

## **CURRICULUM VITAE**

Name: **Raymond Benedict Flannery, Jr., Ph.D., FAPM**

Office Address: Professor of Psychology (Part-Time)  
Woods College of Advancing Studies  
St. Mary's Hall South  
Boston College  
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Chestnut Hill, MA 02467  
  
617-552-3900

### Education:

1964 B.A. College of the Holy Cross (History)  
1967 M.A. Boston College (General Experimental Psychology)  
1970 Ph.D. University of Windsor (Clinical Psychology)

### Postdoctoral Training:

1969-1970 Psychology Internship, Boston State Hospital  
1970-1972 Training and Supervision in Behavior Therapy, Boston College  
1975 The Case Method in Seminar Teaching, Harvard Business School

### Licensure and Certification:

1973 License, Massachusetts Board of Registration in Psychology  
1975 Certificate, National Register of Health Service Providers in Psychology

### Faculty Academic Appointments:

1971- Professor of Psychology (Part-Time) The Woods College of Advancing Studies, Boston College  
1973-1977 Instructor in Psychology, Department of Psychiatry, The Cambridge Hospital, Harvard Medical School

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| 1977-1992 | Assistant Professor of Psychology, Department of Psychiatry, The Cambridge Hospital, Harvard Medical School   |
| 1981-1984 | Adjunct Faculty, Massachusetts School of Professional Psychology  |
| 1990-1993 | Lecturer in Psychology, School of Nursing, Boston College   |
| 1992-1995 | Assistant Clinical Professor of Psychology, Department of Psychiatry, The Cambridge Hospital, Harvard Medical School                                      |
| 1993-     | Adjunct Assistant Professor in Psychiatry, Department of Psychiatry, University of Massachusetts Medical School, Worcester                                |
| 1995-2014 | Associate Clinical Professor of Psychology, Department of Psychiatry, The Cambridge Hospital, (Cambridge Health Alliance), Harvard Medical School         |
| 2014-     | Associate Professor of Psychology in the Department of Psychiatry, Part-time, The Cambridge Hospital, (Cambridge Health Alliance), Harvard Medical School |

#### Appointments at Hospitals/Affiliated Institutions:

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| 1989-1992 | Psychologist, Metropolitan State Hospital, Waltham, MA  |
| 1992      | Psychologist, Westborough State Hospital, Westborough, MA   |
| 2002-2009 | Psychologist, Worcester State Hospital, Worcester, MA   |
| 2005 -    | Psychologist, Allied Health Professional Staff, Department of Psychiatry, Cambridge Health Alliance |

#### Other Professional Positions:

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| 1969-1970 | Consultant, Stanford Research Institute, Palo Alto, CA   |
| 1978-1979 | Consultant, WGBH-TV, Public Broadcasting Service, Boston, MA   |
| 1987-1992 | Consultant, Victims of Violence Program, The Cambridge Hospital, Cambridge, MA   |
| 1989-1991 | Consultant, National Employee Wellness Program, Federal Bureau of Prisons, United States Department of Justice, Washington, DC                     |
| 1993-1995 | Senior Supervisor, The Erich Lindemann Trauma Clinic, The Massachusetts General Hospital, Boston, MA   |
| 1993-2003 | Consultant, Edith Nourse Rogers Memorial Veterans Hospital, Bedford, MA  |
| 1998-     | Senior Training Faculty, International Critical Incident Stress Foundation, Ellicott City, MD  |
| 2010-     | Regional Medical Contractor, Social Security Administration, Regional Office-Center for Disability Programs, Disability Quality Branch, Boston, MA |

#### Major Administrative Leadership Positions:

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| 1972-1982 | Director of Training, Somerville Mental Health Center. |
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1977-1989 Chief, Psychology Department, Somerville Mental Health Clinic, Somerville, MA  
1989- Director, The Assaulted Staff Action Program, Massachusetts Department of Mental Health, Boston, MA  
1992-2002 Director of Training, Office of the Deputy Commissioner, Clinical and Professional Services, Massachusetts Department of Mental Health  
1993 Course Co-Director, Post-Traumatic Stress Disorder in Serious Mental Illness. Massachusetts Department of Mental Health.  
1994 Course Co-Director, Schizophrenia: State-of-the-Art Review. Massachusetts Department of Mental Health  
1995 Course Co-Director, Violence and Serious Mental Illness. Massachusetts Department of Mental Health  
1996 Course Co-Director, Affective Disorders: State-of-the-Art Review. Massachusetts Department of Mental Health  
1997 Course Co-Director, Dual Diagnosis: State-of-the-Art Review. Massachusetts Department of Mental Health  
1998 Course Co-Director, Early Interventions in Serious Mental Illness. Massachusetts Department of Mental Health  
1999 Course Co-Director, Legal Issues and Serious Mental Illness: A Primer for Clinicians. Massachusetts Department of Mental Health  
2000 Course Co-Director, Quality of Life: Improving Outcomes for Persons with Serious Mental Illness. Massachusetts Department of Mental Health  
2000 Course Co-Director (with Harvard Medical School), The First All Massachusetts Residents Day: Public Sector Psychiatry. Massachusetts Department of Mental Health  
2001 Course Co-Director, The Evolving Continuum of Care: New System Issues. Massachusetts Department of Mental Health  
2001 Course Co-Director (with Boston University School of Medicine), The Second All Massachusetts Residents Day: Moving Toward Cultural Competence. Massachusetts Department of Mental Health  
2002 Course Co-Director, Prevention of Morbidity and Mortality in Persons with Serious Mental Illness: Next Steps. Massachusetts Department of Mental Health.  
2015 Course Co-Director, Treating Anxiety, Harvard Medical School, The Cambridge Health Alliance

Committee Service:

Local

1977-1992 Psychology Internship Committee, The Cambridge Hospital  
1978-1979 Human Subjects Review Committee, Cambridge-Somerville Mental Health Center  
1981-1982 Patient Safety Committee, Chair, Somerville Mental Health Clinic  
1983-1987 Research Advisory Council, The Cambridge Hospital  
1985-1987 Faculty Appointments and Promotions Committee, The Cambridge Hospital  
1985-1989 Utilization Review Committee, Chair, Somerville Mental Health Clinic  
1985-1995 Harvard Trauma Study Group, Massachusetts Mental Health Center

- 1993-2002 Residency Training Faculty Committee, Secretary, Massachusetts Department of Mental Health
- 1994-1996 Psychological Trauma Task Force Committee, Massachusetts Department of Mental Health
- 2004-2012 Residency Education Committee, Resident Applicant Interviewer, Cambridge Health Alliance
- 2013- Faculty Committee to Develop Masters Degree in Forensic Sciences, Boston College.
- 2014- Faculty Committee for Media and Impact on Students, Boston College

National

- 1996 Committee Member, Prevention Workshop: Minimizing Trauma and Violence During Downsizing and Layoffs, Center for Mental Health Services, U.S. Department of Health and Human Services, Washington, DC
- 1997 Committee Member, Prevention Workshop: Addressing Emotional Disabilities in Organizations with Diminishing and Limited Resources, Center for Mental Health Services, U.S. Department of Health and Human Services, Washington, DC
- 2000 Committee Member, Workplace Violence Intervention Research Workshop, The University of Iowa National Injury Prevention Research Center and the National Institute of Occupational Safety and Health, Washington, DC

Professional Societies:

Memberships

- 1971- American Psychological Association
- 1971-1994 Association for the Advancement of Behavior Therapy
- 1971-1991 Behavior Therapy and Research Society  
(Charter Clinical Fellow)
- 1971-1996 Eastern Psychological Association
- 1971- Massachusetts Psychological Association (Fellow, 1974)
- 1971-1980 Society for the Psychological Study of Social Issues
- 1972-1978 The Gerontological Society
- 1972-1998 Society of Sigma Xi
- 1978-1988 Society for Psychotherapy Research
- 1978-1996 Society of Behavioral Medicine
- 198-1989 Rocky Mountain Psychological Association
- 1984- Academy of Psychosomatic Medicine (Fellow, 1987)/Academy of Consultation Liaison Psychiatry
- 1987-1992: Scientific Program Committee
- 1987-1988: Ad Hoc Research Committee
- 1987-1989: Long-Range Planning Committee
- 1988-1991: Governing Council
- 1989-1990: Membership Committee
- 1990-1991: Interdisciplinary Affairs Committee
- 1987- International Society for Traumatic Stress Studies
- 1990-1996 American Psychological Society (Fellow, 1990)
- 1992-1996 International Association of Psychosocial Rehabilitation Services
- 1992-1996 Training and Certification Committee

1992- International Critical Incident Stress Foundation

Editorial Activities:

1987-1997 Journal Reviewer, Psychosomatics  
1990-2005 Journal Reviewer, Journal of Traumatic Stress  
1998-2012 Associate Editor, International Journal of Emergency Mental Health  
1999-2002 Editorial Advisory Board, Journal of Healthcare Safety,  
Compliance, and Infection Control  
2002-2004 Editorial Review Board, American Journal of Alzheimer's Disease and Other  
Dementias  
2002-2004 Editorial Review Board, Journal of Health Care Safety  
2006-2009 Editorial Review Board, Journal of Health Care for the Poor and Underserved  
2012-2013 Associate Editor, International Journal of Emergency Mental Health and Human  
Resiliency

Honors and Prizes:

1989 Special Contribution, National Employee Wellness Program,  
Federal Bureau of Prisons, U.S. Department of Justice  
1993 Governor's Citation for Furthering the Understanding of Mental  
Illness in the Community, Commonwealth of Massachusetts  
1995 Panel Member, Continuing Legal Education Program,  
Massachusetts Bar Association  
1996 Finalist, The Assaulted Staff Action Program, Gold Medal  
Award, The American Psychiatric Association  
1996 The Assaulted Staff Action Program, Best Practice, United States  
Occupational Safety and Health Administration, Washington, DC.  
1997 Outstanding Research in the Field of Traumatic Stress,  
International Critical Incident Stress Foundation  
2000 For Ten Years of Inspired Leadership and Service,  
The Assaulted Staff Action Program Team Leaders  
2000 State of Massachusetts Commonwealth Citation for Outstanding  
Performance, The Assaulted Staff Action Program Team Leaders  
2001 Outstanding Research in the Field of Traumatic Stress,  
International Critical Incident Stress Foundation  
2002 For Ten Years of Exemplary Leadership and Fellowship,  
Department of Mental Health Area Training Directors  
2002 Commissioner's Citation, 9/11/01 Crisis Counseling Program,  
Department of Mental Health  
2003 State of Massachusetts Commonwealth Citation for Outstanding  
Performance, The Mental Illness/Problem Sexual Behavior  
Program, Clinical Coordinators.

- 2005 Lifetime Achievement Award for Excellence in Crisis Intervention Research, International Critical Incident Stress Foundation.
- 2005 For Fifteen Years of Leadership, Dedication, and Support, The Assaulted Staff Action Program Team Leaders
- 2007 World Congress Keynote Speaker Gold Medallion Award, International Critical Incident Stress Foundation
- 2007 Special Recognition: Thirty-Five Years of Outstanding Academic Service, Woods College of Advancing Studies, Boston College
- 2009 Forty Year Recognition Pin for Faithful and Dedicated Service, The Central Massachusetts Area, The Massachusetts Department of Mental Health.
- 2009 President of the State Senate Special Citation for Forty-Three Years of Service to the Citizens of the Commonwealth of Massachusetts. The Massachusetts State Legislature.
- 2009 For Twenty Years of Dedicated Leadership, and Service, The Assaulted Staff Action Program Team Leaders.
- 2010 The Assaulted Staff Action Program, Best Practice, Canadian Ministry of Health, Ontario, Canada
- 2010 Certificate of Appreciation for Volunteer Services, Worcester State Hospital
- 2010 Certificate of Appreciation for Twenty-Five Years of Volunteer Services, The Crossroads Family Shelter.
- 2011 The Assaulted Staff Action Program, for Excellence in Health Care Innovation, Agency for Healthcare Research and Quality, United States Department of Health and Human Services.
- 2015 President of the State Senate Special Citation for Forty-Five Years of Service to the Behavioral Health and Critical Incident Stress Management of First Responders, The Massachusetts State Legislature.
- 2015 Special Recognition: Forty-five years of Leadership and Service to the Critical Incident Stress Management First Responders, MA Executive Office of Public Safety and Security, Department of Fire Services.

Personal Statement: Administrative, Clinical, Teaching, and Research Responsibilities

A. Narrative Description:

1970-1989 The Cambridge-Somerville Mental Health Center

In 1970, psychiatrist Jay Flocks, M.D., and I created the Adult Services of the Somerville Mental Health Clinic, a component of the larger mental health center. We established emergency, acute inpatient, outpatient, day care, and continuing care

initiatives. The staff grew from two to fifty and our basic structure has remained stable and serviceable for the past thirty years. I was chief psychologist for twelve years.

Trained in psychodynamic and behavior/social learning therapies, my practice emphasized the behavioral teaching of more adaptive problem-solving skills for persons with serious mental illness whose limited education often minimized the gains from their insights. I provided behavior therapy case consultation throughout the larger center and was a much-utilized, weekly consultant on the acute inpatient unit at Cambridge Hospital for sixteen years.

In Somerville, Dr. Flocks added a residency training placement and I added psychology intern placements. In addition, I was director of training for ten years and selected speakers whose theories and research would enhance service delivery. In Somerville, I was chair of the patient safety and the utilization review committees and in Cambridge I was a founding member of the Psychology Internship Program and a member of the Human Subjects Review and Research Advisory Council Committees.

My clinical interests shaped my research. During these years, I conducted laboratory analogues of behavioral interventions and published case studies of behavioral approaches to common diagnostic issues. My interest in adaptive coping resulted in a twelve-year study of 1,200 healthy persons and their adaptive coping mechanisms, a study which led to the identification of the six skills of stress-resistance. I then designed a group intervention to teach these skills to clinic patients with anxiety, psychosomatic illnesses, learned helplessness, and psychological trauma issues. Published work included Original Reports #1-25 and book # 1.

#### 1989-1992 The Cambridge-Somerville Units, Metropolitan State Hospital (MSH)

When the Department of Mental Health (DMH) commenced downsizing, I was transferred to the rehabilitation service of our continuing care facility. I tightened up a clinically unsophisticated unit and enhanced clinical training for all staff. The Director of Nursing immediately asked me to assist staff victims of patient violence. Based on the skills of stress-resistance that I had identified, I designed and fielded the Assaulted Staff Action Program (ASAP), a peer-help, voluntary crisis intervention program for staff victims. Published works included Original Reports #26-28 and book # 3.

