

VITA

April 2020

PERSONAL INFORMATION

Name: Richard Lee Tanenbaum, BCC, Ph.D.

Professional Licensure: Maryland License Number: 2020
Virginia License Number: 1466
D.C. License Number: 1855

EDUCATION

- Ph.D. Virginia Commonwealth University, Clinical Psychology, "Psychological and Physical Effects of Occupational Health and Stress Management Interventions."
- M.S. Virginia Commonwealth University, Clinical Psychology, "Depression and Other Psychological Problems in Learning Disabled, Emotionally Disturbed and Normal Elementary School Children."
- B.A. University of Pennsylvania, Psychology, Summa cum laude

General Background

Dr. Tanenbaum provides a wide array of clinical psychology services to children, adults, families and groups, and leadership and organization development consultation to private and public sector organizations including the entertainment industry. In the clinical arena, areas of expertise include, anxiety disorders and depression, acute stress reactions, post-traumatic stress disorders, behavioral medicine interventions, and individual and group psychotherapy.

With respect to the business arena, Dr. Tanenbaum provides executive coaching, succession planning, conflict resolution, team/meeting facilitation, change management, and diversity/cultural competency training. Dr. Tanenbaum also has hosted and produced innovative, educational television programming for children and adults. He continues to provide workshops and seminars, and guest on television and radio talk shows. With respect to all of his activities, Dr. Tanenbaum incorporates emotional intelligence and positive psychology principles into all of his work.

A licensed psychologist and board-certified coach (CCE Center for Credentialing and Education – Greensboro, NC), Dr. Tanenbaum is President of Behavior Consultants and Global Learning Partners, LLC and is a faculty member at the Center for Creative Leadership. Additionally, he is an Adjunct Clinical and Research Assistant Professor in the Department of Medical/Clinical Psychology and Adjunct Assistant Professor of Family Medicine in the Department of Family Medicine at the Uniformed Services University (USU). He served as Principal Investigator of the Center for Health Disparities Research and Education (USUCHD) at USU from 2003-2007, and Director of Cultural Competency Education and Minority Student Training for the USU School of Medicine from 2007-2010.

FACULTY POSITIONS

January 2017 - Present: Faculty, Center for Creative Leadership, Greensboro, North Carolina. Serve as trainer/facilitator for Center for Creative Leadership (CCL) leadership development programs.

January 1995 - Present: Adjunct Clinical and Research Assistant Professor, Departments of Family Medicine and Medical/Clinical Psychology, Uniformed Services University (USU), Bethesda, Maryland.

October 2007 - December 2010: Director, Cultural Competency Education and Minority Student Training, USU School of Medicine, Bethesda, Maryland: Provided oversight for educational programs designed to enhance cultural competency for faculty and students, and directed summer internship programs for disadvantaged and minority students interested in careers in the health professions.

October 2003 - October 2007: Principal Investigator, USU Center for Health Disparities Research and Education (USUCHD), Bethesda, Maryland:

The USUCHD continues to be funded by consecutive (5) year grants from the National Center on Minority Health and Health Disparities, part of the National Institutes of Health. The aim of this grant and the Center is to reduce and eliminate health and health care disparities in minority populations. The Center is comprised of five (5) interdependent directorates including an Administrative Core, Research Core, Health and Health Disparities Education Core, Community Outreach/Information Core, and an IT Shared Resources Core. The cores function independently and synergistically, inside and outside the University community and are focused on training students and professionals, conducting research, and providing information and workshops to community (active duty and civilian) in order to reduce, and eliminate health and health care disparities.

October 2003 - October 2004: Co-Principal Investigator and Project Director, USU Center for Health Disparities Research and Education (USUCHD), Bethesda, Maryland.

January 1997 - November 2003: Visiting Scientist and Clinical Assistant Professor, Departments of Medical/Clinical Psychology and Family Medicine, USU, Bethesda, Maryland: Developed and directed innovative leadership and organization development, cultural proficiency, and clinical skills training for medical, nursing, and clinical psychology graduate students.

