-001**

The Parish of Jefferson is hereby soliciting Statements of Qualification from individuals or firms interested in administering psychological evaluations of prospective firefighters and for counseling department employees on an as needed basis for two (2) years with an option to extend for two (2) additional one (1) year terms by mutual consent of the Parties and approval by the Parish Council (Districts 2, 3, 4 & 5).

(RESOLUTION NO. 136911)

(DEADLINE: February 26, 2021)

The following ranking criteria, listed in order of importance, will be used to evaluate the submittals from each firm:

- A. Professional experience, both generally and in relation to the type and magnitude of work required – 30 points.
- B. The nature, quantity, and value of similar work previously performed or presently being performed by the person, firm, or agency submitting – 25 points.
- C. Past and current professional accomplishments, for which references from clients or former clients may be considered – 25 points.
- D. Past performance by the person, firm, or agency on public contracts, including any problems with performance inadequacies in prior projects for which said person, firm, or agency was held to be at fault – 15 points.
- E. An analysis of any work by the person or firm submitting which resulted in litigation between the public entity and the person or firm performing professional services, including but not limited to ongoing litigation with a public entity or involvement in litigation with a public entity in which the public entity prevailed – 5 points.

The most current General Professional Services Questionnaire must be submitted. A copy of the questionnaire may be obtained by calling the Jefferson Parish Purchasing Department at (504) 364-2678 OR (504) 364-2682 or the Jefferson Parish website at [www.jeffparish.net](http://www.jeffparish.net) by clicking on "Business with the Parish" under Business Services, and then clicking on "Prof. Services Questionnaire". The submitting individuals or firms must identify all subcontractors who would assist in providing professional services for the project. Each subcontractor shall submit a General Professional Services Questionnaire and all documents and information included in the questionnaire. Interested candidates must submit one (1) online submission.

By Electronic Procurement: Beginning November 1, 2020, Jefferson Parish will no longer accept manual bid submissions, Request for Proposals (RFP) submissions and Statement of Qualifications (SOQ). These submissions will only be accepted electronically via the Parish's e-Procurement system, Central Bidding,

Central Bidding can be accessed by visiting either or [www.centralauctionhouse.com](http://www.centralauctionhouse.com) or [www.jeffparishbids.net](http://www.jeffparishbids.net).

All vendors will be required to register with Central Bidding. Jefferson Parish vendors are able to register for free by accessing the following link: <http://www.centralauctionhouse.com/registration>

OR  
<http://www.centralauctionhouse.com/SignUp>

No statements will be accepted after the deadline of **3:30 PM on February 26, 2021.**

Affidavits are not required to be submitted with the Statement of Qualifications, but shall be submitted prior to contract approval, including any subs.

Disputes/protests relating to the decisions by the evaluation committee or by the Jefferson Parish Council shall be brought before the 24<sup>th</sup> Judicial District Court.

**NOTE: Please be advised as of November 1, 2020, all submittals will be required to be submitted electronically.**

**Advertise: The New Orleans Advocate: February 17, 2021**

## **General Professional Services Questionnaire Instructions**

- The General Professional Services Questionnaire shall be used for all professional services except outside legal services and architecture, engineering, or survey projects.
- **The General Professional Services Questionnaire should be completely filled out. Complete and attach ALL sections. Insert “N/A” or “None” if a section does not apply or if there is no information to provide.**
- Questionnaire must be dated and signed by an authorized representative of the Firm. Failure to sign the questionnaire shall result in disqualification of proposer pursuant to J.P. Code of Ordinances Sec. 2-928.
- All subcontractors must be listed in the appropriate section of the Questionnaire. Each subcontractor must provide a complete copy of the General Professional Services Questionnaire, applicable licenses, and any other information required by the advertisement. Failure to provide the subcontractors' complete questionnaire(s), applicable licenses, and any other information required by the advertisement shall result in disqualification of proposer pursuant to J.P. Code of Ordianances Sec. 2-928.
- If additional pages are needed, attach them to the questionnaire and include all applicable information that is required by the questionnaire.

## General Professional Services Questionnaire

**A. Project Name and Advertisement Resolution Number:**

**B. Firm Name & Address:**

**C. Name, title, & contact information of Firm Representative, as defined in Section 2-926 of the Jefferson Parish Code of Ordinances, with at least five (5) years of experience in the applicable field required for this Project:**

**D. Address of principal office where Project work will be performed:**

**E. Is this submittal by a JOINT-VENTURE? Please check:**

YES \_\_\_\_\_ NO \_\_\_\_\_

**If marked "No" skip to Section H. If marked "Yes" complete Sections F-G.**

**F. If submittal is by JOINT-VENTURE, list the firms participating and outline specific areas of responsibility (including administrative, technical, and financial) for each firm. Please attach additional pages if necessary.**

1.

2.

## General Professional Services Questionnaire

G. Has this JOINT-VENTURE previously worked together? Please check: YES \_\_\_\_\_ NO \_\_\_\_\_

H. List all subcontractors anticipated for this Project. Please note that all subcontractors must submit a fully completed copy of this questionnaire, applicable licenses, and any other information required by the advertisement. See Jefferson Parish Code of Ordinances, Sec. 2-928(a)(3). Please attach additional pages if necessary.

Name & Address:	Specialty:	Worked with Firm Before (Yes or No):
1.		
2.		
3.		
4.		
5.		



## General Professional Services Questionnaire

**I. Please specify the total number of support personnel that may assist in the completion of this Project:**

\_\_\_\_\_

**J. List any professionals that may assist in the completion of this Project. If necessary, please attach additional documentation that demonstrates the employment history and experience of the Firm's professionals that may assist in the completion of this Project (i.e. resume). Please attach additional pages if necessary.**

### **PROFESSIONAL NO. 1**

**Name & Title:**

**Name of Firm with which associated:**

**Description of job responsibilities:**

**Years' experience with this Firm:**

**Education: Degree(s)/Year/Specialization:**

**Other experience and qualifications relevant to the proposed Project:**



**General Professional Services Questionnaire**

<b>PROFESSIONAL NO. 2</b>
<b>Name &amp; Title:</b>
<b>Name of Firm with which associated:</b>
<b>Description of job responsibilities:</b>
<b>Years' experience with this Firm:</b>
<b>Education: Degree(s)/Year/Specialization:</b>
<b>Other experience and qualifications relevant to the proposed Project:</b>



**General Professional Services Questionnaire**

<b>PROFESSIONAL NO. 3</b>
<b>Name &amp; Title:</b>
<b>Name of Firm with which associated:</b>
<b>Description of job responsibilities:</b>
<b>Years' experience with this Firm:</b>
<b>Education: Degree(s)/Year/Specialization:</b>
<b>Other experience and qualifications relevant to the proposed Project:</b>



**General Professional Services Questionnaire**

<b>PROFESSIONAL NO. 4</b>
<b>Name &amp; Title:</b>
<b>Name of Firm with which associated:</b>
<b>Description of job responsibilities:</b>
<b>Years' experience with this Firm:</b>
<b>Education: Degree(s)/Year/Specialization:</b>
<b>Other experience and qualifications relevant to the proposed Project:</b>



**General Professional Services Questionnaire**

<b>PROFESSIONAL NO. 5</b>
<b>Name &amp; Title:</b>
<b>Name of Firm with which associated:</b>
<b>Description of job responsibilities:</b>
<b>Years' experience with this Firm:</b>
<b>Education: Degree(s)/Year/Specialization:</b>
<b>Other experience and qualifications relevant to the proposed Project:</b>



## General Professional Services Questionnaire

**K. List all prior projects that best illustrate the Firm's qualifications relevant to this Project. Please include any and all work performed for Jefferson Parish. Please attach additional pages if necessary.**

### **PROJECT NO. 1**

<b>Project Name, Location and Owner's contact information:</b>	<b>Description of Services Provided:</b>
<b>Length of Services Provided:</b>	<b>Cost of Services Provided:</b>

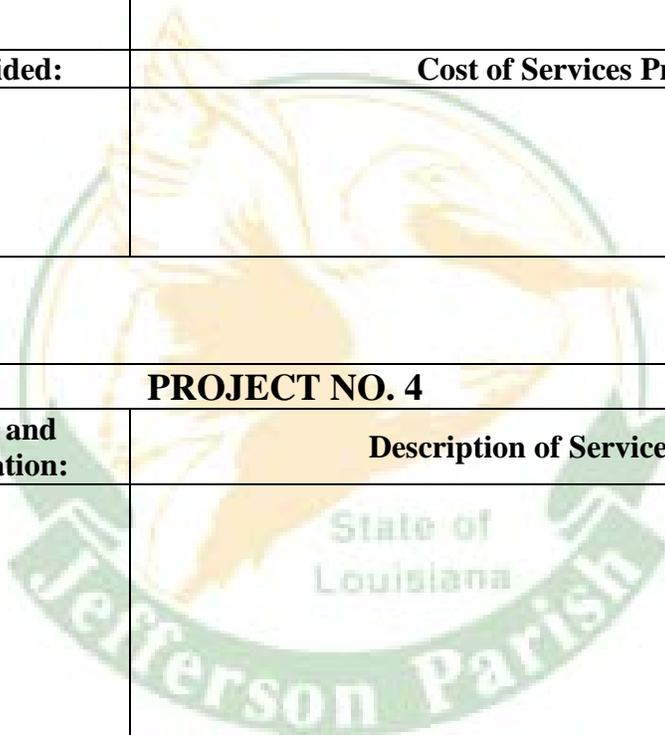
### **PROJECT NO. 2**

<b>Project Name, Location and Owner's contact information:</b>	<b>Description of Services Provided:</b>
<b>Length of Services Provided:</b>	<b>Cost of Services Provided:</b>

**General Professional Services Questionnaire**

<b>PROJECT NO. 3</b>	
<b>Project Name, Location and Owner's contact information:</b>	<b>Description of Services Provided:</b>
<b>Length of Services Provided:</b>	<b>Cost of Services Provided:</b>

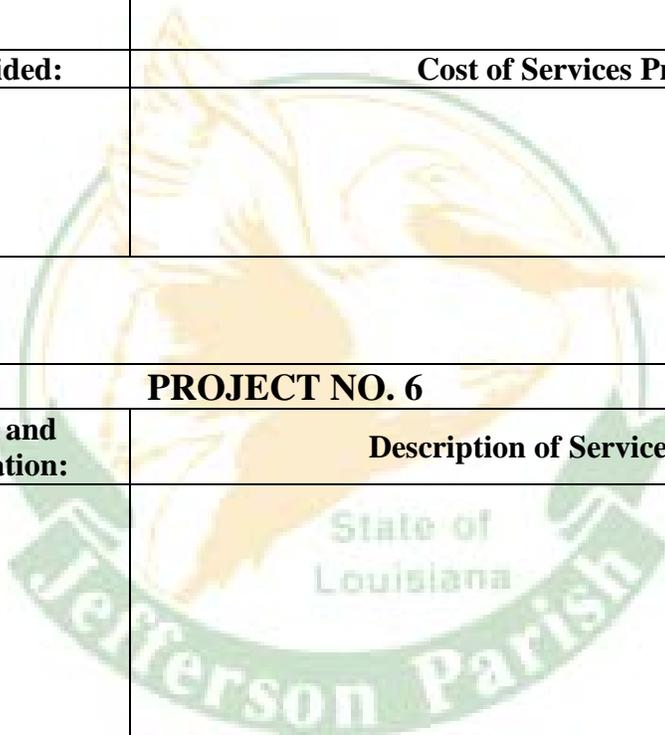
<b>PROJECT NO. 4</b>	
<b>Project Name, Location and Owner's contact information:</b>	<b>Description of Services Provided:</b>
<b>Length of Services Provided:</b>	<b>Cost of Services Provided:</b>



**General Professional Services Questionnaire**

<b>PROJECT NO. 5</b>	
<b>Project Name, Location and Owner's contact information:</b>	<b>Description of Services Provided:</b>
<b>Length of Services Provided:</b>	<b>Cost of Services Provided:</b>

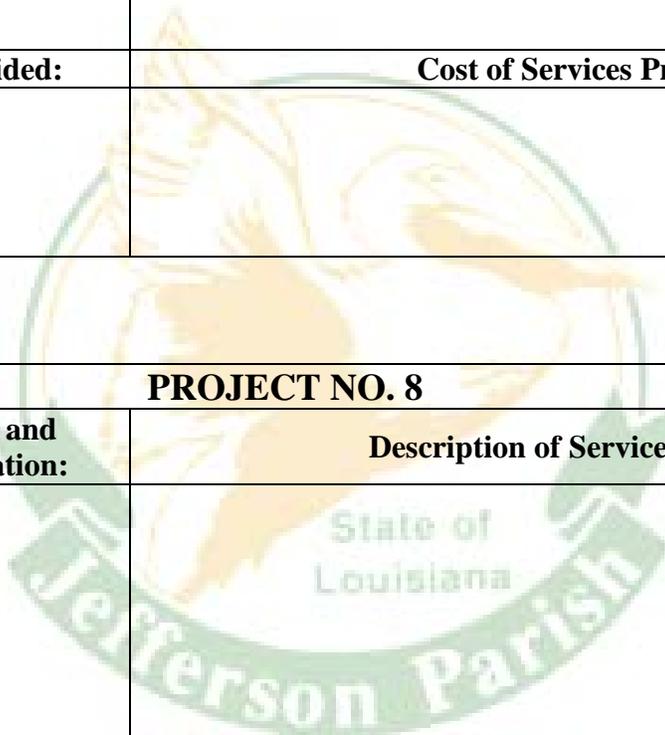
<b>PROJECT NO. 6</b>	
<b>Project Name, Location and Owner's contact information:</b>	<b>Description of Services Provided:</b>
<b>Length of Services Provided:</b>	<b>Cost of Services Provided:</b>



**General Professional Services Questionnaire**

<b>PROJECT NO. 7</b>	
<b>Project Name, Location and Owner's contact information:</b>	<b>Description of Services Provided:</b>
<b>Length of Services Provided:</b>	<b>Cost of Services Provided:</b>

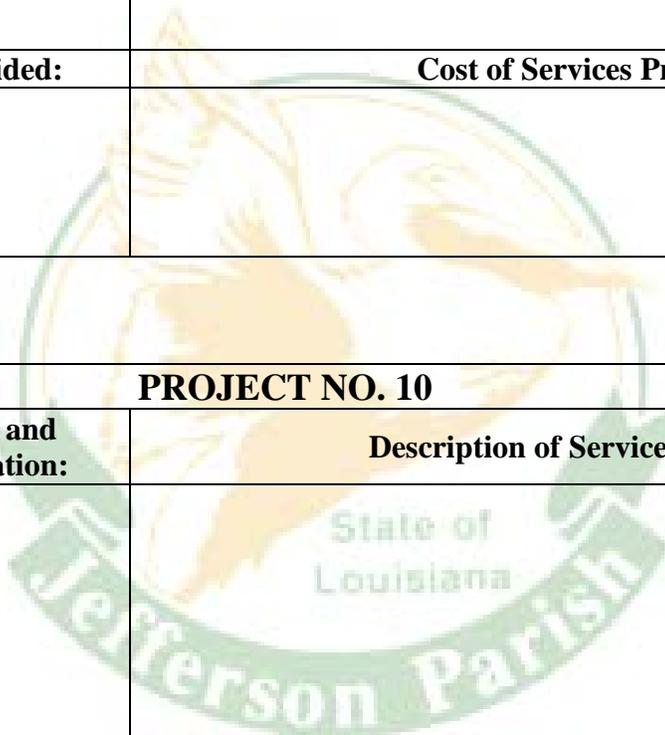
<b>PROJECT NO. 8</b>	
<b>Project Name, Location and Owner's contact information:</b>	<b>Description of Services Provided:</b>
<b>Length of Services Provided:</b>	<b>Cost of Services Provided:</b>



**General Professional Services Questionnaire**

<b>PROJECT NO. 9</b>	
<b>Project Name, Location and Owner's contact information:</b>	<b>Description of Services Provided:</b>
<b>Length of Services Provided:</b>	<b>Cost of Services Provided:</b>

<b>PROJECT NO. 10</b>	
<b>Project Name, Location and Owner's contact information:</b>	<b>Description of Services Provided:</b>
<b>Length of Services Provided:</b>	<b>Cost of Services Provided:</b>



## General Professional Services Questionnaire

**L. List all prior and/or on-going litigation between Firm and Jefferson Parish. Please attach additional pages if necessary.**

Parties:		Status/Result of Case:
Plaintiff:	Defendant:	
1.		
2.		
3.		
4.		