#### 1992 Westborough State Hospital (WBSH)

When MSH was closed, I was transferred with our patients to the continuing care service at Westborough, where I was assigned the unit with the most impaired patients and considerable patient assaultiveness. I set clear limits on aggressive behavior and focused on adaptive problem-solving at patient community meetings. Most violence had subsided within sixty days. I again instituted round-the-clock clinical training for all unit staff.

After six months, one of my former residents, M. Annette Hanson, M.D., DMH Deputy Commissioner, Clinical and Professional Services, asked me to serve as her Director of Training.

1992-2002 Central Office, Massachusetts Department of Mental Health

I quickly put in place a credible, clinical training program for the 15,000 DMH state and vendor employees where there had been none. A core curriculum, an annual series of five major clinical conferences, All Residents Day programs, a DMH Speakers Bureau from the state's medical schools' faculties, difficult-to-treat case conferences by the faculties of Harvard and the University of Massachusetts Medical Schools, and the provision of CME/CEU credits, where relevant, were provided free to all employees. I successfully lobbied for six DMH Area Training Directors to repeat the programs begun in Central Office and to also address local needs. My office provided them with ongoing technical assistance.

I was an active member of the DMH clinical practice guidelines committees for schizophrenia, bipolar disorder, informed consent, placebo control research, and pharmaceutical industry support. I was the Secretary to the DMH Residency Training Faculty Committee comprised of Boston University, Harvard, and University of Massachusetts Medical Schools' faculties. I also worked closely with the DMH Harvard and University of Massachusetts Research Centers on training and research matters.

My clinical and teaching responsibilities included addressing violence and significantly expanding ASAP. (See Clinical Activities Report below.) Research and publication areas included public sector policy, violence, and ASAP. They are included in Original Reports #29-101 and books #4-6, 8. My work has been translated into five foreign languages.

2002 - 2009 Worcester State Hospital (WSH)

In the aftermath of the September 11, 2001 terrorist attacks, the state experienced a severe fiscal crisis. This resulted in DMH state agency budget cuts that required DMH clinicians be assigned to needed clinical services. After ten years as Director of Training, I was reassigned to Worcester State Hospital to provide direct care. In addition, I served on the hospital's emergency management subcommittee and the hospital's electronic medical records committee. As a senior psychologist, I was and remain a faculty member of the University of Massachusetts Medical School/Worcester State Hospital, APA-approved, Psychology Internship Program and supervise Psychology Interns and Externs. Part of my direct care responsibilities includes being a group therapist in the specialized program for mentally ill/sexually offending patients. I remain Director of the multistate DMH Assaulted Staff Action Program (ASAP) and a senior psychologist at the Cambridge Health Alliance. Published work included Original Reports #102-115 and books 9-10.

2010 - Social Security Administration, Boston Regional Office, Center for Disability Programs.



As a Regional Medical Contractor in the Regional Office's Center for Disability Programs, Disability Quality Branch, I provide disability quality reviews of claimants. Original Reports #116-125 and books 11-12.

1970 - Clinician -Educator

During these years, I have focused on being a clinician-educator, a faculty member who serves as a bridge between the clinical and academic advances of senior medical school faculty and the educational needs of line staff; residents, psychology interns, and other trainees; and clients and their families. This focus took root when I was a first year graduate student. I soon became aware that I had a natural inborn ability and passion for teaching. Informed by a sense of drama, humor, organization, and logic, I found these teaching skills helped me to communicate complex psychiatric concepts and findings into understandable language. Over the years, this permitted me to enhance the clinical care rendered by various trainees as well as the opportunity to strengthen their personal and professional coping resources. Trainees have found my clinical case examples particularly moving. In addition to my providing direct care to patients, teaching, whether in individual supervision, small groups, or major conference formats, became a second and fulfilling way of helping others. These teaching skills have become increasingly important in recent years as the knowledge-base in psychiatry has greatly expanded and time-scarcity has left many busy health care providers with less time for personal professional reading and research.

In my years at The Cambridge Health Alliance, I was director of training at the Somerville Mental Health Clinic for ten years and selected speakers and topics to enhance the skills of the line staff, residents, and trainees. I provided several CME presentations and staff seminars on my own work and that of other scholars in the field and lectured extensively to professional and general audiences locally, regionally, and nationally. In each instance, I sought to make recent advances in psychiatry understandable for the audience in order to facilitate the utilization of this knowledge by those in attendance. I supervised 40 residents in psychiatry and 14 psychology interns and psychology fellows in behavior therapy, emergency services, psychological trauma, group therapy, research design, and administration. Many were interested in publishing and my mentoring of this group resulted in 23 peer-reviewed publications. I have presented at Grand Rounds in Harvard Teaching Hospitals, including The Cambridge Health Alliance, Massachusetts General Hospital, Massachusetts Mental Health Center, McLean Hospital, and Mount Auburn Hospital.

My appointment in 1992 as Director of Training for the state Department of Mental Health provided me with an expanded opportunity to teach and to link the psychiatric academic community with DMH staff, clients/families, and the general public. For the 15,000 DMH state and vendor employees, I developed a core curriculum, annual difficult-to-treat case conferences staffed by the faculties of the Harvard and University of Massachusetts Medical Schools, and the annual DMH Speakers Bureau which was comprised of the faculties of the state's medical schools and which included six Harvard Teaching Hospitals. I managed the development of the DMH Medication Information Manual, which provides state-of-the-art information from senior psychiatrists for clients. This manual is translated into six foreign languages.

To focus on special public-sector psychiatry issues, I developed state-of-the-art annual conferences for adult, child, human rights, and cultural diversity issues in which senior faculty address the needs of line staff. These conferences are produced in conjunction with the DMH Research Centers of Excellence at Harvard Medical School and the University of Massachusetts Medical School. I have recently overseen the addition of the DMH Massachusetts All Psychiatry Residents Days, programs in which residents from the state's four medical schools attend day-long programs on issues of importance in public sector psychiatry.

During these years, I have been project manager and secretary to the DMH Design Committees in the development of clinical practice guidelines for schizophrenia, bipolar disorder, informed consent, placebo-control research, and pharmaceutical industry support. In each case, senior medical school faculty designed guidelines for use by the field staff to enhance cost-effective, high quality care. During these years, I have also been secretary to the DMH Residency Training Program and assisted in developing its curriculum. Throughout the years of my Harvard Medical School academic appointment, I have continued to use my time for the personal teaching of staff and trainees in all of the modalities noted above.

The Assaulted Staff Action Program (ASAP), a clinical intervention service for staff who have been assaulted by patients, brought together all of my experiences as a teacher. I designed the program and its data-base, created a curriculum, and personally trained 2,100 ASAP persons in the areas of psychological trauma and crisis intervention procedures. It has been exciting to watch this clinical program expand from one to forty-seven teams in nine states, to see it begin to take hold nationally and internationally, and to foster its becoming the longest, continuously fielded and most widely-researched crises intervention program in the world. ASAP has been chosen as a best innovative practice by the federal governments of the United States and Canada.

In this same time period, I have continued to lecture regionally, nationally, and internationally and I have written seven books for professionals and the educated general reader on violence, victimization, stress management, and crisis intervention procedures. My work has been translated into five foreign languages. In all of these many efforts, my goal has again been to bring complex psychiatric theory and clinical/empirical data into high relief for staff and the general public.

#### B. Funding Information:

Past: 1994-1997      NIDA 1 RO1 DA 08415-01    Co-I  
Scales for Detecting Comorbidities of Drug Abuse and  
Post-Traumatic Stress Disorder.

#### C. Report of Current Research:

From April 2, 1990 to present, I designed, fielded, and directed the Assaultive Staff Action Program (ASAP), an initiative to address the psychological aftermath of patient assaults on staff victims. Studies of this twenty-five year inpatient and community services data base are now in preparation. To date, studies have included examinations of the characteristics of assaultive patients, the characteristics of repetitively violent patients, the

characteristics of staff victims, the time of assault incidents, the role of gender, and the impact of personal victimization on subsequent violent behavior by the victim. The ASAP program itself remains online and continues to expand.

D. Teaching Contributions and their Relationships to Clinical Practice:

Local Contributions:

Psychology and Hospital Courses:

Boston College Woods College of Advancing Studies

1971- Child and Adolescent Psychology, Adulthood and Aging, Abnormal Psychology, Health Psychology, Psychological Trauma, Violence, Preventing Youth Violence, Understanding Human Violence.

Several students have told me over the years that they have pursued graduate study in psychology, nursing, and social work because of my courses.

Lecturer (years 1-46)  
2,999 adult evening college students  
70 hours/year

The Cambridge Hospital

1975-1977 Human Clinical Experimental Research  
Co-led with James Beck, M.D., this course focused on experimental design, statistical analysis, and ethics in research with human subjects.  
Lecturer (years 1-2)  
16 junior staff  
54 hours/year

1975-1983 Behavior Therapy Techniques in Clinical Practice  
This course concentrated on the learning principles embedded in behavioral approaches and how to use these principles to teach patients more adaptive problem-solving skills.  
Lecturer (years 1-8)  
40 junior staff  
54 hours/year

1979- CME Continuing Education Division, The Cambridge Hospital, Harvard Medical School.

I have provided 15 presentations over these years in these CME programs for physicians and other health care professionals.

- 1984-1986                      Diagnosis and Treatment of Intractable Anxiety States  
This course centered on thorough medical, psychiatric, and psychological reviews of patients who were not responsive to traditional interventions and on the development of new treatment plans.  
Lecturer (years 1-2)  
13 junior staff  
54 hours/year
- 1987-1991                      Group Treatment of Learned Helplessness  
This course focused on using stress management strategies to engage helpless patients in initial treatment encounters.  
Lecturer (years 1-4)  
26 junior staff  
54 hours/year
- 2004-                              Serious Mental Illness and Psychosocial Rehabilitation  
This course outlined the basic values, policies, procedures, and clinical interventions that enhance the care of persons with serious mental illness.  
Lecturer (years 1- 13)  
8 PGY 2 Residents  
16 hours/year for 8 years//4 hours/year for 3 years

#### Metropolitan State Hospital

- 1989-1991                      Group Treatment of Learned Helplessness  
This course outlined on using stress management strategies for engaging helpless patients with serious mental illness in initial treatment encounters.  
Lecturer (years 1-2)  
8 junior staff  
54 hours/year.

#### International Critical Incident Stress Foundation

- 1999-                              Two-Day Workshops: The Assaulted Staff Action Program (ASAP), Managing Behavioral Emergencies, Preventing Youth Violence, Understanding the Violent Patient  
Lecturer (years 1-9)  
Bureau of Alcohol, Tobacco, and Firearms; Central Intelligence

Agency; College Faculty; Emergency Services Personnel (State and Local Police, Firefighters, Emergency Medical Technicians, Paramedics); Federal Bureau of Investigation; Federal Bureau of Prisons; Pastoral Counselors; United States Military (All Branches); United States Sky Marshall Service  
80 hours/year

#### Invited Teaching Presentations:

##### Local Contributions

- 1971                      Invited Speaker, "Principle of Reinforcement in Modifying Behavior of Mentally Retarded Adults," Greater Boston Association for Retarded Children, Boston, MA.
- 1975                      Three Case Consultations in Behavior Therapy, Mount Auburn Hospital, Cambridge, MA.
- Case Consultation in Behavior Therapy, McLean Hospital Belmont, MA.
- Invited Lecture, "Ethnic Differences in the Perception of Pain," Somerville Mental Health Clinic, Somerville, MA.
- 1976                      Case Consultation in Behavior Therapy, Brockton Veterans Administration Hospital, Brockton, MA.
- Case Consultation in Behavior Therapy, Human Resource Institute, Brookline, MA.
- Case Consultation in Behavior Therapy, Massachusetts General Hospital, Boston, MA.
- Case Consultation in Behavior Therapy, Youville Hospital, Cambridge, MA.
- Invited Speaker, "Behavior Therapy Approaches to Patient Care," Somerville Mental Health Clinic, Somerville, MA
- 1977                      Case Consultation in Behavior Therapy, Central Hospital, Somerville, MA.
- Case Consultation in Behavior Therapy, The Cambridge Hospital, Cambridge, MA.

- 1978 Two Case Consultations in Behavior Therapy, Central Hospital, Somerville, MA.
- Case Consultation in Behavior Therapy, The Cambridge Hospital, Cambridge, MA.
- 1979 Case Consultation in Behavior Therapy, Central Hospital, Somerville MA.
- 1980 Case Consultation in Behavior Therapy, Massachusetts General Hospital, Boston, MA.
- Invited Speaker, "Coping with Stress in Today's World," Aquinas Junior College, Newton, MA.
- Invited Speaker, "Managing Stress," Boston College Office of Employee Personnel Services, Chestnut Hill, MA.
- 1981 Medical Grand Rounds, "Managing Stress," Youville Hospital, Cambridge, MA.
- Case Consultation in Behavior Therapy, Massachusetts General Hospital, Boston, MA.
- Case Consultation in Behavior Therapy, Central Hospital, Somerville, MA.
- Invited Speaker, "Managing Stress and Avoiding Burnout," Boston College School of Nursing, Chestnut Hill, MA. Rated: Excellent (90%), Good (10%)
- Invited Speaker, "Stress Management Strategies." Boston College Alumni Association, Chestnut Hill, MA.
- 1982 Invited Speaker, "The Stress-Resistant Person", Youville Hospital, Cambridge, MA.
- Case Consultation in Behavior Therapy, Massachusetts General Hospital, Boston, MA.
- Invited Speaker, "Is there Life After High School?: Five Ways to Manage Adult Stress," Youville Hospital, Cambridge, MA.
- Medical Grand Rounds, "Stress Management Strategies", Youville Hospital, Cambridge, MA.

Case Consultation on Suicidal Patient, Massachusetts General Hospital, Boston, MA.

Two Case Consultations in Behavior Therapy, Central Hospital, Somerville, MA.

Case Consultation in Behavior Therapy, Harvard Community Health Plan, Cambridge, MA.

Grand Rounds, "The Violent Patient: An Organizational Response," The Cambridge Hospital, Cambridge, MA.

Grand Rounds, "Stress and Behavioral Medicine," The Cambridge Hospital, Cambridge, MA.

