

Curriculum Vitae

TAMMY-ELLEN KUSHNER, Psy.D.

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EDUCATION

- 2011 Harvard University Graduate School of Education, Cambridge, Massachusetts
Management Development Program Certificate
- 1999-2000 Postdoctoral Residency; APA Approved
United States Air Force, Patrick AFB, FL
- August, 1999 Nova Southeastern University, Fort Lauderdale, Florida
Doctorate in Clinical Psychology; APA Approved
- 1998- 1999 Clinical Psychology Internship; APA Approved
United States Air Force, Wilford Hall Medical Center Lackland AFB, TX
- December, 1995 Nova Southeastern University, Fort Lauderdale, Florida
Master of Science in Clinical Psychology
- 1990- 1993 Nova University, Fort Lauderdale, Florida
Bachelor of Science in Psychology. Awarded Nova Honors Scholarship
- 1988- 1990 Broward Community College, Hollywood, Florida
Awarded President's List & Dean's List.

WORK EXPERIENCE

- February 2019
to
Present
- Executive Associate Dean, Fischler College of Education and School
of Criminal Justice
Nova Southeastern University
Fort Lauderdale, FL. 33314**

Tammy-Ellen Kushner

Supervisor: Kimberly Durham, Psy.D., Dean. Responsible for the oversight and management of day-to-day operations of administrative functions and student services of the Fischler College of Education and School of Criminal Justice. In consultation with the Dean, oversees multiple responsibilities, solves complex problems, and enhances organizational efficiencies while building relationships and creating interdisciplinary initiatives with other colleges and departments at Nova Southeastern University. Formulates strategic plans for the college and serves as senior advisor and counsel to the Dean, Department Chairs, and Associate Dean of School of Criminal Justice, and other senior members of the Dean's leadership team. Oversees, directs plans, troubleshoots, coordinates administrative functions, projects, and programs, which include, but are not limited to: Advancement & Alumni Support, Human Resources, Research and Effectiveness, Faculty Development, Compliance, Student Affairs and Student Services. Facilitates compliance with university policies and procedures; county, state, federal, and international regulations; professional association guidelines; and accreditation requirements. Works in coordination with the Dean and the Leadership Team to implement the College's vision, strategic direction and priorities through transparency in decision-making. Provides support and assistance with special projects assigned by the dean and serves as the designated lead administrator when the Dean is not onsite, or as determined by the Dean.

July 2015
to
February 2019

**Executive Director, Department of Justice & Human Services
College of Arts, Humanities and Social Sciences
Nova Southeastern University
Fort Lauderdale, FL 33314**

Supervisor: Kimberly Durham, Psy.D., Chair. Provide effective leadership for all activities and initiatives of nine degree programs including BS in Criminal Justice, MS in Criminal Justice, PhD in Criminal Justice, MHS Child Protection, MS in Developmental Disabilities, MA in Gerontology, BS in Human Service Administration, BS in Paralegal Studies, BS in Recreational Therapy. Responsibilities involve recruitment and retention of faculty and students, the program approval process, public relations efforts, student services, organizational maintenance, strategic planning, fiscal budgeting and monitoring, and faculty and program evaluation. Appointed member of the Nova Southeastern University/Broward County Sheriff's Office Advisory Board.

September 2010
to
July 2015

**Executive Associate Dean, Institute for the Study of Human Service,
Health and Justice
Chief Psychologist, Postdoctoral Residency Program
Nova Southeastern University
Fort Lauderdale, FL 33314**

Tammy-Ellen Kushner

Supervisor: Kimberly Durham, Psy.D., Dean. Provide effective leadership for all activities and initiatives of the Master of Science in Criminal Justice program and the Master of Human Services in Child Protection including recruitment and retention of faculty and students, the program approval process, public relations efforts, student services, organizational maintenance, strategic planning, fiscal budgeting and monitoring, and faculty and program evaluation. Developed and is responsible for all aspects relating to the efficient and harmonious operations of the Nova Southeastern University Psychology Postdoctoral Residency Program (PPRP). Oversee the academic and fiscal, activities for the PPRP. Promotes continuity of resident's clinical and educational experiences by advising in on-going projects and matters related to resident's training. Major responsibilities include: program accreditation; development and evaluation; recruitment, selection and assessment of resident progress. Performs orientations for all new residents and prepares order for university benefits, departmental and university policies, HIPPA regulations, etc; maintains up-to-date database on all residents keeping accurate information for program records; creates marketing materials to support the residency program. Acts as a liaison with NSU centers/schools and official University leaders to ensure continued University support. Member of the NSU Academic Review Committee; serving as Internal Review Community Chair for several degree programs. Responsible for the Division of Applied Interdisciplinary Studies initiatives (i.e., Chair of the Division Naming Committee and Co-Chair of search committee for the Division Marketing Director). Manage and promote the Executive Leadership Program offered jointly between NSU and the Broward Sheriff's Office. Appointed member of the Nova Southeastern University/Broward County Sheriff's Office Advisory Board.