**M. Use this space to provide any additional information or description of resources supporting Firm's qualifications for the proposed project.**

**N. To the best of my knowledge, the foregoing is an accurate statement of facts.**

**Signature:** Alexander S. Bardey, MD **Print Name:** Alexander S. Bardey, MD

**Title:** Owner and Founder, Fifth Avenue Forensics **Date:** 02/26/2021



303 Fifth Avenue, Suite 403  
New York, NY 10016  
fifthavenueforensics.com  
P: 212.532.2322 / F: 212.532.2219

Parish of Jefferson  
Statement of Qualification  
Psychological Evaluations of Prospective Firefighters  
Public Notice SO1 21-001

February 23, 2021

Fifth Avenue Forensics is pleased to submit the enclosed proposal for the delivery of pre-employment evaluations, recommendations and counseling services for the Parish of Jefferson.

As a seasoned firm consisting of both forensic psychiatric and psychology licensed professionals, the Fifth Avenue Forensics team will provide you with clearly-articulated, evidence-based and reliable conclusions to inform your candidate selection and decision-making process. Furthermore, Fifth Avenue Forensics can support your Fire Department by offering experienced, trauma-informed psychiatric and counseling services.

This application describes in detail the services we hope to faithfully provide to the Jefferson Parish Fire Department.

Please note that our submission is binding for at least 120 days from the proposal date.

Please address all questions and concerns to our Director of Development and Innovations, Deborah Rose, PsyD, your designated contact personal for this contract. She can be reached at [development@fifthavenueforensics.com](mailto:development@fifthavenueforensics.com) or at (212) 532-2322.

We are grateful for the opportunity to respond to this Statement of Qualification request and look forward to speaking with you regarding our proposed services.

For more information about Fifth Avenue Forensics, please visit our website at [www.fifthavenueforensics.com](http://www.fifthavenueforensics.com).

Respectfully,

A handwritten signature in black ink, appearing to read "Alex Bardey MD", written in a cursive style.

**Alexander Sasha Bardey, MD**  
**Owner & Founder**



## **Fifth Avenue Forensics**

Diplomate in Psychiatry, American Board of Psychiatry and Neurology

Diplomate in Forensic Psychiatry, American Board of Psychiatry and Neurology

Clinical Faculty, Department of Psychiatry, New York University Medical Center

Adjunct Assistant Professor, Department of Psychiatry and Behavioral Sciences, New York

Medical College

Member, IACP



## **Experience and Qualifications**

Fifth Avenue Forensics is a sole-proprietor lead firm of forensic mental health professionals with over six decades of collective experience in psychological and psychiatric evaluations for numerous public/government entities as well as several private companies responsible for fitness to work and fitness for duty examinations. Fifth Avenue Forensics can assist the Jefferson Parish by providing state of the art, reliable, and comprehensive employment-related psychological screenings for its public safety personnel, including ADA compliant, pre-employment and fitness for duty psychological evaluations and recommendations for the Jefferson Parish Fire Department.

Dr. Bardey is a professional member of the International Association of Chiefs of Police (IACP), and he ensures that IACP principals are upheld in all contracts held by Fifth Avenue Forensics. Dr. Bardey has conducted psychological evaluations of public safety personnel for some 20 years, and Fifth Avenue Forensics has been contracted by various public entities to conduct pre-employment screenings and fitness for duty evaluations, most recently for police departments in Nassau County, NY, the City of Albany, NY, and for the Civil Service Union SSEU 371 as well as the Department of General Services in Rockland County, NY to conduct the pre-employment psychological screenings and fitness for duty evaluations of social service and law enforcement personnel.

Fifth Avenue Forensics has been hired by private law firms in New York City to conduct disability evaluations on employees of the Health and Human Services Department of the City of New York. Dr. Bardey has been retained on cases providing similar examinations for Federal Aviation Administration clearance of commercial airline pilots and by R3 Continuum, global leader in behavioral health and security solutions for workplace well-being, for the purpose of independent fitness to work examinations.

Similarly, employees of Fifth Avenue Forensics, Elie Aoun M.D. Kate Termini Psy.D. and Robyn Landow Ph.D., have extensive training in psychological and neuropsychological assessment, in forensic, clinical, and workforce realms; most recently, Dr. Termini has conducted pre-employment evaluations for the Police Department of the City of Albany, NY. Dr. Landow has provided treatment, critical incident stress debriefing and psychoeducation consultation services to the New York City Fire Department.

Since 1993, Dr. Bardey has been qualified as an expert in the field of Forensic Psychiatry in Criminal, Civil, Family, and Supreme Courts in New York, Kings, Queens, Richmond, Bronx, Westchester, Nassau and Suffolk Counties, as well as in Federal Courts in the Eastern and Southern Districts of New York and Criminal and Civil Courts in New Jersey, Massachusetts and Connecticut, Utah, and California. Dr. Bardey has also consulted with attorneys from the United States Attorney's office, the New York District Attorney's office, The Federal Defender Program,



the Capital Defender Program and The Legal Aid Society in Criminal and Civil matters. Dr. Termini, Dr. Landow and Dr. Aoun have also been qualified as experts in State and Federal Court.

Dr. Bardey and Fifth Avenue Forensics intend on utilizing the following licensed professionals during the execution of this contract:

Alexander Sasha Bardey, M.D.

Fifth Avenue Forensics was founded and is led by sole proprietor, Dr. Alexander Sasha Bardey, M.D., a board-certified forensic psychiatrist with over 30 years of experience in innumerable forensic settings, both criminal and civil. After graduating from Harvard College, he attended medical school at Stony Brook. He then completed a four-year residency program in Psychiatry at NYU Medical Center where he became the Deputy Director of Forensic Psychiatry. Dr. Bardey went on to become the Director of the Kendra's Law program in Manhattan and later, the Director of Mental Health at Rikers Island, the New York City jail. Dr. Bardey has published and lectured in the area of forensic psychiatry, malingering, and dangerousness. He currently holds teaching positions on the faculty of NYU Medical Center and New York Medical College. Dr. Bardey also maintains a private clinical practice where he treats a broad range of psychiatric disorders, as well as a private forensic practice where he provides consultations to various attorneys, prosecutor's office and courts in the New York Tri-State area at both a state and federal level. He has served as an advisor and psychiatrist to Brooklyn's Mental Health Court, to the Nassau County Department of Mental Health Kendra's Law program and Mental Health Court. Dr. Bardey currently serves as the Director of Forensic Psychiatry for the Nassau County Department of Mental Health, Chemical Dependency and Developmental Disabilities.

Elie Aoun, M.D.

A board-certified psychiatrist licensed in both New York and California, Dr. Elie Aoun, M.D. is currently an Attending Psychiatrist at Bellevue Hospital Center. Dr. Aoun has a decade of experience with forensic psychiatric assessment and diagnostic evaluations and has specialized in the treatment of substance and alcohol addiction. At present, Dr. Aoun serves as the vice-chair of American Psychiatric Association's council on addiction psychiatry and co-chairs both the forensic and judicial action committees.

Kate Termini, Psy.D.

Dr. Kate Termini, Psy.D., is a New York State licensed clinical and forensic neuropsychologist with an extensive background in the assessment of neurocognitive abnormalities as they relate to behavior, in a variety of forensic settings. Since 2012, Dr. Termini has conducted assessments for civil and criminal cases, and as a licensed psychologist has worked in both clinical and forensic settings. Specializing in neuropsychology, Dr. Termini has extensive experience with



the administration and interpretation of assessments and has worked alongside Dr. Bardey in innumerable cases. She is currently contracted with the Kings County Mental Health Court to provide psychological examinations of inmates for the purposes of diversion. Dr. Termini has been qualified as an expert in both State and Federal Court and is an Adjunct Professor in Clinical Assessment at the doctoral level at The Ferkauf Graduate School of Psychology at Albert Einstein College of Medicine.

Robyn Landow, Ph.D.

Robyn Landow, Ph.D. is a New York State licensed psychologist with over 20 years of experience specializing in both clinical and forensic evaluations. She is a member of the American Psychological Association as well as the New York State Psychological Association, and she has held several leadership positions in both professional organizations. Dr. Landow is a Supervising Psychologist at Mt. Sinai/Beth Israel Medical Center and has supervised interns in psychological assessments. Dr. Landow has extensive postdoctoral experience in working with victims of trauma, and since 9/11 she has worked extensively with the Fire Department of New York as a consultant and clinician. She has performed pre-employment screening, fitness for duty evaluations, disability evaluations, and employee intervention programs for a diverse group of agencies and corporations, including the Port Authority of New York and New Jersey, the NYC Board of Education, the Committee for Physicians' Health/Medical Society of New York, the United States Bureau of Indian Affairs, and Aon Consulting. She has been qualified as an Expert in both State and Federal Court for both civil and criminal matters. Dr. Landow received her Bachelor of Science in psychology from Cornell University and both a Master of Arts and Doctorate of Philosophy in psychology from Fordham University.

Deborah Rose, Psy.D.

Deborah Rose, PsyD, serves as Director of Development and Innovations at Fifth Avenue Forensics. In her role, Dr. Rose combines her expertise in behavioral health and grant management to ensure contract compliance and the delivery of quality services. Before joining the team, for over twenty years Dr. Rose has held administrative leadership positions in jails, behavioral health not-for-profit agencies, teaching hospitals, and managed care arenas. Dr. Rose has direct experience in managing multiple city, state and federal grants, including million dollars of annual HUD and New York State Department of Health funding. She has a strong background in program development and project management, most notably Kendra's Law/Assisted Outpatient Treatment, which she oversaw as the Assistant Director of the Bellevue Hospital Center Forensic Division. Dr. Rose earned her Masters Degree in Science and Doctorate in Clinical Psychology at Long Island University/CW Post and her Bachelor's degree at Adelphi University; she is licensed as a clinical psychologist in the state of New York.

Each team member's curriculum vitae (CV) is included in this proposal, noted as Appendix A.

### **Licensure**

In March of 2020, in response to the Covid-19 pandemic, the Federal government announced that healthcare providers are allowed to practice across state lines to remove a key barrier to the continued adoption of telehealth and mHealth. Accordingly, all Fifth Avenue Forensics licensed professionals are now permitted to practice in states other than New York. Even if this ruling would be reversed once the pandemic has subsided, none of the proposed evaluation services entail diagnostic or treatment services that require Louisiana state licensure for legal and reimbursement purposes.

Furthermore, pre-employment evaluations, along with fitness for duty or promotional evaluations, all fall within the realm of forensic evaluations, rather than medical care and treatment. This implies that even after the Covid-19 licensing waivers expire, Fifth Avenue Forensics will be able to continue to render professional services to your department for the duration of the contract.

### **Litigation History**

Neither the firm of Fifth Avenue Forensics nor the aforementioned professionals have been named in post or pending litigation, lawsuits, or allegations related to pre-employment or fitness for duty psychological evaluation services.

Neither the practice nor any individuals assigned to this engagement are suspended, or otherwise prohibited from professional practice by any federal, state, or local agency.

There is no history of bankruptcy or insolvency proceedings.

### **Scope of Services**

As a result of over 30 years of experience in innumerable forensic settings, both criminal and civil, Dr. Bardey is highly familiar with the public safety work environment and what it requires of those working within it. Similarly, Dr. Bardey's colleagues have a full understanding of the needs of hiring agencies and the rights of job candidates, and they observe IACP guidelines throughout the evaluation. We understand the importance of reliable, defensible conclusions as part of the candidate selection/decision-making process to ensure that successful public safety employees are deemed free from any emotional or mental condition that might adversely affect their performance of safety-based duties and responsibilities and that they are capable of withstanding the psychological demands inherent in the prospective position. The importance of emotional and mental stability, including in relation to diverse community members, has only been highlighted and emphasized by the recent social tensions between police departments and communities across the country.



As a matter of professional practice, Fifth Avenue Forensic team members gather sufficient information about the required duties, responsibilities, working conditions, and other psychologically relevant job characteristics from the hiring authority prior to beginning the psychological evaluation. We utilize this information to identify skills, behaviors, attributes, and other personal characteristics associated with effective and counterproductive job performance.

If awarded this contract, we will partner with Jefferson Parish Fire Department leadership to determine your preference and needs for pre-employment psychological evaluation workflows and fitness for duty evaluation processes; for example, Jefferson Parish Fire Department applicants may be referred by batch or individually over the course of the contract, dependent on your hiring practices.

Fifth Avenue Forensics will assign a dedicated project lead to the Parish of Jefferson contract to ensure that each referral is received in a timely manner and that complete relevant background material is confidentially obtained. From the time of a candidate's referral for a psychological evaluation, including name and contact information, Fifth Avenue Forensics will schedule an appointment for online testing within 15 business days. Upon completion of the written testing, assessment materials are scored electronically.