1983 Invited Speaker, "Approaches to Managing Stress," The Cambridge Hospital, Cambridge, MA.

Case Consultation in Behavior Therapy, Massachusetts General Hospital, Boston, MA.

Invited Speaker, " Behavioral Approaches to Patient Care," Brighton-Allston Mental Health Center, Brighton, MA.

Invited Speaker, "Basic Health Practices for Mentally Ill Persons," Brighton-Allston Mental Health Center, Brighton, MA.

Grand Rounds, "The Stress-Resistant Personality: What the Psychiatrically Ill May Learn from the Healthy," The Cambridge Hospital, Cambridge, MA.

1984 Two Case Consultations in Behavior Therapy, The Cambridge Hospital, Cambridge, MA.

Case Consultation in Behavior Therapy, Westwood Lodge, Westwood, MA.

Four Session Workshop, "Managing Stress," City of Somerville Employee Assistance Program, Somerville, MA.

Invited Speaker, "Common Health Problems of the Young Adult - - Stress in Young Adults," Boston College School of Nursing, Chestnut Hill, MA. Rated: Excellent (95%) Good (5%).

Workshop Presentation, "Stress and Burnout," Boston College Office of Personnel Relations, Chestnut Hill, MA.

Grand Rounds, "Stress Management Techniques for Active Clinicians," Mount Auburn Hospital, Cambridge, MA.

1985

Workshop Presentation, "Managing Stress and Avoiding Burnout," Boston College School of Nursing, Chestnut Hill, MA.

Invited Speaker, "Stress Management Strategies," Women's Educational and Industrial Union, Boston, MA.

Case Consultation in Behavior Therapy, Revere Mental Health Center, Revere MA.

Invited Speaker, "Managing Your Manger: The Nurse and Organizational Stress," Boston College School of Nursing, Chestnut Hill, MA. Rated: Excellent (90%), Good (10%).

Keynote Speaker, "Managing Stress for Enhanced Patient Care," Boston College School of Nursing, Chestnut Hill, MA.

Invited Speaker: "The Skills of Stress-Resistant Persons," The Neponset Health Center, Dorchester, MA.

Invited Speaker: " Managing Stress," Boston College Parents' Weekend, Chestnut Hill, MA.

Invited Speaker: "When Stress Becomes Distress," Boston College Human Resources Department, Chestnut Hill, MA.

Case Consultation in Behavior Therapy, The Cambridge Hospital, Cambridge, MA.

Case Consultation in Behavior Therapy, Central Hospital, Somerville, MA.

1986

Invited Speaker: "Stress and How to Manage It in a Woman's Life Today," Boston College Alumni Association, Chestnut Hill, MA.

Workshop Presentation, "Survival Training for Today's Manager: A Workshop in Managing Organizational Stress," Boston College Human Resources Department, Chestnut Hill, MA. Rated: Excellent (100%).



Case Consultation in Behavior Therapy, Mount Auburn Hospital, Cambridge, MA.

Invited Speaker, "Managing Stress," Boston College Parents' Weekend, Chestnut Hill, MA.

Invited Speaker, "When Stress Becomes Distress," Boston College Human Resources Department, Chestnut Hill, MA. Rating: Excellent (95%), Good (5%).

Case Consultation in Behavior Therapy, The Cambridge Hospital, Cambridge, MA.

1987

Case Consultation in Behavior Therapy, Veterans Administration Court Street Clinic, Boston, MA.

Two Case Consultations in Behavior Therapy, Metropolitan State Hospital, Waltham, MA.

Invited Speaker, "Managing Individual Stress," Boston College Human Resources Department, Chestnut Hill, MA. Rated: Excellent (100%).

Geriatric Grand Rounds, "Learned Helplessness in the Elderly," Geriatric Service, The Cambridge Hospital, Cambridge, MA.

Five Case Consultations in Behavior Therapy, The Cambridge Hospital, Cambridge, MA.

Invited Speaker, "How Human Attachment Reduces Stress," Boston College Human Resources Department, Chestnut Hill, MA. Rated: Excellent (100%).

Invited Speaker, "Human Attachment: How It Heals the Trauma Patient," Massachusetts Mental Health Center, Boston, MA.

1988

Invited Speaker, "Managing Stress in Today's World," Boston College Alumni Association, Chestnut Hill, MA.

Invited Speaker, "Managing Individual Stress," Boston College Human Resources Department, Chestnut Hill, MA. Rating: Excellent (95%), Good (5%).

Three Case Consultations in Behavior Therapy, The Cambridge Hospital, Cambridge, MA.

Invited Speaker, "Why Kids Do Drugs," Boston College Parents' Weekend, Chestnut Hill, MA.

Case Consultation in Behavior Therapy, Metropolitan State Hospital, Waltham, MA.

Grand Rounds, "Human Attachment: How It May Heal the Patient," The Cambridge Hospital, Cambridge, MA.

1989

Keynote Speaker, "Managing Stress in the University Community," Brandeis University, Waltham, MA.

Invited Speaker, "Coping with Stress," Boston College Alumni Association, Chestnut Hill, MA.

Invited Speaker, "The Assaulted Staff Action Program, " Community Crisis Response Team, The Cambridge Hospital, Cambridge, MA.

Case Consultation in Behavior Therapy, The Cambridge Hospital, Cambridge, MA.

Case Consultation in Behavior Therapy, Metropolitan State Hospital, Waltham, MA.

Invited Speaker, "Managing Stress," Boston College Parents' Weekend, Chestnut Hill, MA.

1990

Invited Speaker, "The Stress-Resistant Personality," Youville Hospital and Rehabilitation Center, Cambridge, MA. Rating: Excellent (80%), Good (20%).

Invited Speaker, "Serious Mental Illness," Holy Cross College, Worcester, MA.

Case Consultation in Behavior Therapy, The Cambridge Hospital, Cambridge, MA.

Case Consultation in Behavior Therapy, Metropolitan State Hospital, Waltham, MA.

Case Consultation in Behavior Therapy, Pembroke Hospital, Pembroke, MA.

- Case Consultation in Behavior Therapy, Youville Hospital, Cambridge, MA.
- 1991 Invited Speaker, "Becoming Stress-Resistant," The Cambridge Hospital, Cambridge, MA.
- Invited Speaker, "Coping with Stress in a Declining Economy," Boston College Alumni Association, Chestnut Hill, MA.
- Three Case Conferences in Clinical Patient Management, The Cambridge Hospital, Cambridge, MA.
- Grand Rounds, "Staff Reactions to Traumatic Incidents in the Workplace," Westborough State Hospital, Westborough, MA.
- 1992 Grand Rounds, "From Victim to Survivor: A Stress Management Approach to the Treatment of Learned Helplessness," Westborough State Hospital, Westborough, MA.
- Grand Rounds, "The Violent Patient: Warning Signs and Interventions," Westborough State Hospital, Westborough, MA.
- Two Case Consultations in Patient Management, The Cambridge Hospital, Cambridge, MA.
- Workshop Presentation, "The Assaulted Staff Action Program (ASAP)," Solomon Carter Fuller Mental Health Center, Boston, MA.
- Invited Speaker, "From Victim to Survivor: Approaches to the Treatment of Victims of Psychological Trauma," The 6th Annual on Conference Sexuality and Intimacy in the Mentally Ill, Solomon Carter Fuller Mental Health Center, Boston, MA.
- Invited Speaker, "Learned Helplessness," Lindemann Mental Health Center, Boston, MA.
- 1993 Invited Speaker, "Psychological Trauma," Concord-Carlisle Critical Incident Stress Debriefing Team, Concord, MA.
- Workshop Presentation, "The Assaulted Staff Action Program (ASAP) and Workplace Violence," Tewksbury State Hospital, Tewksbury, MA.
- Workshop Presentation, "Staff Safety and the Assaulted Staff Action Program (ASAP)," Medfield State Hospital, Medfield, MA.

Workshop Presentation, "The Assaulted Staff Action Program (ASAP): Fielding a Team," Taunton State Hospital, Taunton, MA.

Invited Speaker, "Balancing Your Life: Coping with a Woman's Stress," Newton College of the Sacred Heart, Newton, MA.

Invited Speaker, "Psychological Trauma," Westborough State Hospital, Westborough, MA.

Invited Speaker, "Managing Stress at Work," Boston College Human Resources Department, Chestnut Hill, MA. Rated: Excellent (89%).

Invited Speaker, "Helping the Helpers: Interventions for Staff Victims of Patient Assaults," Massachusetts Mental Health Center, Boston, MA.

Plenary Presentation. Flannery RB Jr, Penk WE, Hanson MA. Coping with patients who assault caregiving staff. Paper presented at the 1st Harvard Medical School Psychiatry Research Day, Boston, MA.

Plenary Presentation. Penk WE, Flannery RB Jr, Hanson MA. Characteristics of dually-diagnosed clients. Paper presented at the 1st Harvard Medical School Psychiatry Research Day, Boston, MA.

1994

Invited Speaker, "Posttraumatic Stress Disorder in Persons with Serious Mental Illness," Massachusetts Mental Health Center, Boston, MA.

Invited Speaker, "Therapist Self-Care: Coping with Patient Assaults Toward Staff," McLean Hospital, Belmont, MA.

Invited Speaker, "Managing Stress in Today's World," Boston College Alumni Association, Chestnut Hill, MA.

Grand Rounds, "Addressing Patient Violence," Westborough State Hospital, Westborough, MA.

Invited Speaker, "The Stress-Resistant Person," E.N. Rogers Veterans Administration Hospital, Bedford, MA.

Plenary Presentation. Flannery RB Jr, Penk WE, Hanson MA. Improving studies of patient assaults against caregivers. Paper presented at the 2nd Harvard Medical School Psychiatry Research Day, Boston, MA.

Plenary Presentation. Hanson MA, Penk WE, Irvin E, Flannery RB Jr. Trauma and the "dually-diagnosed." Paper presented at the 2nd Harvard Medical School Psychiatry Research Day, Boston, MA.

1995

Invited Speaker, "Stress Management in an Era of Rapid Change," Boston College Human Resources Department, Chestnut Hill, MA. Rated: Excellent (60%).

Workshop Presentation, "The Assaulted Staff Action Program (ASAP): Fielding a Team," Westborough State Hospital, Westborough, MA.

Workshop Presentation, "Workplace Violence and the Assaulted Staff Action Program (ASAP)," Worcester State Hospital, Worcester, MA.

Plenary Presentation. Flannery RB Jr. The Assaulted Staff Action Program (ASAP): The Department of Mental Health experience with employee victims of violence. Paper presented at Conference on Violence in Health Care Settings: Strategies for Prevention and Coping with its Aftermath, Corrigan Mental Health Center, Fall River, MA.

Plenary Presentation. Flannery RB Jr, Hanson MA, Penk WE. Do lax treatment milieus increase violence? Paper presented at the 3rd Harvard Medical School Psychiatry Research Day, Boston, MA.

1996

Invited Speaker, "The Assaulted Staff Action Program," E.N. Rogers Veterans Administration Hospital, Bedford, MA.

Invited Speaker, "The Assaulted Staff Action Program," Arbour Hospital, Boston, MA.

Case Consultation for Assaulted Staff Victim, Boston Veterans Administration Medical Center, Boston, MA.

Plenary Presentation. Flannery RB Jr, Hanson MA, Penk WE, Pastva GJ, Navon MA. The Assaulted Staff Action Program and declines in assaults. Paper presented at the 4th Harvard Medical School Psychiatry Research Day, Boston, MA

Plenary Presentation. Penk WE, Hanson MA, Flannery RB Jr. MMPI -- 2 Profiles of persons with Serious Mental Illness: The homeless, the unemployed, and the dually-diagnosed. Paper presented at the 4th Harvard Medical School Psychiatry Research Day, Boston, MA.

1997

Two Case Consultations in Patient Management, The Cambridge Hospital, Cambridge, MA.

Case Consultation in Patient Management, Somerville Mental Health Center, Somerville, MA.

Invited Speaker, "The Assaulted Staff Action Program," Cape Cod and the Islands Community Mental Health Center, Pocasset, MA.

Plenary Presentation. Flannery RB Jr, Hanson MA, Penk WE, Flannery GJ. Violence by patients toward female staff. Paper presented at the 5th Harvard Medical School Psychiatry Research Day, Boston, MA.

Panel Presentation. Flannery RB Jr, Allen K, Pollen L, Stone PA, "Addressing the Needs of Staff Victims of Patient Assaults," The Department of Mental Health Conference on Restraint and Seclusion: Strategies for Minimizing Its Use on Inpatient Units, Fall River, MA.

Invited Speaker, "Understanding Serious Mental Illness," Boston Center for Independent Living Boston, MA.

Panel Presentation. Flannery RB Jr, Appelbaum K, Hillman T, Swartz B, "After a Patient Assault: Ethical Approaches to Dealing with the Issues." The 1st Annual Conference on Ethical Decision Making: Challenges Facing Public Sector Mental Health, Medfield State Hospital, Medfield, MA.

1998

Two Session Workshop, "Serious Mental Illness," Disabled Persons Protection Commission, Boston, MA.

Plenary Presentation. Flannery RB Jr, Penk WE. The violent inpatient with schizophrenia. Paper presented at the 6th Harvard Medical School Research Day, Boston, MA.

Invited Speaker, "Understanding how Serious Mental Illness Impacts the Workplace," Association of Affirmative Action Professionals, Cambridge, MA.

Two Case Consultations in Patient Management, The Cambridge Hospital, Cambridge, MA.

1999

Four Case Consultations on Managing Potentially Violent Patients, The Cambridge Hospital, Cambridge, MA.

Plenary Presentations. Flannery RB Jr, Penk WE. Substance abuse and schizophrenia: The paradox. Paper presented at the 7th Harvard Medical School Research Day, Boston, MA.

Invited Speaker, "The Employee Victim of Patient Assault and Crisis Interventions Procedures," The Massachusetts Department of Public Health Lemmuel Shattuck Hospital Conference on Violence, Boston, MA.

2000

Invited Speaker, "Coping with Mass Strandings, Animal Loss (Euthanasia and Natural Deaths), and Violence in the Workplace: A Peer-Help Approach to Critical Incidents," New England Aquarium, Boston, MA.

Case Consultation on Patient Management, The Cambridge Hospital, Cambridge, MA.

Plenary Presentation. Flannery RB Jr. Nonviolent inpatients later assaultive in community residences. Paper presented at the 8th Harvard Medical School Research Day, Boston, MA.