March 2001 - September 2003: Co-director, The Center for the Enhancement of Healthcare Training and Outcomes (CEHTO) – a collaborative research and training effort between the Departments of Medical/Clinical Psychology, Family Medicine, and the USU Center for Health Disparities (USUCHD), Bethesda, Maryland.

August 1999 - January 2004: Developed Clinical Skills I and II, a full two-year course sequence that teaches advanced clinical skills to clinical psychology graduate students using practical application methods and simulated patients, USU, Bethesda, Maryland.

Additional Responsibilities at the Uniformed Services University

- Taught *Brief Psychodynamic Psychotherapy* to clinical psychology graduate students. This course involves intensive historical and theoretical review of psychodynamic psychotherapy. In addition, students practice psychodynamic techniques and are administered an *interactive*, oral midterm and final.

- Taught *Diversity* class to clinical psychology graduate students. This course involves intensive didactic work, experiential exercises, and community assignments to increase self-awareness and develop practical skills to intervene with persons of different backgrounds.
- Identified clinical practica sites, and served as liaison and POC.
- Provided formal clinical supervision for clinical psychology graduate students.
- Evaluated the performance of clinical psychology graduate students using a leadership development model -- provide individualized feedback, and develop IDP's (Individual Development Plans) for improvement.

PROFESSIONAL EXPERIENCE

President, Behavior Consultants/LeaderLife Consulting and Global Learning Partners LLC, Washington, DC. *Provide leadership/organization develop and executive coaching services for public and private sector organizations; Provide psychotherapy and assessment/evaluation services to children, adolescents, adults, couples and families.*

Executive Coach, University of Maryland School of Medicine (UMSOM), Baltimore, Maryland. *Provide executive coaching and assessment services for senior faculty.*

Executive Coach, Johns Hopkins University Healthcare, Glen Burnie, Maryland. Provide executive coaching and assessment services for C-Suite level clients.

Executive Coach, Princeton Health Care System, Princeton, New Jersey. Conduct leadership assessment and provide executive coaching services for VP level personnel.

Consultant, University of Maryland School of Nursing (UMSON), Baltimore, Maryland. Conduct leadership development programs and related to training for nurses in the Nurses Leadership Institute.

Executive Coach, National Institutes of Health (NIH), Bethesda, Maryland. Provide coaching services for mid-level and senior leaders.

Executive Coach, International Monetary Fund, Washington, DC. Provide executive coaching for manager and director personnel, specializing in preparing leaders for imminent promotions to senior level positions.

Executive Coach, Under Armour, Baltimore, MD. Provided executive coaching for directors, VPs, and SVPs (including virtual) with respect to 360 assessment and development planning, overall leadership development and change management.

Executive Coach, The World Bank, Washington, DC. Provide business-oriented executive coaching services for manager, director and vice-president personnel. Services involve face-to-face, telephone, and web-based formats.

Executive Coach and Consultant, Richard Chandler Corporation, Singapore. Integrated positive psychology principles into corporate headquarters, and into associated global businesses – including curricula for innovative pre-schools in South Asia.

Executive Coach, American University Key Leadership Programs, Washington, DC. Provide leadership assessment and executive coaching for senior leaders in a wide range of federal agencies

Executive Coach, Center for Creative Leadership, Greensboro, North Carolina. Provide coaching services for senior leaders in wide variety of organizations, including several federal agencies.

Executive Coach, National Leadership Institute, University of Maryland, College Park, Maryland. Provided assessment and coaching services and leadership development training for mid-level and senior managers in a variety of private and public sector organizations, including work with Flag Officers in the NFLEX program.

Executive Coach and Consultant, INOVA Health System, Fairfax, Virginia. Conducted 360-degree assessment inventories and provided executive coaching services for CEO, SVP, VP and director level personnel.

Executive Coach, DMCCPA (Director of Management in Community College Policy and Administration) Program, University of Maryland, College Park, Maryland. Provided individual and group coaching for doctoral students.

