



Stone, McElroy & Associates

Risk Management Psychological Services

Spring/Summer Newsletter

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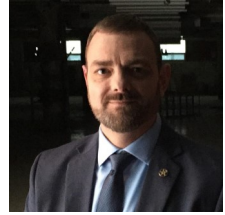
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Improved Testing and Scheduling Process

Candidates evaluated by Stone, McElroy & Associates take psychological tests via web-based software called Psiware™, developed specifically for uniform test administration in any location. You can log into our on-line system and schedule candidates to take the psychological tests on site in your department at any time. Testing candidates at your agency allows for convenient and flexible scheduling of testing as well as reduction of wait time for the post-test interview with the psychologist.

Test administration via Psiware™ requires very little effort or oversight by agency staff, and we provide test administration training to any agency interested in participating in this opportunity. Please contact us at 770-431-6858 or by email at hmcelroy@stonemcelroy.com to get started.

Video Interviews

Psiware™ allows candidates to interview with experienced police and public safety psychologists in any location through HIPAA-compliant end-to-end encrypted video interface. All of the psychologists in our office are experienced in police and public safety psychology. In the case that our existing psychologists have full schedules, we are able to continue to connect applicants with board certified police psychologists in other areas, maintaining quality interviews and minimizing wait time for you to schedule evaluations. We inform all candidates are informed in advance that their interview may be performed via secure video by a doctor located offsite, and we ask applicants to please notify the staff if they are uncomfortable with this process. Video interviews may also be conducted with psychologists in our office from your location, reducing drive time and increasing scheduling flexibility. If you have any questions about video interviews, please contact our office at 770-431-6858 or email or jreagin@stonemcelroy.com.



Web Scheduling

Many public safety agencies are already taking advantage of web scheduling. Access to web scheduling via Psiware™ means having the ability to add your candidates to our schedule when it is convenient for you and from any computer rather than waiting until our business hours to call us. With one phone call or email to our office, we can set you up with web scheduling access in minutes. Once you have your secure login information, you can access our most up-to-date schedule, search availability, see the list of upcoming evaluations scheduled for your department, add candidate evaluations*, upload background forms, and include any notes the office should be aware of during the evaluation process. If your department would like to participate in web scheduling, please call our office at 770-431-6858 or email jreagin@stonemcelroy.com to get set up now. **Pre-employment evaluations only. Due to the special circumstances and sensitivity of fitness for duty and post critical evaluations, these must be scheduled directly with the office.*



Research Participation



Stone, McElroy and Associates is participating in a research project with Yossef S. Ben-Porath, Ph.D., ABPP of Kent State University, co-developer of the MMPI-2-RF (Minnesota Multiphasic Personality Inventory 2 – Restructured Form). As part of this research, we have added this test at no additional charge to our agencies and request that agencies

complete a post-hire survey, giving us critical feedback on those candidates who are recommended and hired. All candidates sign an Informed Consent and Waiver acknowledging their test data may be used for research purposes. The purpose of this research participation and data collection is to improve the empirical data on police and public safety candidates in this area and to ensure that our processes work to reduce turnover and bad hires. If you have any questions or concerns about this research project, please contact our office at 770-431-6858 or email Heather McElroy, Ph.D., ABPP at hmcelroy@stonemcelroy.com.

Employee Assistance



Looking for more value in your Employee Assistance Program (EAP)? Or does your agency need an EAP that specializes in serving the law enforcement community? Espyr, formerly EAP Consultants, has for nearly thirty years had a mission of serving law

enforcement agencies with comprehensive, highly utilized employee assistance services. Espyr also offers specialized training, coaching, critical incident response and interactive screening programs to assist officers with the unique stress they encounter in performing their duties and interacting with the public. Based in Marietta, GA, Espyr is trusted by customers such the Georgia Bureau of Investigation, the Georgia Dept. of Public Safety, the Georgia Dept. of Corrections, the Georgia Dept. of Community Supervision, the US Customs and Border Protection Agency, the State of Georgia, the National Park Service and many others. Please contact Espyr today at **678-302-5921** to learn more, and please consider Espyr when you next evaluate your EAP services. Espyr's website is www.espyr.com.

