EMILY R. SALEMA, PSY.D.

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LICENSURE

Massachusetts

Licensed Psychologist & Health Service Provider (10435) Issue Date: September 8, 2016

New Jersey

Licensed Practicing Psychologist (35SI00586200) Issue Date: October 4, 2017

Pennsylvania

Psychologist (PS019425) Issue Date: October 13, 2021

Delaware

Psychologist (B1-0011384) Issue Date: January 9, 2023

EDUCATION

Massachusetts School of Professional Psychology

Boston, MA

• **Doctoral Degree**, Clinical Psychology, Forensic Concentration

August 2014

Massachusetts School of Professional Psychology

Boston, MA

Master of Arts, Professional Psychology

June 2011

The Richard Stockton College of New Jersey

Pomona, NJ

• Bachelor of Arts, Psychology, Forensic Psychology Track

May 2009

CLINICAL EXPERIENCE

Pennsylvania Sex Offender Assessment Board

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October 2023—Present

- Appointed by Pennsylvania Governor
- Author court-ordered evaluations for individuals referred for Sexually Violent Predator (SVP) designation pursuant to Pennsylvania Act 10 opining about whether legal criteria are met
- Provide expert testimony in various county courts as needed

Massachusetts Community Access Board

Member/Evaluator

Member/Evaluator

December 2022—Present

- Appointed by Massachusetts Department of Correction Commissioner
- Author evaluations for individuals civilly committed as Sexually Dangerous Persons (SDPs)
 opining about ongoing need for civil commitment and suitability for community access program
 placement pursuant to MGL, Chapter 123A

- Conduct panel reviews of individuals civilly committed as Sexually Dangerous Persons (SDPs) for ongoing need for civil commitment and suitability for community access program placement pursuant to MGL, Chapter 123A
- Provide expert testimony in SDP trials in Suffolk Superior Court (Boston) as needed

Volunteers of America Delaware Valley

Consultant October 2021—Present

- Provide consultation services for community reintegration program for individuals with mental illness (Program for Returning Offenders with Mental Illness Safely and Effectively—PROMISE) about evidence-based practice, assessment procedures, and staff development
- Provide consultation services for Family Violence Prevention Program (FVPP) about evidencebased practice, assessment procedures, and staff development
- Develop clinical forms and file audit forms to conform to best clinical practice and CARF requirements
- Assist in implementing programmatic changes pursuant to CARF recommendations
- Co-author policy proposals for Department of Corrections administrators
- Conduct trainings for staff and external parties on an array of clinical, policy, and programmatic topics

Emily Salema, Psy.D., LLC

Psychologist/Consultant

September 2021—Present

- Conduct fee-for-service evaluations for forensic clients, to include psychosexual risk assessment, competency to stand trial, violence risk assessment, and criminal responsibility assessments
- Conduct fee-for-service evaluations for parents involved in family court matters, to include parental capacity evaluations and bonding evaluations
- Offer expert witness testimony in criminal, family, and civil court settings
- Conduct fitness for duty assessments for state employees
- Conduct pre-employment evaluations for law enforcement candidates
- Conduct independent psychological evaluations for workplace discrimination and harassment claims
- Perform evaluations, including personality, cognitive, intelligence, and autism spectrum disorders for adolescents and adults
- Conduct psychological evaluations pursuant to PA Act 235 for applicants seeking certification under the Lethal Weapons Training Act
- Conduct psychological evaluations of juveniles adjudicated delinquent
- Provide clinical supervision to predoctoral practicum students and postdoctoral fellows

Wellpath

Florida Civil Commitment Center

Arcadia, FL

Clinical Director

October 2018—September 2021

- Served as Clinical Director overseeing sex offender and mental health programming in a
 Department of Children and Families (DCF)-run facility housing ~550 adult male sex offenders
 civilly committed as Sexually Violent Predators (SVPs)
- Oversaw approximately 40 clinical department staff members, including the Assistant Clinical Director, Psychologists, Post-Doctoral Fellows, Team Leaders, Clinical Therapists, Recreation Specialists, Education Specialists, and Vocational Specialists