After careful review of relevant background information provided by the Parish of Jefferson, and the results of the previously administered psychological testing, one of our licensed professionals will conduct a structured oral interview with the applicant, in keeping with Americans with Disabilities Act (ADA) and Equal Employment Opportunity guidelines (EEO). Oral interviews will be scheduled with each individual candidate, and the appointment times can be relayed to the contact with the Jefferson Parish Fire Department if desired. Structured oral interviews will be scheduled during normal business hours within one (1) week of the completed written testing.

For the purpose of employment-related evaluations for Fire Department applicants, Fifth Avenue Forensics utilizes standardized assessment tools, followed by a structured oral interview. Only instruments with proven reliability, validity, and other empirical evidence are used for measuring specific, highly relevant personality characteristics, cognitive functioning, and the ability of each candidate to meet the necessary psychological earmarks of a successful public-safety employee.

After discussions with leadership from the Jefferson Parish Fire Department, and based on this city's specific needs, some or all of the following written assessment tools maybe used:

The Personality Assessment Inventory (PAI)

One of the most widely used inventories of adult personality for the evaluation of public safety employees, the self-report PAI consists of 22 clinical scales across 11 clinical constructs divided into three broad classes: the neurotic spectrum, including phobias; the psychotic spectrum; and behavior disorder/impulse control problems, which incorporates anger management issues. The PAI includes indicators of potential crisis situations. Administration time is up to 40 minutes shorter than that for similar instruments. *Reference:* Morey, L. (2003). *Essentials of PAI Assessment*. Hoboken, NJ: John Wiley & Sons.

### The Psychological History Questionnaire (PsyQ)

The PsyQ is a self-report questionnaire that collects behavioral and psychological history information that is pertinent to the evaluation of applicants for public safety positions. The purpose of the PsyQ is to verify the psychological test (i.e., the PAI) results against actual behavior. The PsyQ contains 340 questions covering 14 topic areas including education and employment experience, military history, legal and financial history, developmental history, and substance abuse history. It is worded clearly, in language that is easy for applicants to understand. *Reference:* Roberts, M. & Johnson, M. (2005). A research-based approach to pre-employment screening of law enforcement officers. Presentation at Consortium of Police Psychological Services.

### Modern Racism Scale

While traditional expressions of racism have become unacceptable to most Americans, implicit, censured and covert racism continues to exist. The Modern Racism Scale is an easily administered, seven question assessment that measures subtle and indirect racial attitudes and prejudice. *References:* Morrison T.G., Kiss M. (2017) Modern Racism Scale. In: Zeigler-Hill V., Shackelford T. (eds) *Encyclopedia of Personality and Individual Differences*. Springer, Cham. [https://doi.org/10.1007/978-3-319-28099-8\\_1251-1](https://doi.org/10.1007/978-3-319-28099-8_1251-1). Charles, S. (2009). Professional integrity, modern racism, self-esteem, and universality-diversity orientation of police officers in a large urban police agency. ETD Collection for Fordham University. AAI3361463. <https://research.library.fordham.edu/dissertations/AAI3361463>

### Rotter's Locus of Control Inventory (LOC)

The LOC is a 13 item forced-choice questionnaire. It measures generalized expectancies for internal vs. external control of reinforcement, i.e., the degree to which a person believes that they can influence their life through their own actions. The assessment of Locus of Control is essential when determining individual problem solving approaches, the assumption of personal responsibility, and insight and judgement. *Reference:* Rotter, J.B. (1966). Generalized expectancies for internal versus external control of reinforcement. *Psychological Monographs*, 80, (1, Whole No. 609).



Completed examinations and recommendations are supervised and reviewed by Dr. Bardey prior to final determination. Fifth Avenue Forensics' team approach to conducting these important assessments ensures that the testing results and ultimate opinions are discussed among a panel of qualified doctoral level psychologists, as well as by board-certified forensic psychiatrists, leaving no room for individual variance in the assessment process.

Within five (5) business days or less of the oral examination, the Parish of Jefferson will be notified in writing and orally, if requested, of the cumulative results of both the written assessment and the oral interview for candidates.

The confidential notification will specifically include the names of those candidates who are deemed psychologically/psychiatrically qualified ("suitable") or psychologically/psychiatrically unqualified ("unsuitable") to perform the job specifications set forth in the job descriptions furnished by the Parish of Jefferson. Alternatively, final reports can specifically designate that an "applicant is recommended for hire" or that an "applicant is not recommended for hire" using a modified rating system.

Notification will consist of a comprehensive written report ("Final Report") on each candidate, prepared by the psychologist or psychiatrist who conducted the oral interview and signed by such.

Please note in Appendix B an example of a Pre-Employment Psychological Evaluation.

In response to the continuing COVID-19 pandemic, preventive stay-at-home orders, and other CDC social distancing guidelines, Fifth Avenue Forensics has moved to an all-virtual testing environment with great success. Candidates referred for psychological assessments will be invited to join a HIPAA compliant online meeting platform, Zoom, at a specific date and time to participate in testing. Prior to the testing session, we will provide each candidate with information about the purpose of the Zoom meeting as well as website and individualized login information for the testing portals. At the appointed time, a member of the Fifth Avenue Forensics team will welcome the participant, explain the testing process, answer any questions, and then proceed to proctor the tests.

The expanded ability to deliver all proposed services via telehealth technology greatly enhances our availability and flexibility to provide psychological assessment services while making the evaluation process more convenient and efficient for your job candidates. Remote evaluations offer a number of advantages. These benefits include savings in travel and rent resulting in lower costs, access to highly qualified mental health professionals independent of geography, more flexible scheduling, and rapid turnover. Research has shown that telehealth evaluations are equally effective and reliable as face-to-face evaluations. In fact, telehealth services will remain an integral part of the healthcare landscape long after this pandemic has passed.



Accordingly, please note that our proposal and the associated fee structure assumes that pre-employment assessments will be completed remotely throughout the term of the contract.

### **Fifth Avenue Forensic Work History**

We are pleased to share the following individuals and agencies as references.

City of Albany. 2020 – present

*Provide psychological services, evaluations, and reports of municipal employees, including police officer candidates.*

Contact: Commander Anthony Battuello

Albany Police Department

Office of Professional Standards

Administrative Services Bureau

165 Henry Johnson Blvd.

Albany, NY 12210

Phone: 518-462-8017

Email: [abattuello@albanyny.gov](mailto:abattuello@albanyny.gov)

County of Rockland, Department of General Services. 2018 – present

*Provide pre-employment psychological screenings, fitness for duty examinations, and civil service Article 72 psychological exams.*

Contact: Sherri Brenner

Personnel Coordinator

Rockland County

Dept. of Personnel

50 Sanatorium Rd.

Building A, 7th Floor

Pomona, NY 10970

845.364.3773

Email: [Brenners@co.rockland.ny.us](mailto:Brenners@co.rockland.ny.us)

### **Cost Proposal**

Fifth Avenue Forensics proposes the following pricing terms per service. Please note that fees are inclusive and include all expenses, materials, support services, overhead and profit.

Fire Department pre-employment evaluation	\$500
Fitness for Duty Evaluations	\$2,000
Evaluation of personnel after traumatic events/clinical consultation	\$400/hour
Counseling services	\$400/hour
Court Appearances (virtual)	\$2,000



## Appendix

### A. Curricula Vitae

- a. Alexander S. Bardey, MD
- b. Elie Aoun, MD
- c. Kate Termini, PsyD
- d. Deborah Rose, PsyD
- e. Robyn Landow, PhD

### B. Sample Pre-Employment Screening and Background Investigative Report

## Attachments

### A. General Professional Services Questionnaire



**ALEXANDER SASHA BARDEY M.D.**

**FIFTH AVENUE FORENSICS**

**303 FIFTH AVENUE, SUITE 403, NEW YORK, NY 10016**  
**TELEPHONE: (212) 532-2322      FAX: (212) 532-2219**

**E-MAIL: [DRBARDEY@FIFTHAVENUEFORENSICS.COM](mailto:DRBARDEY@FIFTHAVENUEFORENSICS.COM)**  
**WEBSITE: [WWW.FIFTHAVENUEFORENSICS.COM](http://WWW.FIFTHAVENUEFORENSICS.COM)**  
**NEW YORK STATE LICENSE: 179638**

**EDUCATION**

1989 - 1992	Resident in General Psychiatry, NYU Medical Center, NY
1988 - 1989	Intern in General Psychiatry, NYU Medical Center, NY
1988	M.D., SUNY at Stony Brook Medical School, NY
1983	B.A., Harvard University, MA

**LICENSURE AND CERTIFICATION**

1996, 2015	Added Qualifications in Forensic Psychiatry, The American Board of Psychiatry and Neurology
1994, 2005, 2015	Diplomate in Psychiatry, The American Board of Psychiatry and Neurology
1989	New York State Medical License

**PROFESSIONAL APPOINTMENTS**

**Fifth Avenue Forensics**

**City of Albany.** Provide psychological services, evaluations, and reports of municipal employees, including police officer candidates. (2020-present)

**County of Rockland, Department of General Services.** Provide pre-employment psychological screenings, fitness for duty examinations, and civil service Article 72 psychological exams. (2018-present)

**Center For Court Innovation.** Provide consultative psychiatric services to the New York State Unified Court System and the Center for Court Innovation, a project of the Fund for the City of New York. Perform psychiatric evaluations, risk assessments and submit expert reports to the Court in order to determine eligibility for participation in the specialized court project and support applications for housing, treatment and case management services, for the following Alternative to Incarceration Programs:

- **Manhattan Felony Alternative to Incarceration (ATI) Court.** A project of the Fund for the City of New York. These services are supported by the NYS Office of Court Administration

(OCA) and the Manhattan District Attorney's Office (DANY). (2019-present)

- Brooklyn Mental Health Court. A project of the Fund for the City of New York. These services are supported by NYS Office of Mental Health (OMH). (2014-present)
- Brooklyn Alternative to Incarceration (ATI) Court. Center for Court Innovation, a project of the Fund for the City of New York. These services are supported by New York City Council. (2020-present)

### **County of Nassau, Department of Mental Health, Chemical Dependency, and Developmental Disabilities Services.**

- Director of Forensic Psychiatry (2017-present)
- Nassau County Mental Health Court. Participate in the development and implementation of the Nassau County Mental Health Court. Provide clinical leadership, perform psychiatric evaluations and risk assessments, and submit expert forensic-psychiatric reports. Co-lead weekly clinical-judicial meetings regarding ongoing court operations and member participation. (2007 – present)
- Assisted Outpatient Treatment Program. Provide clinical leadership in Assisted Outpatient Treatment Program (Kendra's Law). Perform psychiatric assessments for eligibility and provide expert testimony in County Supreme Court. Oversee the implementation of the law and participate in programmatic development. Lead and supervise clinical review team. (2002 – present)

### **Private Forensic Practice**

- Qualified as an expert in Psychiatry and Forensic Psychiatry in Criminal, Civil, Family, and Supreme Courts in New York, Kings, Queens, Richmond, Bronx, Westchester, Nassau and Suffolk Counties, as well as in Federal Courts in the Eastern and Southern Districts of New York and Criminal and Civil Courts in New Jersey, Massachusetts and Connecticut. Consult with attorneys from the United States Attorney's office, the New York District Attorney's office, The Federal Defender Program, the Capital Defender Program and The Legal Aid Society in Criminal and Civil matters. (1993 - present)

### **Private Clinical Practice**

- Provide psychiatric evaluations and treatment, specializing in pharmacological management of affective and psychotic disorders. (1992 – present)

### **Director of Psychiatry, Rikers Island, Prison Health Services, Inc.**

- Administer and clinically oversee for the NYC Health and Hospitals Corporation - Correctional Health Services' contracted private vendor. Ensure the provision of clinical



services within the guidelines of regulatory and funding agencies including the NYC Department of Public Health, NYS Office of Mental Health, NYS Office of Alcoholism and Substance Abuse Services, NYC Commission on Correction, and NYS Board of Corrections. Provide direct clinical and administrative oversight for 200 clinical full-time staff. (2000 – 2002)

**Director, Assisted Outpatient Treatment Program (Kendra's Law), Bellevue Hospital, NY**

- Administer a hospital based forensic initiative. Develop program implementation, policy and procedures. Design and maintain a NYC grant funded budget. Provide data coordination and reporting of utilization and statistical measures to NYS Office of Mental Health and NYC Department of Mental Health and Mental Retardations Services. Supervise clinical and support staff. (1999- 2000)

**Associate Director, Division of Forensic Psychiatry, Bellevue Hospital, NY**

- Deputy direct the division of Forensic Psychiatry, including provision of clinical and evaluation services. Manage and supervise psychiatric and support staff. Oversee JCAHO and DMH survey preparations, and report UR/QA initiatives. Provide clinical supervision of forensic psychiatric fellows, psychiatric residents, and medical students. (1995 – 1999)

**ACADEMIC APPOINTMENTS**

2018 - Present	Clinical Assistant Professor in Psychiatry, NYU School of Medicine
2003 – Present	Adjunct Assistant Professor in Psychiatry and Behavioral Sciences, New York Medical College
1992 - 2018	Clinical Instructor in Psychiatry, NYU School of Medicine
1989 - 1992	Assistant Clinical Instructor in Psychiatry, NYU School of Medicine

**ADDITIONAL PROFESSIONAL POSITIONS**

1993 - 1995	Attending Psychiatrist, Division of Forensic Psychiatry, Bellevue Hospital
1992 – 1993	Attending Physician, Division of Consultation-Liaison Psychiatry, Bellevue Hospital
1992 - 1993	Attending Physician, St. Francis Residence
1990 - 1992	Attending Physician, Psychiatric Admitting Office, Bellevue Hospital

**COMMITTEE ASSIGNMENTS**

1996 - 1997	JCAHO Task Force, Bellevue Hospital
1996 - 1997	Search Committee for Medical Director in Psychiatry, Bellevue Hospital
1993 - 1994	Advisory Council to the Executive Director, Bellevue Hospital
1992 - 1994	Faculty Academic Affairs Committee, Bellevue Hospital
1989 - 1991	Admissions Committee, Department of Psychiatry, NYU School of Medicine

### **TEACHING EXPERIENCE**

- 2004 - 2010 Course Director, Forensic Psychiatry, St. Vincent's Catholic Medical Center, NY
- 1999 - 2000 Supervising Psychiatrist, NYU Forensic Psychiatry Residency, Department of Psychiatry, NYU School of Medicine
- 1999 - 2000 Supervising Attending Psychiatrist, Elective in Telepsychiatric Consultation, NYU School of Medicine
- 1995 - 1999 Director, Medical Student Education, Division of Forensic Psychiatry, Bellevue Hospital
- 1995 - 1999 Lecturer in the Forensic Psychiatry Course to Psychiatry Residents, NYU Department of Psychiatry
- 1994 - 1999 Lecturer in Suicide Prevention and Management Seminar for the Department of Corrections
- 1994 - 1999 Lecturer in Psychopharmacology Course in the Psychology Department, Bellevue Hospital
- 1993 - 2002 Supervising Attending Psychiatrist, Tisch Hospital
- 1993 - 2000 Supervising Attending Psychiatrist, Forensic Psychiatry Fellowship, NYU Department of Psychiatry
- 1992 - 2000 Psychopharmacology Supervisor, Psychopharmacology Clinic, Bellevue Hospital
- 1992 - 1994 Psychotherapy Supervisor, Mental Hygiene Clinic, Bellevue Hospital
- 1991 - 1993 Supervising Attending Psychiatrist, Psychiatric Emergency Room, Bellevue Hospital
- 1991 - 1992 Instructor in a didactic course on psychopathology, NYU School of Medicine
- 1990 - 1991 Instructor in a didactic course on human behavior, NYU School of Medicine

### **MEMBERSHIPS IN PROFESSIONAL SOCIETIES**

- 1995 - Present American Board of Forensic Examiners
- 1990 - Present American Medical Association
- 1992 - 1995 American Group Psychotherapy Association
- 2017 - Present International Association of Chiefs of Police
- 2017 - Present Association for the Treatment of Sexual Abusers

### **PUBLICATIONS AND EDITORSHIPS**

- Bardey A.S. and Berger R.H. (1997). Confidentiality and Privilege. Primary Psychiatry, 4 (8), 19 - 26.
- Bardey A.S. and Berger R.H. (1997). Informed Consent. Primary Psychiatry, 4 (9), 9 - 21.
- Bardey A.S. and Berger R.H. (1997). Malpractice. Primary Psychiatry, 4 (10), 14 - 21.
- Bardey A.S. and Berger R.H. (1997). Dangerousness. Primary Psychiatry, 4 (11), 14 - 21.
- Bardey A.S. and Berger R.H. (1997). Telemedicine and Telepsychiatry. Primary Psychiatry, 4 (12), 14 - 16.
- Bardey A.S. and Berger R.H. (1998). Malingering. Primary Psychiatry, 5 (2), 24-36.