Executive Coach and Consultant, United States Naval Academy, Annapolis, Maryland. Managed a 360-degree assessment and executive coaching process for CEO and Senior Leadership Team, facilitated team-building discussions.

Executive Coach, Effective Leaders Program (University of Cape Town and Duke University), New Orleans, Louisiana. Provided Executive Coaching Services and Business Theater Interventions for post-Katrina leaders in New Orleans.

Executive Coach, The American Institute of Architects, Washington, DC. Provided coaching services to director level personnel.

Reviewer, EPOTEC, New York, New York. Reviewed and edited parenting-related articles for presentation to health insurance subscribers who are provided with on-line access to health-related information as a component of their overall benefits package.

Adjunct Professor, University of Maryland National Leadership Institute (Center for Creative Leadership Affiliate), College Park, Maryland. Served as *Trainer* and *Feedback Specialist* for Leadership Development Programs. Functioned as co-trainer/facilitator, reviewed participants' comprehensive assessment data (including 360-degree instruments), familiarized participants with test instruments and provided results feedback, developed *Individualized Development Programs*, and provided coaching. Served as NLI's *Online Leadership Assessment Program* facilitator.

Adjunct Professor, Staff Psychologist, Consultant, Mary Washington College, Fredericksburg, Virginia. Consulted to Psychological Services Center regarding methods of assessment and brief intervention models, provided mental health services for students, and served as research advisor and instructor.

Reviewer, Journal of Cognitive and Behavior Practice (Anne Marie Albano, Ph.D., Editor), Association for the Advancement of Behavior Therapy, New York, New York. 2000.

Consultant, Mercy Health System of Chicago, Chicago, Illinois. Responsible for the design and administration of a customized *Leadership Development Survey*, a 360-degree assessment/feedback instrument for managers. Provided individual and group feedback sessions, developed individualized comprehensive learning plans, coached managers about carrying out developmental tasks, and identified management development needs and crafted related training programs.

Consultant, Strategic Interactions, Inc., Vienna, Virginia. Served as trainer/facilitator for *sexual harassment*, *diversity*, and *values training* programs at several Fortune 100 companies.

Consultant, Value Options, Inc., Falls Church, Virginia. Provided consultation regarding the development of intact work teams, and assisted in streamlining administrative functions. Developed policies and procedures to ensure effective management of mental health benefits, delivered in-service training, and conducted utilization and management review of outpatient mental health services.

Consultant, Millard Fillmore Health System, Buffalo, New York. Designed and administered customized *Survey of Leadership and Managerial Competencies*, a 360-degree assessment/feedback instrument for managers. Provided individual and group feedback sessions, developed individualized comprehensive learning plans, coached managers relative to carrying out developmental tasks, and identified management development needs and proposed training programs.

Consultant, Sarfino and Rhoades, Rockville, Maryland. Provided executive coaching/counseling to partner group, developed and implemented succession planning system for organization, and coached *partners in training*. Administered stress management and communications skills training for managers.

Consultant, Amwel, Inc., Greenbelt, Maryland. Interviewed and assessed prospective employees, and made recommendations for hiring. Facilitated monthly team-building meetings, and provided employee counseling as needed.

Consultant, Integrated Behavioral Care, Springfield, Virginia. Assisted the organization in creating effective work teams and streamlining administrative functions, developed policies and procedures to ensure effective management of mental health benefits, and conducted utilization and management review of outpatient mental health services.

Consultant, American Medical and Acupuncture Center, Baltimore, Maryland. Developed and maintained quality assurance standards for Division of Behavioral Services, and provided on-call clinical consultation to mental health professional delivering outpatient substance abuse treatment.

Consultant, Treatment and Learning Centers, Rockville, Maryland. Coached Executive Director regarding leadership skills and management style, and facilitated team-building and conflict resolution with senior management. Administered communications skills training to staff.