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About Us: Meet the Staff of Stone, McElroy & Associates

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ABOUT US: Current Staff at Stone, McElroy & Associates

Anthony Stone, Ph.D., MPH, ABPP—Psychologist and President



Dr. Stone, the President and a partner of Stone, McElroy & Associates, has been a Police and Forensic Psychologist for more than thirty years and is one of the pioneers in the field. He holds board certifications in Police and Public Safety Psychology from both the American Board of Professional Psychologists (ABPP) and the Society for Police and Criminal Psychology. He is considered a leading expert on Psychological Risk Management and Fitness for Duty Evaluation. He has performed more than 30,000 pre-employment evaluations, mainly for public safety organizations and well over 2,000 Fitness for Duty Evaluations for law enforcement, military, and hundreds of private sector organizations. Dr. Stone has testified as an expert in some of the country's major Fitness for Duty legal cases (e.g., *Brames v. City of Tacoma, Washington*, *Denhoff and LeClear v. City of Grand Rapids, Michigan*). He authored the first book ever published on Fitness for Duty (*Fitness for Duty: Principles, Methods and Legal Issues* CRC Press – 2000). Dr. Stone has lectured widely in the area of psychological risk management and fitness for duty at such venues as the FBI Academy in Quantico, Virginia, the National Security Agency in Maryland, the National Internal Affairs Investigator's Association and a number of International Chiefs of Police Association meetings. Dr. Stone has served as member of the IACP Committee that developed the 2004 Fitness for Duty Guidelines and was co-chair of the 2008 Committee charged with revising these guidelines.

Dr. Stone received his undergraduate degree in Psychology from Johns Hopkins University in Baltimore, Maryland and his Ph.D. in Psychology from the University of South Florida, Tampa. He was subsequently a post-doctoral fellow and later earned a post-doctoral Master's Degree in Public Health from the University of North Carolina at Chapel Hill. Dr. Stone underwent law enforcement training and received Georgia POST Certified Peace (Police) Officer certification in 1987 and has served as a Reserve Police Officer. He holds membership in the Police Psychology Section of the IACP and many other organizations concerned with forensic and risk management psychology.

Dr. Stone has developed and implemented evaluation programs for many municipalities, including those that require high volume and rapid turnaround. As chief provider of thousands of psychological risk-related psychological evaluations – pre-employment and fitness evaluations -- to hundreds of organizations over three decades, Dr. Stone has an established record of implementing programs that are effective, well-managed, and user-friendly for both client organizations and examinees, all of which are able to withstand legal scrutiny.

Heather McElroy, Ph.D., ABPP— Psychologist and Managing Partner



Dr. McElroy, the Vice President and managing partner of Stone, McElroy & Associates, is a Board Certified Police and Public Safety Psychologist through the American Board of Professional Psychology. After completing her undergraduate degree at The Ohio State University, she attended the University of Alabama where she received a strong forensic background that she applied during her internship at University of South Carolina School of Medicine prior to relocating to Atlanta.

Here she completed her post-doctoral training requirements with Stone and Associates and has now been a member of the professional staff for more than ten years, and a partner of the firm since January 2010. As do all psychologists working with our firm, Dr. McElroy underwent an extensive training program in public safety psychological assessment supplemented by training offered at the IACP and other venues specific to police psychology as well as selected



McElroy (continued)

law enforcement training programs. She has been a sworn Reserve Officer since 2011, first with the City of Woodstock Police Department and member of the Hostage Negotiation Team and currently a member of the Criminal Investigation Unit of the Smyrna Police Department. She is an active member of the major national organizations of Police Psychologists and has written articles for Police Chief Magazine and other publications, has presented at various professional meetings and is the past chair of the International Association of Chiefs of Police Psychological Services Section. Dr. McElroy has also proven to be an excellent manager and trainer as evidenced by her having chaired national meetings, heading up the education committee of the IACP, and having co-trained all psychologists who have joined our firm since her hiring.

