

Sepideh A. Souris, Psy.D., SAP

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310-993-3620

Education

- 1991 to 1995** Doctor of Psychology, Pepperdine University, Culver City, California
Graduate School of Education and Psychology
APA Approved Program
- 1989 to 1991** Master of Arts, Pepperdine University, Culver City, California
Graduate School of Education and Psychology
Major: Psychology
- 1983 to 1989** Bachelor of Arts in Psychology
University of California, Los Angeles
Los Angeles, California

License & Certifications

- 1997** Psychologist License, Current PSY 14946
- 2002** Advanced Professional Development Certificate in Section Head Management
- 2018** Certificate – Substance Abuse Professional

Professional Experience

**August 2020
to
Present**

Senior Human Resources Manager

Occupational Health & Leave Management Programs
Los Angeles, California

Duties: Offer supervision and leadership of Occupational Health & Leave Management Programs (OHLM) Division on daily basis. Directing and implementing projects such as the new disability management and compliance program for the Leave Management section; planning and directing new programming and delivery of services for the Counseling and Evaluation Section such as assisting the line Departments on credentialing of contractors for pre-employment psychological evaluations. Representing the Department of Human Resources and the Division in meetings with outside organizations such as UCLA; Advising and assisting the Assistant Director in matters such as Fitness-For-Duty Evaluation and Reasonable Suspicion, as well as organizations activities and planning; Recruitment and hiring of staff as well as addressing disciplinary/corrective action matters. Providing assistance to the Assistant Director on contracting process for Health Clinics; and program development for Occupational Health and Disability Compliance and Management sections. .

**March 2004
to
Present**

Chief of Psychological Services

Occupational Health Programs – Counseling and Evaluation Section
Los Angeles, California

Duties: Offer supervision and administration of Psychological Services Unit and Employee Assistance Program which provide services to all the Los Angeles County departments and over 100,000 county employees; being an **expert**

witness on behalf of departments in Los Angeles Superior Court and Civil Service Commission Hearings; afford consultation to county departments personnel officers about fitness for duty and return to work assessment; review of medical records and psychological testing reports to make final determinations on pre-employment/post-offer (PEPO) psychological evaluations, psychological Fitness-for-Duty (FFDE) and appeal evaluation; program development; coordination of LA County Drug-Free Work Place policy and procedure. Providing various trainings Countywide including but not limited to: Threat Assessment and Workplace Violence Prevention; Psychological Reevaluation Guidelines, and Stress Management for Attorneys.

**September 2016
to
Present**

Private Practice
Woodland Hills, California

Providing consultation, **expert witness testimony, Examiner, on the Panel of Los Angeles Superior Court of Los Angeles County Appointee: Psychologist Qualified to Evaluate Criminal Cases**, Independent forensic examinations, PEPO, FFDE, and second opinion/appeal of Pre-employment Psychological unsuitability for applicants for peace officer positions; as well as substance abuse professional (SAP) evaluations per Department of Transportation's regulations. Conducting Compensation & Pension (Disability) Evaluations for Veteran's Administration (VA), neurocognitive and Franklin Mitigation Evaluations as well as other forensic examinations. Offering psychotherapy for PTSD, depression, anxiety, and other disorders.

**May 2003
to
March 2004**

Senior Community Mental Health Psychologist (Training Director)
Department of Mental Health, Augustus F. Hawkins Mental Health Center
Los Angeles, California

Duties: Provide direction and management for all aspects of a nationally listed psychology pre-doctoral internship and externship program; supervise psychology trainees; coordinate training seminars; conduct meetings with the off-site supervisors for trainees, as well as training directors from doctoral programs; preparing self-study for application to American Psychological Association Accreditation, and associated responsibilities.

**March 2001
to
May 2003**

Senior Community Mental Health Psychologist
Adult Systems of Care, Department of Mental Health
Los Angeles, California

Duties: Program development and implementation; managing day-to-day operations of two county wide intensive case management programs for high utilizers-Adult Targeted Case Management Services (ATCMS) and PARTNERS; supervision; clinical consultation; participate in meetings with Department and community agencies to address adult systems of care issues; special projects such as preparation and facilitation of the transfer of operation and management of Augustus F. Hawkins Comprehensive Mental Health Center (AFH) from Department of Health Services to Department of Mental Health, establishing "Walk-in" Clinic procedures at AFH, and related tasks.