Consultant, Specific Diagnostics, Inc., Rockville, Maryland. Supervised masters and doctoral level psychology associates regarding psychological assessment, and conducted in-service seminars regarding psychological assessment/evaluation, diagnosis and methods of intervention.

Consultant and Chair, TV Committee, American Psychological Association, Washington, DC. Administered focus groups to examine promotional ideas/campaigns, and assured an accurate representation of psychology in public relations and marketing products. Produced print materials and videos, and developed strategies for educating the public about the psychologist's role in mental health care. Informed and educated media psychologists about using television as a communications tool, provided communication skills training to membership, and liaised with entertainment industry officials about the relevance of psychology and psychological principles.

Director, Behavior Services, Center for Pain Management, Bowie, Maryland. Responsible for directing all professional and administrative functions in department responsible for corporate consultation, and psychological and rehabilitative services. Developed stress management, and occupational health and injury prevention programs.

Consultant, Doubleday Manufacturing, Inc., Smithburg, Maryland. As part of outplacement services, counseled employees adjusting to job loss and relocation due to permanent plant closings.

Director, Corporate Services, Occupational Health Corporation, Rockville, Maryland, September
Oversaw the design, marketing and implementation of employee training, health promotion, and employee assistance programs for companies and organizations; administered comprehensive psychological services including psychological assessment, biofeedback, smoking cessation and weight reduction programs.

Intern, Didi Hirsch Community Mental Health Center, Culver City, California. Facilitated support groups for unemployed persons seeking employment. Worked with corporations to establish health promotion and stress management programs, and consulted with organizations regarding the detection, prevention and treatment of mental health problems.

Consultant, Culver City, California Public Schools, Police and Fire Departments, Culver City, California. Designed and installed integrated employee assistance programs, facilitated training, and provided employee counseling.

Consultant, Philip Morris, USA, Richmond, Virginia. Formulated *assessment of potential* strategies for executive succession planning, and developed and implemented assessment centers to identify potential supervisors. Evaluated, revised and conducted employee training programs, performed job analyses of manufacturing/factory positions; and analyzed and standardized job application procedures. Served on a Career Counseling Task Force, and established, directed, and evaluated a comprehensive, research-based employee health promotion and stress management program.

Consultant, United Virginia Bank, Richmond, Virginia, September 1981 - December 1981. Evaluated and revised performance appraisal system, and devised a series of human resource workshops, including: *Individual Development and Coaching and Counseling*.

PRESENTATIONS

- **Business Theater: An Innovative Approach to Managing Conflict**, Society for Behavioral Medicine Leadership Institute, New Orleans, LA.
- **Coaching Tips for Managers (Webinar)**, Moderated by Crystal Jones, MBA Public Affairs Specialist (United States Department of Health and Human Services), University of Maryland University College, College Park, MD.
- **Building a Culture of Employee Engagement (Webinar)** (with Robert Lavigna, Director, Institute for Public Sector Employee Engagement), Moderated by Emily Ferguson, Assistant Vice President, Corporate Learning Solutions, University of Maryland University College, College Park, MD.
- **The Perfect Pitch: It's more than just an elevator speech**, Society for Behavioral Medicine Leadership Institute, San Diego, CA.
- **Leadership Influencing: Art, Tactics and Strategy**, Society for Behavioral Medicine Leadership Institute, San Diego, CA.
- **Creating a Robust Consulting Psychologist Learning Community** (with Cheryl Green, Ph.D. and Regina Romero, Ph.D.), American Psychological Association Division 13 (Society of Consulting Psychologists), Mid-Winter Meeting, Seattle, WA.
- **High Risk, High Valence Coaching: Real-Time Demonstration and Success Methodologies** (with Ellen Lent, Ph.D.), American Psychological Association Convention, Washington, DC.
- **What's Going Well? A Positive Psychology Approach to Leadership**, University of Maryland.
- **Predict Risks and Set Boundaries in Coaching and Consulting Psychology**, American Psychological Association Convention, Orlando, FL.
- **Achieving Cultural Proficiency: Multiculturalism in Mental Health**, National Naval Medical Center (NNMC), Bethesda, MD.