Invited Speaker, "Risk Management Strategies for Preventing Violence," Boston Juvenile Court, Boston, MA

2001

Invited Speaker, "Serious Mental Illness and Substance Use Disorder," Office of the Mayor, The Boston Housing Authority, and Action for Boston Community Development, Boston, MA

Two Case Consultations on Addressing the Aftermath of Patient Assaults, Erich Lindemann Mental Health Center, Boston, MA.

Case Consultation on Addressing the Aftermath of Murder of Staff and Patients by a Patient, United States Occupational Safety and Health Administration, Boston, MA.

Workshop Presentation, "Training Staff to Identify Early Warning Signs of Serious Mental Illness and Substance Use in Elderly

Housing Residents," Office of the Mayor, The Boston Housing Authority, and Action for Boston Community Development, Boston, MA.

Two Case Consultations on Difficult to Manage Clients, The Cambridge Health Alliance, Cambridge, MA.

Invited Speaker, Grand Rounds, "The Assaulted Staff Action Program (ASAP): Ten-Year Empirical Overview," E.N. Rogers Veterans Administration Medical Center, Bedford, MA.

2002 Invited Speaker, "Fostering Independent Living in Persons with Serious Mental Illness," Boston Center for Independent Living, Boston, MA.

Plenary Presentation. Flannery RB Jr. Repetitively assaultive psychiatric patients. Paper presented at the Harvard Medical School Research Day, Boston, MA.

Invited Speaker, Grand Rounds, "When the Clinician is the Victim: Coping with the Psychological Aftermath of Violence," The Cambridge Health Alliance, Cambridge, MA.

2003 Plenary Presentation. Flannery RB Jr. Violence by patients toward female staff: Revisited. Paper presented at the Harvard Medical School Research Day, Boston, MA.

2004 Plenary Presentation. Flannery RB Jr. Why patients assault staff: Empirical analysis. Paper presented at the Harvard Medical School Research Day, Boston, MA.

Workshop Presentation. "The Assaulted Staff Action Program (ASAP): Fielding a Team," The Lemmuel Shattuck Hospital, Boston, MA.

Case Consultation on Difficult-to-Treat Client, Cambridge Health Alliance, Cambridge, MA.

Plenary Presentation. Forstein M, Flannery RB Jr. Serious mental illness and psychosocial rehabilitation: An intensive seminar for PGY2s. 3rd Annual Medical Education Day, Harvard Medical School, Boston, MA.

2005 Four Case Consultations on Difficult-to-Treat Clients, Cambridge Health Alliance, Cambridge, MA.



Plenary Presentation. Flannery RB Jr. Violence, victimization, substance use, and later assault. Paper presented at Harvard Medical School Research Day, Boston, MA.

Invited Speaker, "Psychological Trauma and the Civil War: Its Impact on Newton's Soldiers and their Families," Newton History Series, Newton Free Library, Newton, MA.

2006 Plenary Presentation. Flannery RB Jr. Assaultive Psychiatric Patients: Fifteen-Year Study. Paper presented at Harvard Medical School Research Day, Boston, MA.

Case Consult on Patient Assaults on Staff, Cambridge Health Alliance, Cambridge, MA.

Psychology Interns' Workshop, "Psychological Trauma and Crisis Intervention," The University of Massachusetts School of Medicine, Worcester, MA.

2007 Plenary Presentation. Flannery RB Jr. Assaultive Psychiatric Patients: Methodological Implications. Paper presented at Harvard Medical School Research Day, Boston, MA.

2008 Plenary Presentation. Flannery RB Jr. Staff Victims of Patient Assaults: Fifteen Year Study. Paper presented at Harvard Medical School Research Day, Boston, MA.

2009 Plenary Presentation. Flannery RB Jr. Violence Against Female Staff: Fifteen Year Study. Paper presented at Harvard Medical School Research Day, Boston, MA.

Invited Speaker, "Stress Management and Cardiac Disease," Newton Wellesley Hospital Cardiac Rehabilitation Service, Newton, MA.

2010 Case Consultation on Preventing Workplace Violence in the Workplace, Cambridge Health Alliance, Cambridge, MA.

Plenary Presentation. Flannery RB Jr. Violence, Substance Use, Precipitants/Patient Assaults: Eleven-year study. Paper presented at Harvard Medical School Research Day, Boston, MA.

Plenary Presentation. Flannery RB Jr. Violence, Substance Use, and Precipitants to Patient Assaults. Paper presented at the 4th Annual Cambridge Health Association Academic Poster Session, Cambridge, MA.

- 2011 Plenary Presentation. Flannery RB Jr. Psychiatric Patient Assaults: Twenty-Year Study. Paper presented at Harvard Medical School Research Day, Boston, MA.
- Case Consultation on Preventing Workplace Violence in the Workplace, Massachusetts General Hospital, Boston MA.
- Case consultation for Interpreter Service, The Assaulted Staff Action Program (ASAP), Cambridge HealthAlliance, Cambridge, MA.
- 2012 Plenary Presentation. Flannery RB Jr. Staff Victims of Patient Assaults: Twenty-Year Study. Paper presented at Harvard Medical School Research Day, Boston, MA.
- 2013 Plenary Presentation. Flannery RB Jr. Patient Precipitants: Sixteen-Year Study. Paper presented at Harvard Medical School Research Day, Boston, MA
- 2014 Plenary Presentation. Flannery RB Jr., Wyshak, G. American Assaultive Psychiatric Patients, 2000-2012. Paper presented at Harvard Medical School Research Day, Boston, MA
- Lecturer. Managing Stress in Today's Age, Cambridge Health Alliance, Cambridge, MA.
- 2015 Plenary Presentation. Flannery RB Jr., Wyshak, G. International Assaultive Psychiatric Patients, 2000-2012. Paper presented at Harvard Medical School Research Day, Boston, MA
- Case Consultation on Violent Patient, Tufts Medical center, Boston, MA.
- 2016 Plenary Presentation. Flannery RB Jr., Wyshak, G. International Staff Victims of Patient Assaults, 2000-2012. Paper presented at Harvard Medical School Research Day, Boston, MA
- 2017 Plenary Presentation. Flannery RB Jr., Wyshak, G. Precipitants to Community Patient Assaults, 2000-2013. Paper presented at Harvard Medical School Research Day, Boston, MA

Continuing Medical Education Courses:

Each of these courses entailed a 1 1/2 hour presentation, and 2-4 hours of preparation.

- 1978                      Eight Session Workshop, "Clinical Behavior Therapy," The Cambridge Hospital, Cambridge, MA.
- 1979                      Invited Speaker, "Behavior Therapy Approaches to Clinical Care," The Cambridge Hospital, Cambridge, MA.
- 1981                      Workshop Presentation, "Techniques of Behavior Therapy" The Cambridge Hospital, Cambridge, MA.
- Workshop Presentation, "The Relationship between Psychodynamic and Behavior Therapy," Psychotherapy Conference, The Cambridge Hospital, Cambridge, MA.
- 1982                      Invited Speaker, "Managing Stress/Avoiding Burnout," The Cambridge Hospital, Cambridge, MA.
- Workshop Presentation, "The Relationship Between Behavior Therapy and Psychotherapy," Psychotherapy Conference, The Cambridge Hospital, Cambridge, MA.
- 1984                      Workshop Presentation, "Stress Management in Chronically Vulnerable Patients," Psychotherapy Conference, The Cambridge Hospital, Cambridge, MA.
- 1985                      Invited Speaker, "From Victim to Survivor: A Stress Management Approach to Treating Learned Helplessness," Psychological Trauma Conference, Massachusetts Mental Health Center, Boston, MA. Rated: Excellent (95%).
- 1986                      Invited Speaker, "Stress Management in Stress-Related and Lifestyle Disorders," The Cambridge Series, The Cambridge Hospital, Cambridge, MA.
- 1989                      Invited Speaker, "Life Stress, Learned Helplessness, and Addictive Behavior," Addictions Conference, The Cambridge Hospital, Cambridge, MA.
- 1990                      Invited Speaker, "Do Life Stress and Learned Helplessness Lead to Self-Destruction?," Conference on Suicide, The Cambridge Hospital, Cambridge, MA.

- 1993 Invited Speaker, " Becoming Stress-Resistant: An Approach to Substance Abuse Relapse Prevention," Addictions Conference, The Cambridge Hospital, Cambridge, MA. Rating: Excellent (65%).
- Invited Speaker, "Vicarious Traumatization: The Impact of Psychological Trauma on the Healthcare Provider," Psychological Trauma Conference, Massachusetts General Hospital, Boston, MA.
- 1994 Invited Speaker, "Becoming Stress-Resistant: Stress Management for ADHD Families," The Cambridge Series, The Cambridge Hospital, Cambridge, MA. Rating: Excellent (85%).
- 1995 Invited Speaker, "Substance Abuse and Violence," Addictions Conference, The Cambridge Hospital, Cambridge, MA.
- Plenary Presentation. Flannery RB Jr. Strengthening academic-community links. Paper presented at the Conference on Substance Abuse and Violence: Facing the Crisis, Finding the Cures, McLean Hospital, Boston, MA.
- 2000 Invited Speaker, "Preventing Youth Violence Toward Self or Others: The Continuum of Warning Signs," Conference on Adolescent Self-Destruction, The Cambridge Hospital, Cambridge, MA. Rating: Excellent (85%).
- 2001 Grand Rounds, "Critical Incident Stress Management and Violence in the Healthcare Workplace," University of Medicine and Dentistry of New Jersey, and the New Jersey Psychiatric Association, Newark, NJ.
- Grand Rounds, "Working with Violent Patients," The Cambridge Series, The Cambridge Hospital, Cambridge, MA. Rating: Excellent (85%)
- 2008 Invited Speaker, "The Assaulted Staff Action Program (ASAP): Coping with the Psychological Aftermath of Violence," Hudson River Psychiatric Center, Poughkeepsie, N.Y. Rating: Excellent (95%).
- 2009 Grand Rounds, "The Assaulted Staff Action Program (ASAP): Addressing Violence in the Workplace," Riverview Hospital for Children and Youth, Middletown, CT.

- Grand Rounds, "An Approach to the Violent Patient," Clifton Perkins (Maximum Security) Psychiatric Hospital Center, Jessup, MD.
- 2010 Workshop Presentation, "Community Crisis Intervention Approaches," All-Residents Day Program, The Cambridge Health Alliance, Cambridge, MA.
- 2014 Invited Speaker, "Becoming Stress-Resistant: An Approach to Relapse Prevention," Addictions Conference, Cambridge Health Alliance, Cambridge, MA. Excellent (95%)
- 2015 Invited Speaker, "Preventing Youth Violence," School Mental Health Conference, The Cambridge Health Alliance, Cambridge, MA.
- Invited Speaker, "Strategies for Dealing with Stress in an Age of Anxiety," Anxiety Conference, The Cambridge Health Alliance, Cambridge, MA.
- Grand Rounds, "Developing an Assaulted Staff Action Program (ASAP)," Tufts Medical Center, Boston, MA.
- 2017 Invited Speaker, "The Assaulted Staff Action Program (ASAP)," Jersey Shore University Medical Center, Neptune, NJ.

#### Education of Residents:

Between 1974 and 1986, I taught Residents at the Cambridge Hospital. This supervision and training took place at three sites: Cahill IV, the acute inpatient unit; the Somerville Mental Health Clinic, a PGY-III elective; and outpatient supervision. As the behavioral therapy consultant on Cahill IV, I had occasion to provide ongoing case consultation and skills group consultation to almost all of the PGY IIs during these years. As PGY-IIIs, twenty residents selected the Somerville Mental Health Clinic as a placement where I supervised sixteen of them in the emergency service. As PGY IIIs and IVs, twenty requested individual supervision on behavioral approaches in outpatient settings, on research design, and/or clinician-administrator management skills.

From 2004 to present, I have taught a summer seminar on Psychological Rehabilitation and Serious Mental Illness to each year's 8 PGY IIs and 8 Psychology Interns.

I begin, with listing the individual supervisees first. The dates are the dates that they entered residency. I spent 1-2 hours/week/yr with each Resident.

## Individual Supervision:

1974

Victor Himber, M.D., wanted further training in behavior therapy and other skills-based approaches. He and I worked together on several outpatient cases for one year and he was readily able to integrate psychodynamic and behavioral approaches. He is now in private practice in Concord, MA.

1975

Nina Marlowe, M.D., was interested in studying behavior therapy approaches and we spent two years working on several outpatient cases. She also wanted to publish a paper. I educated her in the basics of the publishing process and, together, we published a behavioral case study of an isolated adult. (Original Report #9). She was Medical Director of the Ambulatory Community Service, Cambridge Hospital; is an Instructor in Psychiatry, Harvard Medical School; and is in private practice in Newton, MA.

1976

Richard Berlin, M.D., had interests in behavioral approaches and in adult emergency services. I supervised him in behavioral approaches on outpatient cases and worked with him on the emergency service at Somerville Mental Health Clinic. He later worked at the Somerville Clinic for several years. He is Clinical Instructor in Psychiatry, Harvard Medical School and is in the private practice of child psychiatry in Concord, MA.

John Sos, M.D., asked me to supervise him for one year on research principles, experimental design, and statistics. He joined me as a co-researcher on a project on ethnic differences in the perception of pain, a project that was published (Original Report #11). Dr. Sos, a rehabilitation psychiatrist at the Spaulding Rehabilitation Hospital for many years, is Clinical Instructor in Psychiatry, Harvard Medical School, and is now in private practice in Belmont, MA.

1977

J. Christopher Perry, M.D., was interested in persons with personality disorders and wanted to learn what behavior therapy could contribute toward understanding and treating these individuals. He also had a strong interest in research. For two years, I supervised some of his outpatient cases and reviewed the basic principles of research. Our mutual work on personality disorders was published in three journal articles (Original

Reports #12, 23,32) and one book chapter (Chapter #6). Dr. Perry is now Professor of Psychiatry, McGill University, Montreal, Quebec.

Luis Sanchez, M.D., requested supervision on behavior therapy cases for one year and administrative issues for a second year, when he was the Chief Resident on the inpatient service. I supervised him on social psychiatry and organization psychology in his role as Chief Resident. Dr Sanchez has been affiliated with Waltham-Weston and Pembroke Hospitals. He is a specialist in substance use disorders, was chief of addiction services at Cambridge Hospital, and is now, Director, Physician Services, Massachusetts General Hospital, Boston, MA.

