

## DIEDRA T. HAYMAN, PH.D., HSPP

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### EDUCATION:

**APA Approved Post Doctoral Fellowship, Primary Care Family Psychology, Pediatrics, September 2004 – August 2005**

University of Rochester Medical Center, Rochester, NY

**APA Approved Doctor of Philosophy, Counseling Psychology, August, 1998** University Of Florida, Gainesville, FL.

Dissertation Title: Doctoral level research topic was “The relationship of traumatic life events and symptoms of post traumatic stress to academic performance, and the influence of learned resourcefulness on this relationship in a non clinical population of college students”.

APA approved pre-doctoral internship at the University Counseling Center, Virginia Tech, Blacksburg, VA (August 1997- August 1998) Provided individual therapy to clients presenting with a variety of issues, including sexual assault, depression, grief recovery, academic concerns, career concerns, eating disorders, sexual identity and orientation, self-esteem, PTSD, family of origin, and anxiety. Developed a new support group for Women of African descent called SISTERS!, and presented a program on Depression to the members of the Lesbian/Gay/Bisexual Alliance. Also developed and presented a staff development workshop on Sexual Assault and African American Women.

### CURRENT PSYCHOLOGY LICENSES:

**Clinical Psychologist, Health Service Provider in Psychology, Indiana: 20042116A**

**Psychologist, Supervisor Status, Arkansas: 17-06P**

**Clinical Psychologist, Alabama: 1826 (Inactive status)**

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### CURRENT POSITION:

**Clinical Assistant Professor, Director of Clinical Training, Master of Mental Health Counseling Program, Indiana University/Purdue University Columbus, Columbus, Indiana. August 2019 to Present.**

Program Development: Collaborating with key faculty, staff, and community clinicians to expand and improve the field training experiences for master’s level counseling students. Reviewing and editing current documentation for field experiences, and collaborating with Program Director to develop new materials including brochures, appropriate forms, and resources. Collaborating with relevant faculty and students to develop services to be provided through the Tom and Barbara Schoellkopf Community Counseling Center. Developing additional testing resources and planning for updating current protocols. Spearheading the processing of necessary elements for successful functioning in collaboration with Program Director, including fee scales for revenue generating activities, service development, acquisition of work study positions for the clinic, creation of marketing tools including brochures for the clinic, development of operational manual, and other items as necessary.

Teaching: Created Health Psychology online course for undergraduate psychology students which is currently being offered, and well received. Currently provide university supervision for Internship. Developed and currently teach hybrid Psychopharmacology course for first year master’s students, where learning mastery exercises and testing are presented in an online format through the Canvas educational platform. Course textbook materials include the use of IU e-Texts. Live lectures supplemented with multimedia PowerPoint slides occur on a weekly basis. Taught Practicum (Fall semester) along with an in-class Psychopathology course in the Fall. Utilize multimedia and computer technology to enhance learning both at home and in class.

### CLINICAL EXPERIENCE:

**Director of Magnolia Clinic/Clinical Psychologist, South Arkansas Regional Health Center, Magnolia, Arkansas. June 2018 to August 2019.**

Comprehensive Psychological Assessment and Evaluation: Assessing and diagnosing children, adolescents, and adults referred for comprehensive psychological evaluations by mental health providers and physicians. Selecting, administering, scoring, and interpreting psychological tests, including

intellectual/developmental, personality, limited psychoeducational, and clinically diagnostic instruments for children, adolescents, and adults. Thorough documentation, report writing, and entry into electronic medical record for all testing activities including results of clinical interview, test administration and interpretations, diagnostic conclusions, and treatment recommendations. Providing clinical feedback based on test results to other medical providers, mental health professionals, clients, and relevant others in accordance with HIPAA laws.

Psychotherapy and Treatment Planning:

Clinical assessment (screening and interviewing patients for the purpose of assessing acute and chronic mental conditions), diagnosis of treatment issues, referral for children, adolescents, and adults with acute, chronic, severe, and/or dual diagnoses. Formulating comprehensive treatment plans in electronic medical record including determination of appropriate psychotherapy modalities, supportive treatment avenues such as medication management, case management, or intensive therapy modalities, and crisis intervention services. Psychotherapy utilizing a broad range of therapeutic techniques and strategies as appropriate to the clinical needs of children, adolescents, adults, and families, with sensitivity to multicultural needs. Evaluating overall effectiveness of therapeutic interventions and adjusting treatment accordingly.

