

- Provide consultation on a wide array of topics to include; civil and criminal case/trial consultation, standards of care/malpractice, peer review, treatment planning, clinical best practices, and mitigation of risk in systems such as hospitals, schools, workplaces, and community mental health programs.
- Offer training, consultation and teaching to individuals, communities, students, mental health providers, employees, companies, and government agencies on psychology and the law, fitness-for-duty, disability and harassment.

Morristown DBT

- Provide individual and group psychotherapy for adolescents and adults, with particular expertise dealing with women, trauma, PTSD, abuse, psychosis, affective disorders, and personality disorders.
- Provide individual Dialectical Behavior Therapy (DBT) as well as DBT skills training and chain analysis groups weekly.
- Provide supervision and consultation to the therapist groups for work in DBT.
- Provide trainings on DBT theory, research, and practice to NJ State interns as well as psychologists and various professional organizations.

April 2011- May 2012

Psychological Consultant

Compass Mental Health

Washington, D.C.

Supervisor: Pius Ojevwe, Psy.D., Director

- Conduct independent comprehensive psychological and neuropsychological evaluations of D.C. Public School students in order to assess and make recommendations to legal advocates and parents.
- Assess, diagnose and make recommendations for students aged 5 to 19 years old.
- Administer IQ, achievement, neuropsychological, behavioral, and other diagnostic psychological measures.
- Provide recommendations and testify before D.C. Superior Courts regarding the evaluations and recommendations.

April 2010-July 2011

Deputy Director of Clinical Operations

DC Department of Mental Health - St. Elizabeths Hospital

Washington, D.C.

Supervisor: Robert Benedetti, Ph.D., Director of Clinical Operations

- Provide senior oversight and management of the day-to-day operations, treatment, and assessment of individuals in care on Hospital units.
- Supervise and manage clinical unit administrators who oversee a unit's day-to-day functioning, schedule and author treatment plans, provide treatment and assessment, make referrals, and manage the ward milieu on each of the Hospitals units.
- Serve as senior member of Forensic Steering Committee which develops and oversees the Forensic Consult Service at the Hospital, credentials qualified clinicians, develops best practice standards for forensic evaluations and reports, provides peer review, and ensures separation of the role of treatment provider from forensic evaluator/expert.
- Serve as a member of the Forensic Consult Service conducting competency evaluations, assessment of criminal responsibility, assessing risk and developing risk management plans, and ensuring individuals are treated in the least restrictive

environment possible. Provide testimony to the Court and the Mental Health Commission (a panel consisting of a Judge Magistrate, an independent psychiatrist, and an independent psychologist) as ordered.

- Serve as a liaison between St. Elizabeth's and outside stakeholders including other community Hospitals, outpatient treatment providers, the U.S. Attorney's Office the Office of the Attorney General, the Public Defender Service, the Courts, and the Department of Corrections in order to oversee admissions, Court ordered evaluations, transfers, and discharges.
- Approve transfers of individuals in care from one unit to another and ensure that all transfer summaries and notes are accurate and completed in a timely fashion.
- Ensure that requests for continued commitment are warranted and in accordance with the Olmstead Act by reviewing Streicher certificates (90-day periodic Court ordered review of need for continued inpatient commitment) and overseeing case conferences to address barriers to discharge to a less restrictive setting prior to recommitment.
- Maintain and develop forensic database cataloguing all Court dates, opinions, and Court findings to track data, manage patient activity, and develop a database for research purposes.
- Provide group to assist individuals in attaining competency to stand trial. Provide education about defendants' rights, the roles of the various Courtroom officials, and general Courtroom dynamics and behavior for one hour each week.
- Provide clinical oversight, performance review, and peer evaluation to the Hospital by serving on the Forensic Review Board, performing chart audits, and observing treatment planning meetings.
- Assist the Hospital in compliance with a CRIPA agreement and ensure that the Hospital as a system maintains best practices, accurately and comprehensively assesses and delivers effective treatments to patients, and improve processes, policies, and mitigates risk in the Hospital
- Serve as a mentor for the Hospital on treatment planning and work closely with the Hospital's Department of Justice consultants on developing and training inter-disciplinary treatment teams on effective Interdisciplinary Recovery/Treatment Planning.
- Serve on several Hospital workgroups, advisory boards, and initiatives such as the weekly discipline director's meeting (Clinical Operations Meeting), the Violence Reduction Committee, the Axis II initiative workgroup, and the Legal Status and Billing workgroup.
- Attend High Utilizer Meetings to review cases of individuals with repeated hospitalizations within the D.C. Mental Health Authority with the purpose of conducting needs assessment and remedying systemic issues within the Dept. of Mental Health.
- Provide training to psychology interns and externs on forensic topics in the Forensic Seminar Series.
- Provide intensive psychotherapy for 30 minutes to 1 hour, 5 days per week to an individual comorbidly diagnosed with Dissociative Identity Disorder, PTSD, Borderline Personality Disorder, and Polysubstance Dependence.