**September 2000
to
March 2001**

Clinical Psychologist II/ Program Person
Emergency Outreach Bureau
Los Angeles, California

Duties: Assist Deputy Director of Emergency Outreach Bureau in program development, and program evaluation as it relates to emergency psychiatric mobile response, homeless outreach, and mental health centers; participate in

meetings with Department and/or community agencies to address system of care issues; investigate complaints from consumers and family members related to the bureau and mental health centers; provide training in the administration of mental health services; facilitate and participate in a variety of meetings to maintain and assure acceptable standards of practice, as well as formulate policies and standards; and offer consultation and direct services as needed.

**June 1998
to
September 2000**

Program Manager

Edmund D. Edelman Westside Mental Health Center
Los Angeles, California

Duties: Provide assistance to the District Chief in the administration of mental health services, to design treatment programs and coordinate program services in system of care; clinical and administrative supervision of a multidisciplinary staff; managing the day-to-day operations of the center; direct, facilitate and participate in a variety of clinic meetings to develop, maintain and assure acceptable standards of operation (e.g., General Staff, Management staff, Safety, etc.); participate in meetings with Department and/or community agencies to develop new programs and resources to meet the mental health needs in the community; represent the mental health services program in meetings with other County Departments, State and Federal representatives, and other public and private agencies; investigate complaints from patients and public in regards to the treatment and services received in conjunction with Patient Rights advocacy division; provide training in mental health consultation, case management, crisis intervention and psychotherapeutic techniques to professional staff and community practitioners; develop reporting procedures to ensure that statistical data about the program is reported accurately and in a timely manner; formulate policies and procedures which regulate the mental health services program; coordinate the development and delivery of staff training necessary to maintain the mandated level of service; plan, assign and evaluate the work of staff; administer, plan and direct outpatient and crisis intervention services.

**March 1997
to
June 1998**

Clinical Psychologist II (Administrative & Clinical Supervisor)

Forensic Outpatient Program, Twin Towers Correctional Facility
Los Angeles, California

Duties: Evaluation of chronically mentally ill male inmates in mental observation modules, intake interviews, crisis intervention and stabilization, coordination of Day Treatment Program and staff on module, administrative supervision, group supervision of unlicensed professional staff, providing training for Sheriff deputies, and program development.

Professionally relevant experience

**August 2002
to
May 2015**

Reviewer

County of Los Angeles – Department of Mental Health, Training and Cultural Competency Bureau
Los Angeles, California

Duties: As a volunteer experience professional, reviews of current proposals for continuing education courses for psychologists are offered to the Department of Mental Health, Training, and Cultural Competency Bureau. As part of “Reviewer Recommendations” the proposed course content, the presenter’s expertise, and relevance to the field are taken into consideration.

Teaching Experience

**September 2005
to
December 2005**

Adjunct Professor

Phillips Graduate Institute
Encino, California

Duties: Responsible for teaching psychology courses to graduate students (Consultation in Diverse Settings).

**July 1998
to
December 2005**

Assistant Clinical Professor (Formerly Clinical Instructor)

UCLA, Department of Psychiatry and Bio-behavioral Sciences
Los Angeles, California

Duties: Providing supervision to psychiatry residents, as well as teaching Doctoring 2 course to medical students and lecturer in Cross Cultural Seminar for third year psychiatry residents since September 1999.

**August 1997
to
June 2001**

Adjunct Professor

California State University, Fullerton
Fullerton, California

Duties: Responsible for teaching Sociology courses to undergraduate students. The classes are designed to acquaint the participants with the study of social relationships and interactions, emotions, and marital dissolution.