- Collaborated with Administration, Security, Medical, and Operations departments regarding resident, institutional, and programmatic needs
- Served as Acting Facility Administrator and Acting Security Director as needed
- Collaborated with DCF and other state agency administrators regarding general programming, offenders' treatment progress, as well as administrative issues
- Participated in CARF accreditation process, including completing written responses to CARF standards and attending interviews with CARF surveyors
- Authored clinical, assessment, and staffing policies that align with DCF, NCCHC, CARF, and best practice standards, including Gender Dysphoria treatment and management, clinical documentation, and crisis response policies
- Completed or supervised completion of comprehensive treatment needs evaluations, to include administering and scoring cognitive, personality, and risk assessment measures
- Authored or supervised completion of annual treatment progress reports and Competency to Proceed (CTP) to trial evaluations for the courts
- Oversaw and revamped facility's Competency Restoration Program, to include more visual stimuli
- Implemented and facilitated weekly didactic trainings attended by all clinical staff
- Responded to resident grievances and inquiries from DCF
- Facilitated trainings and presentations for corporate, community, and other visitors
- Attended quality assurance meetings to ensure compliance with all contractual elements and program procedures
- Chaired weekly behavior management hearings with Security Director to address resident noncompliance issues
- Assisted with implementation of electronic medical record by developing electronic forms and participating in workflow development process
- Successfully resolved pre-existing corporate and DCF Corrective Action Plans (CAP) by increasing chart compliance with corporate and DCF standards to 90% compliance rate
- Developed and implemented department performance indicators to track group attendance, diagnostic, and documentation practices
- Voluntarily remained onsite during entire COVID-19 pandemic, providing support to all departments and roles
- Developed, implemented, and reported modified institutional/programmatic practices secondary to COVID-19 prevention efforts

Wellpath (Uninterrupted Employment Following Vendor Change) Massachusetts Treatment Center

Bridgewater, MA

Acting Clinical Director

July 2018—October 2018

- Primary transition liaison from Centurion to Wellpath Recovery Solutions
- Attended meetings with Wellpath Transition Coordinators and Department of Correction clients to effectively facilitate transition issues
- Developed and oversaw programmatic transition to new clinical model, including providing support to staff and clients served
- Served in a managerial role overseeing a state-wide Sex Offender Treatment Program (SOTP) operating in multiple MA Department of Correction (DOC) facilities
- Oversaw approximately 30 clinical staff members, including the Psychologists, Team Leaders, Clinical Therapists, Assessment Coordinator
- Collaborated with MA DOC administrators regarding offenders' treatment progress as well as administrative issues

- · Implemented and facilitated weekly didactic trainings attended by all clinical staff
- Authored clinical, assessment, and staffing policies that align with current research trends and DOC requirements
- Attended monthly quality assurance meetings with DOC administrators to ensure compliance with all contractual elements
- Provided group therapy to adult males civilly committed as Sexually Dangerous Persons (SDPs)
- Completed risk assessment evaluations of both state inmates and civilly committed sex offenders using the STABLE-2007, STATIC-99R, PCL-R, and other psychological instruments

Massachusetts Treatment Center

Bridgewater, MA

Supervising Psychologist/Director of Training

December 2017—July 2018

- Served in a managerial role overseeing a state-wide Sex Offender Treatment Program (SOTP) operating in multiple Department of Correction (DOC) facilities
- Oversaw approximately 30 clinical staff members, including the Supervising Unit Director,
 Treatment Unit Coordinators, Assistant Treatment Unit Coordinators, Unit Therapists, and Clinical Interns
- Collaborated with DOC administrators regarding offenders' treatment progress as well as administrative issues
- Implemented and facilitated weekly didactic trainings attended by all clinical staff
- Authored clinical, assessment, and staffing policies that align with current research trends and DOC requirements
- Attended monthly quality assurance meetings with DOC administrators to ensure compliance with all contractual elements
- Provided group therapy to adult males civilly committed as Sexually Dangerous Persons (SDPs)
- Completed risk assessment evaluations of both state inmates and civilly committed sex offenders using the STABLE-2007, STATIC-99R, PCL-R, and other psychological instruments
- Co-authored contractual bid outlining proposed SOTP in accordance with DOC requirements

Ann Klein Forensic Center Special Treatment Unit

Avenel, NJ

Clinical Psychologist I

July 2017—November 2017

- Provided group and individual therapy for civilly committed sex offenders
- Conducted treatment planning interviews and developed risk/needs treatment plans for civilly committed sex offenders
- Provided psychoeducational classes for civilly committed sex offenders
- Wrote annual treatment progress review reports detailing residents' treatment progress