March 2006-2011

Forensic Evaluator

DC Department of Mental Health - St. Elizabeths Hospital Washington, D.C.

Supervisor: Paul Montalbano, Ph.D. and Robert Benedetti, Ph.D.

- Serve as forensic evaluator, risk assessor and manager, and provide expert witness testimony in Federal Court regarding a Presidential Assailant found Not Guilty by Reason of Insanity (NGBRI)
- Interview family, clinicians, supervisors, and other individuals on a monthly basis in order to author monthly status reports to the U.S. District Court, conduct risk assessment, develop risk management plan, and write Hospital recommendations for Conditional Release.

January 2007- April 2010

Team Leader - pre-trial services (women's unit)

DC Department of Mental Health - St. Elizabeths Hospital

Forensic Inpatient Services-John Howard Pavilion

Washington, D.C.

Supervisor: Paul Montalbano, Ph.D.

- Maintain women's pretrial admission unit by managing and overseeing an interdisciplinary treatment team to include psychiatrist, psychologist, social worker, nurses, psychiatric technicians, and psychology trainees (undergraduate interns, doctoral level externs, doctoral level interns, post-doctoral residents, and forensic post-doctoral fellows).
- Assist Hospital in developing Trauma-informed care units and teach/apply DBT principles to the unit via staff and patient trainings.
- Assess and diagnose patients for mental illness, substance abuse, cognitive disorders, developmental disabilities, personality disorders, and other diagnoses listed in the DSM-IV-TR.
- Assess patients for violence risk, risk of danger to self, competency to stand trial, competency to waive the insanity defense, criminal responsibility, and need for civil commitment through interview and with formalized psychological and neuropsychological assessment materials and provide supervision for psychology interns, residents and fellows in conducting same.
- Provide supervision for psychology trainees for psychological and neuro-psychological assessment and report writing, individual therapy, Competency Groups, Seeking Safety Group (an empirically validated group for individuals with PTSD and comorbid substance abuse/dependence), Dialectical Behavior Therapy (DBT) skills training group, Person-Centered Treatment plan writing and interviewing, and ward milieu based on DBT principles.
- Provide seminars to clinical psychology and forensic psychology interns and residents on various topics in forensic psychology, clinical psychology, and licensure.
- Assess need for civil commitment, conduct case conferences regarding the likelihood a given case meets legal criteria for commitment, file certifications recommending or opposing Commitment, and testify at Civil Commitment Hearings before the Mental Health Commission.
- Respond to all Court-ordered evaluations, write all assessment reports, communicate findings to the Court, and provide expert testimony to the D.C. Superior Court and U.S. District Court

March 2006-January 2007

**DC Department of Mental Health - St. Elizabeths Hospital
Forensic Inpatient Services - John Howard Pavilion**

Washington, D.C.

Clinical Administrator - post-trial services

Supervisor: Robert Morin, Psy.D.

- Maintain minimum-security post-trial unit for male individuals found NGBRI.
- Coordinate inter-disciplinary treatment team.
- Conduct treatment planning meetings and author treatment plans.
- Assess and diagnose patients through interview and formal psychological and neuropsychological testing.
- Write recommendations to the Hospital's Board of Review for increased privileges, conditional release, or convalescent leave for individuals adjudicated NGBRI.
- Communicate findings to the Court in writing or testimony as ordered.
- Coordinate services with community support services, case managers, and housing programs and work with attorneys and patient families.
- Provide psychotherapy to one patient in the Forensic outpatient department.
- Write Bolton reports to inform the Court whether commitment is necessary once a defendant has been found NGBRI.

September 2005-March 2006

**Maryland Department of Health
Calvert Substance Abuse Services**

Prince Frederick, Maryland

Substance Abuse Specialist

Supervisor: Pamela Williams, LPC, addictions specialist

- Conduct extensive substance abuse intakes entered into SAMHSA database.
- Assess proper level of treatment required based on assessment.
- Attend weekly case conference to refer patient to individual, group, family, or inpatient treatment.
- Develop treatment plans with clients and update treatment services as necessary.
- Conduct four substance abuse groups for adolescents.
- Conduct family psychotherapy.
- Conduct individual psychotherapy with four dually diagnosed adult and four adolescent clients.
- Work with Department of Juvenile Services and report to the Court as required.
- Receive one hourly weekly supervision from Elaine Castles, Ph.D. on a private basis.