Alan Shields, M.D., had been a volunteer on an Indian Reservation in the United States. He was impressed with the need for individuals with mental illness to learn problem-solving skills and elected to study behavior therapy approaches with outpatients with me for two years. When he finished his residency, he went into practice in a community clinic in Burlington, MA and he was murdered there by a patient. My book on violence in the workplace is dedicated to his memory.

Kathleen Quinn, M.D., was very much a teacher by nature. She elected to study behavior therapy learning approaches and I supervised some of her outpatient cases for two years. She also genuinely wanted to teach. After team teaching a few lectures in a course that I was offering, I arranged for her to be hired as an instructor at the Boston College College of Advancing studies, where she taught a highly-acclaimed child psychopathology course for two years. She is now Associate Clinical Professor of Psychiatry at Case Western Reserve Medical School in Cleveland, Ohio and Director of Child Residency Training; She has become trained in forensic psychiatry; and lectures nationally on this topic. She was elected the first woman President of American Academy of Psychiatry and the Law.

Joseph McCabe, M.D., had an interest in persons with serious mental illness and requested a year of supervision to study behavior therapy approaches with these patients. He remained as a staff psychiatrist at the Somerville Clinic for several years. He is now at Harvard-Vanguard Medical Associates, Boston, MA, and is Clinical Instructor in Psychiatry, Harvard Medical School.

Richard Netsky, M.D., was seeking practical approaches to patient care that were short term interventions for persons with limited financial resources. He also selected the Somerville Mental Health Clinic as a placement. I supervised him for one year on both behavioral approaches for outpatients and emergency home visiting procedures. He is now in private practice in Belmont, MA.

Ronald Welch, M.D., elected to spend one year in supervision studying behavior therapy approaches to outpatients with differing presenting problems. He drew upon the best of his psychodynamic training in understanding the patient's motivation to learn new ways of resolving former personal conflicts. He is now in private practice in Brooklyn, NY.

1980

Judith Burton Smith, M.D., was very much interested in augmenting a patient's skills after the patient obtained insight into problems from psychodynamic treatment. She also had an interest in the philosophy of science and cultural differences between the United States and her homeland, Australia. I supervised some of her outpatient cases and provided directed readings and discussion on the other topics for two years. She went on to study at the Jung Institute in Switzerland and was in private practice in Richmond, Victoria, Australia. She is now retired.

M. Annette Hanson, M.D., had been in emergency medicine prior to medical school and retained an interest in practical, problem-solving approaches. She elected to study behavior therapy approaches for some of her outpatient cases for one year, and then asked me to continue with her as an administrative supervisor for her year as Chief Resident on the inpatient service. When she became Deputy Commissioner, Clinical and Professional Services, Massachusetts Department of Mental Health, she asked me to work in her Division as Director of Training. To date, we have published ten papers (Original Reports #29-31, 35-36, 38, 40-41, 43, 100, 108) and three book chapters (Chapters 8, 10-11). She has become a nationally known speaker on women's health issues. Dr Hanson was Medical Director, Division of Medical Assistance, Boston, MA and was Associate Professor of Community Medicine, The University of Massachusetts Medical School. She was Medical Director, Value Options Health, senior Vice President of Proventive, Inc., and is currently Chair of Psychiatry, Metro West Medical Center, Framingham, MA.

Tanya Korkosz, M.D., was interested in skill-based treatment approaches to have as additional skills in her private practice. She elected to study with me for one year and is now in private practice in Belmont, MA.

1981

Ronald Steingard, M.D., continued the tradition of requesting that I supervise him for his year as Chief Resident on the inpatient service. We covered a wide range of organizational and social relations topics and group behavior phenomenon that impacted on his administrative role. He has had a



distinguished career as a child clinician and researcher, was Acting Chair, Department of Psychiatry, The Cambridge Hospital, Cambridge, MA, and Associate Professor of Psychiatry, Harvard Medical School. He was Professor of Psychiatry and Vice Chair, The University of Massachusetts Medical School, Worcester, MA. He is now the Chief Medical Officer at Walden Behavioral Care, Concord, MA.

1982

Robert Drake, Jr., M.D., wanted to expand his understanding of persons with serious mental illness and with borderline personality disorders. He also elected to spend one year at the Somerville Mental Health Clinic. I supervised him for two years on behavior therapy outpatient cases as well as emergency procedures for one year. A widely published researcher, he is now Professor of Psychiatry, Dartmouth Medical School, Hanover, NH.

Donna Moores, M.D., requested that I supervise her for one year on behavioral approaches in outpatient settings, and then for a second year on administrative issues when she was the Chief Resident on the inpatient service. She went on to develop a specialty in emergency medicine. Dr. Moores was previously at Boston University Medical Center. She is now Director of Intensive Services, The Cambridge Hospital, Cambridge, MA, and Instructor in Psychiatry, Harvard Medical School. Dr. Moores is also Associate Medical Director, The Massachusetts Behavioral Health Partnership.

Claire Rogers, M.D., elected supervision in behavior therapy for one year to augment her skills with patients who were seriously impaired in their capacity to function. She developed an interest in persons with serious mental illness and is now in private group practice in Portsmouth, NH.

1983

Daniel J. Kirsch, M.D., requested administrative supervision for the year he was Chief Resident on the inpatient service. I provided clinical and administrative supervision for issues that he encountered in the course of running the unit. He had a strong interest in emergency psychiatry and was Director of the Ambulatory Psychiatry Services at the University of Massachusetts Medical School for fifteen years. He currently devotes his time to treating patients in the U Mass OPD service.

1984

Stephen Bartels, M.D., requested behavior therapy outpatient supervision for one year and administrative supervision for a year when he was Chief Resident on the inpatient unit. I provided supervision on the clinical and administrative matters that he encountered in the course of running the unit. He has developed a strong interest in persons with serious mental illness and is currently Associate Professor of Psychiatry, Dartmouth Medical School, Hanover, NH.

Elizabeth Tomlinson, M.D., was interested in strengthening her array of treatment approaches and selected a year of supervision in behavior therapy. She also utilized this supervision to explore how learning principles could be considered in administrative matters. She is now in private practice in Lebanon, NH.

1985

Rebecca Warner, M.D., sought to improve her clinical skills with patients with serious mental illness and I supervised her for one year on her outpatient cases. Since completing her residency, she has specialized in gerontological psychiatry and is currently on staff in the Geriatric Service, The Cambridge Hospital, Cambridge, MA.

#### Somerville Mental Health Clinic Supervision:

The following residents elected the Somerville Clinic a PGY-III placement. Part of that rotation included four hours in the Clinic's emergency service. I supervised these individuals PRN as we worked similar emergency shifts. Some also used quiet emergency room time to seek consultation on nonemergent difficult-to-treat cases:

1974

Richard Weintraub, M.D., formerly at Spaulding Rehabilitation Hospital, Boston, MA, now in private practice in Newton, MA.

1976

Richard Berlin, M.D., now in private practice in Concord, MA.

1977

J. Christopher Perry, M.D., now at McGill University, Canada

Alan Shields, M.D., deceased.

1978

Joseph McCabe, M.D., now at Harvard-Vanguard Associates, Boston, MA.

Kathleen Quinn, M.D., now at Case Western Reserve, Cleveland, OH.

Richard Netsky, M.D., now in private practice in Belmont, MA.

1979

Stephen Kimble, M.D., now in private practice in Honolulu, HI.

1980

Judith Burton Smith, M.D., in private practice in Victoria, Australia. Now retired.

M. Annette Hanson, M.D., now at Division of Medical Assistance, Boston, MA.

Robert Turner, M.D., now in private practice in San Francisco, CA.

1981

Robert Dorwart, M.D., deceased.

Brian Johnson, M.D., now in private practice in Newton, MA.

Ronald Steingard, M.D., now at University of Massachusetts Medical School, Worcester, MA.

1982

Robert Drake, Jr., M.D., now at Dartmouth Medical School, N.H.

1984

Amy Feitelson, M.D., now in private practice in Portsmouth N.H.

Education of Psychology Interns and Post-Doctoral Fellows:

The Massachusetts School of Professional Psychology:

From 1981- 1984, the Somerville Clinic was host to psychology interns from this program. I directly supervised two of these students for outpatient cases as well as their emergency room rotations. 1-2 hrs/per wk/year.

1982-1983

Marylou Pierron, Psy.D., came from rural Oklahoma and appreciated practical approaches to problem solving. She sought constructive solutions to emergency room presentations and incorporated behavior therapy approaches into

many of her individual cases. She eventually specialized in child work and is now Clinical Director, Adolescent and Family Unit, Taunton State Hospital, Taunton, MA.

1983-1984

Isadore Penn, Psy.D., was a warm, sensitive clinical intern who was interested in the importance of relationships for patients as well as their care providers and sought to explore the importance of attachments in therapeutic dyads. He became interested in organizational psychology and is now an organizational consultant for the Boston Private Industry Council, Boston, MA.

#### The Cambridge Hospital Psychology Internship Program:

From 1977 through 1992, I was an active faculty member of the Cambridge Hospital Psychology Internship Program. During these years, I supervised predoctoral interns on rotation at the Somerville Mental Health Clinic and on Cahill IV and post-doctoral fellows on rotation at the Cambridge Hospital.

The interns would typically be at the Somerville clinic for one day per week. They would share my four-hour emergency room rotation as well as see outpatients and/or run groups. I would supervise them for their four emergency room hours and for their patient caseload in general counseling principles and behavioral interventions. The Cambridge intern was primarily assigned to the Cahill IV inpatient unit. The post-doctoral fellows were matched with faculty for similar clinical or research interests. Trainees received 1-2 hrs/week/year of supervision.

#### Psychology Interns:

1976-1977

Larry Seidman, Ph.D., had a significant interest in neuropsychology and psychosomatic medicine and I tried to highlight these issues in the cases that he was responsible for. Much of his time was spent on the Somerville emergency service and I supervised him in the principles of emergency mental health and crisis intervention. He is currently Director, The Commonwealth Research Center, Massachusetts Mental Health Center, Boston, MA, and Professor of Psychology, Harvard Medical School.

1982-1983

Jay King, Ph.D., wanted to increase his skills on a variety of clinical presenting problems. The emergency room walk-ins and the selection of his ongoing treatment cases provided him this opportunity. The City of Somerville also provided him with ample exposure to cultural diversity and its impact, another of his professional interests. Recently Assistant Professor of Psychology, Department of Psychology, Boston College, he is now in private practice in Hingham, MA.

1985-1986

Robin Rosenberg, Ph.D., had a special interest in integrating behavior therapy and psychodynamic approaches. I supervised her in both approaches for her patients at Cambridge hospital. She is now in private practice in Cambridge, MA.

1986-1987

Ed Wang, Psy.D., sought to strengthen his general clinical skills and to explore his understanding of cultural diversity and how cultural differences impacted on service delivery. The various ethnic groups in Somerville provided him with a variety of laboratory experiences. He has sustained this professional interest and is currently Director of the Office of Multicultural Affairs, Massachusetts Department of Mental Health, Boston, MA, and Clinical Instructor in Psychology, Harvard Medical School.

1987-1988

Jonathan Perry, Ph.D., was interested in general clinical practice, as well as victims of violence. In addition to his regular responsibilities, he and I modified my short-term stress management program for the needs of trauma victims. He conducted two or three groups during his internship year and we published the results (Original Report #28). After having worked in the Victims of Violence Program at Cambridge Hospital, he is now in private practice in Worcester, MA.

Post-Doctoral Fellows:

1982-1983

Jean Kristeller, Ph.D., came to Cambridge Hospital to study behavioral medicine, stress-management strategies, and research design. I supervised her for one

year at Cambridge Hospital. At the end of the year, she accepted an appointment at the Behavioral Medicine Program at the University of Massachusetts Medical School and is now Professor of Psychology, Department of Psychology, Indiana State University, Terre Haute, IN.

1983-1984

Stephen Kahn, Ph.D., wanted to expand his skills in research in general and stress management strategies in particular. Since I was versed in both of these areas, I provided the needed supervision for projects that he had begun in his pre-doctoral internship. He was later able to publish his findings. He is currently Associate Clinical Professor of Psychology, Department of Psychiatry, University of Chicago School of Medicine, Chicago, IL.

1987-1988

Roque Mendez, Ph.D., selected Cambridge Hospital to further his knowledge of research with human subjects, particularly those with serious psychiatric illnesses. His supervision involved human subjects research designs, the role of human subjects review committees, and possible research designs with different types of clinical presenting problems. He conducted field research in Mexico City, Mexico, and is currently Associate Professor of Psychology, Southwest Texas State University, San Marcos, TX.

1994-1997

Luz Texeira, Ph.D., had a continuing interest in victims of psychological trauma and sought ongoing supervision in these matters, after she received her doctorate. Because of my papers and books on the subject, she asked if we could work together on cases that involved victims. While not formally a Fellow, she examined these matters in detail during her next four postdoctoral years. She is currently on staff in the Outpatient Service, The Cambridge Hospital, Cambridge, MA.

#### Education of Other Graduate Level Psychology Students:

During the 1980s, three individuals approached me for supervision: Anne Matthews, Ed.D, Matthew Bowen, Ph.D., and Dow Wieman Ph.D.

Anne Matthews had a special interest in persons with serious mental illness. During her internship year, she asked me to supervise her in learning theory approaches with the seriously mentally ill at the Somerville Clinic. She also had an interest in teaching, and I

arranged for her to teach a course in the process of change in therapies at the Boston College College of Advancing Studies. Dr. Matthews later became the director of one of our day programs and then relocated in Washington, D.C. She is currently Director of Special Projects, Center for Mental Health Services, National Institute of Mental Health, Rockville, MD.

Matthew Bowen was a staff member in the Ambulatory Community Service at Cambridge Hospital and Dow Wieman was a staff member of the hospital's Geriatric Service. Each approached me individually a year before their graduate studies in psychology to study research methodology and statistics. I supervised each *for* one year. This work resulted in two publications for Matthew Bowen (Original Reports # 14, 20), and one for Dow Wieman (Original Report #22). Dr. Bowen is now in practice in New York. Dr. Wieman is now Lecturer in Psychiatry, Harvard Medical School, and Research Associate, Research Division, The Cambridge Hospital, Cambridge, MA.

#### Education of Other Staff:

I have supervised well over one hundred employees in all parts of the center. In recent years because of my experience in dealing with violent and difficult-to-manage patients, some of my supervision time has been assigned to the DMH Cambridge-Somerville Case Management System and the Residential Housing Program. In these settings I have provided administrative supervision to several managers as well as case consultations to line staff.