Consultation and Community Education: Clinical consultations with primary and specialty healthcare providers, teachers, and mental health staff regarding results of psychological evaluations and treatment recommendations. Consultations with primary care and specialty providers regarding diagnostic hypotheses and medication management considerations. After responding to crisis consultation requests at local hospital Emergency Room or ICU, create clear, concise written chart notes documenting referral questions, diagnostic impressions, recommendations, and interventions or suggested recommendations for inpatient hospitalization based on face to face interactions with patients, and provide verbal feedback to Attending Physician and nursing staff. Community education including teaching about mental health issues, clinical services offered, crisis procedures, and lifestyle management.

Clinical and Administrative Leadership and Supervision:

Clinical and administrative leadership for 11 staff members including masters level mental health providers, bachelors prepared qualified behavioral health providers, and support staff. Provided clinical supervision services utilizing subject matter expertise and technical guidance for a provisionally licensed Post Doctoral Psychologist for one year. Representing and communicating interests of Magnolia clinic at company management meetings. Contributing to company-wide goal-setting and planning, including expansion of the psychology function of the organization.

Interpersonal Skills: As clinic Director, formally serve as Patient Advocate, often required to diffuse tense situations with unhappy clients, successfully resolving conflicts between clients and clinicians, or using excellent verbal skills and positive, respectful, and kind communications to create understanding of, or make appropriate adjustments to policies and procedures to meet specific needs of clients.

Accomplishments:

Promoted to Director of a satellite branch in Magnolia after one year. Renewed relationships with and addressed concerns of community partners at the branch. Developed and presented training for hospital emergency room and ICU staff regarding medical patients with mental health crises. Presented workshop for parents at a local Head Start to teach about childhood mental health disorders, and emotional wellness for children and families. Used excellent interpersonal skills to identify, address and successfully reverse low morale in the Magnolia clinic within first 3 months of tenure as Director by determining and addressing relevant job-related and emotional needs of each staff member, and creating an atmosphere of mutual respect, administrative predictability, trust, and positivity. Named "Employee of the Quarter", 3<sup>rd</sup> quarter 2019

**Clinical Psychologist, South Arkansas Regional Health Center, El Dorado, Arkansas. May 2017 to June 2018.**

Comprehensive Psychological Assessment and Evaluation: Assessing and diagnosing children and some adults referred for psychological evaluations. Selecting, administering, scoring, and interpreting psychological tests, including intellectual/developmental, personality, limited psychoeducational, and clinically diagnostic instruments for children, adolescents, and adults. Thorough documentation, report writing, and entry into electronic medical record of all testing activities including results of clinical interview, test administration and interpretations, diagnostic conclusions, and treatment recommendations. Providing

clinical feedback based on test results to other medical providers, mental health professionals, clients, and relevant others.

Psychotherapy and Treatment Planning:

Clinical assessment (screening and interviewing patients for the purpose of assessing acute and chronic mental conditions), diagnosis of treatment issues, and appropriate referral for children, adolescents, and adults with acute, chronic, severe, and/or dual diagnoses. Formulating comprehensive treatment plans in electronic medical record including determination of appropriate psychotherapy modalities, supportive treatment avenues such as medication management, case management, intensive therapy modalities, or crisis intervention services. Psychotherapy utilizing a broad range of therapeutic techniques as appropriate to the clinical needs of children, adolescents, adults, and families. Evaluating overall effectiveness of therapeutic interventions and adjusting treatment accordingly.

Consultation and Staff Education: Clinical consultations with primary and specialty care providers, and mental health staff regarding results of comprehensive psychological evaluations and treatment recommendations. Consultations with primary care and specialty providers regarding diagnostic hypotheses and medication management considerations. Presented training to teach staff members about lifestyle management for company wellness program. After responding to crisis consultation requests at local hospital Emergency Room or ICU, create clear, concise written chart notes documenting referral questions, diagnostic impressions, recommendations, and interventions or suggested recommendations for inpatient hospitalization based on face to face interactions with patients, and provide verbal feedback to Attending Physician and nursing staff.