- **Health and Health Care Disparities in Minority Populations**, 4th Annual Minority Health Disparities Conference, Baltimore, MD.
- **Cultural Proficiency Training Workshops for students, faculty, and staff**, Uniformed Services University (USU), Bethesda, MD.
- **The USU Center for Health Disparities and Health Disparities Research and Education: An Overview**, Uniformed Services University (USU), Bethesda, MD.
- **Eliminating Health and Health Care Disparities: An Overview**, The Uniformed Services University (USU), Bethesda, MD.
- **Diversifying the Health Care: Workforce: Minority Training Initiatives**, The Uniformed Services University (USU), Bethesda, MD.
- **Achieving Cultural Proficiency: Multiculturalism in Mental Health Work**, National Naval Medical Center, Bethesda, MD.
- **Achieving Cultural Proficiency: Mentoring Underrepresented Minority Students**, Uniformed Services University (USU), Bethesda, MD.
- **Understanding Health Disparities**, National Naval Medical Center, Bethesda, MD.
- **Achieving Cultural Proficiency: A Workshop for Health Care Providers**, U.S. Naval Hospital, Pensacola, FL.
- **Achieving Cultural Proficiency: An Interactive Workshop for Health Care Providers**, Eglin AFB Hospital, FL.
- **Achieving Cultural Proficiency: Mentoring Underrepresented Minority Students**, Uniformed Services University (USU), Bethesda, MD.
- **Achieving Cultural Proficiency: An Interactive Workshop for Health Care Providers**, Jacksonville Naval Hospital, FL.
- **Conducting Community-based Health Research**, Uniformed Services University, (USU) Bethesda, MD.
- **Achieving Cultural Proficiency: An Interactive Workshop for Health Care Providers**, Camp LeJeune Naval Hospital, NC.
- **The USU Center for Health Disparities Research and Education: Patient-Provider Communication**, Uniformed Services Uniformed Center for Health Disparities, Silver Spring, MD.
- **The USU Center for Health Disparities Research and Education: History and Rationale**, Uniformed Services University, Bethesda, MD.
- **Improving Treatment Outcomes Through Cultural Competency Training: The Family Practice Clerkship Directors Meeting**, Uniformed Services University (USU), Bethesda, MD.
- **Achieving Cultural Proficiency: Multiculturalism in Mental Health Work**, Montgomery County Mental Health Association, Rockville, MD.

- **Health Disparities and You: A Closer Look at Health Disparities in America**, Uniformed Services University (USU), Bethesda, MD.
- **Leadership Development in Organizations: A Psychological Perspective**, The World Bank, Washington, DC.
- **Presentation on African American Men’s Health Issues, at conference:** *Leveling the Playing Field: The African American Men’s Health Summit*, Silver Spring, MD.
- **Cultural Proficiency Training for Mental Health Professionals**, National Naval Medical Center, Bethesda, MD.
- **Managing Stress in the Chronically Ill Patient: Theory and Technique**, First International Conference – Diabetes India, Mumbai, India.
- **Stress and the Metabolic Syndrome: How do We Break the Vicious Cycle?** First International Conference – Diabetes India, Mumbai, India.
- **CEHTO and Psychodrama: An Innovative Approach to Cultural Proficiency Training for Health Care Providers**, Uniformed Services University of the Health Sciences (USU), Department of Medical and Clinical Psychology Seminar, Bethesda, MD.
- **Introduction to the Center for the Enhancement of Health Care Training and Outcomes**, Society for the Teachers of Family Medicine, Denver, CO.
- **Team-Based Learned Optimism: Maximizing Efficacy**, The Federal Executive Institute, Charlottesville, VA.
- **Introduction to the Center for the Enhancement of Health Care Training and Outcomes**, Uniformed Services University of the Health Sciences (USU), Department of Medical and Clinical Psychology Seminar, Bethesda, MD.
- **Feeling Good and Performing Well: A Learned Optimism Approach to Teaming**, Uniformed Services University of the Health Sciences, Department of Medical and Clinical Psychology Seminar, Bethesda, MD.
- **Feeling Good and Performing Well: The How To’s of Learned Optimism**, The TeleTech Group, Old Dominion University, Charlottesville, VA.
- **Improving Performance: Living and Learning *Optimism***, WeCare, American University, Washington, DC.
- **Adjustment to Retirement: Exploring Possibilities and Creating Opportunities**, Inter-American Development Bank, Washington, DC.
- **Creating Optimistic Work Teams for Superior Results**, Center for the Study of Work Teams, University of North Texas, Dallas, TX.
- **The Ins & outs of Retreats & Team Building: Striving for Excellence**, Association for Accounting Administration, Bethesda, MD.
- **Managing Stress and Beating Burnout**, International Monetary Fund, Washington, DC.
- **Understanding and Coping with Anxiety**, General Accounting Office, Washington, DC.