September 2004-September 2005

D. C. Department of Mental Health - St. Elizabeths Hospital
Postdoctoral Residency

Washington, D. C.

Training Director: Michelle Washington, Ph.D.

- Rotation at St. Elizabeths Treatment Mall: conduct individual therapy with three seriously mentally ill in-patients, co-lead Recovery Group for dual-diagnosis patients, co-lead Dialectical Behavioral Therapy (DBT) Skills Training Group, co lead Geriatric Process Group, and provide DBT individual psychotherapy.

- Rotation at District of Columbia Department of Mental Health Forensic Legal Services: provide full psychological and forensic assessments for court referred offenders to include risk assessment, presentencing reports, parole reports, and competency evaluations.
- Rotation at John Howard Forensic Outpatient Department provide individual therapy and co-lead Community Re-entry Group. Attend inter-disciplinary treatment team meetings and write review board reports for patients seeking conditional or unconditional release from the institution.
- Rotation at Women's Residential Treatment Center; a court mandated alternative to prison in which women can live in a residential community with their children and receive treatment for substance abuse, provide individual therapy to three clients and full psychological assessment.
- Provide couples therapy to one outpatient forensic client and his wife.
- Teach Psychotherapeutic Group process course to psychiatry residents.
- Teach Assessment Seminar to psychiatry residents.
- Supervise pre-doctoral intern conducting individual psychotherapy and provide weekly supervision sessions.
- Receive 3 hours individual and 3 hours of group supervision.

September 2003-September 2004

D.C. Department of Mental Health - St. Elizabeths Hospital Washington, D. C.

Pre-doctoral Internship

Training Director: Michelle Washington, Ph.D.

- Rotation at St. Elizabeths Treatment Mall: provide individual therapy to four seriously mentally ill inpatients, co-lead DBT skills training group and provide DBT individual therapy, co-lead Recovery Group for dual-diagnosis clients, and co-lead Geriatric Process Group.
- Rotation at John Howard Pavilion Forensic Outpatient Department: provide individual therapy to three clients, co-lead Community Re-Entry Group for Forensic outpatient clients, prepare Review Board Reports for forensic clients seeking conditional and unconditional release from the institution, and attend treatment team meetings.
- Administer, score, and interpret 12 full psychological batteries including cognitive, neuropsychological and personality measures.
- Receive six hours of supervision weekly.
- Attend weekly educational seminars on topics such as Assessment, Group Psychotherapy, Multicultural Issues, Forensic Psychology, Family Therapy, Psychopharmacology, Ethics, and Professional Development
- Receive 2 hours individual and 4 hours of group supervision weekly.

March 2002-August 2003

Fleet and Family Support Center-Naval Air Station Patuxent River, Maryland

Volunteer

Supervisor: Volunteer Coordinator

- Teach parenting skills workshop for mandated parents utilizing the 1-2-3 Parents Program, and promote discussion of positive and supportive parenting skills.
- Co-lead mandated Men's Group for men who batter/abuse spouses or partners.

- Present educational information and promote discussion of attitudes and behaviors towards women.
- Focus on accountability, the power and control wheel, and the development of positive skills in conflict resolution.

September 1999-June 2000

East Orange Veterans Administration

East Orange, New Jersey

University of Medicine and Dentistry of New Jersey

Newark, New Jersey

Neuropsychological Externship

Supervisors: Joel Morgan, Ph.D. and Lawrence Weinberger, Ph.D.

- Administer, score, and interpret neuropsychological, intelligence, achievement, and personality tests.
- Prepare 10 neuropsychological reports and provide recommendations.
- Attend bi-weekly brain cutting didactic with neurology residents.
- Attend weekly case conferences, neurological and neuropsychological didactics, and neurological grand rounds.
- Maintain therapeutic caseload of 5 patients weekly.
- Receive 2 hours of supervision weekly from Dr.'s. Morgan and Weinberger for 1 hour.

September 1998-June 1999

Fordham University Counseling Center

Bronx, New York

Counseling Externship

Supervisor: Jordana Skurka, Psy.D.