Clinical and Administrative Leadership and Supervision:

Provided clinical supervision services utilizing subject matter expertise and technical guidance for a provisionally licensed postdoctoral Psychologist for one year. Participated in providing training activities and supervision services for APA Approved Predoctoral Interns.

Accomplishments:

Significantly increased the psychological testing services offered, and revenues obtained by the company through completing a full inventory of testing instruments in stock, successfully communicating in written form, the need for updated assessment instruments, explaining verbally and in written form, Medicaid allowable billing practices that support psychological evaluations, and successfully explaining relevant billing and scheduling issues. Collaborated with Clinical Director to successfully expand testing instrument inventory to include the Autism Diagnostic Observation Schedule, Second Edition, which this psychologist is trained to administer.

**Clinical Psychologist, HSPP, Park Center, Bluffton, IN. January 2016 to May 2017.**

Psychotherapy and Treatment Planning:

Clinical assessment (screening and interviewing patients for the purpose of assessing acute and chronic mental conditions), diagnosis of treatment issues, referral for children, adolescents, and adults with acute, chronic, severe, and/or dual diagnoses. Formulating comprehensive treatment plans in electronic medical record including determination of appropriate psychotherapy modalities, supportive treatment avenues such as medication management, case management, or crisis intervention services. Psychotherapy utilizing a broad range of therapeutic techniques as appropriate to the clinical needs of children, adolescents, adults, and families. Evaluating overall effectiveness of therapeutic interventions and adjusting treatment accordingly.

Comprehensive Psychological Assessment and Evaluation: Assessing and diagnosing children and adolescents referred for psychological evaluations. Selecting, administering, scoring, and interpreting psychological tests, including intellectual/developmental, personality, limited psychoeducational, and clinical diagnostic instruments for children, and adolescents. Thorough documentation, report writing, and entry into electronic medical record of all testing activities including results of clinical interview, test administration and interpretations, diagnostic conclusions, and treatment recommendations. Providing clinical feedback based on test results to medical providers, mental health professionals, clients, and relevant others.

Consultation and Staff Education: Clinical consultations with primary and specialty care providers, and company mental health staff including therapists and case managers regarding results of comprehensive psychological evaluations and treatment recommendations. Provided consultation and treatment direction

to clinicians in both individual and group formats for their clients. Consultations with specialty medical providers including Psychiatrists and Advanced Practice Nurses regarding diagnostic hypotheses and medication management considerations. Presented staff training on Autism Spectrum Disorders. Represented Park Center as a community speaker in the Ft. Wayne Indiana area, presenting topics including Autism, and Trauma and its Impact on Youth.

Clinical Supervision:

Provided clinical supervision services utilizing subject matter expertise and technical guidance for a predoctoral intern stationed at the Bluffton clinic. Participated in training activities and provided supervision for APA Approved Predoctoral Internship. Presented trainings for predoctoral interns on Autism and on multicultural counseling. Reviewed and signed treatment plans for clinicians and case managers for the Bluffton clinic.

Accomplishments: Developed more efficient clinical staffing process whereby clinicians presented a standard set of data including relevant identifiers, diagnostic presenting symptoms, clinical objective for bringing case for staffing, and problem areas. This significantly improved the quality of the staffing discussion as well as the assistance provided to the clinician on behalf of the client.

**Director/Psychologist Glenwood Outpatient Autism Clinic, Glenwood Autism and Behavioral Health Center, Huntsville Division, Huntsville, AL. July 2013 to January 2016.**

Comprehensive Psychological Assessment and Evaluation: Assessing and diagnosing children ages 2 to 16, referred for psychological evaluations to determine the presence of Autism Spectrum Disorders and other childhood disorders. Selecting, administering, scoring, and interpreting psychological tests, including intellectual/developmental, personality inventories, and clinical diagnostic instruments for children and adolescents. Thorough documentation, and report writing of all testing activities including results of clinical interview, test administration and interpretations, diagnostic conclusions, and treatment recommendations. Providing clinical feedback based on test results to families, other medical providers, mental health professionals, and teachers at the affiliated school for special needs children, when appropriate.