- **Feeling Good: Understanding and Managing Depression**, Fitness for Women, Washington, DC.
- **Adjustment to Retirement: Exploring Possibilities and Creating Opportunities**, International Monetary Fund, Washington, DC.
- **Psychology in the 21st Century: Looking Beyond the Horizons**, Virginia Psychological Association, Roanoke, VA.
- **Psychology Then and Now: Roles and Responsibilities**, Keynote Address, Mary Washington College Psi Chi Induction Ceremony, Fredericksburg, VA.
- **Effectively Managing Mid-Life**, International Monetary Fund, Washington, DC.
- **Childhood Psychopathology**, Family Practice Board Examination Review, Arlington, VA
- **Assessment, Conceptualization and Crisis Intervention: A Structured Brief Treatment Model**, Psychological Services Center, Mary Washington College, Fredericksburg, VA.
- **Managed Care: Strategies for the Mental Health Practitioner**, Psychological Services Center, Mary Washington College, Fredericksburg, VA.
- **Managed Care: Strategies for the Mental Health Practitioner**, Women's Center, Vienna, VA .
- **The Media's Influence on Psychotherapy**, American Psychological Association, New York, NY.
- **New Trends in Children's Educational Television: Efficacy and Responsibility**, American Psychological Association, Los Angeles, CA.
- **The Role of Psychology in Chronic Pain and Reflex Sympathetic Dystrophy Syndrome**, National Center for Health Dynamics, Baltimore, MD.
- **Helping Kids Cope with Trauma: A Workshop for School Counselors**, State Office of Guidance and Counseling, Washington, DC.
- **Pain and Psychology**, Bowie Health Center, Bowie, MD.
- **Personal Stress Management: Theory and Practice**, Bowie Health Center, Bowie, MD.
- **Returning to Work: Psychological Implications**, Safety Council of Maryland, Inc., Chapter National Safety Council, Baltimore, MD.
- **Cutting Healthcare Costs: Trends and Strategies**, Rockville Chamber of Commerce, Rockville, MD.
- **Psychological and Physical Effects of Occupational Health and Stress Management Interventions**, Southeastern Psychological Association, Atlanta, GA.
- **Suicide Prevention and Crisis Intervention**, Los Angeles Commission for Rape Prevention, Los Angeles, CA.
- **Employee Assistance Program Orientation Seminars**, Culver City, California Schools and Municipal Agencies, Culver City, CA.
- **Child Sexual Assault Prevention Seminars and Training**, Didi Hirsch Community Mental Health Center, Culver City, CA.

- **Stress Management Seminars**, Northrop University, Inglewood, CA.
- **Depression and Other Psychological Problems in Learning Disabled, Emotionally Disturbed, and Normal Elementary School Children** (with Erickson, M.T.), American Psychological Association, Washington, DC.
- **The Effect of Interpersonal Association Upon the Transfer of Credibility Between Communicators** (with Fishback, F.J.), Southeastern Psychological Association, Atlanta, GA.
- **Depression in Children: An Initial Study from a Learned Helplessness Perspective**, Southeastern Psychological Association, Washington, DC.