December 2002
to
September 2010

**Director, Criminal Justice Institute, Nova Southeastern University
Chief Psychologist, Postdoctoral Residency Program**

Fort Lauderdale, FL 33314

Supervisor: Frank De Piano, Ph.D., University Provost & Vice President for Academic Affairs. Provide effective leadership for all activities and initiatives of the Master of Science in Criminal Justice program and the Master of Human Services in Child Protection including recruitment and retention of faculty and students, the program approval process, public relations efforts, student services, organizational maintenance, strategic planning, fiscal budgeting and monitoring, and faculty and program evaluation. Developed and is responsible for all aspects relating to the efficient and harmonious operations of the Nova Southeastern University Psychology Postdoctoral Residency Program (PPRP). Oversee the academic and fiscal, activities for the PPRP. Promotes continuity of resident's clinical and educational experiences by advising in on-going projects and matters related to resident's training. Major responsibilities include: program accreditation; development and evaluation; recruitment, selection and assessment of resident progress. Performs orientations for all new residents and prepares order for university benefits, departmental and university policies, HIPPA regulations, etc; maintains up-to-date database on all residents keeping accurate information for program records; creates marketing materials to support the residency program. Acts as a liaison with NSU centers/schools and official University leaders to ensure continued University support. Member of the NSU Academic Review Committee; serving as Internal Review Community Chair for several degree programs. Responsible for the Division of Applied Interdisciplinary Studies initiatives (i.e., Chair of the Division Naming Committee and Co-Chair of search committee for the Division Marketing Director). Manage and promote the Executive Leadership Program offered jointly between NSU and the Broward Sheriff's Office. Appointed member of the Nova

Southeastern University/Broward County Sheriff's Office Advisory Board.

February 2003–Present **Clinical Psychologist, Broward County Sheriff's Office**

2601 W. Broward Blvd.

Ft. Lauderdale, FL 33312

Supervisor: Judy Couwels, LMFT, EAP Manager

Provides mental health counseling and consultation to Sheriff's Office personnel and dependents. SWAT/Hostage Negotiations Team member- mental health consultant. Assists with the implementation, evaluation and interpretation of policies, projects and procedures. Aids in the identification of personnel issues and facilitating resolutions, promoting positive morale ensuring staff are trained appropriately for maximum performance. Provides customer service by responding to information requests, conducting research and providing solutions to problems. Provides psychological counseling and assessment to sheriff's office personnel/dependents and administers appropriate treatment. Conducts critical incident debriefings. Develops and implements psychological education programs and classes.

August 2002-Present **Clinical Psychologist, Private Practice, FL license #PY 6373**

12555 Orange Dr.

Davie, FL 33330

Provide psychological services to adults. Scope of care includes individuals as well as couples. Provides neuropsychological, forensic, intellectual and personality assessments. Special interests are in the clinical areas of depression, anxiety, neuropsychology and behavioral medicine.

August 2002 **Clinical Psychologist, United States Air Force Active Reserve**

to

482nd Fighter Wing

August 2004 Homestead ARB, FL 33039-1299

Supervisor: Leo Bonfadini, Lt. Col, BSC, USAFR

Active Reservist, Major in the United States Air Force with a top-secret security clearance. Provided a broad range of services to support the mission of the 482nd which is to train and equip reservists to respond to wartime and peacetime taskings as directed. The wing specifically trains for: Mobility, Deployment, and Employment. Responsible for providing psychology services to Defense personnel in a variety of settings: assessment of formal administrative procedures; advising training units on the progress of trainees; advising unit commanders on psychological issues and developing presentations and programs at the request of the unit. Delivered mental health programs such as post-operational screening, suicide prevention and critical incident responses. Provided personal counseling to individual members. Assisted in the development and promotion of psychology services on the Base.