Centurion

Massachusetts Treatment Center

Bridgewater, MA

Treatment Unit Coordinator

October 2015—June 2017

- Oversaw three units for civilly committed sex offenders
 - Modified Therapeutic Community (TC): Antisocial Personalities and Psychopathic Traits
 - Modified Therapeutic Community (TC): Mental Illness and Intellectual Disabilities
 - Assessment and Treatment Preparation Unit (ATPU)
- Provided group therapy for adult males civilly committed as Sexually Dangerous Persons (SDPs)
- Provided psychoeducational classes for civilly committed sex offenders and state inmates

- Oversaw weekly community meetings facilitated and attended by civilly committed sex offenders on both the TCs and the ATPU
- Completed risk assessment evaluations of both state inmates and civilly committed sex offenders using the STABLE-2007, STATIC-99R, PCL-R, and other psychological instruments
- Conducted treatment planning interviews and developed risk/needs treatment plans for civilly committed sex offenders
- Wrote annual treatment progress review reports, and attend Community Access Board (CAB) meetings to discuss treatment progress of civilly committed sex offenders
- Participated in Treatment Review Panel (TRP) meetings
- Assisted in development of specialized treatment tracks for civilly committed sex offenders
- Provided individual and group supervision to Assistant Treatment Unit Coordinator and Unit Therapists
- Attended weekly administrative meetings with the Program Director and/or Clinical Director

Bridgewater/Brockton, MA

Postdoctoral Fellow

September 2014—October 2015

- Full-time (48 hours per week)
- Received at least 2.5 hours of supervision from licensed psychologists per week
- Massachusetts Treatment Center
 - Full-time (40 hours per week)
 - Completed risk assessment evaluations of both state inmates and civilly committed sex offenders using the STABLE-2007, STATIC-99R, PCL-R, and other psychological instruments
 - Conducted psychological testing with both state inmates and civilly committed sex offenders
 - Conducted individual therapy with one civilly committed sex offender
 - Provided individual clinical supervision to one staff member
 - Participated in ongoing research projects (Please see Research Positions section)
 - Attended weekly forensic psychology seminar
 - Participated in a mock trial
 - Observed a trial pursuant to M.G.L., Chapter 123A, § 9
- **Brockton District Court**
 - Part-time (8 hours per week)
 - Observe forensic interviews
 - Write sections of forensic reports
 - Observe expert testimony by Designated Forensic Psychologists

Federal Medical Center, Devens

Predoctoral Psychology Intern

• American Psychological Association (APA) accredited internship

- Full-time (40 hours per week)
- Weekly didactic seminar
- Biweekly forensic psychology and case law seminar
- Biweekly sex offender treatment and assessment seminar
- Performed weekly supervision of a practicum student
- Received two hours of group supervision from licensed psychologists per week
- Received at least three hours of individual supervision from licensed psychologists per week
- Major Rotation 1: Sex Offender Treatment
 - Four-month rotation

Ayer, MA

August 2013—August 2014

- Completed intake assessments for sex offenders entering the Sex Offender Management Program (SOMP) and the Sex Offender Treatment Program (SOTP)
- Completed a psychosexual evaluation and discharge summaries for SOTP participants
- Completed risk assessments of sex offender treatment participants using the STATIC-99R
- Co-facilitated a weekly therapy group with SOTP participants
- Co-facilitated a bi-weekly maintenance group for SOTP completers
- Co-facilitated a Victim Empathy psychoeducational group
- Co-facilitated a Stages of Change psychoeducational group

• Major Rotation 2: Forensic Evaluation

- Four-month rotation
- Completed evaluations for the court pursuant to Title 18, including competency (§4241), criminal responsibility (§4242), and risk assessment evaluations (§4246)
- Completed intakes with forensic patients
- Conducted psychological testing
- Offered competency restoration in both individual and group formats
- Attended and presented at Risk Assessment Panel meetings
- Participated in a mock trial

