

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

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

Boston, MA

August 2014

Massachusetts School of Professional Psychology

- **Master of Arts**, Professional Psychology

Boston, MA

June 2011

The Richard Stockton College of New Jersey

- **Bachelor of Arts**, Psychology, Forensic Psychology Track

Pomona, NJ

May 2009

CLINICAL EXPERIENCE

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, protective parenting, and criminal responsibility assessments
- Conduct fitness for duty assessments for state employees
- Conduct independent psychological evaluations for workplace discrimination and harassment claims
- Performing 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
- Offering consultative services to Volunteers of America of the Delaware Valley for parolee reintegration program
- Conduct psychological evaluations of juveniles adjudicated delinquent

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

Centurion

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***Treatment Unit Coordinator***Bridgewater, MA***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

Centurion*Postdoctoral Fellow***Bridgewater/Brockton, MA***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

Ayer, MA

August 2013—August 2014

- 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
 - 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

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Massachusetts Treatment Center

Psychometrician

Bridgewater, MA

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

Practicum Student

Bridgewater, MA

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

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Massachusetts Treatment Center

Assistant Unit Coordinator

Bridgewater, MA

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)
- 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

Centurion

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

Practicum Student

September 2010—June 2011

- 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

Practicum Student

West Roxbury, MA

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

House Counselor

Ewing, NJ

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

Research Assistant

Bridgewater, MA

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

Research Assistant

Bridgewater, MA

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

Adjunct Professor

Easton, MA

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

- 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)

PRESENTATIONS

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