August 1999

Commander, Life Skills Support Center Flight

to
August 2002

45th Medical Group
Patrick AFB, FL 32935
Squadron Commander: Marlene E. Abbott, Lt Col, NC, USAF

Active Duty Captain in the United States Air Force with a top-secret security clearance. Chief mental health hostage negotiation consultant. Completed hands-on hostage negotiation training with security police. Established mental health liaison service with security police and provided rapid intervention to situations with psychological/stress issues. Alcohol & Drug Abuse Prevention and Treatment Program Manager. Provide individual and marital psychotherapy as well as neuropsychological evaluations for active duty and retired military members and their families. Provide space-available care for more than 35,00 non-active duty beneficiaries. Led Critical Incident Stress team training. Supervise staff of Life Skills Support Center and oversee the Suicide Prevention Awareness Program for Patrick AFB and Cape Canaveral Air Station. Provide education and training to base agencies. Evaluated mental health programs and services, streamlined intake procedures and formalized training/outreach programs. Conduct ongoing psychological assessments for fitness of duty and overseas clearances. Conduct outreach programs to save health care dollars and increase the utility of preventative mental health for the 45th Medical Group. Provide behavioral health consultation services to the Health and Wellness Center. Create, organize and lead community-wide prevention educational workshops. Coordinate and organize the re-writing of the mental health and family advocacy operating instructions.

Dec. 1995

Neuropsychological Technician

to

Broward Psychological Associates.

July 1998

Hollywood, FL

Supervisors: Cheryl Gotthelf, Ph.D., Licensed Psychologist

Douglas P. Gibson, Psy.D., P.A., Licensed Psychologist

Provided assistance to a group of licensed psychologists who are on staff at numerous medical hospitals and rehabilitation facilities, as well as in private practice by conducting full neuropsychological assessments and psychological assessments. Interpreted batteries and generated reports. Provided consults to teams of medical staff including anesthesiology, surgery, rehab-medicine and psychiatry. Conducted individual psychotherapy, co-facilitated work-release groups and hospital rehabilitation groups. Referrals included: spinal cord injuries, head injuries, CVAs, neoplasms, dementias, mood disorders, Parkinson's Disease, Mental Retardation, seizure disorders, Asperger's Syndrome, Attention Deficit Disorder and HIV patients. Evaluated Worker's Compensation, forensic, foster care and work release cases.

January 1993

Intake Worker / Insurance Clerk

to

Henderson Mental Health Center

August 1995

Fort Lauderdale, FL

Supervisors: Myra Reno-Ortiz, M.S. and Ferris Bent

Conducted in person psychiatric intakes, determined patients' pay scale, responsible for Medicaid billing.

CLINICAL TRAINING EXPERIENCE

August 1998 **Psychology Resident**
To Wilford Hall Medical Center
August 1999 Lackland AFB, TX

Supervisors: Brian Campbell, Ph.D., Kelly Orr, Ph.D. & Alan Peterson, Ph.D.

APA-approved internship site. Rotations included Behavioral Health Psychology, Neuropsychology, Behavioral Analysis Services and Integrated Mental Health Clinic. Provided short and long-term individual, and group psychotherapy, as well as administered psycho-educational classes to active duty and retired military members and their families. Case managed over 40 individual clients. Psycho-educational classes included Relationship Enhancement, Relaxation Training, Healthy Thinking, Advanced Healthy Thinking, Goal Setting, Problem Solving, and Stress Management. Provided consultations, crisis intervention and primary prevention interventions as an on-call 24-hour service. Assisted Psychiatry residents with in-patient admissions. Assessed Basic Trainees functional mental status to determine suitability for active duty and weapons bearing status. Provided psychological and neuropsychological evaluations for security clearances and temporary disability, retirement and leave. Served as a member of a Critical Incidence Stress Management Team.

August 1996 **Psychology Trainee**
to Nova Community Clinic for Older Adults
July 1997 Fort Lauderdale, FL

Supervisors: Michel Hersen, Ph.D., ABMP, ABPP, ABBP.
William Kelleher, Ph.D.

Provided short and long-term individual psychotherapy to adults age 55 and older in a community mental health setting. Clinical problems included mood and anxiety disorders, personality disorders, relationship problems, dementia, medical illness such as cancer and bereavement. Cognitive-behavioral, interpersonal and existential treatment approaches were employed. Conducted comprehensive assessments on all clients and generated intake evaluations, assessment reports and termination summaries.

August 1995 **Neuropsychology Trainee**
to Jackson Memorial Hospital - Neuropsychology Department
July 1996 Miami, FL

Supervisors: Jay M. Weinstein, Ph.D., ABMP and
Wiley Mittenberg, Ph.D., ABPP/ABCN

Conducted full neuropsychological assessments and generated reports. Provided neurologists and neurosurgeons with diagnostic impressions and recommendations based on the severity and intensity of patients' cognitive deficits. Attended neurology grand rounds and represented the neuropsychology department for Intermediate Head Injury rounds on a weekly basis. Referrals included traumatic head injuries, arterial venous malformations, occlusion and stenosis of the carotid artery, cerebral aneurysms, subarachnoid hemorrhage, malnutrition, acute intracranial hemorrhage, hydrocephalus and brain tumors. Conducted individual and family psychotherapy and cognitive rehabilitation with mildly to moderately brain injured adults. Evaluated Worker's Compensation, social security disability and litigation cases.

