



Education

2004 Ph.D., APA-Accredited Clinical Psychology Program, Rosalind Franklin University

- Track Specialization: Clinical Neuropsychology
- Research Specialization: Forensic Psychology (Psychopathy)

2001 M.Sc., APA-Accredited Clinical Psychology Program, Rosalind Franklin University

- Track Specialization: Clinical Neuropsychology
- Research Specialization: Forensic Psychology (Psychopathy)

1994 B.A. (Honours), Psychology, McGill University

College of Psychologists of Ontario Registration

Age Ranges:

- Adolescents and Adults

Practice Areas:

- Clinical Psychology
- Forensic Psychology
- Neuropsychology

Experience

Feb. 2023 – present

Psychologist

Calian (Serving Waterloo Regional Police Service)

- Conduct pre-employment and safeguarding assessments for prospective officer and auxiliary candidates
- Communicate findings to Calian for the purpose of information transmission to the police service (Waterloo Regional Police Service)

March 2021 – present

Psychologist and Site Coordinator (Waterloo Region Psychology Consortium)

Campus Wellness, University of Waterloo

- Develop and implement triaging/prioritization system for psychological assessment referrals
- Consult with coworkers regarding possible referrals and students' mental health issues

- Conduct psychodiagnostics assessments of UW students
- Provide feedback to students regarding results of assessments
- Serve as site coordinator for psychology residency program (as part of consortium)
- Provide supervision to psychology residents and psychologists in supervised practice
- Liaise with community psychologists to facilitate outsourcing of psychoeducational assessments for students

Sept. 2019 – Dec. 2020

Clinical Associate

Physician Health Program, Ontario Medical Association

- Consult with staff members regarding evidence-based psychological assessment and treatment
- Consult and liaise with community psychologists and clinicians to expand PHP program network of assessment and treatment providers
- Provide input regarding safe and sustainable return to work / occupational plans for physicians with mental health, addiction, cognitive, and/or behavioural issues
- Develop guidance document regarding assessment processes
- Provide input and training to staff about psychological services, challenging behaviours, and staff well-being and self-care

July 2018 – January 2022

Consulting Psychologist and Clinical Supervisor

Waypoint Centre for Mental Health Care

- Conduct psychological evaluations on patients on the Forensic Assessment Units as part of larger court-ordered NCR assessments
- Supervised 3 psychometrists on test administration, scoring and interpretation, as well as some report writing
- Supervised risk assessments conducted by psychometrists for patients on Forensic Assessment and other longer-stay inpatient units (including measures such as PCL-R, VRAG-R, HCR-20, Static-99R)
- Provided clinical supervision to a newly hired psychologist for registration with the College of Psychologists

Sept 2017 – Feb 2021

Consulting Psychologist

Workplace Safety and Insurance Board

- Provide psychological consultation to Eligibility Adjudicators, Case Manager, Return to Work Specialists, Nurse Consultants, Managers, Directors, Staff Physicians, Appeals staff in complex/controversial claims regarding mental health conditions (PTSD, mood and anxiety disorder, substance use disorders, personality traits/disorders)
- and neuropsychological disorders (concussions/TBIs, stroke, seizure disorders) to improve recovery outcomes, facilitate the adjudication of claims, and to assist in the development of return-to-work plans.
- Provide expertise related to complex mental health and recovery, particularly in first responder populations.
- Consult with workers' community treatment providers to foster quality of care, provide education and support regarding WSIB policies and processes, and improve information translation and communication between providers and service delivery team members.

- Act as a resource and triage guide regarding assessment and treatment referrals to clinical programs, agencies, and providers to further assist worker's rehabilitation.
- Contribute to the training and education of WSIB staff regarding evidence-based practice of psychology, such as new developments and trends within the psychology field, registration of psychologists, professional report writing, and fee scheduling.
- Participate in quality auditing of mental stress injury claim trajectories related to clinical recovery

August 2006 – present Assessment Psychologist
Private Practice

- Assessments of personality and psychopathology / psychodiagnostic assessments
- Neuropsychological assessments
- Violence and sexual violence risk assessments
- Assessments of effort and malingering
- Fitness to stand trial assessments
- Criminal responsibility assessments
- Assessments for sentencing
- Workplace suitability assessments (hiring)
- Competence / fitness to practice
- Independent medical examinations

Jan. 2016 – Aug. 2017 Psychologist
Ministry of Labour

- Develop and prepare in person and electronic training materials for inspectors, Ministry staff, employers, workers, and other external stakeholders, including a 4 day in-person training related to “soft”/emotional intelligence/interpersonal skills, trauma informed practice, dealing with conflict, staff well-being/burnout/vicarious trauma/compassion fatigue/self-care
- Develop behaviour-based interview questions (and scoring keys) for external candidates related to interpersonal skills
- Conduct assessments of prospective inspector candidates to evaluate goodness of fit for harassment investigation positions
- Provide technical and emotional support to inspectorate who enforce contentious legislation and deal with emotionally charged situations
- Respond to external stakeholder communications regarding workplace harassment, violence, and mental health in the workplace
- Consult with and provide guidance to Peer Support Program
- Provide scientific advice, recommendations, and consultation regarding issues related to workplace mental health, PTSD (especially in first responders), and theories of behaviour change