• Minor Rotation 1: Mental Health Unit

- Four-month rotation
- Conducted monthly review of patients on the Mental Health Secure Housing Unit (SHU)
- Developed and facilitated a weekly bibliotherapy group
- Facilitated a weekly Dialectical Behavior Therapy (DBT) skills group
- Completed psychology intakes
- Attended daily interdisciplinary meeting concerning inmates on treatment and evaluation units
- Conducted monthly rounds
- Completed suicide risk assessments as needed
- Performed crisis intervention as needed
- Recorded information in the BOP Psychology Data System (PDS) and the BOP Electronic Medical Record (BEMR)

• Minor Rotation 2: Non-Residential Drug Abuse Treatment

- Four-month rotation for 6—8 hours per week
- Facilitated drug treatment psychoeducational group
- Co-facilitated non-residential drug treatment process group
- Conducted psychosocial interviews and developed treatment plans with non-residential drug treatment participants
- Assisted Drug Abuse Treatment Coordinator in conducting eligibility interviews for placement at Residential Drug Abuse Treatment (RDAP) facilities

• General Population Responsibilities

- Conducted weekly individual therapy
- Conducted intakes of general population inmates
- Completed suicide risk assessments as needed
- Performed crisis intervention as needed
- Facilitated monthly psychoeducational groups

Massachusetts Treatment Center

Bridgewater, MA

Psychometrician

December 2012—August 2013

- Part-time (8—32 hours per week)
- Conducted treatment planning interviews and developed risk/needs treatment plans for state inmates and civilly committed sex offenders
- Wrote annual treatment progress review reports for civilly committed sex offenders
- Received at least one hour of supervision by a licensed psychologist per week

Centurion

Bridgewater State Hospital

Bridgewater, MA

Practicum Student

September 2012—June 2013

- Part-time (25 hours per week)
- Conducted psychological assessment of both committed and forensic patients using cognitive, neuropsychological, personality, and forensic tools
- Observed and conducted forensic interviews
- Wrote sections of forensic reports
- Assisted forensic evaluators by gather and writing patient histories and courses of hospitalizations
- Conducted individual therapy with inmates diagnosed with major thought and mood disorders
- Developed and co-facilitated a Dialectical Behavior Therapy (DBT) group
- Co-developed an outcome measure related to effectiveness of the DBT group on reducing problematic behaviors
- Co-facilitated a competency restoration group for patients found to be incompetent to stand trial
- Performed case administration and treatment planning for committed patients
- Completed discharge evaluations for patients transitioning to Department of Mental Health and Department of Correction facilities
- Attended weekly didactic seminars related to professional development, psychology and the law, and psychological assessment
- Attended multidisciplinary treatment team rounds daily
- Attended Brockton District Court hearings held at the hospital
- Received at least three hours of supervision by licensed psychologists per week

Centurion

Massachusetts Treatment Center

Bridgewater, MA

Assistant Unit Coordinator

June 2012—August 2012

- Part-time (28 hours per week)
- Provided group therapy for civilly committed male sex offenders with emphasis on improving motivation and engagement to participate in sex offender treatment
- Conducted treatment planning interviews and developed risk/needs treatment plans for civilly committed sex offenders
- Wrote annual treatment progress review reports for civilly committed sex offenders
- Received at least two hours of supervision by licensed psychologists per week

Centurion

Massachusetts Correctional Institute, Framingham

Framingham, MA

Unit Coordinator

April 2012—August 2013

Part-time (8 hours per week)

Centurion

- Provided individual therapy for female sex offenders
- Completed risk assessment evaluations for female sex offenders
- Completed weekly, quarterly, and annual program overview reports
- Completed monthly contact notes detailing inmates' treatment progress
- Received one hour of supervision by a licensed psychologist per week

Massachusetts Treatment Center

Bridgewater, MA

Practicum Student

August 2011—June 2012

- Part-time (25 hours per week)
- Provided group therapy to both state inmates and civilly committed male sex offenders
- Completed comprehensive risk assessment and psychological evaluations of both state inmates and civilly committed sex offenders
- Conducted treatment planning interviews and developed risk/needs treatment plans for both state inmates and civilly committed sex offenders
- Provided psychoeducational classes for civilly committed sex offenders
- Wrote annual treatment progress review reports for civilly committed sex offenders
- Participated in a weekly forensic case law seminar
- Wrote case briefs of landmark mental health court cases
- Participated in weekly staff trainings regarding the implementation of a new sex offender treatment model
- Received at least two hours of supervision per week, and at least one hour of supervision was provided by a licensed psychologist per week