I have also sought to encourage other staff people to pursue their interests in research. For example, Mary Harvey, Ph.D., Director of the Victims of Violence Program, and I have published a paper on learned helplessness in trauma victims (Original Report #26), and I have worked with the ASAP team leaders to report the various findings of the Assaulted Staff Action Program (Original Reports #45, 59, 76, 77, 78, 81, 84, 86, 100, and 104-125).

#### Regional Contributions:

- |      |  |
|------|--|
| 1981 | Invited Speaker, "Strategies for Managing Stress," New England College Educators Conference, Chestnut Hill, MA.          |
|      | Invited Speaker, " Stress Management Strategies for Students," Notre Dame College, Manchester, NH.                       |
| 1984 | Invited Speaker, " Stress Management Strategies," Boston College Alumni Chapter, Providence, RI.                         |
| 1987 | Invited Speaker, "Managing Stress for Better Health and Productivity," Rhode Island Bankers Association, Providence, RI. |

- 1988                    Invited Speaker, "Managing Organizational Stress," New England Staff Support Association, Manchester, NH.
- Invited speaker, "Helping Others: How It Reduces Stress and Increases Productivity," Rhode Island Bankers Association, Providence, RI.
- 1989                    Invited Speaker, "Life Cycles of Organizational Stress," Rhode Island Bankers Association, Providence, RI.
- 1990                    Invited Speaker, "Stress Management in an Era of Downsizing," Massachusetts Nurses Association, Canton, MA. Rating: Excellent (100%).
- Invited Speaker, "Stress Management Strategies for Support Staff," New England Staff Support Association, Chestnut Hill, MA.
- Invited Speaker, "Managing Stress During Downsizing," Rhode Island Bankers Association, Providence, RI.
- 1991                    Invited Speaker, "Becoming Stress-Resistant," Securities Operations Association of New England, Boston, MA.
- Invited Speaker, "Stress Resistance and the Corporation," New England Telephone, Framingham, MA.
- Invited Speaker, "Coping with Holiday Stress," Carlson Real Estate of New England, Wakefield, MA.
- 1992                    Invited Speaker, "The Unrecognized Victim: The Disaster Relief Worker," Symposium on Victims and Survivors of Disasters: The Psychological Effects and Interventions, Bournwood Hospital, Boston, MA.
- Invited Speaker, "Self-Healing and Self-Efficacy," Massachusetts General Hospital and Massachusetts Society for the Prevention of Cruelty to Children, Boston, MA.
- 1993                    Keynote Speaker, "Stress Management Strategies for Public School Teachers," Wilbraham Public Schools, Wilbraham, MA.
- Invited Speaker, "Becoming Stress-Resistant," New England Society for the Exploration of Psychotherapy Integration, Boston, MA.



Invited Speaker, " Treating Assaulted Staff," Worcester State Hospital, Worcester, MA.

Plenary Presentation. Flannery RB Jr. Post-Traumatic Stress Disorder in Persons with Serious Mental Illness: Stages of recovery. Paper presented at the Massachusetts Department of Mental Health Adult Services Conference on Post-Traumatic Stress Disorder in Serious Mental Illness, Boston, MA.

1994 Invited Speaker, "The Stress-Resistant Person," E.N. Rogers Veterans Administration Hospital, Bedford, MA.

1995 Invited Speaker, "Violence in the Workplace," The 16th Annual Labor and Employment Law Conference, The Massachusetts Bar Association, Boston, MA.

Plenary Presentation. Flannery RB Jr. Violence and trauma: The Staff Victim. Paper presented at the Massachusetts Department of Mental Health Adult Services Conference on Violence and Serious Mental Illness, Boston, MA.

Invited Speaker, "Mental Health Issues for Disabled Persons," Massachusetts Disabled Persons Protection Commission, Boston, MA.

1996 Invited Speaker, "Stress Management Interventions for Emergency Services Personnel," Massachusetts Emergency Management Agency, Framingham, MA.

Invited Speaker, "Americans with Disabilities: Persons with Serious Mental Illness," Massachusetts Metropolitan District Commission, Boston, MA.

Invited Speaker, "Violence in the Workplace." New England Society of Behavior Analysis and Therapy, Boston, MA.

Invited Speaker, "How to Assess for the Risk of Violence," The 5th Annual Statewide Conference on Homelessness, University of Massachusetts Medical Center, Worcester, MA.

1997 Invited Speaker, "Coping with Job Stress in the Emergency Services Professions," Massachusetts Emergency Management Agency, Framingham, MA.

- 1998
- Invited Speaker, "Posttraumatic Stress Disorder: Its Nature and Its Treatment," Massachusetts Emergency Management Agency, Framingham, MA.
- Invited Speaker, "Risk Management Strategies for Preventing Violence in the Workplace," The 7th Annual Statewide Conference on Homelessness, Tri-City Mental Health Center, Framingham, MA.
- Grand Rounds and Workshop Presentation, "The Assaulted Staff Action Program (ASAP) and the Employee Victim," Riverview Hospital for Children and Youth, Middletown, CT.
- 1999
- Invited Speaker, "Psychological Trauma and Family Survivors of Mass Casualties," Massachusetts Office of the Chief Medical Examiner, Boston, MA.
- Workshop Presentation, "The Assaulted Staff Action Program (ASAP): Coping with the Aftermath of Patient Assault," New Hampshire Hospital, Concord, NH.
- Keynote Speaker, "Psychological Trauma and Victims of Critical Incidents," Massachusetts Office of the State Fire Marshall, Stow, MA.
- Invited Speaker, "Preventing Youth Violence," Department of Mental Health Child Services Statewide Forum, Westwood, MA.
- 2000
- Invited Speaker, "Stress Management Strategies for Emergency Services Personnel and Their Families," Massachusetts Emergency Management Agency, Framingham, MA.
- Invited Speaker, "Coping with Stress in the Aftermath of Fire Tragedy," American Red Cross, Central Massachusetts Chapter, Worcester, MA.
- 2001
- Grand Rounds and Workshop Presentation, "The Assaulted Staff Action Program: Fielding an ASAP Team," Connecticut Children's Place, East Windsor, CT.
- Invited Speaker, "Psychological Trauma and Crisis Intervention Principles," Massachusetts Department of Mental Health Conference on Disaster Training, Quincy, MA.

- Keynote Speaker, "Psychological Trauma and Crisis Interventions," Massachusetts Department of Mental Health Disaster Relief Services for Case Managers Conference, Worcester, MA.
- 2002 Case Consultation to Address the Psychological Aftermath of Shooting of Patient, Tradewinds Club House, Southbridge, MA.
- Invited Speaker, "Psychological Trauma and Serious Mental Illness," Westborough State Hospital, Westborough, MA.
- 2003 Invited Speaker, "Psychological Trauma and Crisis Intervention Principles," University of Massachusetts Medical School, Worcester, MA.
- Workshop Presentation, "The Assaulted Staff Action Program: Coping with the Psychological Aftermath of Patient Assaults," Connecticut Juvenile Training School, Middletown, CT.
- Workshop Presentation, "The Assaulted Staff Action Program," Arbour Fuller Hospital, South Attleboro, MA.
- 2004 Panel Presentation, "Crisis Intervention: What Works?," Worcester State Hospital, Worcester, MA.
- Invited Speaker, "Psychological Trauma and Crisis Intervention Approaches," University of Massachusetts Medical School, Worcester, MA.
- Invited Speaker, "Psychological Trauma and Serious Mental Illness," Worcester State Hospital, Worcester, MA.
- Case Consultation to Address the Psychological Aftermath of a Staff Murder/Attempted Suicide, The Beechwood Inn, Worcester, MA.
- 2005 Invited Speaker, "Psychological Trauma and the Case Manager," MA Department of Mental Health Statewide Case Managers Forum, Worcester, MA. Rated: Excellent (95%).
- Invited Speaker, "Psychological Trauma and the Internal Affairs Investigator," MA Department of Mental Health Statewide Internal Affairs Investigators Conference, Worcester, MA.

- Psychology Interns' Workshop, "Psychological Trauma and Crisis Intervention," The University of Massachusetts School of Medicine, Worcester, MA.
- 2006                      Workshop Presentation, "The Assaulted Staff Action Program (ASAP): Fielding a Team," Department of Mental Health Statewide Training, Worcester, MA.
- Workshop Presentation, "The Assaulted Staff Action Program (ASAP): Fielding a Team," Butler Hospital, Providence, RI.
- 2007                      Workshop Presentation, "Preventing Youth Violence: An Approach Toward Curtailing Sexual Offending?," The 9th Annual Joint Conference of the Massachusetts Adolescent Sexual Offender Coalition and The Massachusetts Association for the Treatment of Sexual Abusers, Marlborough, MA.
- Psychology Interns' Workshop, "Psychological Trauma and Crisis Intervention Principles," The University of Massachusetts School of Medicine, Worcester, MA.
- 2008                      Workshop Presentation, "Fielding an Assaulted Staff Action Program (ASAP)," Department of Mental Health Statewide Training, Westborough, MA.
- Psychology Interns' Workshop, "Psychological Trauma and Crisis Intervention," The University of Massachusetts School of Medicine, Worcester, MA.
- 2009                      Workshop Presentation, "Preventing Youth Violence: An Approach Toward Curtailing Sexual Offending?," The 11th Annual Joint Conference of the Massachusetts Adolescent Sexual Offender Coalition and The Massachusetts Association for the Treatment of Sexual Abusers, Marlborough, MA.
- Workshop Presentation, "Fielding an Assaulted Staff Action Program (ASAP)," Department of Mental Health Statewide Training, Tewksbury, MA.
- Psychology Interns' Workshop, "Psychological Trauma and Crisis Intervention," The University of Massachusetts School of Medicine, Worcester, MA.

One-Day Workshop, "Fielding an Agency Assaulted Staff Action Program (ASAP)," Riverview Hospital for Children and Youth, Middletown, CT.

One-Day Psychology Interns' Workshop, "Serious Mental Illness and Psychosocial Rehabilitation," The University of Massachusetts School of Medicine, Worcester, MA.

Psychology Interns' Workshop, "Psychological Trauma and Crisis Intervention," The University of Massachusetts School of Medicine, Worcester, MA.

2010

Workshop Presentation. "Preventing Youth Violence: An Approach to Curtailing Sexual Offending?" The 12th Annual Joint Conference of the Massachusetts Adolescent Sexual Offender Coalition and The Massachusetts Association for the Treatment of Sexual Abusers, Marlborough, MA.

One-Day Psychology Interns' Workshop, "Serious Mental Illness and Psychosocial Rehabilitation," The University of Massachusetts School of Medicine, Worcester, MA.

Psychology Interns' Workshop, "Psychological Trauma and Crisis Intervention," The University of Massachusetts School of Medicine, Worcester, MA.

2011

Workshop Presentation. "Preventing Youth Violence: An Approach to Curtailing Sexual Offending?" The 13th Annual Joint Conference of the Massachusetts Adolescent Sexual Offender Coalition and The Massachusetts Association for the Treatment of Sexual Abusers, Marlborough, MA.

One-Day Psychology Interns' Workshop, "Serious Mental Illness and Psychosocial Rehabilitation," The University of Massachusetts School of Medicine, Worcester, MA.

Psychology Interns' Workshop, "Psychological Trauma and Crisis Intervention," The University of Massachusetts School of Medicine, Worcester, MA.

One-Day Workshop Presentation, "The Assaulted Staff Action Program (ASAP) and Preventing Violence in the Workplace," Tewksbury Hospital, Tewksbury, MA.

- 2012
- Workshop Presentation. "Preventing Youth Violence: An Approach to Curtailing Sexual Offending?" The 14th Annual Joint Conference of the Massachusetts Adolescent Sexual Offender Coalition and The Massachusetts Association for the Treatment of Sexual Abusers, Marlborough, MA.
- Psychology Interns' Workshop, "Psychological Trauma and Crisis Intervention," The University of Massachusetts School of Medicine, Worcester, MA.
- One-Day Psychology Interns' Workshop, "Serious Mental Illness and Psychosocial Rehabilitation," The University of Massachusetts School of Medicine, Worcester, MA.
- 2013
- Workshop Presentation. "Violent Persons: Providing Care Safely." The 15th Annual Joint Conference of the Massachusetts Adolescent Sexual Offender Coalition and The Massachusetts Association for the Treatment of Sexual Abusers, Marlborough, MA.
- One-Day Psychology Interns' Workshop, "Serious Mental Illness and Psychosocial Rehabilitation," The University of Massachusetts School of Medicine, Worcester, MA.
- Psychology Interns' Workshop, "Psychological Trauma and Crisis Intervention," The University of Massachusetts School of Medicine, Worcester, MA.
- 2014
- Workshop Presentation. "Violent Persons: Providing Care Safely." The 16th Annual Joint Conference of the Massachusetts Adolescent Sexual Offender Coalition and The Massachusetts Association for the Treatment of Sexual Abusers, Marlborough, MA.
- 2015
- Keynote speaker, "Preventing Youth Violence." MA Department of Fire Services, Critical Incident Stress Management Conference, Stow, MA.
- One-Day Psychology Interns' Workshop, "Serious Mental Illness and Psychosocial Rehabilitation," The University of Massachusetts School of Medicine, Worcester, MA.
- Psychology Interns' Workshop, "Psychological Trauma and Crisis Intervention," The University of Massachusetts School of Medicine, Worcester, MA.

- 2016 Case Consultation on threatening student, College of the Holy Cross, Worcester, MA.
- One-Day Psychology Interns' Workshop, "Serious Mental Illness and Psychosocial Rehabilitation," The University of Massachusetts School of Medicine, Worcester, MA.
- Psychology Interns' Workshop, "Psychological Trauma and Crisis Intervention," The University of Massachusetts School of Medicine, Worcester, MA.
- 2017 Two-Day Workshop Presentation. "Managing Behavioral Emergencies." Massachusetts First Responder Conference, Mystic Valley Training Center, Natick, MA.
- Workshop Presentation. "Preventing Youth Violence: An Approach to Curtailing Sexual Offending." The 19th Annual Joint Conference of the Massachusetts Adolescent Sexual Offender Coalition and The Massachusetts Association for the Treatment of Sexual Abusers, Marlborough, MA.
- Consultation on Risk Management Strategies for Reducing the Risks of Violence in the workplace. College of the Holy Cross, Worcester, MA.
- One-Day Psychology Interns' Workshop, "Serious Mental Illness and Psychosocial Rehabilitation," The University of Massachusetts School of Medicine, Worcester, MA.
- 2018 Plenary Presentation. "Preventing Violence in the Workplace." Massachusetts First Responder Conference, Mystic Valley Training Center, Stow, MA.
- Workshop Presentation. "Violent Youth: Providing Care Safely." The 20th Annual Joint Conference of the Massachusetts Adolescent Sexual Offender Coalition and The Massachusetts Association for the Treatment of Sexual Abusers, Marlborough, MA.
- National Contributions:
- 1975 Plenary Presentation. Baer D, Flannery RB Jr. Paradoxical experimental failure/experiential success in behaviorally altering academic self-esteem. Paper presented at the 83rd Annual Convention of the American Psychological Association, Chicago, IL.