March 1995 **Neuropsychology Trainee**
to
August 1995 Broward General Hospital
Fort Lauderdale, FL
Supervisor: Wiley Mittenberg, Ph.D., ABPP/ABCN

Performed bedside assessment of orientation and personality functioning of acute head injured adults. Conducted clinical interviews and administered neuropsychological tests to determine length of post-traumatic amnesia. Provided education to patients and their families regarding the effects of traumatic brain injury and made recommendations to facilitate recovery. Administered, scored and interpreted MMPI's and generated reports describing the findings.

August 1994 **Mental Health Technician**
to
April 1995 Nova Southeastern University Community Mental Health Center
Coral Springs, FL
Supervisors: Lisa Calandrino, M.S. and Debra Barone, M.S.

Conducted in person and telephone intake interviews to determine proper program placement. Set initial appointments. Referrals included mood and anxiety disorders, marital problems, chronically mentally ill, alcoholism, physical and sexual abuse survivors and learning disabilities. Clients were between the ages of 8 and 50. Supervision provided daily.

FUNDED RESEARCH

Restorative Justice for Broward Children and Families (RJBCF) Program Evaluation. Funded by Legal Aid Service of Broward County through the US Department of Justice. July 2018 to Present (planning phase). Role and Description: Program Evaluation Partner, primary goal to evaluate the pilot of a Restorative Justice project for children/families in the dependency system in Broward County. Responsibilities: Evaluation activities will include assistance with program design and logic model development. Activities will also relate to outcome evaluation and will include identification and developments of data sources (e.g., court data, surveys) data collection and analysis, interpretation, data visualization, and reporting. \$25,000.00

2010-2011 Principle Investigator Armed Encounters, \$10,000.00 Nova Southeastern University Quality of Life Grant.

PRESENTATIONS

Pann, J., Castro, M., Yehl, A., Bryan, M, Kushner, T., Plombon, B., Pupko, L., Millen, D., Detullio, D., Pepper, J., and Stotts, S. (2017, October). *Evaluation of the Dispatcher Hiring and Retention Systems at a 911 Emergency Communications Center*. Poster presented at the annual meeting of the American Evaluation Association, Washington DC.

Malmberg, M., Hibel, J., & Kushner, T. (2010). Relying Upon Adjunct Faculty to Assess Graduate Programs: A priority Endeavor. 2010 Assessment Institute, October 2010. Indianapolis Indiana.

Kushner, T., Bryan, M., Taylor, L., Scott, Z., & Armstrong, K. (2010). Armed Encounters between Police and Citizens in Broward County: Implications for Policy and Practice. 2010 Southern Criminal Justice Association, September 2010. Clearwater, Florida.

Kushner, T & Hankins, G (2005). Hostage Negotiations Training: Combat Stress and Posttraumatic Stress Disorder. Provided training for 6 local police department's Hostage Negotiation Team Members.

Mittenberg, W., Miller, L.J., Carey, V., McMorrow, M.A., Kushner, T., & Weinstein, J.M. (1996). Astereopsis caused by traumatic brain injury. Paper presented at the 25th Annual Meeting of the International Neuropsychology Society, February 1997. Orlando, Florida.

PUBLICATIONS

Mittenberg, W., Miller, L.J., Carey, V., McMorrow, M.A., Kushner, T., & Weinstein, J.M. (1999). Vol 14(6): 537-543. Astereopsis caused by traumatic brain injury. Archives of Clinical Neuropsychology.

Golden, C. J., Kushner, T., Lee, B. & McMorrow, M.A (1998). Aug;Vol 93(1-2): 141-150 Searching for the meaning of the Category Test and the Wisconsin Card Sorting Test: a comparative analysis. International Journal of Neuroscience.

TEACHING

Social Administration in Criminal Justice - This course provides an overview of the federal, state, and local criminal justice systems. An introduction to management and methods of conflict management is provided.

Behavioral Criminology – co taught with Mr. Greg McCrary, retired FBI profiler. The purpose of this course is to familiarize the student with various techniques for analyzing and understanding criminal behavior through crime and crime scene analysis. These techniques include an introduction to the fundamentals of criminal investigative analysis and profiling. Critical thinking skills will be emphasized in crime and crime scene analysis in order to draw logical inferences regarding any underlying psychopathology, motive, criminal history or other dynamics unique to that particular offender.

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