UMass Memorial Medical Center Psychiatric Treatment Center

Worcester, MA

September 2010—June 2011

Practicum Student

- Part-time (20 hours per week)
- Conducted intake evaluations of adults with acute psychiatric presentations/disorders
- Administered a battery of psychological evaluations, including projective, personality, and cognitive measures
- Co-facilitated a weekly Substance Abuse Relapse Prevention psychoeducation group
- Completed substance abuse and trauma screenings
- Assessed adults for diagnostic clarification upon admittance to the inpatient unit
- Provided consultation to families regarding discharge plans and recommendations for referrals to outpatient services
- Coordinated outpatient services for mental health and substance abuse treatment
- Attended weekly Grand Rounds with medical staff and students
- Attended educational trainings focused on the use of psychotropic medications
- Received at least one hour of supervision by a licensed psychologist per week

West Roxbury High School

West Roxbury, MA

Practicum Student

September 2009—June 2010

- Part-time (16 hours per week)
- Provided individual counseling for at-risk adolescents and individuals with identified behavioral problems
- Facilitated an after-school process-oriented therapy group
- Supervised high school students participating in Primary Project, a program for at-risk elementary school-aged children

- Provided child-led play therapy to at-risk elementary school-aged children through Primary Project
- Received at least three hours of supervision by a licensed psychologist per week

SERV Behavioral Health Systems

Ewing, NJ

House Counselor

January 2009—May 2009

- Worked with six developmentally-disabled adult males residing in a group home
- Assisted with community-integration programs
- Aided adults in proceeding through their daily routines and developed appropriate interventions, counseling, and support
- Provided life-skills and social-skills training

RESEARCH POSITIONS

Massachusetts Treatment Center

Bridgewater, MA

Research Assistant

March 2015—May 2016

- Participated in sex offender treatment, risk assessment, response style, and offending behavior research
- Assisted with data entry and analysis using SPSS
- Completed literature reviews
- Provided on-site supervision for other research assistants

Massachusetts Treatment Center

Bridgewater, MA

Research Assistant

June 2013—August 2013

- Sex offender treatment, risk assessment, response style, and offending behavior research
- Part-time (8—32 hours weekly)
- Assisted with data entry and analysis using SPSS
- Completed literature reviews
- Participated in weekly research group meetings
- Provided on-site supervision for other research assistants

TEACHING EXPERIENCE

Stonehill College Easton, MA

Adjunct Professor

September 2014—December 2014

- Taught General Psychology and Cognitive Psychology courses
- Used a variety of teaching methods including Power Point lectures, video clips, and group exercises
- Used both textbooks and supplemental articles that relate to topics discussed

SPECIALIZED TRAININGS

- Domestic Violence Risk and Needs Assessment (DVRNA) by Caroleena Frane, LAC, LPC, ADS, & Jesse Hansen, MPA (2024)
- Mitigation in Non-Capital Federal Sentencing Cases by Gina Manguno-Mire, Ph.D., & Claude J. Kelly, J.D. (2024)
- The Treatment and Assessment of Transgender and Gender Diverse Individuals who Sexually Harm by Shan Jumper, Ph.D. (2024)
- Working with Persons who Sexually Offend: Assessing and Managing Risk Using STATIC-99R, by Robin J. Wilson, Ph.D. (2023)

- Parenting Capacity Assessments in Child Protection Court by Krissie Fernandez Smith, Ph.D., ABPP (2022)
- Living with Children Assessments by Zach Yeoman, Psy.D. (2022)
- ADOS-2 Introductory/Clinical Training Covering Modules 1-4 by Whitney Guthrie, Ph.D., and Elisabeth Sheridan, Ph.D. (2021)
- PCL-R and PCL:SV by Robert Hare, Ph.D., and J. Reid Meloy, Ph.D. (2019)
- Violence Risk Scale-Sexual Offense Version (VRS-SO) by Mark Olver, Ph.D. & Sharon Kelley, Ph.D. (2018)
- STATIC-99R Updates Training by Andrew Harris, Ph.D. (2017)
- Psychodynamic Diagnosis and Treatment of Personality Disorders by Nancy McWilliams, Ph.D. (2017)
- PCL-R and PCL:SV by Robert Hare, Ph.D., and J. Reid Meloy, Ph.D. (2016)
- HCR-20 Version 3 Workshop by Laura S. Guy, Ph.D. (2013)
- New England Crisis Negotiators Associations' Massachusetts Regional Training (2013)
- Sensible Community-Based Risk Management for Persons Who Have Sexually Offended by Robin J. Wilson, Ph.D. (2012)
- Stable-2007/Acute-2007 Training Presented by Andrew Harris, Ph.D. (2011)
- Good-Lives Model for Sex Offender Treatment Programs (2011)
- Suicide Prevention Training within an Inmate Population (2011)