PUBLICATIONS AND PAPERS

Lewis, E., Tanenbaum, R., Buermeyer, C., and Rattley, K. (Submitted). Enhancing treatment outcomes through cultural proficiency training. Journal of General Internal Medicine.

Catherino, W.H., Tanenbaum, R., Hill, L. Improving exposure of under-represented minorities to the reproductive sciences. Poster presented at the 39th Annual Meeting of the Society for the Study or Reproduction, Omaha, NE, 2006.

Carter, M.M., Lewis, E.L., Sbrocco, T., Tanenbaum, R., Oswald, J., Sykora, W., Williams, P., & Hill, L. Cultural competency training for third-year clerkship students: effects of an interactive workshop on student attitudes. Journal of the National Medical Association, 2006, 98, 1772-1778.

Adamo, G. & Tanenbaum, R., Standardization of simulated patients (SPS) in the training of doctoral level clinical psychologists in ongoing therapeutic interventions by means of targeted behavioral/communication challenges, Accepted Poster Presentation at ASPE Annual Conference, Norfolk, VA (2003).

Tanenbaum, R. (1997). The media psychologist on TV. In S. Kirschner & D. A. Kirschner (Eds.), Perspectives on psychology and the media (p. 157–172). American Psychological Association.

Carron, H. and Tanenbaum, R.L. Rehabilitation of persons with chronic low back pain. NIHR Research Review, Catholic University Press, 1987.

Seligman, M.E.P., Peterson, C., Kaslow, N.J., Tanenbaum, R.L., Alloy, L.B., and Abramson, L.Y. Problem-solving deficits and depressive symptoms among children. Journal of Abnormal Psychology, 1984, 93, 235-238.

Seligman, M. E. P., Kaslow, N. J., Alloy, L. B., Peterson, C., Tanenbaum, R. L., & Abramson, L. Y. Attributional style and depressive symptoms among children. Journal of Abnormal Psychology, 1984, 93, 239-245.

Seligman, M. E. P., Peterson, C., Kaslow, N. J., Tanenbaum, R. L., Alloy, L. B., & Abramson, L. Y. (1984). Explanatory style and depressive symptoms among school children. Journal of Abnormal Psychology, 93, 235-238.

Kaslow, N.J., Tanenbaum, R.L., Abramson, L.Y., Peterson, C., and Seligman, M.E.P. Attributional style and depressive symptoms among children. Journal of Abnormal Child Psychology, 1983, 11, 497-502.

Tanenbaum, R. L. Book Review of *Snapping: America's epidemic of sudden personality change*. New York: J.B. Lippincott, 1978, Journal of Marital and Family Therapy, 1980, 6, 237.

TEACHING EXPERIENCE

Courses include:

- “People and Organizations”
- “Career Development and Vocational Counseling in Industry”
- “Counseling in Industry”
- “Personal Stress Management”
- “Brief Treatment Models”
- “Child Psychopathology”
- “Abnormal Psychology”

AWARDS AND PROFESSIONAL MEMBERSHIPS

- Phi Beta Kappa
- Psi Chi
- Teaching and Research Fellowship, Virginia Commonwealth University
- Member, American Psychological Association (APA)
- Member, Society of Consulting Psychology (APA Division 13)
- Member, American Association of Behavior Therapy

LICENSES AND CERTIFICATES

- Licensed psychologist in Maryland, Virginia, and District of Columbia.
- Licensed to administer a wide spectrum of psychological and leadership-oriented assessment instruments, including: Benchmarks, California Psychological Inventory, Campbell Leadership Index, Change Style Indicator, Conflict Dynamics Profile, Emotional Competency Inventory, Firo-B, Hogan Assessments, Leadership Effectiveness Analysis, MBTI, Skillscope, and Profilor, Workplace Big-5.
- Board-certified Coach (CCE – Center for Credentialing and Education).