### **PRESENTATIONS**

Bardey, A.S., Bailey, P, Vassalo, R, (2020). Forensic Evaluations and Reports, Continuing Legal Education presentation, CUCS Academy for Justice-Informed Practice. Online.

Bardey, A.S., Lapinta, A., Prof. Kramer, L.S., (2020). Selected Topics in Trial Advocacy, Examination of Expert Witness, Touro Law School, East Islip, NY.

Bardey, A.S., (2020). Twenty Years of AOT in New York: What Have We Learned? New York State Office of Mental Health state-wide grand rounds, Albany, NY.

Bardey, A.S., Lapinta, A., Prof. Kramer, L.S., (2019). Selected Topics in Trial Advocacy, Examination of Expert Witness, Touro Law School, East Islip, NY.

Bardey, A.S., Carmenaty, R., Carle, D., Gorinsky, J., and Butchin, J. (2018). Nassau County Bar Association, Mental Health Subcommittee Continuing Legal Education presentation: Kendra's Law: The Case for Coercive Care. Bar Association, Mineola, NY.

Bardey, A.S. (2018). New State Office of Mental Health, Long Island Field Office, Psychiatric In-service: Psychopharmacology Update. Pilgrim Psychiatric Center, Brentwood, NY.

Bardey, A.S., Klein, F.B., and La Pinta, A.M. (2016). New York State Bar Association, Criminal Justice Section, Spring Meeting: Trials Without "Who Done It" But Why. Montauk Yacht Club, Montauk, NY.

Bardey, A.S. and Dolan, J.R. (2015). The 6<sup>th</sup> Annual Conference on Co-Occurring Disorders: Forensic Mental Health and Chemical Dependency Services for Criminal and Juvenile Justice, Keynote Presentation: We Thought We Knew – No Let's Get It Right. Hofstra University, Uniondale, NY.

Bardey, A.S. (2015). Psychiatric Disorders, Co-Occurring Disorders and Medications. Crisis Intervention Training, Hempstead Police Department, Hempstead, NY.

Bardey, A.S. (2015) Infanticide: The Psychology of an Unnatural Act. Arizona Homicide Investigators Association, annual meeting, Las Vegas, NV.

Bardey, A.S., Ser, J., Esq., Gombiner, M., (2015) Sex Offender Evaluations: What They Are and What They Mean. The Federal Defenders of New York, Inc., CLE Program, New York, NY.

Bardey, A.S., Hon. McCarthy, W.E., Prof. Cucolo, H., Leo, D. (2015) Sexual Offenders and Post Incarceration MHL Article 10 Civil Commitment and SORA Proceedings. 2015 Joint Seminar of the First, Second, Third & Fourth Judicial Departments of the Appellate Division of the Supreme Court of the State of New York, New York, NY.

Bardey, A.S., Termini, K., Prentky, R. (2014) Psycho-Sexual Evaluation Training. Federal Defenders of New York, Inc., Southern District of New York, New York, NY.

- Bardey, A.S. (2014). Emotionally Disturbed Persons Response Team Training Course. Morrelly Homeland Security Center, Bethpage, NY.
- Bardey, A.S. (2013). Psychotropic Medications and Co-Occurring Disorders. Mental Health Association of Nassau County, Hempstead, NY.
- Bardey, A.S. (2012). Psychiatric Disorders, Co-Occurring Disorders and Medications. Crisis Intervention Training, Nassau and Suffolk County Parole/Probation, Hempstead, NY.
- Bardey, A.S. (2011). Psychiatric Disorders, Co-Occurring Disorders and Medications. Crisis Intervention Training, Hempstead Police Department, Hempstead, NY.
- Bardey, A.S. (2010). Psychotropic Medications and Interactions with Street Drugs. Lecture to FEGS Health and Human Services System, Hempstead, NY.
- Bardey, A.S. et al. (2010). Nassau County Mental Health Court – Psychiatric Perspective. Continuing Legal Education presentation to the Nassau County Bar Association, Garden City, NY.
- Bardey, A.S., Ruthen, H. (2008). Mentally Disabled People in Crisis. Presentation to the Nassau County Police Department, Garden City, NY.
- Bardey, A.S., Lynch, C. (2008) Continuing Legal Education presentation to the Kings County District Attorney's Office: Extreme Emotional Disturbance. Brooklyn, NY.
- Bardey, A.S. (2008). The Case for Coercive Care – Kendra's Law in Nassau County. Webinar to the Office of Court Administration.
- Bardey, A.S., Nolan, J. (2008 and 2006). Assessing for Serious Mental illness – Overview. Presentation to Nassau County Department of Social Services, Hempstead, NY.
- Bardey, A.S. (2008). The case for Coercive Care – Kendra's Law in Nassau County. Grand Rounds presentation at North Shore University Hospital at Manhasset, NY.
- Bardey, A.S. (2007). Working with the Difficult to Engage Client. Presentation to the Mental Health Association of Nassau County, NY.
- Bardey, A.S. (2007) Stop treating the Incarcerated Mentally Ill. Presentation to the World Association for Psychiatric Rehabilitation, NY.
- Bardey, A.S. (2006) Mental Illness and the Criminal Justice System – An Unfortunate Alliance. Continuing Legal Education presentation to the Suffolk Bar Association, East Islip, NY.
- Bardey, A.S. (2006). Working with the Challenging Client. Presentation to the Mental Health Association of Nassau County, NY.

Bardey, A.S. (2005). Assisted Outpatient Treatment: Five-Year Update and Experience. Grand Rounds presentation at North Shore University Hospital at Glen Cove, NY.

Bardey, A.S., Zdanowicz, M. & Barr, H. (2004). Coercion and Treatment, Medical, Legal, and Ethical Issues. American Psychiatric Association Annual Meeting.

Bardey, A.S. (2003). Forensic Mental Health. Mental Health Judicial Conference. NY.

Bardey, A.S. (2003). Mad or Bad – the Mentally Ill in the Criminal Justice System. Presentation to the Legal Aid Society of New York.

Helfand, S., Bardey, A.S. & Rose, D.S. (2002). Disaster Counseling in an Urban Jail Setting. National Commission on Correctional Health Care - Clinical Updates in Correctional Health Care.

Bardey, A.S., Rose, D.S. & Collins, G. (2001). Mandated Outpatient Treatment in New York City: A Forensic Perspective. American Psychiatric Association Annual Meeting.

Rose, D., Bardey, A.S., Trujillo, M., & Abad, A.A. (2000). Implementing Outpatient Commitment in New York City: A Forensic Perspective. World Psychiatric Association Thematic Conference & Introductory Course on Legal and Forensic Psychiatry.

Bardey, A.S. (2000). The Implementation of Kendra's Law in New York. Harlem Hospital, Grand Rounds.

Bardey, A.S. (2000). The Implementation of Kendra's Law in New York. Gouverneur Hospital, Grand Rounds.

Bardey, A.S. (1997). The Use of Telemedicine in Psychiatry, Middletown Hospital, Grand Rounds.

**ELIE G. AOUN, M.D.**

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Fax: (347) 767 – 2113

Date of CV: October 2020

**CURRENT PROFESSIONAL POSITIONS**

Elie G. Aoun Psychiatry PLLC

General, Addictions and Psychiatrist

Psychiatrist II, Sex Offender Management and Treatment Liaison  
New York State Office of Mental Health  
Sex Offender Treatment Program (SOTP) and Strict and Intensive  
Supervision (SIST) divisions

Assistant Professor of Clinical Psychiatry  
Columbia University College of Physicians and Surgeons  
Division of Law, Ethics and Psychiatry

**LICENSURE AND BOARD CERTIFICATION**

Sept 2020 – Present	American Board of Psychiatry and Neurology, Specialty: Forensic Psychiatry, Certificate number: 2397
Jan 2019 – Present	American Board of Preventive Medicine, Specialty: Addiction Medicine, Certificate number: 61-4147
Oct 2018 - Present	American Board of Psychiatry and Neurology, Specialty: Addiction Psychiatry, Certificate number: 2534
Oct 2017 - Present	American Board of Psychiatry and Neurology, Specialty: Psychiatry, Certificate number: 72324
Apr 2017 - Apr 2022	Medical Review Officer, Certification number: 17-12184
Jan 2017 - May 2022	New York State Unrestricted Medical License, License number: 287660
Jun 2016 - Jun 2022	California Unrestricted Medical License, License number: A-143025
Apr 2015 - Jun 2016	Rhode Island Unrestricted Medical License, License number: MD-14970
May 2012 - Jun 2015	Rhode Island Limited Medical License, License number: LP-02517
Feb 2011 - Present	Educational Committee for Foreign Medical Students certification,

License number: 0-808-672-0

### ACADEMIC APPOINTMENTS

July 2020 – Present	Columbia University College of Physicians and Surgeons, Division of Law, Ethics and Psychiatry - Assistant Professor of Clinical Psychiatry
Sept 2019 – Mar 2020	New York University, Department of Psychiatry - Assistant Professor of Clinical Psychiatry
Jan 2017 - Sept 2019	New York University - Clinical Instructor
Jul 2018 - Jun 2019	Columbia University - Post-Doctoral Research Fellow

### HOSPITAL APPOINTMENTS

Oct 2019 - Present	Central New York Psychiatric Center (NY) - Attending Psychiatrist
Jan 2017 – Present	Bellevue Hospital (NY) – Attending Psychiatrist
Jul 2017 - Jun 2018	Mid-Hudson Forensic Psychiatric Center (NY) - House Staff Physician
Jul 2017 - Jun 2018	New York Presbyterian Hospital and Columbia University Medical Center Medical (NY) - House Staff Physician
Jul 2016 - Jun 2017	San Francisco Veterans Administration Medical Center (CA) -House Staff Physician
Jul 2016 - Jun 2017	Kaiser Permanente Medical Center in San Francisco (CA) - House Staff Physician
Jul 2015 - Jun 2016	Eleanor Slater Hospital (RI) - Moonlighting Physician
Jul 2014 - Jun 2016	Eleanor Slater Hospital (RI) - House Staff Physician
Jul 2014 - Jun 2016	Rhode Island Hospital (RI) - Moonlighting Physician
Jul 2012 - Jun 2016	Rhode Island Hospital (RI) - House Staff Physician
Jul 2014 - Jun 2016	Women and Infants Hospital (RI) - Moonlighting Physician
Jul 2012 - Jun 2016	Women and Infants Hospital (RI) - House Staff Physician
Jul 2014 - Jun 2016	The Miriam Hospital (RI) - Moonlighting Physician
Jul 2012 - Jun 2016	The Miriam Hospital (RI) - House Staff Physician
Jul 2012 - Jun 2016	Butler Hospital (RI) - House Staff Physician
Jul 2012 - Jun 2016	Bradley Hospital (RI) - House Staff Physician

### EDUCATION

Jul 2006 - Jun 2010	Medical Doctor - American University of Beirut, Beirut, Lebanon
Jul 2003 - Jun 2006	Bachelor of Sciences (Biology) - American University of Beirut, Beirut, Lebanon

### ACADEMIC TRAINING

Jul 2018 - Jun 2019	Fellowship in Forensic Psychiatry Research, Columbia University, NY, NY
Jul 2017 - Jun 2018	Fellowship in Forensic Psychiatry, Columbia University and Cornell

Jul 2016 - Jun 2017	University combined program, NY, NY Fellowship in Addiction Psychiatry, University of California in San Francisco, San Francisco, CA
Jul 2012 - Jun 2016	Residency in Adult Psychiatry, Department of Psychiatry and Human Behavior, The Warren Alpert Medical School of Brown University, Providence, RI; 2013-2016 Research Track. 2015-2016: Leadership in Education and Administration Program (LEAP) Track
Jul 2010 - Jun 2012	Postgraduate research assistant, University of Pittsburgh Medical Center - Western Psychiatric Institute and Clinic, Pittsburgh, PA

### HONORS AND AWARDS

Mar 2019	APA Federal Advocacy Conference Scholarship
Dec 2016 - Nov 2018	AAAP trainee representative to the Board of Directors
Jun 2016 - May 2018	APA - SAMSHA Substance Abuse and Minority Fellowship awardee, APA
Mar 2016	Stepping Up /APEX (American Psychiatric Excellence) National Summit Travel Award, APA
Mar 2016 A	ADPRT International Medical Graduate award, AADPRT
Jun 2015 - May 2016	ACORF mentor, APA Assembly Committee On Residents and Fellows, APA
Jun 2014 - May 2016	Group for the Advancement of Psychiatry Fellowship awardee, GAP
Dec 2014	AAAP Regional Travel Award, AAAP
Jun 2014 - May 2016	American Psychiatric Leadership Fellowship Awardee, APA
Jul 2014 - Jun 2015	R25 Grant Awardee for the Brown University Psychiatry Training – Research Track, National Institute of Mental Health (R25MH101076), Brown University
Jun 2013 - May 2015	Area I RFM representative to the assembly, APA
May 2010	Best Oral Presentation and Best Original Work, Lebanese National Research Day, Alpha Omega Alpha - Lebanon Chapter