- 1977 Invited Speaker, "The Psychology of Poverty," University of Scranton, Scranton, PA.
- 1986 Plenary Presentation. Flannery, RB Jr. From victim to survivor: An approach to the treatment of learned helplessness in the victims of psychological trauma. Paper presented at the 33rd Annual Meeting of the Academy of Psychosomatic Medicine, New York, NY.
- 1987 Plenary Presentation. Flannery RB Jr. The treatment of learned helplessness in groups. Paper presented at the 3rd Annual meeting of the Society for Traumatic Stress Studies, Baltimore, MD
- Invited speaker, "Managing the Stress of Bereaved Families," The 37th Annual Convention, National Catholic Cemetery Conference, Boston, MA.
- 1989 Invited Speaker, "Stress Management for Corrections Officers," U.S. Department of Justice, Federal Bureau of Prisons, Dallas, TX.
- 1990 Keynote Speaker, "The Stress-Resistant Person," and Workshop Presentation, "Stress Management Skills in Clinical Practice," Healthcare Division, Southern California Edison, Pasadena, CA.
- Invited Speaker, "Managing Collegiate Stress," St. John's University, Jamaica, NY.
- 1992 Workshop Presentation, "Post-Traumatic Stress Disorder: Coping with the Aftermath of Hurricane Andrew," Retreat Hospital, Fort Lauderdale, FL.
- Plenary Presentation. Flannery RB Jr, Penk WE, Fulton P, Sudders M, Flannery GJ, Forsythe J. The Assaulted Staff Action Program (ASAP): A two year follow-up. Paper presented at the 26th Annual Meeting of the Association for the Advancement of Behavioral Therapy, Boston, MA.
- 1993 Plenary Presentation. Flannery RB Jr, Moore MM, Wilkins K, Irvin E. Helping crisis intervention workers who help disaster survivors. Paper presented at the 101st Annual Meeting of the American Psychological Association, Toronto, Ontario, Canada.



- Plenary Presentation. Penk WE, Irvin E, Flannery RB Jr, Fisher W, Altaffer F, Geller J, Peterson L, Hanson MA, Keane T. Characteristics of substance-abusing persons with severe mental disorders. Paper presented at the 101st Annual Meeting of the American Psychological Association, Toronto, Ontario, Canada.
- 1994  
 Invited Speaker, "Violence in the Workplace: Strategies for Prevention," National Academy of Arbitrators, Minneapolis, MN.  
 Invited Speaker, "Violence in the Workplace," The University of Scranton, PA. Rated: Excellent (80%), Good (20%).
- 1995  
 Plenary Presentation. Scipione S, Flannery RB Jr. The Assaulted Staff Action Program (ASAP): Assistance for nursing employee victims. Paper presented at the 8th Annual Meeting of the American Psychiatric Nurses Association, San Antonio, TX.  
 Invited Speaker, "Stress Management Strategies for Law Enforcement Officers," U.S. Department of Justice, Drug Enforcement Administration, Boston, MA.  
 Invited Speaker, "From Victim to Survivor: Clinical Strategies in the Treatment of Psychological Trauma," Detroit Psychiatric Institute, Detroit, MI.
- 1996  
 Plenary Presentation. Penk WE, Irvin E, Frost A, Flannery RB Jr, Hanson MA: Diagnosing and treating the dually-diagnosed. Paper presented at the Veterans Administration Chiefs of Psychology/Psychiatry Meeting, San Diego, CA.  
 Invited Speaker, "Increasing Levels of Violence: Addressing Staff Needs," Detroit Psychiatric Institute, Detroit, MI.  
 Plenary Presentation. Scipione S, Stone P, Flannery RB Jr. The Assaulted Staff Action Program (ASAP): New findings to assist nursing staff victims. Paper presented at 9th Mosby Psychiatric Nursing Conference, Atlantic City, NJ.
- 1997  
 Keynote Speaker, "Violence in the Workplace," State University of New York at Stony Brook Medical School and Health Science Center, Stony Brook, NY.  
 Invited Speaker, "Becoming Stress-Resistant: Coping Strategies for You and Your Patients," and "Addressing Violence in the Workplace: Health Care Settings," 10th Annual US Psychiatric and Mental Health Congress, CME, Orlando, FL.

- 1998
- Invited Speaker, "Violence in the Workplace," The 83rd Annual Meeting of the American College of Occupational and Environmental Medicine, Boston, MA.
- Keynote Speaker, "The Assaulted Staff Action Program (ASAP): Coping With the Psychological Aftermath of Violence," Institute for Advanced Studies in Crisis and Disaster Management, Baltimore, MD.
- Invited Speaker, Panel Presentation, "Violence in the Workplace: Coping with Its Psychological Aftermath," The 106th Annual Meeting of the American Psychological Association, San Francisco, CA.
- Plenary Presentation. Penk WE, Peterson L, Irvin EA, Flannery RB Jr. Intense case management and the "dually-diagnosed." Paper presented at the National Institute of Drug Abuse Conference on Understanding Drug Abuse and Addiction: Myths Versus Reality, Boston, MA.
- Plenary Presentation. Scipione S, Flannery RB Jr. The Assaulted Staff Action Program (ASAP): Coping with the aftermath of patient assaults. Paper presented at the 10th Mosby Psychiatric Nursing Conference, Atlantic City, NJ.
- 1999
- Workshop Presentations, "Preventing Youth Violence," and "The Assaulted Staff Action Program: Coping with the Psychological Aftermath of Violence," International Critical Incident Stress Foundation and the American Red Cross, Central Iowa Chapter, Des Moines, IA.
- Keynote Speaker, "Preventing Youth Violence in the Schools," Genesee County Intermediate School District, Flint, MI.
- Invited Speaker, "The Assaulted Staff Action Program: Coping with the Psychological Aftermath of Violence," 1999 Annual Meeting of the Forensics Division, National Association of State Mental Health Policy Directors, Tarrytown, NY.
- 2000
- Workshop Presentations, "Preventing Youth Violence," and "The Assaulted Staff Action Program: Coping with the Psychological Aftermath of Violence," International Critical Incident Stress Foundation and the Staten Island and Brooklyn Critical Incident Stress Management Teams, New York, NY.

Workshop Presentations, "Preventing Youth Violence" and "Crisis Intervention and the Assaulted Staff Action Program," International Critical Incident Stress Foundation, Columbia, MD.

Keynote Speaker, "The Teacher's Role in Preventing Youth Violence," Flint Community Schools and Central Michigan University, Flint, MI.

Plenary Presentation. Corrigan M, Flannery RB Jr. Preventing violence in the workplace: The Assaulted Staff Action Program (ASAP). Best Practices Conference, National Institute for Occupational Safety and Health, Pittsburgh, PA.

2001 Workshop Presentations, "Preventing Youth Violence" and "The Assaulted Staff Action Program: Coping with the Psychological Aftermath of Violence," International Critical Incident Stress Foundation and the New York State Office of Mental Health, Albany, NY.

2002 Workshop Presentation, "The Assaulted Staff Action Program (ASAP): Coping with the Psychological Aftermath of Violence," International Critical Incident Stress Foundation, Columbia, MD.

Workshop Presentation, "Preventing Youth Violence" International Critical Incident Stress Foundation and American Medical Response, Springfield, MA.

Workshop Presentations, "Preventing Youth Violence" and "The Assaulted Staff Action Program (ASAP): Coping with the Psychological Aftermath of Violence," International Critical Incident Stress Foundation and the Centerstone Community Mental Health Center, Nashville, TN.

Grand Rounds and Workshop Presentation, "When Staff are Victims of Patient Assault: Coping with the Psychological Aftermath," Rockland Children's Psychiatric Center, Orangeburg, NY.

2003 Grand Rounds and Workshop Presentation, "The Assaulted Staff Action Program (ASAP): Coping with the Psychological Aftermath of Violence," Western New York Children's Psychiatric Center, West Seneca, NY.

Grand Rounds and Workshop Presentation, "The Assaulted Staff Action Program (ASAP): Fielding an ASAP Team," Kingsboro Psychiatric Center, Brooklyn, NY.

Workshop Presentations, "Preventing Youth Violence" and "The Assaulted Staff Action Program (ASAP): Coping with the Psychological Aftermath of Violence," International Critical Incident Stress Foundation and the Critical Incident Stress Management Network of New Jersey, Somerset, NJ.

Workshop Presentations, "Preventing Youth Violence" and "The Assaulted Staff Action Program (ASAP): Coping with the Psychological Aftermath of Violence," International Critical Incident Stress Foundation, Columbia, MD. Rated: Excellent (90%).

2004

Workshop Presentations, "Preventing Youth Violence" and "The Assaulted Staff Action Program (ASAP): Coping with the Psychological Aftermath of Violence," International Critical Incident Stress Foundation and the Fallon Ambulance Service, Boston, MA. Rated: Excellent (95%).

Grand Rounds and Workshop Presentation, "Neuropsychiatric Approaches to the Assessment and Treatment of Agitation, Aggression, and Dangerousness." Kingsboro Psychiatric Center, Brooklyn, NY.

Workshop Presentations, "Preventing Youth Violence" and "The Assaulted Staff Action Program (ASAP): Coping with the Psychological Aftermath of Violence," Virginia Department of Health-Office of Emergency Medical Services, and Virginia Commonwealth University, Virginia Beach, VA. Rated: Excellent (90%).

Workshop Presentations, "Preventing Youth Violence" and "The Assaulted Staff Action Program (ASAP): Coping with the Psychological Aftermath of Violence," International Critical Incident Stress Foundation, Columbia, MD. Rated: Excellent (90%).

Grand Rounds and Workshop Presentation, "The Assaulted Staff Action Program (ASAP): Fielding an ASAP Team for Staff Victims of Patient Assaults," Rockland Adult Psychiatric Center, Orangeburg, NY.

2005

Grand Rounds and Workshop Presentation, "The Assaulted Staff Action Program (ASAP): Fielding a Team," Northcoast Behavioral Health Care, Northfield (Cleveland), OH.

Workshop Presentations, "The Assaulted Staff Action Program (ASAP): Coping with the Psychological Aftermath of Coping with the Psychological Aftermath of Violence," and "Preventing Youth Violence," Delaware Division of Substance Abuse and Mental Health, New Castle, DL. Rated: Excellent (95%).

Workshop Presentations, "Preventing Youth Violence" and "The Assaulted Staff Action Program (ASAP): Coping with the Psychological Aftermath of Violence," International Critical Incident Stress Foundation and Fallon Ambulance, Boston, MA. Rated: Excellent (90%).

Workshop Presentations, "Preventing Violence in the Workplace," and "The Assaulted Staff Action Program (ASAP): Coping with the Psychological Aftermath of Violence," Virginia Department of Health-Office of Emergency Medical Services, Virginia Beach, VA. Rated: Excellent (95%).

Two-Day Workshop Presentation, "Understanding Human Violence: A Primer for Emergency Services Personnel and Counselors," International Critical Incident Stress Foundation, Columbia, MD. Rated: Excellent (95%).

Workshop Presentations, "Preventing Youth Violence," and "The Assaulted Staff Action Program (ASAP): Coping with the Psychological Aftermath of Violence," International Critical Incident Stress Foundation and the Associates in Professional Counseling at Linden Oak Hospital at Edward, Chicago, IL. Rated: Excellent (94%).

Two-Day Workshop Presentation, "Understanding Human Violence: A Primer for Emergency Services Personnel and Counselors," Maine Tri-County Emergency Medical Services and the International Critical Incident Stress Foundation, Portland, ME. Rated: Excellent (95%).

2006

Two-Day Workshop Presentation, "Understanding Human Violence: A Primer for Emergency Services Personnel and Counselors," International Critical Incident Stress Foundation, and the Allegheny County EMS council, Western Psychiatric Institute, and the Pittsburgh CISM Team, Pittsburgh, PA.

Two-Day Workshop Presentation, "Understanding Human Violence: A Primer for Emergency Services Personnel and Counselors," International Critical Incident Stress Foundation, and the Bluebonnet CISM Team and the United States Coast Guard, Houston, TX.

One Day Workshop, "Risk Management Strategies for the Assaultive Psychiatric Patient," Kingsboro Psychiatric Center and State University of New York at Down State Medical Center, Brooklyn, NY.

One Day Workshop, "The Assaulted Staff Action Program (ASAP): Multistate Team Training," MA Department of Mental Health, Worcester, MA.

Two-Day Workshop Presentation, "Understanding Human Violence: A Primer for Emergency Services Personnel and Counselors," International Critical Incident Stress Foundation, Columbia, MD.

Workshop Presentation, "The Assaulted Staff Action Program (ASAP): Fielding an ASAP Team," Bronx Children's Psychiatric Center, Bronx, NY.

Two-Day Workshop Presentation, "Understanding Human Violence: A Primer for Emergency Services Personnel and Counselors," The Cape and Islands Critical Incident Stress Team and the International Critical Incident Stress Foundation, Hyannis, MA.

2007

Two-Day Workshop Presentation, "Behavioral Emergencies: Survival Strategies for Emergency Services and Counselors," The Georgia Critical Incident Stress Foundation and International Critical Incident Stress Foundation, Atlanta, GA.

Two-Day Workshop Presentation, "Behavioral Emergencies: Survival Strategies for Emergency Services and Counselors," Virginia Department of Health - Office of Emergency Medical Services, Virginia Beach, VA.

Two-Day Workshop Presentation, "Behavioral Emergencies: Survival Strategies for Emergency Services and Counselors," International Critical Incident Stress Foundation, Columbia, MD.

Grand Rounds and One-Day Workshop, "The Assaulted Staff Action Program (ASAP)," Capital District Psychiatric Center, Albany, NY.