**September 1997
to
August 2001**

Adjunct Professor

Pepperdine University, Graduate School of Education & Psychology
Culver City, California

Duties: Responsible for teaching psychology courses to graduate students (Cross-Cultural Counseling and Comprehensive Review).

**August 1996
to
June 1997**

Adjunct Professor

Citrus Community College
Glendora, California

Duties: Responsible for teaching psychology course(s) to undergraduate students. The class is designed to acquaint the participants with the study of human behavior and relationships.

**August 1996
to
December 1996**

Assistant Professor (Adjunct)

California School of Professional Psychology (CSPP)
Alhambra, California

Duties: Responsible for teaching psychology course(s) to graduate students in the Multicultural Community Mental Health Track. The goal of the course is to provide an overview of mental health issues concerning the four major minority groups and to improve one's cross-cultural competence in the area of knowledge as a basis for clinical interventions.

Research Experience

**September 1992
to
December 1994**

Doctoral Dissertation

One-and-a-half generation of Iranian immigrants: Psychological impact of the acculturation process (defended December 5, 1994).

Community Experience

**June 1994
to
October 1996**

Consultant

The Voice of Generations (a program on 24 Hour Persian Radio Station) and Discussion with Professionals. Have served as a research and clinical consultant on live radio programs. Have done community outreach, discussed and answered questions (live on the radio) on psychological and sociological topics concerning Iranian immigrant youths in the United States.

Publication

Souris, S. (2020). Integration of Internet based Data in Pre-Employment and Fitness-For-Duty Psychological Evaluations in the Law Enforcement Arena. Chapter published in Batastini, A., & Vitacco, M. (Eds.), *Forensic Mental Health Evaluations in the Digital Age: A Practitioner's Guide to Using Internet-Based Data*. New York: Springer.

Presentations

Souris, S. (October 2023). What Resources Are Available to Help Local Leaders Prepare? Panel Presentation at Los Angeles County Mass Violence Preparedness and Prevention Forum by Center for Homeland Defense and Security, Naval Postgraduate School. Burbank, California.

Souris, S. and Jorgensen, M. (July 2022). Executive Burnout and Brain Fog. Training provided at CACEO Conference. Burbank, California

Souris, S. and Jorgensen, M. (June 2022). Executive Burnout and Brain Fog. Training provided at Los Angeles County Special Department Heads and Chief Deputies Meeting. CACEO Conference. Los Angeles, California

Souris, S. (May 2022). Managing in the New Normal. Training provided at the County of Los Angeles Department of Human Resources Senior Managers' Meeting. Los Angeles, California

Souris, S. (March 2022). Hope: delete, pause, or reset. Training provided at the Los Angeles County Management Council as Keynote speaker. Los Angeles, California

Souris, S. (July 2021). Workplace Violence: Are we immune? Training provided at the Los Angeles County Departmental Human Resource Managers' Meeting. Los Angeles, California

Souris, S. (May 2021). Our greatest hits, misses and why do we need to return to the physical work environment? Training provided at the County of Los Angeles Administrative Deputies Meeting. Los Angeles, California

Souris, S. (July 2020). Stress Management for the Forgotten Group. Training provided at the County of Los Angeles Management Council Meeting. Los Angeles, California

Souris, S. (June 2020). Pre-Employment and Psychological Fitness-for-Duty Evaluation of Law Enforcement Candidates and Personnel. Panel presenter at the Los Angeles County Sheriff's Oversight Committee Virtual Conference. Los Angeles, California.

Souris, S. (September 2019). Pre-Employment Psychological Evaluation of Law Enforcement Candidates. Training provided for International Study Tour from Mexico and the US Department of State. Woodland Hills, California.

Souris, S. (August 2018). Guidelines for Psychological Fitness-For-Duty Evaluations. Training provided at the County of Los Angeles Management Council Meeting, Alhambra, California.

Souris, S. (April 2018). Psychological Fitness-For-Duty Evaluations for Police and Public Safety Positions. Continuing education training provided via Mindset Continuing Education. Los Angeles, California.

Souris, S. (December 2017). Psychological Testing and Test Analysis of Law Enforcement Candidates. Presentation to be provided at the Fourth International Congress of Control de Confianza. Mexico City, Mexico.