### ACADEMIC SERVICE

#### American Psychiatric Association:

Jun 2020 – May 2023	Scientific and Program Committee
Jun 2020 – May 2021	Scientific Poster Committee, (Vice Chair)
Jun 2020 – May 2021	Scientific Course Committee
Jun 2020 – May 2021	Scientific Subcommittee for Early Career Psychiatrists and Resident and Fellow Members
Jun 2018 – May 2020	Council on Addiction Psychiatry, (Vice Chair)
May 2017 - May 2019	Council on Psychiatry and the Law workgroup on Civil Commitment for Substance Use Disorders, (Co-Chair)
Jun 2016 - May 2018	Council on Addiction Psychiatry, Early Career Psychiatrist council member
Jun 2014 - May 2016	Council on Addiction Psychiatry, Resident and Fellow Member council member

Jun 2015 - May 2016	APA Resident and Fellow Members Caucus, Communications Officer
Jun 2015 - May 2016	Assembly Mentorship workgroup
Jun 2015 - May 2016	Assembly Communications workgroup
Jun 2013 - May 2015	APA Assembly, Resident and Fellow Members Representative for Area I
Jun 2013 - May 2015	Assembly Committee of Resident and Fellow Members, Area I Representative
Jun 2014 - May 2015	Awards Committee
Jun 2014 - May 2015	Reference Committee Two - Advocating for the Profession
Jun 2013 - May 2014	Nominating Committee
Sept 2013	Advocacy Day, Rhode Island Representative

American Academy of Addiction Psychiatry:

Jan 2014 -Present	Scientific and Program Committee (Co-Chair, 2018-Present; Associate Chair, 2016-2018)
Jan 2017 - Present	Addictions and the Law Committee (Co-Chair)
Jan 2016 - Dec 2018	AAAP Board of Directors, Trainee Representative to the Board of Directors
Jan 2016 – Present	Workshop Selection Committee (Co-Chair, 2017-Present)
Jan 2014 - Present	Public Policy Committee
Jan 2014 - Dec 2019	Membership Committee

American Academy of Psychiatry and the Law:

Oct 2018 - Present	Program Committee
Oct 2017 - Present	Government Affairs Committee
Oct 2017 - Present	Judicial Action Committee
Oct 2017 - Present	Diversity Committee
Oct 2016 – Present	Addiction Psychiatry Committee
Oct 2016 - Oct 2019	Law Enforcement Liaison Committee

American Medical Association:

Mar 2018 - Jun 2020	Pain Care Task Force
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Accreditation Council for Graduate Medical Education (ACGME):

Jan 2018 – Jul 2020	Psychiatry Residency Milestone 2.0 Workgroup member
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Group for the Advancement of Psychiatry:

Jun 2014 - May 2016	Committee on Addictions
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Rhode Island Psychiatric Society:

Jun 2013 - May 2015	Rhode Island Psychiatric Society Council, Resident and Fellow Members
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Representative

Northern California Psychiatric Society:

Jul 2016 - Jun 2017 Committee on Addictions

Center Alcohol and Addiction Studies, Brown University:

Jul 2014 - Jun 2016 Research Study Physician and Mentor

Brown University Psychiatry Residency:

Jul 2012 - Jun 2016 Medical Students Education Committee (Chair, 2015-2016)

Jul 2012 - Jun 2016 Residency Curriculum Committee

Jul 2015 - Jun 2016 Neuropsychiatry Clerkship Steering Committee

Jul 2012 - Jun 2016 Policy and Graduate Medical Education Committee

Jul 2012 - Jun 2014 Residency Selection Committee

Jul 2012 - Jun 2016 Residency Social Committee

Butler Hospital:

Jul 2013 - Jun 2014 Pharmacy and Therapeutics Committee Resident Representative

Jul 2013 - Jun 2015 Institutional Review Board

PROFESSIONAL ORGANIZATIONS AND SOCIETIES

National Organizations and Societies

Nov 2012 - Present American Psychiatric Association

Mar 2013 - Present American Academy of Addiction Psychiatry

Mar 2015 - Present American Academy of Psychiatry and the Law

May 2020 - Present Association for the Treatment of Sexual Abusers

Dec 2012 - Present American Gay and Lesbian Psychiatrists

Nov 2017 - Present American Medical Association

Feb 2015 - Jan 2016 American Society of Addiction Medicine

Jun 2014 - May 2016 Group for the Advancement of Psychiatry

Regional Organizations and Societies

Jul 2017 - Present New York State Psychiatric Society

Jul 2017 - Present New York County Psychiatric Society

Jun 2016 - Jul 2017 Northern California Psychiatric Society

Nov 2012 - Jun 2016 Rhode Island Psychiatric Society

International Organizations and Societies

Jul 2010 - Jun 2017 American University of Beirut, Alumni Association

Jul 2007 - Jun 2016 Lebanese Medical Society

Peer Reviewer Journals

Jan 2016 - Dec 2018 American Journal on Addictions, Ad Hoc reviewer  
 Mar 2014 - Jan 2018 Alcohol and Alcoholism, Ad Hoc reviewer  
 Nov 2017 PeerJ, Ad Hoc reviewer  
 May 2017 Addictive Behaviors Reports, Ad Hoc reviewer

#### GRANT SUPPORT

2016 - 2019 Mifepristone As A Pharmacological Intervention For Stress-Induced Alcohol Drinking NIH/NIAAA (1K01AA023867-01); Five years of funding awarded  
 Role: Research Study Physician [FDA IND 121984 Holder: Haas-Koffler] (PI: Haass Koffler)  
 Total direct support: \$957,895

2016 - 2018 The Intersection of Mental Illness, Minority Status, and Policing SAMHSA (SM060562-05); Two years of funding awarded  
 Role: APA - SAMHSA fellow  
 Total direct support: \$25,560

2014 - 2016 Pilot Study On The Safety And Efficacy of Mifepristone For The Prevention Of Relapses Of Alcohol Drinking  
 Research Excellence Award CAAS, Brown University; Two years of funding awarded  
 Role: Research Study Physician [FDA IND 121984 Holder: Haas-Koffler] (PI: Haass Koffler)  
 Total direct support: \$15,000

2014 - 2015 Mental Health Research Grant  
 NIH/ MH (R25MH101076); Two years of funding awarded  
 Role: Psychiatry Resident (PI: Eisen and Phillips)

#### EDUCATIONAL CONTRIBUTIONS

2018 – Present Addiction, Violence and Criminal Behavior - Columbia University and Cornell University combined forensic psychiatry fellowship program (lecturing, 2 hours every year)

2018 Reading Seminar: Seminal Topics in Forensic Psychiatry. Seminar series - Columbia University and Cornell University combined forensic psychiatry fellowship program

2018 Quality Improvement and Root Cause Analysis in Psychiatric Practice. Seminar - Joint Orientation Session for Columbia University Department of psychiatry residents and fellows

2018 Introduction to Forensic Psychiatry. Seminar presentation - Harlem Hospital psychiatry residency program

2017 The Role of Mineralocorticoid and glucocorticoid receptors in Alcohol Use Disorder. Seminar presentation - University of California in San Francisco

	psychiatry residency program
2017	The Gut in the Brain: The Role of Appetite Regulating Hormones in Alcohol Use Disorder. Seminar presentation - University of California in San Francisco psychiatry residency program)
2016 – 2017	Tobacco Use and Smoking Cessation. Seminar presentation for second year medical students - University of California in San Francisco School of Medicine
2016	Introduction to SBIRT, or How Non-Addiction Specialists Can Think of Addictions. Seminar presentation - University of California in San Francisco OB-GYN residency program
2015-2016	Addiction Psychiatry. Seminar presentation for second year medical students - Warren Alpert Medical School of Brown University
2015	The Use of Games in Teaching Psychopharmacology. Seminar presentation - Brown University psychiatry residency program
2014-2015	Emergency Psychiatry. Seminar presentation for second year medical students - Warren Alpert Medical School of Brown University
2013-2015	Career Development-How to Get Involved? Seminar presentation - Brown University psychiatry residency program
2013-2015	Introduction to Psychopharmacology. Seminar presentation - Brown University psychiatry residency program
2013-2015	Psychiatric Emergencies Case Conference. Seminar presentation for third- and fourth-year medical students- Warren Alpert Medical School of Brown University
2013-2014	Introduction to Depressive Disorders. Seminar presentation for second year medical students - Warren Alpert Medical School of Brown University

## **PUBLICATIONS**

### Original Peer Reviewed Research Publications

Providing Evidence-Based Pain Care to our Patients: What gets in the Physician's Way? *AMA Journal of Ethics. (In Press)*

Macaluso M, Kinzie M, Cowley D, Houston LJ, DeJong S, Janssen F, Bentman A, Edgar L, Campbell B, Bowen L, Aronowitz J, Aoun EG, Santiago P, Keepers G. The Psychiatry Milestones 2.0: How did we get from 1.0 to 2.0 and what can users expect? *Academic Psychiatry. 2020; 1-6*

Aoun EG, Porta G, Melhem NM, Brent DA. Prospective Evaluation of the DSM-5 Persistent Complex Bereavement Disorder Criteria in Adults: Dimensional and Diagnostic Approaches. *Psychological Medicine. 2020; 1-10*

2019

Aoun EG, Appelbaum PS. Ten Years after the ADA Amendment Act (2008): The Relationship Between ADA Employment Discrimination and Substance Use Disorders. *Psychiatric Services*. 2019; 70 (7); 596-603

Aoun EG, Bazzi L. Addiction and the Law. *American Journal on Addictions*. 2018; 27; 56-57

Virani S, Aoun EG, Genova N, Brainch N, Albuquerque Gomes C, Hurley B, Bazzi R. Decoding New York State's Prescription Monitoring Program. *Psychiatric Services*. 2018; 69 (9); 956-958  
2017

\*Aoun EG, Jimenez VA, Vendruscolo LF, Walter NAR, Barbier E, Ferrulli A, Haass-Koffler CL, Darakjian P, Lee MR, Addolorato G, Heilig M, Hitzemann R, Koob GF, Grant KA, Leggio L. Relationship Between the Aldosterone - Mineralocorticoid Receptor Pathway and Alcohol Drinking: Preliminary Translational Findings Across Rats, Monkeys and Humans. *Molecular Psychiatry*. 2017 May; doi: 10.1038/mp.2017.97. [Epub ahead of print]

Press Releases:

NIDA IRP website - Featured Paper of the Month (November 2017): "November 2017 paper of the month. A relationship between the aldosterone-mineralocorticoid receptor pathway and alcohol drinking: preliminary translational findings across rats, monkeys and humans,"  
<https://irp.drugabuse.gov/featured-paper-november-2017/>

NIAAA website: <https://www.niaaa.nih.gov/news-events/news-releases/nih-findings-link-aldosterone-alcohol-use-disorder>

<https://www.nih.gov/news-events/news-releases/nih-findings-link-aldosterone-alcohol-use-disorder>

Article featured in (selected websites):

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CT Post: "Hormone in the Body May Contribute to Alcohol Abuse,"  
<http://www.ctpost.com/local/article/Hormone-in-the-body-may-contribute-to-alcohol-11293861.php>

Technology Networks: "Increasing Aldosterone Levels Drives Alcohol Seeking Behavior,"  
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Medical Press: "Findings link aldosterone with alcohol use disorder,"  
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Endocrinology Advisor: "The Handoff: Your Week in Endocrinology News - 7/21/17"  
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Press Releases:

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Musallam KM, Aoun E, Mahfouz R, Khalife M, Taher A. JAK2V617F and Prothrombin G20210A Gene Mutations in a Patient With Budd-Chiari Syndrome and Essential Thrombocythemia. *Clin Appl Thromb Hemost*. 2010 Aug; 16(4):472-474.

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#### Reviews, Chapters and Editorials

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VanDercar AH, Jain A, Freitas C, Aoun EG. (2020) Fifty Years Post-Powell: Addiction and Culpability. *American Academy of Psychiatry and the Law Newsletter*. 2020 Jan; 45(1); 22-28

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\*Aoun EG, Schmidt K. (2018) Psychoneuroendocrinology and Addictions, in Danovitch I and Mooney L (eds.): The Assessment and Treatment of Addiction: Best Practices and New Frontiers. Elsevier, Philadelphia, PA.

\*Aoun EG, McCance-Katz E. (2018) Psychiatric Comorbidity, in Renner JA, Levounis P and LaRose AT (eds.) Office-Based Buprenorphine Treatment of Opioid Use Disorder. APA Publishing, Washington, DC.

Bazzi L, Aoun EG. Psychiatrists Can Play Vital Role in Stemming Opioid Crisis. Psychiatric News. Published online. 2018 April 17. Accessible at:

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\*Aoun EG, Fusick A, Wagoner R. What's in a name? Deciphering the meaning of the word addiction." American Academy of Psychiatry and the Law Newsletter. 2017 Apr; 42(2); 22-31

\*Aoun EG, Bazzi L. Addiction and the Law. American Academy of Addiction Psychiatry Newsletter. 2017 Dec;33(3); 16, 23

Treatment of Substance Use Disorders in the Criminal Justice System. APA Position Statement. Approved by the Board of Trustees, Dec 2016

\*Aoun EG, Swift RM. Pharmacotherapy of Alcohol and Drug Dependence. Current Behavioral Neuroscience Reports. 2015 Mar; 2(1):30-39

\*Aoun EG. Addiction Training for the General Psychiatrist. American Academy of Addiction Psychiatry Newsletter. 2015 Jul; 31(3);6

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### Abstracts and Poster Presentations

Bazzi L, Aoun EG, Genova NJ, Torres F. Decoding New York State's Prescription Monitoring Program. American Academy of Psychiatry and the Law Annual Meeting. 2016

Haass-Koffler CL, Aoun EG, Kenna GA, De La Monte SM, Swift RM, Leggio L. Exogenous Intravenous Ghrelin Administration Decreases Endogenous Serum Leptin Level and Increases Alcohol Craving. Research Society on Alcoholism Annual Meeting. 2015

Haass-Koffler CL, Aoun EG, Kenna GA, De La Monte SM, Swift RM, Leggio L. Exogenous Intravenous Ghrelin Administration Decreases Endogenous Serum Leptin Level and Increases Alcohol Craving. American Academy of Addiction Psychiatry Annual Meeting. 2015.