Psychotherapy and Treatment Planning:

Clinical assessment and diagnosis of treatment issues, and referral for children, adolescents, and family members as needed, post Autism evaluation. Formulating comprehensive treatment plans including determination of appropriate psychotherapy modalities, the need for supportive treatment avenues such as medication management, case management, intensive therapy modalities, or speech and language, occupational therapy, and Applied Behavioral Analysis intervention services. Psychotherapy utilizing a broad range of therapeutic techniques as appropriate to the clinical needs of children, adolescents, and their families, on a limited basis.

Consultation and Collaboration: Clinical consultations with primary care providers, and mental health staff regarding results of comprehensive psychological evaluations including treatment recommendations. Consultations with primary care and specialty providers regarding diagnostic findings as they related to medication management considerations. Collaboration with Occupational Therapists, Speech and Language Therapists, and teachers regarding treatment and individualized educational planning for children with emotional disturbances including Autism, psychosis, ADHD, and mood issues.

Clinical and Administrative Leadership and Supervision:

Clinical and administrative leadership and supervision utilizing subject matter expertise and technical guidance for 4 staff members including a newly licensed postdoctoral Psychologist, a doctorally prepared Psychological Technician, a Speech and Language Therapist, and support staff. Provided clinical supervision services for the licensed postdoctoral Psychologist for one year.

Accomplishments:

Hired to develop and provide clinical and managerial leadership for the new diagnostic clinic in the Huntsville area. Developed fully functional diagnostic clinic in collaboration with executive management staff from home office by selecting and requisitioning necessary psychological evaluation instruments, interviewing and referring appropriate clinical and support staff within the first 6 months, collaborating with Human Resources regarding personnel issues when required, developing psychological evaluation process and procedures including report writing format, maintaining testing inventory, maintaining appropriate communication with home office through emails, phone calls, and face to face meetings, contributing to and

approving plans for office remodeling, to include a testing room with observation room with two way mirror and sound.

**Lead Children's Evaluator/Clinical Psychologist, Burrell Behavioral Health, Springfield, MO April 2012-June 2013.**

Comprehensive Psychological Assessment and Evaluation: Assessing and diagnosing children ages 2 to 8 for the Autism Center, and ages 4 to 16 for the Children's Center, who were referred for multidisciplinary evaluations or psychological evaluations to determine the presence of Autism Spectrum and other childhood disorders. Comprehensive psychological evaluations including selecting, administering, scoring, and interpreting psychological tests, such as intellectual/developmental, and clinical diagnostic instruments for young children to adolescents. Thorough documentation and report writing of all testing activities including results of clinical interview, test administration and interpretations, diagnostic conclusions, and treatment recommendations. Writing multidisciplinary evaluation summary reports, including results for medical, occupational therapy, speech and language, and psychological evaluations. Providing face to face clinical feedback and treatment recommendations based on test results for all multidisciplinary evaluations, or results of psychological evaluation, to family members.

Consultation and Collaboration: Leading multidisciplinary clinical staffing consultations including an Occupational Therapist, a Speech and Language Therapist, a Developmental Pediatrician, and a Social Worker, for each child evaluated. Collaboration with multidisciplinary team regarding development of complete diagnostic conclusions in each discipline, treatment planning, multidisciplinary recommendations, and targeted, comprehensive resources for children with emotional disturbances including Autism, psychosis, ADHD, behavioral disorders, and mood issues, which might or might not be complicated by speech, fine or gross motor, or medical issues. Consultant to other clinicians for child and adolescent treatment concerns.

Accomplishments:

Reformatted the psychological evaluation format and multidisciplinary summary format to support easier reading and more efficient presentation of findings, recommendations, and resources to families and providers.

**Clinical Psychologist, Ozarks Medical Center, Behavioral Healthcare, West Plains, MO and Mountain Grove Medical Clinic, Mountain Grove, MO September 2008-April 2012**

Psychotherapy and Treatment Planning:

Clinical assessment (screening and interviewing patients for the purpose of assessing acute and chronic mental conditions), diagnosis of treatment issues, referral for children, adolescents, and adults with acute, chronic, severe, and/or dual diagnoses. Formulating comprehensive treatment plans in electronic medical record including determination of appropriate psychotherapy modalities, supportive treatment avenues such as medication management, case management, intensive therapy modalities, or crisis intervention services. Psychotherapy utilizing a broad range of therapeutic techniques as appropriate to the clinical needs of children, adolescents, adults, and families. Evaluating overall effectiveness of therapeutic interventions and adjusting treatment accordingly.