Souris, S. (January 2017). Pre-Employment Psychological Screening and Appeal Process. Training provided for International Study Tour from Mexico and the US Department of State. Los Angeles, California.

Souris, S. (October 2016). Fact-Checking: Psychological Fitness-For-Duty Evaluations. Training provided at County of Los Angeles Return-to-Work Coordinators Meeting, Commerce, California.

Souris, S. (May & June 2016). Reevaluation Guidelines and Departmental Agreements. Training provided at County of Los Angeles Department of Public Social Services Meetings, El Monte, California.

Souris, S. (November 2015). Pre-Employment Psychological Evaluations. Training provided at County of Los Angeles Risk Managers Coordinators' Meeting, Alhambra, California.

Souris, S. (September 2015). A View of Psychological Fitness-for-Duty Evaluations through the Legal Lens. Training provided at County of Los Angeles Advocate Council Meeting, Los Angeles, California.

Souris, S. (June 2015). A View of Psychological Fitness-for-Duty Evaluations through the Legal Lens. Training provided at County of Los Angeles Management Council Meeting, Los Angeles, California.

Souris, S. (May 2015). Reevaluation Guidelines and Departmental Agreements. Training provided at the County of Los Angeles Department of Public Social Services Meeting, El Monte, California.

Souris, S. (May 2014). Reevaluation Guidelines and Departmental Agreements. Training provided at the County of Los Angeles Return-to-Work Coordinators Meeting, Commerce, California.

Souris, S. (May 2013). Workplace Violence: Are we immune? Training provided at County of Los Angeles Risk Managers Coordinators Meeting, Alhambra, California.

Souris, S. (April 2013). Psychological Reevaluation Guidelines. Training provided at County of Los Angeles Return-to-Work Coordinators' Meeting, Commerce, California.

Souris, S. (March 2013). Effective Communication. Training provided to County of Los Angeles Management Council, Los Angeles, California.

Souris, S. (October 2012). Workplace Threat Assessment and Violence Prevention. Training provided at County of Los Angeles DHRM Meeting, Los Angeles, California.

Souris, S. (April 2012). Workplace Violence Prevention. Panel workshop provided to various Departments, Los Angeles, California.

Souris, S. (September and October 2011). Some of our "Greatest Hits". Training provided at County of Los Angeles DHRM and Risk Managers Meeting, Alhambra, California.

Souris, S. (March 2011 and various dates throughout 2011). Stress Management Training for Supervisors and Managers. Training provided to various Departments in the County of Los Angeles.

Souris, S. (April 2010). Stress Management Training for Attorneys. Training provided through the County of Los Angeles Alternate Public Defender Office, Los Angeles, California.

Souris, S. (March 2010 and various dates throughout 2010 & 2011). Psychological Reevaluation Guidelines Training provided to various Departments and Countywide training in the County of Los Angeles.

Souris, S. (May 2007, throughout 2007, 2008, 2009, 2010 & 2011). Workplace Threat Assessment and Violence Prevention. Training provided to various Departments in the County of Los Angeles.

Souris, S. (July 2009). Psychological Fitness for Duty Dynamics. Training provided through County of Los Angeles, CEO, Loss Control & Prevention Section, Los Angeles, California.

Souris, S. (August 2008). Psychological Re-evaluation Guidelines. Training provided at County of Los Angeles Sheriff Department, Los Angeles, California.

Souris, S. (October 2006). Psychological Re-evaluation Guidelines. Training provided at the County of Los Angeles Risk Managers Meeting, Alhambra, California.

Akhavanhaidary, S. (June 2004). Iranian clients: Acculturation and Treatment. Training provided at UCLA Cross-Cultural Psychiatry Seminar, Los Angeles, California.

Akhavanhaidary, S. (January 2003). Clinical Interventions in the treatment of Iranian clients. Training provided at UCLA Cross-Cultural Psychiatry Seminar, Los Angeles, California.