Article featured in (selected websites): Medscape Medical News: "Appetite-Regulating Hormones May Block Alcohol Cravings," <https://www.medscape.com/viewarticle/855984> 2014

\*Aoun EG, Porta G, Melhem N, Brent D. Complicated Grief in Adults Bereaved by Sudden Death: Course Trajectories and Access to services, American Psychiatric Association Annual Meeting. 2014

\*Aoun EG, Haass-Koffler C, Swift RM, Addolorato G, Kenna GA, Leggio L. The Significance of Thyroid Hormones as Biomarkers for Prognosis and Baclofen Treatment Response in Alcohol Dependent Patients, American Psychiatric Association Annual Meeting. 2014

\*Aoun EG, Haass-Koffler C, Swift RM, Addolorato G, Kenna GA, Leggio L. The Significance of Thyroid Hormones as Biomarkers for Prognosis and Baclofen Treatment Response in Alcohol Dependent Patients, Mind Brain Research Day - Brown University. 2014

Swift RM, Aoun EG. Acamprosate Effect Sizes Across Studies Are Negatively Correlated with the Amount of Assessments, Research Society on Alcoholism Annual Meeting. 2014

\*Aoun EG, Haass-Koffler C, Swift RM, Addolorato G, Kenna GA, Leggio L. The Role of Aldosterone and Cortisol in Alcohol Use Disorders in a Baclofen Treatment Study, American Society of Clinical Psychopharmacology Annual Meeting. 2014

\*Aoun EG, Haass-Koffler C, Swift RM, Addolorato G, Kenna GA, Leggio L. The Role of Aldosterone and Cortisol in Alcohol Use Disorders in a Baclofen Treatment Study, American Academy of Addiction Psychiatry Annual Meeting. 2014. Recipient: 9<sup>th</sup> highest score of 200 submissions

\*Aoun EG, Porta G, Melhem N, Brent D. Complicated Grief Trajectories in Spouses Bereaved by Sudden Death, Mind Brain Research Day - Brown University. 2013

### Press, Interviews and Other Media

Recovering Addicts More at Risk of Risk of Relapse Amid Coronavirus, Experts Warn. *The Guardian*. <https://www.theguardian.com/world/2020/mar/28/americans-addiction-rrelapse-coronavirus>

Coronavirus Pandemic May Lead to 75,000 "Deaths of Despair" From Suicide, Drug and Alcohol Abuse, Study Says. *CBS News*. <https://www.cbsnews.com/news/coronavirus-deaths-suicides-drugs-alcohol-pandemic-75000/>

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Report: COVID-19 Likely to Produce 75,000 'Deaths From Despair' (Suicides, Substance Abuse). *AnalysingAmerica*. <https://m.analyzingamerica.org/report-covid-19-likely-produce-75000-deaths-despair-suicides-substance-abuse/>

Pandemic May Lead to 75,000 Deaths From Suicide, Drug and Alcohol Abuse, Study Says. *WVLT TV*. <https://www.wvlt.tv/content/news/Pandemic-may-lead-to-75000-deaths-from-suicide-drug-and-alcohol-abuse-study-says--570321021.html>

Coronavirus Shutdowns Could Lead To 75,000 'Deaths Of Despair,' Study Says. *Inquistr*. <https://www.inquisitr.com/6041991/coronavirus-shutdowns-deaths-despair/>

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The Heartbreaking Struggle to Stay Sober Under Lockdown. *Medium – Elemental*.

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Drinking During Self-Quarantine: How Much Is Too Much? *Them*.

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Justice Dept. Threatens Action Against Planned Safe Injection Sites. *Psychiatric News*. 53(19).  
<https://psychnews.psychiatryonline.org/doi/10.1176/appi.pn.2018.10a12>

Addressing the Opioid Epidemic: Psychiatrists Are Poised to Lead. *MD Edge*.  
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Psychiatrists Can Play Vital Role in Stemming Opioid Crisis. *Psychiatric News*. 53(8).  
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Risk of Alcohol Use Disorder Rises When Spouse is Diagnosed. *Psychiatric News*. 53(7).  
<https://psychnews.psychiatryonline.org/doi/full/10.1176/appi.pn.2018.3b6>

The cultural perceptions of prescription and illicit drug addiction." *Addiction Now*.  
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Second Injectable Buprenorphine Product Shows Promise. *Medscape Medical News*.  
<https://www.medscape.com/viewarticle/890463>

Alcohol Abuse: Craving Scores, Early-Age Drinking Predict Relapse Risk. *Medscape Medical News*. <https://www.medscape.com/viewarticle/890120>

Appetite-Regulating Hormones May Block Alcohol Cravings. *Medscape Medical News*.  
<https://www.medscape.com/viewarticle/855984>

## **PRESENTATIONS**

### National presentations

2020 Violence and Criminal Behavior in Persons with SUD. American Psychiatric Association Annual Meeting (Workshop Chair)

2020 The "Other" Kind of Breakdown: Identifying and Overcoming Barriers and Delivering Effective Psychiatric Care. American Psychiatric Association Annual Meeting (Workshop speaker)

2020 Psychiatry Side Gigs: How and Why Psychiatrists Are Supplementing Their Income. American Psychiatric Association Annual Meeting (Workshop speaker)

2020 The Impostor Syndrome: International Medical Graduates Navigating Immigration Challenges and Beyond. American Psychiatric Association Annual Meeting (Workshop speaker)

2019 Hormones, Highs & Treatment Horizons: Neuroendocrine Targets in Substance Use Disorders. American Academy of Addiction Psychiatry Annual Meeting (Workshop speaker)

2019 Treating Pain During the Opioid Epidemic: A Paradox Facing Addiction Psychiatrists. American Academy of Addiction Psychiatry Annual Meeting (Workshop speaker)

2019 Recognizing and Addressing Stigma in Addiction Psychiatric Practice. American Academy of Addiction Psychiatry Annual Meeting (Workshop speaker)

2019 Drug Crises: Impact on Professional Autonomy and Standards of Care. American Academy of Psychiatry and the Law Annual Meeting (Workshop speaker)

2019 50 Years Post-Powell: Addiction and Culpability. American Academy of Psychiatry and the Law Annual Meeting (Workshop speaker)

2019 Can Addicts Stop Using? A Review of the Roles of Morality and Neuroscience in Shaping the Free Will—Determinism Duality in Substance Use Disorders. Institute for Psychiatric Services Annual Meeting (Chair - Invited Presentation)

2019 Leveraging Intergenerational Differences and Strengths: Leadership Development, Education, and Patient Care. Institute for Psychiatric Services Annual Meeting (Invited Workshop speaker)

2019 The Impostor Syndrome: International Medical Graduates Navigating Immigration Challenges and Beyond. Institute for Psychiatric Services Annual Meeting (Workshop speaker)

2019 Psychiatrists and Law Enforcement Agencies: When Do We Really Have to Tell on our Patients? American Psychiatric Association Annual Meeting (Workshop speaker)

2019 Physician Health Programs (PHPs): Battling Burnout, Combating Stigma, and Empowering Physicians to Be Great Again. American Psychiatric Association Annual Meeting (Workshop speaker)

2019 Behavioral Addictions: The Latest Meme or a Real Thing? American Psychiatric Association Annual Meeting (Workshop speaker)

2019 The Impostor Syndrome: International Medical Graduates Navigating Immigration Challenges and Beyond. American Psychiatric Association Annual Meeting (Workshop speaker)

2019 Psychiatry Side Gigs: How and Why Psychiatrists Are Supplementing Their Income. American Psychiatric Association Annual Meeting (Workshop speaker)

2018 Addictions, Violence and Criminal Recidivism: Unweaving a Tangled Web. American Academy of Addiction Psychiatry Annual Meeting (Workshop Chair)

2018 Psychologically-Integrated Approaches to Pain Management- The Opioid Safety Project Webinar Series. AMA/Telligen QIN-QIO Collaboration (Session Chair)

2018 Recent Cases, and Why They Matter. American Academy of Psychiatry and the Law Annual Meeting (Workshop speaker)

2018 Psychiatrists at the Helm of the Opioid Epidemic. Presidential Forum. American Psychiatric Association Annual Meeting (Chair - Invited Presidential Symposium)

2018 Legal and Ethical Issues of Pregnancy Management in Schizophrenics: The Dilemma of Affording Autonomy Versus Beneficence. American Psychiatric Association Annual Meeting (Workshop speaker)

2017 MAT and Behavioral Strategies to Treat Adolescents with SUD. American Psychiatric Association Annual Meeting (Workshop Co-Chair)

2017 Substance Use Disorders and the Criminal Justice System. Institute for Psychiatric Services Annual Meeting (Chair - Invited Presentation)

2017 Forensic issues in addiction psychiatry: testing, treating, clearing, diverting and committing. American Academy of Addiction Psychiatry Annual Meeting (Workshop Chair)

2016 Psycho-Neuro-Endocrinology of Addictions: A Clinical Prospective. American Academy of Addiction Psychiatry Annual Meeting (Symposium Chair)

2016 Standing up to Violence in Police Encounters: The Players, the Victims, the Trauma and the Solutions. American Psychiatric Association Annual Meeting (Workshop Chair)

2016 The Practice of Addiction Medicine with Lesbian, Gay, Bisexual and Transgender Patients. American Society of Addiction Medicine Annual Meeting (Workshop speaker)

2016 The Clinical Evaluation and Management of Substance Use Disorders in Transgender Patient Populations. American Psychiatric Association Annual Meeting (Workshop Co Chair)

## Regional Presentations

2020 SAMHSA's GAINS Center Community of Practice: Using the Sequential Intercept Model (SIM) to Guide Medication Assisted Treatment Implementation – Funding and Healthcare Reimbursement Issues Related to MAT Implementation in Jail-Based Settings. (Invited Discussant)

2020 Violence and Criminal Behavior in Persons with SUD. Clinical Rounds – Special Edition. National Institute on Drug Abuse (Invited Grand Rounds Speaker)

2020 MAT: Medications, Diagnosis and Therapy – 2020 Statewide Conference in Charleston, SC. National Association of Drug Court Professionals (Keynote Speaker)

2019 The Eight Guiding Principles for Behavioral Health and Criminal Justice - Site: Montgomery; Jefferson County. SAMHSA/GAINS Center and Policy Research Associates Collaboration (Session Moderator)

2019 Using Medication Assisted Treatment in Treatment Courts - Developing an MAT Protocol Training for Drug Court Judges - Lansing, Michigan. National Association of Drug Court Professionals (Keynote Speaker)

2019 Addiction, Violence and Criminal Behavior. Mount Sinai - Beth Israel Department of Psychiatry (Invited Grand Rounds Speaker)

2018 National Association of Drug Court Professionals Training on Medication Assisted Treatment of Substance Use Disorders. Seminar presentation - Springfield, Missouri - National Association of Drug Court Professionals (Keynote Speaker)

2017 Hormonal Considerations in Alcohol Use Disorder: Novel Treatment Approaches for Alcohol Use Disorder. San Francisco Veterans Administration Medical Center - Addiction and Recovery Services Faculty Development Seminar Series (Seminar Speaker)

2017 The ASAM Treatment of Opioid Use Disorder Course (Including Buprenorphine Waiver Qualifying Requirements) University of California in San Francisco Medical School Faculty (Course Faculty)

2015 A Discussion on the Recreational and Medical Uses of Marijuana. Department of Psychiatry and Human Behavior at the Warren Alpert Medical School of Brown University (Sponsored by an American Academy of Addiction Psychiatry Regional Travel Grant) (Seminar Speaker)

2015 Opioid Use Disorder: Revisiting the Classical Neurobiological Model. McLean Hospital,



Borden Cottage (Invited In-Service Rounds Speaker)

2013 Comorbid OCD and Mood Disorders. Integrated Clinical Case Conference. Department of Psychiatry and Human Behavior – Brown University and Butler Hospital (Seminar Speaker)

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New York, NY 10016  
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License #020293-1

## **EDUCATION**

**Psy.D., Clinical Psychology (APA approved)**  
**Neuropsychology track** September 2012  
Ferkauf Graduate School of Psychology  
Yeshiva University, Bronx, NY  
Dissertation: "Impaired Emotion Recognition for Sad and Fearful Affect in Children with Psychopathic Features"

**Predoctoral Internship, Clinical Psychology (APA approved)**  
**Neuropsychology track** 2011-2012  
North Shore Long Island Jewish Health System  
Zucker Hillside Hospital, Department of Psychiatry  
Glen Oaks, NY

**Master of Arts, Clinical Psychology** May 2009  
Ferkauf Graduate School of Psychology  
Yeshiva University, Bronx, NY

**Bachelor of Arts, Psychology** May 2004  
Duke University, Durham, NC

## **PROFESSIONAL APPOINTMENTS**

**Licensed Psychologist, Forensic and Clinical Services** 2012-present  
Fifth Avenue Forensics  
303 Fifth Avenue, Suite 403  
New York, NY 10016

**Consulting Psychologist** 3/2020-present  
City of Albany Police Department



165 Henry Johnson Blvd.  
Albany, NY 12210

**Consulting Psychologist** 3/2019-present  
Manhattan Alternative to Incarceration Court  
60 Centre Street  
New York, NY 10007

**Consulting Psychologist** 3/2016-present  
Kings County Mental Health Court  
320 Jay Street  
Brooklyn, NY 11201

### **CLINICAL TRAINING**

**Post-Doctoral Fellow in Neuropsychology** 9/2013-9/2015  
Center for Cognitive Assessment  
200 W. 57<sup>th</sup> Street  
New York, NY 10019  
Supervisor: Wilfred Van Gorp, Ph.D., – ABPP-CN

**Pre-doctoral Neuropsychology Intern** 2011-2012  
North Shore Long Island Jewish Health System  
Zucker Hillside Hospital, Department of Psychiatry, Glen Oaks, NY  
Major Clinical Rotations: Epilepsy, Neuropsychological-Psychiatric Consultation  
Supervisors: Sarah Schaffer, Ph.D., ABPP-CN  
Paul Mattis, Ph.D., ABPP-CN  
Terry Goldberg, Ph.D.

**Neuropsychology Extern** 2010-2011  
New York University Comprehensive Epilepsy Center  
New York, NY  
Supervisors: William Barr, Ph.D., ABPP-CN  
Chris Morrison, Ph.D., ABPP-CN  
William MacAllister, Ph.D., ABPP-CN

**Psychology Extern** 2009-2010  
Bellevue Hospital Center, Forensic Psychiatry Service  
New York, NY  
Supervisors: Jennifer Mathur, Ph.D.  
Ruth Jonas, Ph.D.  
Andrew Shiva, Ph.D.

**Student Therapist** 2009-2011



The Max and Celia Parnes Clinic  
Ferkauf Graduate School of Psychology, Bronx, NY  
Supervisors: Jamie Schumpf, Psy.D.  
Deborah Melamed, Ph.D.  
Vicki Passman, Ph.D.