Dec. 2011 – Jan. 2016 Staff Psychologist and Director of Psychology Training
Ministry of Community Safety and Correctional Services

- Conduct intake / classification / suitability assessments
- Interpret psychological testing
- Report writing
- Conduct risk assessments
- Individual therapy and crisis counseling
- Provide clinical input, support, and oversight to unit staff / management
- Consultation / liaison with staff/multidisciplinary team
- Screening and selection of psychology trainee candidates
- Clinical supervision of trainees
- Performance evaluation for trainees

June 2010– Nov. 2011

Manager, Program Development and Evaluation and
Clinical Supervisor (3 psychometrists)

Law and Mental Health Program, Centre for Addiction and Mental Health

- Led redesigning of group treatment programming to be in line with standards, strategic directions, and program and hospital values
- Develop, implement, and management database of upcoming discharges, waiting list data, psychological test data, risk assessment scores, and outcomes
- Present quarterly and annual reports of data regarding important program outcomes; analysis of data over time to a wide variety of audiences (e.g., program staff, management, senior management, and hospital administrations).
- Develop and carry out applied research about client outcomes, treatment groups, and administrative processes

Nov. 2007 – Sept. 2010

Advanced Practice Clinician

Law and Mental Health Program, Centre For Addiction and Mental Health

- Provide consultation, mentoring, teaching and supervision to clinical staff and students
- Develop and deliver lectures, presentations, seminars, supervision, and journal club on relevant topics, both theoretical and applied related to forensic mental health, mental illness, therapy / treatment techniques, health and safety, and self-care/resilience
- Liaised with internal and external programs, groups and organizations to increase capacity and improve continuity of care via presentations, consultations, and supervision
- Conduct research and program evaluation on risk factors such as mental illness, problematic substance use, personality disorders
- Program planning and evaluation
- Serve as a resource and consultant for program administration in decision-making and strategic planning.

May 2006 – Jan. 2008

Psychologist

Sexual Behaviours Clinic

Law and Mental Health Program, Centre For Addiction and Mental Health

- Conduct sexological assessments
- Screen patients for group participation
- Facilitate group treatment for sex offenders
- Perform risk assessments
- Perform individual therapy for high-risk sex and violent offenders
- Liaise with and provide education to probation and parole officers, and other mental health and medical professionals on relapse prevention and risk management planning
- Help plan and evaluate treatment curriculum

October 2004 - May 2006

Psychologist, Assessment and Triage Unit

Law and Mental Health Program, Centre For Addiction and Mental Health

- Perform psychological evaluations, assessing cognition, malingering, and personality, for court-ordered Fitness and Criminal Responsibility assessments
- Coordinate and triage assessment requests from other longer-stay inpatient units
- Conduct assessments of psychopathy and violent/sexual risk of Ontario Review Board patients
- Develop and deliver presentation and workshops to practicum students, interns, post-doctoral fellows, psychiatric residents, and Law and Mental Health Program staff regarding relevant topics
- Develop and implement dynamic violence risk assessment instrument, including program wide training, consultations, creating support materials, and conducting evaluation
- Help to evaluate LAMHP programs and services

Professional Activities

- Member of the Canadian Psychological Associations, Division 41 (Neuropsychology), Criminal Justice Section
- Member of Society for the Scientific Study of Psychopathy (SSSP)
- Help Committee member for Aftermath Foundation (an organization designed to help those who have been victimized by potentially psychopathic individuals)
- Qualified as expert witness in forensic and neuropsychological practice (uncontested)
- Completed Psychopathy Checklist-Revised (PCL-R) and risk assessment (Static-99, HCR-20, SAVRY, VRAG/SORAG) training
- Ad-hoc editor for Personality and Individual Differences, Aggressive Behavior, and Assessment
- Supervised 10 individuals for College Registration, 2 post-docs, 7 pre-doctoral interns, 10 practicum students, 5 psychometrists, and 6 research students/volunteers.
- Served as an oral examiner for the College of Psychologists of Ontario (evaluating core competencies as well as ethics for new psychologists)
- Served as Peer Reviewer for College of Psychologists of Ontario conducting audits of members
- Oversee Peer Support Program for Ministry of Labour, Immigration, Training and Skills Development Peer Support Team
- Member of Psychologists and the Legal System (PALS) Task Force of the Ontario Psychological Association