- Offer weekly counseling and psychotherapy to 8 to 10 students, and work in tandem with staff psychiatrist offering treatment for mood, anxiety, personality, adjustment, substance abuse, and eating disorders.
- Lead a "healthy eating" support group.
- Attend weekly case conference and didactics.
- Present and discuss cases at weekly case conference meetings.
- Provide consultation to university community outreach programs on eating disorders, depression, and substance abuse.
- Administer, score, and interpret personality, intelligence, and achievement tests.
- Prepare psychological reports and offer recommendations.
- Receive 2 hours of supervision weekly with Jordana Skurka, Psy.D.

September 1997 to May 1998

Bronx State Psychiatric Center

Bronx, New York

Practica placement

Supervisor: Malcolm McCullough, Ph.D.

- Offer group therapy to 5 to 10 schizophrenic patients on a research ward.
- Help individuals develop positive social skills and delay of gratification.
- Assist in maintaining token economy.
- Collect and analyze data on delay of gratification research based on risk taking behavior with schizophrenic individuals.
- Receive 1 hour of supervision weekly with Malcolm McCullough, Ph.D.

December 1996-May 1997

Child Development Center - Beth Israel Hospital

Newark, New Jersey

Volunteer Teacher's Aid

Supervisor: Volunteer Coordinator

- Work with children ages 3 to 6 with severe emotional and externalizing behavioral difficulties, many of whom were exposed to crack cocaine in utero.
- Attempt to prepare children for entry into mainstream school system by working on cooperative play, social skills, positive emotional expression, self-soothing techniques, and delay of gratification.

TEACHING EXPERIENCE

August 2011- 2012

The Chicago School of Professional Psychology

Washington, D.C.

Adjunct Professor

- Teach Psychopathology course to students in clinical psychology doctoral program.
- Devise syllabus, organize course, prepare and give lectures, devise all tests and assignments, and grade all assignments.
- Identify key issues for mid-term and final exams and develop coding strategy to objectify grading of exams and term papers.
- Develop and update class website.
- Conduct weekly office hours.
- Enter all grades into university mainframe.

August 2008-2012

Walter Reed Army Medical Center

Forensic Psychology Postdoctoral Fellowship Program

Washington, D.C

Adjunct Training Faculty - 5-10 hours monthly

- Provide didactic training seminars on forensic issues.
- Provide consultation and/or supervise post-doctoral psychology fellows on Court ordered forensic evaluations to include opinion formulation and preparation for expert testimony.

January 2006-May 2006

Marymount University

Arlington, Virginia

Adjunct Professor - 8-10 hours per week

- Teach Social Psychology course in Forensic Psychology Master's Program.
- Conduct literature search and develop course content, outline, and syllabus.
- Prepare all lectures.
- Identify key issues for mid-term and final exams and develop coding strategy to objectify grading of exams and term papers.
- Develop and update class website.
- Enter all grades into university mainframe.

RESEARCH EXPERIENCE

January 1998-June 2000

Fordham University Statistical Computer Lab

Bronx, New York

Graduate assistantship - 20 hours per week

- Provide individualized training with statistics and statistical application in research to students using Fordham's mainframe (SAS), SPSS, and Excel.
- Maintain, update, and account for 20 computers used by faculty and students.

September 1997-January 1998

Montefiore Medical Center

Bronx, New York

Research Assistant - 20 hours per week

- Collect data for HIV mental health project in an urban hospital setting under the supervision of Mark Winiarski, Ph.D.
- Offer information, counseling, and multi-culturally informed programs and services with an emphasis on Latino and African-American culture.
- Administer semi-structured interviews and recruit subjects from a primary care physicians' practice.
- Extract data from medical charts.
- Enter data into spreadsheets and analyze data using statistical software (SPSS).
- Assist in writing up findings.

September 1995-May 1997

Seton Hall University

South Orange, New Jersey

Research Group Leader - 10 hours per week

- Conduct research on Latino couple's communication styles and conflict tactics under the supervision of Adrianna Dunn, Ph.D.
- Administer structured and semi-structured interviews with couples.
- Videotape and code problem discussion and resolution tactics.
- Train coders and calculate inter-rater reliability statistics.
- Engage in active sample recruitment at local community sites.
- Assist in the creation of a communication workshop as payment for participation.

September 1993-May 1994

Beck Center for Cognitive Research

Philadelphia, Pennsylvania

Work study position - 10 hours per week

- Perform literature searches.
- Listen to anonymous taped therapy sessions and code causal explanations using the Content Analysis for Verbal Explanations (CAVE) system of analyzing prose.

May 1993-May 1994

University of Pennsylvania

Philadelphia, Pennsylvania

Research Assistant - 10 hours per week

- Conduct research on rumination and depression under the supervision of Martin E.P. Seligman, Ph.D.
- Collect data from subjects to enter into databases, and studied extensively about the learned hopelessness theory of depression.