**Psychology Extern**

Summer 2009

Kings County Forensic Psychiatry Court Clinic, Brooklyn, NY  
Supervisor: Alan Perry, Ph.D.

**Neuropsychology Extern**

2008-2009

Veterans Affairs NY Harbor Healthcare System, Manhattan campus  
New York, NY  
Supervisor: Susan Green, Psy.D., ABPP-CN

**Assistant to Forensic Psychiatrist**

2004-2007

Private Practice, New York, NY  
Supervisor: A. Sasha Bardey, M.D.

**Rehabilitation Unit Volunteer**

2003-2004

Rehabilitation Unit  
John Umstead Hospital  
Butner, NC

**TEACHING EXPERIENCE**

**Adjunct Professor, Clinical Assessment  
And Advanced Clinical Assessment**

2015-present

Ferkauf Graduate School of Psychology  
Albert Einstein College of Medicine

**Teaching Assistant, Psychopharmacology**

2009-2011

Ferkauf Graduate School of Psychology  
Albert Einstein College of Medicine  
Professor: Zev Labins, M.D.

**RESEARCH EXPERIENCE**

**Pre-doctoral Intern Research Assistant**

2011-2012

Feinstein Institute for Medical Research,  
North Shore Long Island Jewish Health System, Manhasset, NY  
Study comparing neuropsychological performance of young adult

individuals with schizophrenia and elderly healthy controls

**Research Volunteer**

2005-2007

TMS lab, Brain Stimulation Unit

New York State Psychiatric Institute, New York, NY

Principal Investigator: Bruce Luber, Ph.D.

*Remediation of sleep-deprivation-induced working memory impairment with fMRI-guided transcranial magnetic stimulation*

Study examining the effects of TMS on sleep-deprivation related working memory deficits

*Single pulse TMS slows deceptive processing during a Guilty Knowledge Task in a time and site-specific manner.*

Study examining the effects of TMS administered to the dorsolateral prefrontal cortex on performance on the Guilty Knowledge Task

**PUBLICATIONS, POSTERS, AND PRESENTATIONS**

Termini, K., LaPinta, A.M., Arcidicono, G., and Chard-Wierschem, D.J. (2017) Representing Individuals with Developmental Disabilities. Suffolk Academy of Law, Suffolk County Bar Association, Suffolk County, NY.

Bardey, A.S., Termini, K. (2017) Forensic-Psychiatric Evaluation. Suffolk County Criminal Bar Association, Suffolk County, NY.

Bardey, A.S., Termini, K., Prentky, R. (2014) Psycho-Sexual Evaluation Training. Federal Defenders of New York, Inc., Southern District of New York, New York, NY.

Shnay, K. (2010, May). *Impaired Emotion Recognition for Sad and Fearful Affect in Children with Psychopathic Features*. Poster session presented at Research Day, Albert Einstein College of Medicine.

Shnay, K. (2010, October). *Impaired Emotion Recognition for Sad and Fearful Affect in Children with Psychopathic Features*. Paper presentation at Child Psychopathology undergraduate class at Hunter College.

Luber, B., Ploesser, M., Spellman, T., Shnay, K., Lisanby, S.H., *Single pulse TMS slows deceptive processing during a Guilty Knowledge Task in a time and site-specific manner*. Submitted to Biological Psychology.

**PROFESSIONAL AFFILIATIONS**

American Psychology-Law Society, Division 41 of the American Psychological Association (AP-LS)

American Psychological Association (APA)

International Neuropsychology Society (INS)

New York Neuropsychology Group (NYNG)



**DEBORAH S. ROSE, PSYD**  
**drdeborahrose@gmail.com / 917.837.9808**  
**www.linkedin.com/in/deborahrosepsyd**

### EDUCATION AND LICENSURE

1998 **New York State Psychology License** 013360  
1996 **Doctor of Psychology**, Long Island University/CW Post  
1993 **Master of Science in Applied Psychology**, Long Island University/CW Post  
1991 **Bachelor of Arts**, Adelphi University  
Honors: Magna Cum Laude, Psi Chi

### EXPERIENCE

Director of Development and Innovations 2020 – present  
Fifth Avenue Forensics

- Research national funding opportunities
- Grant writing and submissions
- Manage workflow processes for grants, ensuring compliance with contract deliverables
- Coordinate and collaborate with funders and clinical teams
- Track grant applications

Deputy Chief Operating Officer 2017 – May, 2020  
Institute for Community Living / ICL, Inc.

With a budget exceeding \$120 million and a staff of 1300 employees, ICL serves over 10,000 people annually in DOH, DOH&MH, HUD, OPWDD, and DHS funded services. ICL provides care in more than 120 programs at 60 locations throughout New York City and Pennsylvania.

#### Recent accomplishments:

- Authored and was awarded a \$500,000 grant from the Mother Cabrini Health Foundation
- Wrote and received a \$1.3 million-dollar NYS DOH HCBS Infrastructure grant
- Served as agency lead on New York State's only Behavioral Health Value Based Payment (VBP) Pilot Program; achieved \$1.3 million in savings in Medicaid costs in 2018

#### Responsibilities:

- Develop and implement practices that integrate primary care and community-based services; design systems that promote continuity of care and effective collaboration among providers

- Direct supervision of Central Access Department, the point of entry to ICL programs. Services include rapid assessment, clinical screening and admissions, and housing placements.
- Provide project management and facilitate capital projects, facilities operations, maintenance and new construction
- Serve as lead on new initiatives, including the implementation of telemental health practices
- Direct oversight of 3 million dollars of annual HUD funding for supportive housing services; responsibilities include annual program evaluations and grant proposals
- Work directly with the COO and CEO to oversee the institutional support functions of Human Resources, Facilities, Finance, Information Technology and Development
- Prepare, coordinate and submit grant and RFP applications; partner with executive team on program expansion and organization growth
- Drive process improvement initiatives and re-design of workflows
- Partner with executive leadership on the development and execution of the Strategic Plan
- Serve as external leader in working with local nonprofits, elected officials, managed care organizations and community leaders

Director, Health and Recovery Plans (HARP)  
Behavioral Health - Home and Community Based Services  
Healthfirst

2015 – 2017

- Serve as HCBS subject matter expert to stakeholders and providers
- Design, implementation and management of Health Home and Community Based Services (HCBS)
- Provide programmatic leadership to configuration, claims, contracting and provider data management to ensure that networks are established and supported
- Liaison with DOH, OMH, OASAS and DOH&MH on regulatory affairs and program development
- Establish and operationalize workflow, performance metrics, outcome measures, and compliance standards
- Lead Value Based Performance (VBP) pilot study between primary care and behavioral health

Director, Health Home  
NYC Health and Hospitals Corporation

2013 – 2015

- Provide executive leadership and strategic direction to Health Home care coordination clinical and business operations
- Focus on growth strategy and operational transformation; establish standards and practices to maximize performance and productivity
- Interact closely with DOH, OMH, DOH&MH, Managed Care Organizations, providers and community stakeholders in the development of Health Home, DSRIP and HARP
- Coordinate operations to ensure regulatory adherence and fiscal viability



- Responsible for expansion of network providers; provide clinical, budget, marketing oversight for contracted professional services
- Contract negotiation and management with Managed Care Organizations and downstream partners
- Financial analysis and development of budgetary targets and trends
- Managerial oversight of a multidisciplinary administrative and clinical team

Deputy Executive Director  
Urban Pathways, Inc.

2010 – 2013

- Administrative and clinical oversight of not-for-profit programs dedicated to serving homeless and mentally ill New Yorkers
- Executive supervision of grant funded and contracted services sponsored by HUD, OMH, DOH&MH and DHS
- Responsible for supervision of pre-development, construction and startup of new residential programs
- Primary responsibility for RFP and grant responses
- Ensure fiscal integrity and regulatory compliance with contractual obligations and governing bodies
- Management of Quality Assurance activities, Incident Reporting protocols and Strategic Planning initiatives
- Responsible for a staff of 170 FTEs and a budget of 18 million operating dollars across 17 services and locations

Director of Social Services  
The Salvation Army - Greater New York Division

2006 – 2010

- Executive leadership of social services - providing program development, labor relations, media and public relations, strategic planning, fundraising, fiscal, space and facility planning, and mission-driven oversight
- Provide executive management to NYC and NYS contracts and grant funded services, including programs sponsored by DOH, DHS, OMRDD, OCFS, OTD, ACS, and DOH&MH
- Ensure compliance and adherence to governing regulations while maximizing utilization and productivity
- Provide administrative direction with a 60 million dollar operating budget to a multidisciplinary staff of 800 FTEs and 47 programs across 38 sites

Administrative Director of Clinical Services  
Saint Vincents Catholic Medical Centers – Behavioral Health Division

2003 – 2006

- Executive management of the Outpatient Psychiatry Division, including administrative oversight of the Adult Mental Health Clinics, Child Mental Health Clinics, Alcohol and Addictions Treatment Program, and the Continuing Day Treatment Program

- Supervise clinical services to ensure quality of care and regulatory compliance with JCAHO, OMH, OASAS, DOH&MH, and CQC
- Chair Incident Review and Quality Assurance committees
- Responsible for department Risk Management, Incident Investigations, and Sentinel Events Root Cause Analyses
- Direct oversight of governing agency audits
- Coordinate financial operation systems, including Utilization Review, development and monitoring of the ambulatory budget and clinical productivity standards
- Recruit, hire, supervise and oversee labor relation activities of management personnel
- Provide clinical, educational, and administrative leadership to a multidisciplinary team generating over 60,000 visits annually

Deputy Director – Mental Health Department  
Prison Health Services  
Rikers Island, NY

2001 – 2003

- Administrative and clinical supervision for the NYC Health and Hospitals Corporation - Correctional Health Services' contracted private vendor
- Oversight of contract compliance including monitoring and reporting of behavioral health utilization, Performance Indicators and Quality Assurance projects
- Ensure the provision of clinical services within the guidelines of regulatory and funding agencies including DOH&MH, OMH, OASAS, NYC Board of Correction, and NYS Commission on Corrections
- Direction of oversight agency surveys
- Direct clinical and administrative oversight for a staff of 200 clinical FTEs

Assistant Director, Forensic Division  
Assisted Outpatient Treatment Program (AOT)  
Bellevue Hospital Center

1999 – 2001

- Administration of a hospital based forensic initiative
- Development of program implementation, policy and procedures
- Design and maintenance of a NYC grant funded budget
- Data coordination and reporting of utilization and statistical measures to OMH and DOH&MH
- Collaborated with NYC Department of Corrections, NYC Department of Probation, and the NYS Department of Parole
- Oversee recruitment, hiring and supervision of clinical and support staff



**ROBYN LANDOW, Ph.D.**

*N.Y.S. Licensed Psychologist # 13496*

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drlandow@drlandow.com

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**EDUCATION**

Ph.D. Clinical Psychology, Fordham University, 1997  
M.A. Clinical Psychology, Fordham University, 1991  
B.S. Developmental Psychology, Cornell University, 1989

**LICENSURE**

Licensed Psychologist, New York State, 1998 - present

**ACADEMIC APPOINTMENTS**

Supervising Psychologist, Mt. Sinai/Beth Israel Medical Center, Department of Psychiatry and Behavioral Sciences. (2012 – present)

**PRIVATE PRACTICE** (1998 - present)

**Psychotherapy:** individual (adolescent, adult, geriatric), couples

**Assessment:** psychological and neuropsychological testing with children and adults

**Forensic Consultation:**

**Criminal:** Retained as an Expert for both defense (Legal Aid, Federal Defender, private attorneys) and the District Attorney’s Office of New York and Kings County. Qualified as an Expert in Psychology in New York State Supreme Court as well as the Eastern and Southern Federal Districts of New York.

**Civil:** Retained as an Expert to evaluate the nature and extent of claimants’ psychological injuries as a result of accidents, injuries, malpractice, etc. Evaluation/chart review in issues of malpractice. Evaluation of family law issues, co-parenting and special matters for the Supreme Court of the State of New York.

**Clinical Consultation:**

- New York City Fire Department (treatment, critical incident stress debriefing, psychoeducation)
- Committee for Physicians’ Health/Medical Society of New York (assessment, treatment, and monitoring)
- New York City Board of Education (assessment, disability determination)

**Supervision:**

- Child Neuropsychological Testing, Mount Sinai Beth Israel, APA Approved Pre-Doctoral Internship
- Child Psychotherapy, Mount Sinai Beth Israel, PGY3 and PGY4 Psychiatry Residents

**PROFESSIONAL EXPERIENCE****Previous Clinical Consultation:**

- Allied Building Trades World Trade Center Support Network (critical incident stress debriefing)
- Aon Consulting (assessment, training, & coaching - clients include Hewlett-Packard, Georgia-Pacific, Port Authority of New York and New Jersey, UBS, Barclays)

**Child Guidance Center of Southern Connecticut, 1997 – 1999**

Consulting Psychologist, Trauma Team

**Creedmoor State Psychiatric Center, 1994 - 1995**

Assistant Psychologist (Intern)

**Association for the Help of Retarded Children - Residential Services, 1992 - 1994**

Behavioral Specialist; Treatment Coordinator, QMRP

**Fordham University Counseling Center, 1991 – 1992**

Clinical Psychology Extern

**Fordham University Graduate School of Arts and Sciences, 1991 – 1992**

Teaching Assistant, Neurophysiology and Intellectual Testing

**Manhattan Psychiatric Center / Neurological Institute (Columbia Presbyterian Medical Center) 1990 – 1991**

Neuropsychology Fellow

**Mental Retardation Institute, 1989 – 1990**

Psychology Fellow

**Philadelphia Child Guidance Clinic, 1988**

Intern

**RESEARCH**

Fordham University, Senior Researcher, 1995-1997

Title: "Type of Sport Played and Motivation Orientation as Predictors of Subjective Well-Being in College Athletes."

Fordham University, 1991 - 1994, Senior Researcher

Title: "Stress and Coping in Homeless Children".

Philadelphia Child Guidance Clinic, 1988, Research Assistant Title: "Single Parents & Early



Intervention Programs (EIPS): Goodness of Fit and Outcome".

## **PROFESSIONAL DEVELOPMENT**

COVID-19 Directives: Supporting Emotional Health, 3 hours, 2020

Telepsychology Best Practice Series: Clinical Evaluation and Care; Legal, Regulatory & Ethical Rules; 8 hours, 2020

Cognitive Behavioral Strategies related to COVID-19, 2 hours, 2020

Suicide Assessment, Management, and Prevention, 20 hours, 2018

Psychological Evaluation in Personal Injury and Civil Rights Cases, 14 hours, 2017

Reconstructing Criminal Justice: Brain Dysfunction & The Courtroom, 6 hours, 2017

Recalibrating Parenting Coordination Approaches: Co-Parenting and Child Adjustment as the Prime Focus, 6 hours, 2017

Divorcing and Separating Families: Transforming Crisis Into Opportunities, 7.5 hours, 2016

Our Understanding of Developmentally Sensitive Parenting Plans and Modification Schedules that Grow with the Children, 7.5 hours, 2016

Basic Training in Divorce Mediation, 40 hours, The Center for Mediation and Training, 2015.