Two-Day Workshop Presentation, "Behavioral Emergencies: Survival Strategies for Emergency Services and Counselors," Fallon Ambulance and the International Critical Incident Stress Foundation, Boston, MA.

Two-Day Workshop Presentation, "Understanding Human Violence: Survival Information for Emergency Services and Counselors," Northern Illinois Critical Incident Stress Management Team and the International Critical Incident Stress Foundation, Chicago, IL.

2008

Two-Day Workshop Presentation, "The Assaulted Staff Action Program (ASAP): Coping with the Psychological Aftermath of Coping with the Psychological Aftermath of Violence," The Texas Bluebonnett CISM Team, the United States Coast Guard, and the International Critical Incident Stress Foundation, Houston, TX. Rated: Excellent (100%)

Two-Day Workshop, "Preventing Youth Violence" The Grand Rapids Fire Department and the Midwest Michigan CISM Team and the International Critical Incident Stress Foundation, Grand Rapids, MI. Rated: Excellent (100%)

Two-Day Workshop Presentation, "Understanding Human Violence: Survival Information for Emergency Services and Counselors," The International Critical Incident Stress Foundation, Columbia, MD. Rated: Excellent (100%)

One-Day Workshop, "Fielding an Assaulted Staff Action Program (ASAP)," Hudson River Psychiatric Center, Poughkeepsie, NY. Rated: Excellent (98%)

2009

Two-Day Workshop, "Understanding Human Violence," Fallon Ambulance and the International Critical Incident Stress Foundation, Boston, MA. Rated: Excellent (100%)

One-Day Workshop, "An Approach to Violent Patients: The Assaulted Staff Action Program," Clifton Perkins (Maximum Security) Psychiatric Hospital Center, Jessup, MD. Rated: Excellent (90%)

- 2010
- One-Day Workshop, "The Assaulted Staff Action Program: Coping with the Psychological Aftermath of Patient Violence," Hutchings Psychiatric Center, Syracuse, NY.
- One-Day Workshop, "Fielding an Assaulted Staff Action Program (ASAP)," Mohawk Valley Psychiatric Center, Utica, NY.
- One-Day Workshop, "The Violent Patient and the Assaulted Staff Action Program (ASAP)," New Hampshire Hospital, Concord, NH.
- 2012
- One-Day Workshop, "Fielding an Assaulted Staff Action Program Team," Solnit Center for Children and Youth, Middletown, CT.
- Two-Day Workshop, "Behavioral Emergencies: Survival Strategies for Emergency Services and Counselors," The International Critical Incident Stress Foundation, Columbia, MD.
- Invited Speaker, "Psychological Trauma and Posttraumatic Stress Disorder," 2<sup>nd</sup> Annual Military contractors Forum, Zurich Insurance of North America, Reston, VA.
- 2013
- One-Day Workshop, "The Assaulted Staff Action Program (ASAP) and Addressing Patient Assaults," Fulton State Hospital, Fulton, MO.
- One-Day Workshop, "Fielding an Assaulted Staff Action Program (ASAP) in a general hospital," Orange Regional Medical Center, Middletown, NY.
- Two-Day Workshop, "The Assaulted Staff Action Program (ASAP): Crisis Intervention for Emergency Services Personnel," The International Critical Incident Stress Foundation, Columbia, MD.
- 2014
- Workshop Presentation: "Creating an Assaulted Staff Action Program (ASAP)," Delaware Psychiatric Center, New Castle, DE.
- 2015
- One-Day Workshop, "Fielding a Crisis Intervention Team for Staff Victims of Patient Assaults." Solnit Center South, Middletown, CT.
- One-Day Workshop, "Developing an Assaulted Staff Action Program." St. Louis Psychiatric Rehabilitation Center, St. Louis MO.



2016 Two-Day Workshop, "The Assaulted Staff Action Program (ASAP): Interventions for First Responders." The Georgia Critical Incident Stress Foundation and the International Critical Incident Stress Foundation, Atlanta, GA.

2017 Invited Speaker, "Characteristics of Assaultive Psychiatric Patients," Jersey Shore University Medical Center, Neptune, NJ.

International Contributions:

1988 Invited Speaker, "Stress Management Strategies for Today's College Student," University of Windsor, Windsor, Ontario, Canada.

1993 Workshop Presentation: Fielding an Assaulted Staff Action Program (ASAP), Macarthur Institute of Higher Education, West Sydney, Australia, Boston, MA.

Plenary Presentation. Flannery RB Jr, Hanson MA, Penk WE, Flannery GJ, Moore MM. Critical Incident Stress Debriefing and the Assaulted Staff Action Program (ASAP): An approach to the aftermath of duty-related violence. Paper presented at the 2nd World Congress on Stress, Trauma, and Coping in the Emergency Services Professions, Baltimore, MD. Rating: Excellent (100%).

Plenary Presentation. Flannery RB Jr, Hanson MA, Penk WE, Flannery GJ. Stress-resistance: Enhancing the performance of first responders. Paper presented at the 2nd World Congress on Stress, Trauma, and Coping in the Emergency Services Professions, Baltimore, MD. Rating: Excellent (100%).

1994 Workshop Presentation: Treating Psychological Trauma Victims, Torture Refugee Center, Cape Town, South Africa, Boston, MA.

1995 Plenary Presentation. Flannery RB Jr, Penk WE, Hanson MA, Flannery GJ, Moore MM. The Assaulted Staff Action Program (ASAP): The Massachusetts approach to employee victim debriefing. Paper presented at the 3rd World Congress on Stress, Trauma, and Coping in the Emergency Services Professions, Baltimore, MD. Rating: Excellent (85%).

- 1997
- Invited Speaker, "The Assaulted Staff Action Program (ASAP): A Research Approach to Critical Incident Stress Management," The 4th World Congress on Stress, Trauma, and Coping in the Emergency Services Professions, Baltimore, MD.
- Workshop Presentation. Flannery RB Jr, Penk WE, Hanson MA, Flannery GJ. Health care settings: Preventing violence in your workplace. Paper presented at the 4th World Congress on Stress, Trauma, and Coping in the Emergency Services Professions, Baltimore, MD.
- 1999
- Invited Speaker, "Coping with the Psychological Aftermath of Violence: The Assaulted Staff Action Program (ASAP)," The 10th International Montreux Congress on Stress, Montreux, Switzerland.
- Invited Speaker, "Preventing Youth Violence," The 5th World Congress on Stress, Trauma, and Coping in the Emergency Services Professions, Baltimore, MD.
- Plenary Presentation. Flannery RB Jr, Penk WE, Gallagher C, Flannery GJ. Health care settings: Preventing violence in the workplace. Paper presented at the 5th World Congress on Stress, Trauma, and Coping in Emergency Services Professions, Baltimore, MD.
- Invited Speaker, Panel Presentation, "An Integrated System of Care for Family Survivors of Aircraft Disasters," The 30th Annual Meeting of the International Society of Airline Safety Investigators, Boston, MA.
- Workshop Presentation: Fielding an Assaulted Staff Action Program (ASAP), Wolston Park Hospital, Brisbane, Australia, Boston, MA.
- 2000
- Plenary Presentation. Everly GS Jr, Flannery RB Jr, Eyler V. Effectiveness of a comprehensive crisis intervention program: A meta-analysis. Paper presented at the 3rd International Congress on Psychological and Social Services in a Changing Society, Social Development Office, Office of His Highness The Emir, Kuwait City, Kuwait.
- Plenary Presentation. Invited Speaker, "Stress and Family Survivors: The Family Assistance Center," Paper presented at The 11th International Congress on Stress, Mauni Lani Bay, HI.

- 2001 Plenary Presentation. Invited Speaker, " The Assaulted Staff Action Program as Critical Incident Stress Management," Paper presented at the 6th World Congress on Stress, Trauma, and Coping, Baltimore, MD.
- 2003 Plenary Presentation. Panel Presentation. Flannery RB Jr, Everly GS Jr. CISM: A review of the findings, 1998-2002. Paper presented at The 7th World Congress on Stress, Trauma, and Coping, Baltimore, MD.
- 2004 Workshop Presentation: "Preventing Youth Violence," The Bermuda Hospital Board and The Bermuda Police CISM Teams and the International Critical Incident Stress Foundation, Hamilton, Bermuda.
- 2005 Plenary Presentation. Invited Speaker, "The Assaulted Staff Action Program (ASAP): Fifteen Year Findings.," Paper presented at The 8th World Congress on Stress, Trauma, and Coping, Baltimore, MD.
- 2007 Plenary Presentation. Keynote Speaker, "Psychological First Aid: Preliminary Data," Paper presented at the 9th World Congress on Stress, Trauma, and Coping, Baltimore, MD.
- 2013 Invited Speaker, " Psychological Trauma and the Japanese Tsunami," Showa Women's University, Tokyo Japan, International Campus, Boston MA.
- 2015 Workshop Presentation: "Characteristics of Assaulted Psychiatric Patients." Institute of Mental Health, Singapore. Boston, MA.
- 2017 Case consultation, Managing the Aggressive Patient, Georgetown, Guyana.

#### Professional Leadership Roles Related to Teaching:

1987-1992 Member, Scientific Program Committee, Academy of Psychosomatic Medicine

#### E. Report of Clinical Activities

1. DMH consultant on difficult-to-manage patients statewide.

2. Developed and direct the multisite Assaulted Staff Action Program (ASAP), a multi-component crisis intervention program for staff victims of patient assault. ASAP has been demonstrated to provide needed support to employee victims and has been associated with sharp declines in levels of assault in facilities that have fielded this program with strong administrative support.

During ASAP's first twenty-five years, there have been 42 ASAP teams with over 2,000 team members that I have trained. There have been teams in eight states: Maryland, Massachusetts, Missouri, New Hampshire, Connecticut, Rhode Island, New York, and Ohio. The Massachusetts teams have volunteered over 1,500,000 hours of service to their facilities and have responded to over 3,000 assaults. A team similar to ASAP came online in Brisbane, Australia in the fall of 2001. The ASAP program remains on-line.

Internationally recognized, ASAP is the longest, continuously fielded and most widely-researched crisis intervention program in the world. ASAP was selected as one of ten finalists for the Gold Medal Award by the American Psychiatric Association in 1996 and is cited as a program of choice in the Occupational Safety and Health Administration federal guidelines for preventing violence in the workplace in health care and social service agencies and in retail settings. The ASAP team leaders were awarded the State of Massachusetts' Commonwealth Citation for Outstanding Performance in 2000. The New England Aquarium has an ASAP team for use during the mass strandings of animals as well as for other forms of violence in their workplace. The state's Office of the Chief Medical Examiner (OCME) has fielded a team based on the ASAP model for addressing the needs of family survivors of sudden accidental or suspicious deaths. I will provide the training in psychological trauma and crisis intervention procedures for OCME staff. The Massachusetts Nurses Association has filed legislation with the state legislature to make it a felony to assault a healthcare professional. This legislation will also require every hospital in the Commonwealth to field an ASAP program or its close equivalent. ASAP has been chosen as a best innovative practice by the federal governments of the United States and Canada.

3. In 1996 in the aftermath of the TWA Flight #800 aviation disaster off of Long Island, New York, the United States Congress passed legislation that required all major airports in the United States to provide a family assistance center for family survivors of these disasters.

The Massachusetts Port Authority, the state's Office of the Chief Medical Examiner, the state Department of Mental Health, and the local Red Cross chapter have designed the assistance center for Boston's Logan International Airport. A key component of this family assistance center services is the antemortem interviewing process with family survivors for the early identification of victims so that the remains of loved ones can be released to their families in a timely fashion. The antemortem interviewing of the family survivors is done by personnel from the OCME. I have designed a curriculum in psychological trauma, crisis theory, and

crisis intervention to enhance the interviewing skills of the antemortem interviewers in their work with traumatized families. To date, I have trained over one hundred interviewers and I will continue to provide this training as needed.

4. In the aftermath of the terrorist attacks on the World Trade Center in New York City on September 11, 2001, the Center for Mental Health Services and the Substance Abuse and Mental Health Services Administration asked the state Departments of Mental Health and Public Health to develop a statewide service delivery model of crisis intervention services for all of the state's citizens. I was asked to design a curriculum for all interested ASAP team members and DMH case management volunteers for delivering crisis intervention services to DMH state and vendor employees impacted by terrorist events. This program will be available to supplement the DMH disaster relief services for non-DMH citizens experiencing distress in the wake of terrorist, natural disasters, and other types of critical incidents.

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3. Flannery RB Jr, Flannery GJ. Sense of coherence, life stress, and symptomatology: An empirical assessment. 37th An Proc Acad Psychosom Med., 1990, 19.

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10. Flannery RB Jr. Precipitants to psychiatric patient assaults on staff: Review of findings, 2004-2006 with implications for EMS and other health care providers. *Int J Emer Ment Hlth.* 2007; 9: 5-11. (Peer-Reviewed.)
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[www.americanmentalhealthfoundation.org](http://www.americanmentalhealthfoundation.org)
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[www.americanmentalhealthfoundation.org](http://www.americanmentalhealthfoundation.org)
47. Flannery RB Jr. Precipitants to patient assaults: Worldwide review, 2013-2017. Scholarly referenced essay. New York, NY: American Mental Health Foundation, February 9, 2018. [www.americanmentalhealthfoundation.org](http://www.americanmentalhealthfoundation.org)

Educational Material:

1. 1971- Boston College College of Advancing Studies  
Course syllabi in child and adolescent psychology, adulthood and aging, abnormal psychology, health psychology, psychological trauma, violence, preventing youth violence.
2. 1975- The Cambridge Health Alliance  
Course syllabi in behavior therapy techniques, human clinical experimental research, treatment of intractable anxiety states, group treatment of learned helplessness, relationship between behavior therapy and psychotherapy, stress management, violent patients.
3. 1992- Department of Mental Health  
Course syllabi in psychological trauma, crisis intervention principles, The Assaulted Staff Action Program, serious mental illness, serious mental illness in the elderly, public managed care.  
Editor, bound abstracts for 11 major adult services clinical conferences.
4. 1998- International Critical Incident Stress Foundation  
Two-day workshop syllabi for courses in psychological trauma, preventing violence in the workplace, preventing youth violence, The Assaulted Staff Action Program, stress management, understanding human violence, and managing behavioral emergencies.

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1. Flannery RB Jr. An empirical study of staff attitudes in a state training school for boys. [Unpublished Master's Thesis]. Chestnut Hill, MA: Boston College, 1967. 115pp.
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