Membership in Professional Associations:

American Psychological Association (APA)

APA Division 41, American Psychology-Law Society (AP-LS)

APA Division 18, Psychologists in Public Service – Police & Public Safety Section

International Association of Chiefs of Police Psychological Services Section (IACP-PPSS)

International Association for Correctional and Forensic Psychology (IACFP)

Society for Police and Criminal Psychology (SPCP)

New Jersey Psychological Association (NJPA)

New York State Psychological Association (NYSPA)

District of Columbia Psychological Association (DCPA)

OTHER PROFESSIONAL ACTIVITIES

New Jersey State Psychological Interns Training Program: Provide training in DBT to interns and residents each year for the colloquia series.

D.C. Board of Licensing: Invited to serve as a consultant to help develop and revise the D.C. Jurisprudence examination for licensure in Washington, D.C.

APA-Division 41, American Psychology-Law Society: Serve as a reviewer for AP-LS to assist in selection of papers and presentations for the APA conference.

New Jersey Psychological Association: Member At Large, Invited Member of the Social Advocacy Taskforce, Secretary of the Committee on Diversity Inclusion (CODI)

International Association of Chiefs of Police: Police Psychology Committee member

Society for Police & Criminal Psychology: Listserv Monitor for online members forum

Publications/Encyclopedia Entries:

The SAGE Encyclopedia of Criminal Psychology;

Rafanello, N., *Evaluating Police Officers: Suitability and Fitness for Duty Evaluations*.

Published by SAGE Publications, Inc. 2019

<http://dx.doi.org/10.4135/9781483392240.n340>

Dissertation: Risk Factors for Transition Stress in Navy Wives undergoing a Forced Move, available at <http://fordham.bepress.com/dissertations/AI13169391/>

Invited Articles:

NJ Psychologist Magazine Fall 2014; Rafanello, N. *Fitness for Duty Evaluations*.

Published by the New Jersey Psychological Association.

https://issuu.com/njpsychologicalassociation/docs/fall_final/11?e=6264231/10663537

Invited Presentations, Symposia, and Panels:

Poster Presentation (November 1999) Toronto, Canada
Master's Thesis: Attention and Memory Bias in the Subclinical Panicker
Association for the Advancement for the Behavior Therapies (AABT)

Presenter (Spring 2012)
DBT: Theory Research and Practice all-day specialization tract
New Jersey Psychological Association (NJPA) Spring convention

Presenter
DBT: Adopt or Adapt (September 2013) Morristown, NJ
Using Apps to Enhance your Clinical Practice (March 2016)
Morris County Psychological Association (MCPA)

Panelist (October 2016) Woodbridge, NJ
Assessing and Treating Suicidal Patients
New Jersey Psychological Association (NJPA)

Presenter (October 2016) Morristown, NJ
Integrating Apps into Clinical Practice
Morristown Medical Center

Poster Presentation (September 2016) Austin, TX
Can the Wisconsin Card Sorting Task Predict Unfitness?
Society for Police and Criminal Psychology (SPCP) Convention

Presenter (September 2017) San Diego, CA
Executive Functioning and Pre-employment Police Evaluations
Society for Police and Criminal Psychology (SPCP) Convention

Symposium (August 2018) San Francisco, CA
Executive Functioning and Police and Public Safety Psychology
American Psychological Association (APA) 2018 Convention

Poster Presentation (March 2019) Portland, OR
Construct and Criterion Validity of Personality Testing
with Urban Police Applicants
American Psychology-Law Society Division 41 (AP-LS) Conference

Presenter (March 2019) Dade County, FL
DBT application with Adolescents in Correctional Settings
Dade County Juvenile Corrections Center

Presenter (September 2019)
Multiculturally Sensitive and Reliable Pre-Employment
Psychological Examinations in an Urban Police Force
Society for Police and Criminal Psychology (SPCP) Convention

Scottsdale, AZ

Presenter (October 2019)
Mechanics of an Internal Affairs Investigation – Fit for Duty
Continuing Education for Police Chiefs and Lieutenants

Morristown, NJ

Presenter (December 2019)
Domestic Violence in the LGBTQ Community
New Jersey Psychological Association (NJPA)

Morristown, NJ

Presenter (May 2020)
DBT application with Adolescents
New Jersey Psychological Association (NJPA)
Spring Conference

Morristown, NJ

Presenter (September 2020)
Intimate Partner Violence in the LGBTQ Community
Penn Medicine, Princeton Health

Princeton, NJ