PROFESSIONAL AFFILIATIONS

- American Psychological Association (APA)
- American Psychology-Law Society (AP-LS)
- Association for the Treatment of Sexual Abusers (ATSA)
- New Jersey Association for the Treatment of Sexual Abusers (NJATSA)

PRESENTATIONS

- Rabinowitz, F., **Salema, E.**, & Tschauner, M. (2024). A Strengths Based Approach to Working with Male Sex Offenders in a Group Psychotherapy Setting. Presentation at the 2024 American Psychological Association Conference, Seattle, WA.
- Jackson, R., Berard, B., Donovan, C., & **Salema, E.** (2021). *Taking Care of the Caretakers: The Critical Role of Staff Wellness.* Virtual Training presented at the 2021 National Commission on Correctional Mental Health Conference, Presented Virtually.
- Masters, M., **Salema, E.**, & Grooms, J. (2019). From Freud to Frotteurism: Building on Supervisees' Clinical Foundations toward Sex Offender Treatment Proficiency. Paper presented at the 2019 Sex Offender Civil Commitment Program Network Conference, Atlanta, GA.
- **Salema, E.** (2019). Florida Civil Commitment Center: Introduction and Updates. Presentation at the 2019 Florida Sexually Violent Predator Program Annual Evaluators Training, Tallahassee, FL.
- Mitchell, L., **Salema, E.**, & Berard, B. (2019). *Advantages to Security and Treatment Staff when Implementing Therapeutic Communities with those Incarcerated who have Sexually Offended.*Presentation at the 2019 American Correctional Association Conference, Boston, MA.
- Killion, B., Cudmore, R., Maney, S., & **Salema, E.** (2016). *Crossover v. non-crossover sex offenders:*Do more victim types mean increased risk and greater psychopathology? Paper presented at the 2016 conference of the American Psychology-Law Society, Atlanta, GA.

- Degnan, K., **Salema, E.**, Maney, S., Cudmore, R., & Killion, B. (2014, October). *The impact of alleged childhood abuse on personality characteristics, risk factors, and offending behaviors in sex offenders*. Paper presented at the 2014 conference of the Association for the Treatment of Sexual Abusers, San Diego, CA.
- Maney, S., **Salema, E.**, Killion, B., Degnan, K., & White, M. (2015, March). *Response style of incarcerated inmates: Implications for assessment and treatment.* Paper presented at the 2015 conference of the American Psychology-Law Society, San Diego, CA.
- Salema, E., Maney, S., Killion, B., & Kremsky, L. (2014, October). Sexual offender alleged histories of sexual abuse: Differences by demographics, risk factors, and personality characteristics. Paper presented at the 2014 conference of the Association for the Treatment of Sexual Abusers, San Diego, CA.
- **Salema, E. R.**, Moore, S. A., & Sorrentino, R. M. (2013, April). *Female offenders: They are different but how different?* Massachusetts Association for the Treatment of Sexual Abusers Annual Meeting, Marlborough, Massachusetts. Presented at the 2013 conference of the Massachusetts Association for the Treatment of Sexual Abusers, Marlborough, MA.
- **Salema, E. R.**, & Maney, S. (2012, March). *Trauma in juvenile justice youth: Differences by gender, adjudication status, and offense type*. Paper presented at the 2012 conference of the American Psychology-Law Society, San Juan, Puerto Rico.

PUBLICATIONS

Salema, E. R. Trauma in female juvenile offenders: Differences by mental health symptoms and offense type. Massachusetts School of Professional Psychology, ProQuest, UMI Dissertations Publishing, 2014. 3643896.

HONORS AND RECOGNITION

- March 2019 CARF Accreditation Visit: Received no recommendations pertaining to clinical department practices
- Psi Chi- National Honor Society in Psychology