Rachel Rosenblatt, Psy.D., ABPP—Contract Psychologist



Dr. Rosenblatt is a contract psychologist of Stone, McElroy & Associates, who provides risk-management psychological screening services for police officers and public safety. She is a Board Certified Police and Public Safety Psychologist through the American Board of Professional Psychology. She conducts pre-employment screening and participates in fitness for duty evaluations. Following completion of her undergraduate training at Florida State University, Dr. Rosenblatt completed a psychology doctoral program at Florida Institute of Technology followed by clinical internship at the Northeastern Ohio Universities College of Medicine. She

subsequently completed a postdoctoral program in forensic and child psychology prior to joining our firm in 2009, and since that time has been exclusively involved in providing risk-management psychological evaluations. Upon joining the firm, Dr. Rosenblatt underwent an extensive training program in public safety psychological assessment supplemented by training offered by the national organizations of police psychologists. Dr. Rosenblatt has also undertaken ride-alongs with various police agencies and has completed a number of relevant law enforcement training programs.

David Arcement, Ph.D.—Staff Psychologist



Dr. Arcement is a staff psychologist of Stone, McElroy & Associates, who provides risk-management psychological screening services for police officers and public safety.

Following completion of his undergraduate training at Louisiana Tech University, Dr. Arcement completed a master's degree in marriage and family counseling from Southwestern Baptist Theological Seminary followed by a master's degree in counseling and guidance from Louisiana Tech University. He participated in a pre-doctoral internship at the University of Memphis's counseling center before earning his Ph.D. in counseling psychology from Louisiana Tech University in 2013. He acquired his postdoctoral work experience in psychological assessment, most of which was to determine disability qualification. Dr. Arcement has provided clinical services in two community counseling centers, two college counseling centers, an adult correctional facility, and in a private practice setting. Over the course of these experiences, he developed greater interest and competency in psychological evaluation. He joined our firm in 2016, and since that time has been exclusively involved in providing risk-management psychological evaluations under the supervision of Dr. Heather McElroy. He completed training in statement analysis with the Georgia Internal Affairs Investigators Association and has conducted over 1000 public safety pre-employment evaluations, risk management assessments and fitness for duty evaluations.



Tim Franklin, MA.—Postdoctoral level trainee to begin with Stone, McElroy & Associates September, 2017



Tim Franklin is a retired law enforcement official that served at the local, federal, and military levels. During his 23-year career, Mr. Franklin served as a special agent and criminal investigator for the US Secret Service, worked street patrol, criminal apprehension, served on specialized details with the Anaheim Police Department as a senior reserve officer, and was a supervisory federal police officer with the Department of Veterans Affairs Police.

During his service as a special agent with the United States Secret Service, Mr. Franklin was assigned to investigate counterfeit currency, fraud, identity theft, and fraudulent financial instruments. Mr. Franklin also supported the presidential protection and was trained in body language detection, interview, and interrogation. He was assigned to an advance detail for presidents Clinton and GW Bush while they were in office, implementing countermeasures against explosives, chemical, biological, radiological, and weapons of mass destruction. He also served as an emergency manager for disaster contingency planning for the White House.

Mr. Franklin served in the US Air Force, 11 years between active duty and reserve service, achieving the rank of Major. His primary duties were as a satellite operations officer, working with both the Global Positioning System (GPS) satellite constellation as well as various research and development systems. Mr. Franklin holds dual master's degrees in Forensic and Clinical Psychology and is currently a doctorate intern for clinical psychology. He teaches both psychology and criminal justice at Southern New Hampshire University, Mesa Community College, and Arizona State University and teaches counter-terrorism in Israel, consulting on explosives and attack techniques. He is a frequent guest lecturer and published author in criminal justice and trauma psychology. Mr. Franklin has a unique specialty combination in law enforcement, military, and psychology and has consulted for local and national news organizations (CBS, NBC, and FOX) on matters of terrorism and serial criminal activity.

Mr. Franklin will be joining Stone, McElroy & Associates in September, 2017 as a post-doctorate fellow specializing in police and public safety psychology. We look forward to welcoming him to our team of psychologists.

Front Office Staff:



Jessica Reagin
Office Manager

Employed with Stone, McElroy & Associates since January 2014

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