Dysfunctional Behaviors and Distorted Thinking of Parents in High Conflict Custody Cases and Impact on Children, 3 hours, 2015

Creating Order from Disorder: Working with Parents who Suffer from Personality Disorders, Mental Illness and/or Substance Abuse, 3 hours, 2015

The Addiction Specialist in Child Custody Cases, 3 hours, 2015

Parenting Coordination: Strategies for Helping Parents Improve Communication and Reduce Conflict; University of Baltimore School of Law Meyerhoff Center for Families, Children and the Courts, 14 hours, 2014

Attachment and Paternal Involvement: What we do and do not know about overnight care of Young Children, 5 hours, 2014

Parental Gatekeeping and Child Custody/Child Access Evaluation: Conceptual Framework, Research, and Applications, 3 hours, 2014

Biases and Forensic Psychology/Psychiatry illustrated and discussed. The differences between forensic and clinical exam, 7 hours, 2013

## **PRESENTATIONS AND PUBLICATIONS**

“Forensic Evaluations: Guidelines, Components, Reports”. Presented to the Department of Psychiatry, Beth Israel Medical Center, 2012

“The Interface of Psychology and Journalism”. Presented to the Department of Journalism, New York University. November, 2008.

“Psychological Assessment in Forensic Settings”. Presented to the Department of Psychiatry, Saint Vincents Medical Center, New York. August, 2004.

“Best Practices in Recruiting and Involving Early Career Psychologists”. Presented to the State Leader Conference of the APA Practice Organization. March, 2004.

“The Disruptive Physician: A discussion of Treatment”. Presented to the Committee for Physicians’ Health/ Medical Society of New York State. December, 2003.

“The Disruptive Physician: Assessment”. Presented to the Committee for Physicians’ Health/ Medical Society of New York State. December, 2002.

“Emerging Opportunities for Early Career Psychologists”. Paper presented at Annual Meeting of American Psychological Association, Chicago. August 7, 2002.

“Psychological Testing”. Presented to the Committee for Physicians’ Health/ Medical Society of New York State. October, 2001.

Landow, R. , & Glenwick, D. (1997). Stress and Coping in Homeless Children. Journal of Homelessness and Community Psychology.

“Stress and Coping in Homeless Children”. Presented at Annual Meeting of American Psychological Association, New York. August 12, 1995.

## **MEDIA**

### **Print/Web**

- USA Today
- Web MD
- Mens Fitness
- Family Circle
- Better Homes and Gardens
- Big Apple Parent
- Yogalife Magazine
- CareerBuzz.com
- Television
- CNN Erini Burnett Out Front
- ID Discovery – “Most Likely To...”

## **PROFESSIONAL AFFILIATIONS & APPOINTMENTS**

Member, American Psychological Association

Division 12, Clinical Psychology; Division 41, American Psychology-Law Society

Member, Ad Hoc Committee on Early Career Psychologists, 2000-2004

Member, Presidential Virtual Working Group on Anti-Semitic, Anti-Jewish and Other Religious, Religion-Related and/or Religion-Derived Prejudice and Discrimination, 2005

Member, New York State Psychological Association

Divisions: Forensic, Clinical, Neuropsychology

Disaster Response Network (1997-present)

Membership Committee (2005-2012)

Continuing Education Committee (2005-2012)

Mentoring Programming (2005-2015)

Member, Association of Family and Conciliation Courts, National and NY Chapters

Member, Psychology Practice Committee, Workers' Compensation Board, New York State, (2005-2016)

Member, Red Cross of Greater New York Disaster Mental Health Team (2002-2012)

Member, New York City Department of Health Disaster Response Network (2002-present)

## **ACADEMIC HONORS AND AWARDS**

Fordham University Presidential Scholarship

Dean's List, Cornell University

Cornell University Trustee Scholarship for Academic Achievement

## **COMMUNITY INVOLVEMENT**

Director, Board of Directors of The Shield Institute, New York City

Board Member, Human Ecology Alumni Association, Cornell University

Chair, Cornell Admissions Alumni Ambassador Association

Mentor, Cornell University Alumni Mentoring Program

Volunteer Clinician, Give An Hour, [giveanhour.org](http://giveanhour.org)



## PRE-EMPLOYMENT PSYCHOLOGICAL EVALUATION

### NICHOLAS XXX

Albany Police Department  
Office of Professional Standards  
Administrative Services Bureau  
165 Henry Johnson Blvd.  
Albany, NY 12210

Date of Report: June 8, 0000  
Date of Exam: May 26, 0000

Dear ABC,

On May 26, 0000, I performed a mental health evaluation via a secure videoconference link, of Mr. Nicholas XXX, a Police Officer candidate. The purpose of the examination was to assess Mr. XXX's current mental state and his overall psychological fitness for the position that he has been conditionally offered by the City of Albany Police Department. During my evaluation, I reviewed his history and completed a thorough mental health assessment. I performed a mental status examination in order to assess his intelligence, thought processes, cognitive functioning, orientation, judgement, insight and impulse control. The limits of confidentiality inherent to this examination were explained to Mr. XXX.

As part of my evaluation, Mr. XXX was remotely administered a battery of psychological assessments which were proctored using a secure videoconference link. The battery included: the Personality Assessment Inventory (PAI), the Psychological History Questionnaire (PsyQ), and the Rotter's Locus of Control Inventory (LOC), the results of which were reviewed and considered in formulating my opinion.

### OPINION

It is my opinion, with a reasonable degree of psychological certainty, that Mr. XXX does not currently present with any psychological issues that would interfere with his ability to carry out the functions of Police Officer in accordance with the requirements of Albany Police Department and is therefore **RECOMMENDED** for appointment.

## FORMULATION

Mr. Nicholas XXX is a 25-year-old single, Caucasian male with no children. He currently lives with his parents in the city of Cohoes, NY and has been employed as a part-time laborer for his father's construction company, Len XXX Construction LLC, since 2012 without incident. Mr. XXX arrived for his scheduled psychological testing and subsequent interview on time, dressed neatly in business attire, and presented as friendly, talkative, and professional.

Mr. XXX began working intermittently as a laborer for his father's construction company, Len XXX Construction LLC, in 2012. He indicated that his duties include construction work and "heavy lifting." Mr. XXX reported that while he was in college he did not work for his father, though after graduating in 2019 he began working there part-time or whenever he "needed money." He has not held any other professional positions. Mr. XXX has never been reprimanded at this place of employment nor has he ever been fired. He has never been arrested and has had no involvement with the legal system criminally nor civilly.

Mr. XXX was born and raised in an intact home in Cohoes, NY. His parents are still married. He has one younger sister and one older brother, who is adopted. Mr. XXX reported having a "very good" relationship with his immediate family. However, he indicated on multiple occasions during the interview that his family has a very contentious relationship with his maternal aunts and cousin, stating that they "stabbed me in the back." They have reportedly not spoken in seven or eight years. According to Mr. XXX, his maternal aunts have frequently called Child Protective Services (CPS) on his family; on one occasion they alleged that Mr. XXX gave his younger sister alcohol. He indicated that their severed relationship was a result of his aunt informing his school district that he did not reside within county lines while attending a high school out of his district. He was subsequently expelled from that high school. Mr. XXX indicated that he was at first "angry" about the situation, specifically because he was "very close" with his cousin. At present, he reported that he has "gotten over it" and is now feeling "sorry" for his cousin. Other than the severed relationship with his mother's family, Mr. XXX denied any trauma or problems in the household while growing up, more specifically, any abuse or neglect. Mr. XXX denied any medical or developmental problems during childhood. He denied a history of maternal or paternal mental health issues or substance use. Additionally, Mr. XXX indicated that he has never received any mental health treatment.

Mr. XXX reported having a "pretty good" childhood. He indicated that he was at first a "shy" child before he was introduced to sports. In high school, he was reportedly an "above average" athlete and played football and ran track. Mr. XXX indicated that he did "well" in high school, although he admitted to being "immature." He further stated that he became more "serious" about academia when he entered college. As referenced previously, Mr. XXX

was expelled from Watervliet High School after his aunt informed the school that he resided outside of the county lines. According to Mr. XXX, he initially transferred to Watervliet High School because he was more comfortable with their football team. His father reportedly rented an apartment in the city of Watervliet so Mr. XXX would be able to attend the high school. However, the apartment was eventually rented by another tenant. Mr. XXX indicated that he had approximately one to two months left of school so he did not believe it would be a problem if he no longer had the Watervliet address. However, his aunt reportedly called Watervliet school district to inform them of this and Mr. XXX was subsequently expelled. Mr. XXX ultimately graduated from high school in 2013, from Cohoes High School. After graduating, Mr. XXX was unsure of what he wanted to do and began working for his father. From 2015 to 2017, he attended Hudson Valley Community College where he received an associate degree. He then transferred to The College of St. Rose, where he graduated with a Bachelor of Science degree in psychology in 2019. Mr. XXX reported having a positive experience studying for his bachelor's degree and indicated that his interest in the law enforcement field is heavily influenced by his professors. Since his graduation in May 2019, Mr. XXX has been working part-time as a laborer for his father's construction company. Other than his expulsion, Mr. XXX reported no learning issues or suspensions during his academic career.

Mr. XXX reported using marijuana in high school. He indicated that he began using marijuana in his junior year of high school and continued using it until 2017. Regarding frequency, he stated that he would usually smoke "on the weekends" or "whenever it was offered." Between approximately 2012 and 2017, Mr. XXX endorsed having driven under the influence of marijuana "a couple of times," but was never pulled over or arrested. He now expresses great regret for having done so and realizes the severity of those mistakes. Mr. XXX reported not being a "big drinker" and denied drinking alcohol. At present, Mr. XXX indicated that he is still averse to alcohol and has not used any other drugs. Mr. XXX does not own any firearms.

Mr. XXX expressed that his motivation to pursue a career in law enforcement comes from his desire to "help people" and do something that is "more than a paycheck." Additionally, he indicated that his studies in psychology and forensics, as well as his college professors, motivated him to become a police officer. Mr. XXX stated that his father is a retired police officer from the Cohoes Police Department, and though he initially did not want to be a police officer, Mr. XXX found that when he matured, he wanted to pursue a career that had an "impact" on other's lives. Mr. XXX described his strongest qualities as his ability to be "calm," "level-headed," and his ability to communicate. Additionally, he stated that he is disciplined. All of these are traits he believes would benefit him as a police officer. He indicated that his nature as a "perfectionist" could be a negative quality for him as a police officer.

During my examination, Mr. XXX presented as alert and oriented in all spheres. He

was well-related, cooperative and appropriately friendly with speech that was normal in rate, rhythm, and volume. Mr. XXX's demeanor was professional and forthcoming. His mood appeared stable and his affect was mood congruent. Mr. XXX's thought processes were logical and goal oriented and there was no evidence of gross psychopathology. His judgement and reasoning were good, and he appeared of average intelligence and cognitively intact.

## RESULTS OF PSYCHOLOGICAL TESTING

On May 22, 0000, Mr. XXX was administered the Personality Assessment Inventory (PAI), an objective inventory of adult personality that detects the presence of psychopathology in adults, though more specifically, personality traits unsuitable for a career in law enforcement.

Mr. XXX's PAI profile indicated that he scored within the very low range on the Warmth Scale which suggests that he may impress others as overbearing, dictatorial, impersonal, egocentric, suspicious, and/or coldly pragmatic. Additionally, his score on the Dominance Scale was slightly below average suggesting a tendency toward a more passive personality style. The latter scores on the Dominance and Warmth scales can be attributed to the critical items endorsed which related to familial issues during Mr. XXX's adolescence and early adulthood. However, subsequent to my evaluation of Mr. XXX, his scores on the Dominance and Warmth Scales are not indicative of his overall suitability for the position of police officer. Additionally, based on his responses, Mr. XXX received a Risk Factor Statement or "poorly suited" score of 9%. The latter score reflects a favorable personality profile for a career in law enforcement and indicates a low risk of receiving a "poorly suited" rating from screening professional.<sup>1</sup>

In addition to the PAI, Mr. XXX was administered the Rotter's Locus of Control Scale (LOC), a 29-item inventory that assesses an individual's locus of control or internal versus external control of behavioral reinforcement. Mr. XXX received a score of 5 indicating a strong internal LOC or belief that one's own actions determine the rewards they obtain. Research has indicated that law enforcements candidates with a high external locus of control or belief that behavior does not matter, and reward is outside of one's own control, "are more likely to drop out early in their career as police officers."<sup>2</sup>

Overall, the results of Mr. XXX's psychological test battery were unremarkable and evidenced no indication of negative psychopathology that would potentially hinder his ability to function in the position of Police Officer.

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<sup>1</sup> PAI Law Enforcement, Corrections and Public Safety Selection Report, 5/22/20

<sup>2</sup> Lester, David & Genz, John. (1978). Internal-external locus of control, experience as a police officer, and job satisfaction in municipal police officers. *Journal of Police Science and Administration*. 6. 479-481.

## FINAL DISPOSITION

Mr. Nicholas XXX presented as professional, forthcoming, and with adequate judgement. Additionally, he has an internal motivation to help and make a positive impact on other's lives. He was insightful about his prior immaturity during adolescence and subsequent maturation during college. Mr. XXX does not have extensive life experience; however, he appears motivated to pursue a career in law enforcement, illustrated by his prior studies in forensic psychology. Although Mr. XXX endorsed critical items relating to persecution, resentment, and negative relationships in the psychological testing, he related these endorsements to familial issues during adolescence and early adulthood which had a marked impact on him at that time. Since then, it appears that Mr. XXX, though he remains somewhat guarded, has learned sufficient strategies to cope with his negative emotions regarding this familial upheaval. Furthermore, subsequent to the evaluation of Mr. XXX, these endorsements are not indicative of his suitability for the position of police officer. Therefore, it is my opinion that Mr. XXX is a fair candidate for the position of police officer as there is no indication at this time, of any psychological issues or severe limitations that would interfere with his ability to carry out the functions of a police officer in accordance with the requirements of the City of Albany Police Department. He is **RECOMMENDED** for the position.

Respectfully,



Kate Termini, Psy.D.  
Licensed Clinical Psychologist  
Adjunct Faculty, Department of Psychiatry,  
Albert Einstein College of Medicine