Comprehensive Psychological Assessment and Evaluation: Assessing and diagnosing individuals referred for psychological evaluations. Selecting, administering, scoring, and interpreting psychological tests, including intellectual/developmental, personality, limited psychoeducational, and clinical diagnostic instruments for children, adolescents, and some adults. Thorough documentation and report writing of all testing activities including results of clinical interview, test administration and interpretations, diagnostic conclusions, and treatment recommendations. Providing clinical feedback based on test results to other medical providers, mental health professionals, clients, and relevant others.

Clinical Supervision:

Provided clinical supervision services utilizing subject matter expertise and technical guidance for a predoctoral intern stationed at the Mountain Grove clinic including observing clinical services, and reviewing psychological evaluations completed by the intern. Modeled ethical and professional behavior for the intern.

Accomplishment:

Successfully participated in formal training and evaluation for Canine Good Citizen with a young canine partner. Meticulously managed the ethical, safety and hygiene issues associated with the animal to the

standard expected in a medical facility. Practiced animal-assisted therapy with canine Imani, CGC, for three years, creating an excellent therapeutic environment for clients amenable to the modality.

**Psychologist/Clinical Supervisor/Acting Co-Director, Wabash Valley Hospital (now Valley Oaks Health), Lafayette, IN July 2006-September 2008**

Provided full range of psychotherapeutic services to children, adolescents, and adults with a variety of issues ranging from mild to severe, including intake assessment, individual therapy, family therapy, couples therapy, comprehensive psychological testing and evaluation, crisis intervention, and referral services. Promoted to Clinical Supervisor after 3 months. Clinical and administrative supervision utilizing subject matter expertise and technical guidance to several masters prepared clinicians and psychologists. Served as Liaison between the clinical staff (therapists and psychologists) and the Child and Adolescent Outpatient Case Managers (social workers). Supervised two practicum students from the Purdue University Doctoral Counseling Psychology program, and provided onsite group supervision for all three of the students hosted during their residency. Served as Acting Co-Director for main branch for three months.

**APA Approved Primary Care Family Psychology Postdoctoral Fellowship, Pediatric Track, University of Rochester Medical Center, Rochester, NY. September 2004-August 2005**

Conducted brief functional assessments after warm handoffs from physicians and nurse practitioners. Utilized common primary care assessment instruments such as PHQ9 and GAD7 when appropriate. Behavioral medicine curbside consultations with primary care providers. Provided brief (1 to 6 thirty-minute sessions), time-limited, simple, concrete, psychotherapeutic, behavioral health, and self- or parent-managed, home-based lifestyle management interventions to children and their families. Created clear, concise written chart notes documenting referral questions, diagnostic impressions, recommendations, and interventions or suggested treatment recommendations from both face to face interactions with patients as well as curbside consults. Appropriate triage and referral to specialty mental health when indicated. Provided medical residents and fellows with didactic training regarding psychological issues as they presented themselves in a primary care setting.

**TEACHING EXPERIENCE:**

**Adjunct Professor, Alabama A & M University, Huntsville (Normal), AL January 2014 – May 2014**

Taught Counseling Techniques course to graduate Counseling Psychology and Rehab Counseling students. Developed appropriate syllabus, provided didactic instruction to Masters Level students including leading discussions, facilitating in-class and out-of-class activities designed to support subject learning, evaluating learning both in-class and outside of class, managing electronic course management software for registering grades for completed assignments and examinations. Winter 2014

**Associate Professor, Virginia Western Community College, Roanoke, VA August 1998-August 2004**

Taught undergraduate courses in Principles of Psychology, Child Psychology, Adolescent Psychology, and Developmental Psychology, both in-class and online using Blackboard technology to nontraditional students. Used excellent interpersonal skills to determine level of understanding of learners during teaching episodes. Formally evaluated learning through written examinations and writing assignments. Developed an online course entitled "The Psychology of Men and Women". Designed and offered a Structured Honors Psychology Option to meet the needs of students needing more of a challenge. Past topics included Women's Issues, and Research Issues. Taught Study Skills and Personal Development, and provided counseling to minority/first generation college students as part of a retention program called the Alliance for Excellence.

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