Akhavanhaidary, S. (May 2001). Impact of Multicultural Diversity on Delivery of Mental Health Services. A training provided at Psychology Seminars of Los Angeles Psychology Consortium, Los Angeles, California.

Akhavanhaidary, S. (August 2000). Overview and Access to Mental Health System in Los Angeles County. Training provided for California Family Health Council, Rosemead, California.

Akhavanhaidary, S. (July 2000). Therapeutic Interventions Used with the Iranian Population. Training provided at UCLA Cross-Cultural Psychiatry Seminar, Los Angeles, California.

Akhavanhaidary, S. (May 2000). Cross-Cultural Sensitivity and Therapeutic Interventions. Training provided at Jail Mental Health Services, Los Angeles, California.

Akhavanhaidary, S. (March 2000). Clinical Issues in Treatment of Iranian Families. Training provided at Grand Rounds of Edelman Westside Mental Health Center, Los Angeles, California.

Akhavanhaidary, S. (March 2000). Family Crisis Intervention. Training provided at White Memorial Hospital, Family Residency Program, Los Angeles, California.

Akhavanhaidary, S. (October 1999). Impact of Multicultural Diversity on Mental Health Services in the Public Sector. A two-session training provided at Psychology Seminars of Los Angeles Psychology Consortium, Los Angeles, California.

Akhavanhaidary, S. & Kay, R. (May 1999). Cultural Implications in Crisis Counseling. A three-session training provided at USC School of Medicine (Child & Adolescent Psychiatry), Los Angeles, California.

Akhavanhaidary, S. (November 1998). Sensitivity in Cross-cultural Counseling. Training provided at Orange County Chapter of Marriage and Family Therapy Association, Orange County, California.

Akhavanhaidary, S. (October 1998). Treatment issues in working with Children of Iranian immigrants. Training provided at UCLA Cross-Cultural Psychiatry Seminar, Los Angeles, California.

Akhavanhaidary, S. (May 1997 to May 1998). Chronic mental illness, suicide assessment, and prevention in jail. Training provided at Sheriff's Academy, Whittier, California.

Akhavanhaidary, S. (June 1997). Psychosocial rehabilitation model. Paper presented at the Clinical training seminar at Forensic outpatient program, Los Angeles, California.

Akhavanhaidary, S. (December 1996). Considerations for clinical interventions with culturally different clients. Paper presented at the California School of Professional Psychology, Alhambra, California.

Akhavanhaidary, S. (May and June 1996). Assessment tools. Paper presented at the psychology training seminar at Verdugo Mental Health Center, Glendale, California.

Akhavanhaidary, S. (April 1996). One-and-a-half generation of Iranian immigrants: Psychological impact of the acculturation process. Paper presented at the Graduate Research Conference, Thousand Oaks, California.

Akhavanhaidary, S. (December 1995). Cross-cultural sensitivity: Working with Iranian clients. Paper presented at the psychology training seminar at Verdugo Mental Health Center, Glendale, California.

Akhavanhaidary, S. & Sazgar, S. (October 1995). Psychosocial rehabilitation: the clubhouse model. Paper presented at the psychology training seminar at Verdugo Mental Health Center, Glendale, California.

Akhavanhaidary, S. (May 1995). Cross-cultural counseling: Working with Iranian families. Paper presented at the family therapy seminar at Didi Hirsch Community Mental Health Center, Culver City, California.

Akhavanhaidary, S. (April 1995). Working with Iranian clients. Paper presented at Santa Monica College Counseling Center, Santa Monica, California.

Akhavanhaidary, S. (January till August 1995). Psychological Disorders, differential diagnoses, and treatment. A series of papers presented at the Caregiver's Support Group at Didi Hirsch Community Mental Health Center, Culver City, California.

Akhavanhaidary, S. (August 1994). An overview of eating disorders. Paper presented at the psychoeducational group at VA Outpatient, Los Angeles, California.

Akhavanhaidary, S. (April 1994). Inter-racial and inter-religious relationships. Paper presented at the UCLA South Asian Youth Conference, Los Angeles, California.

Akhavanhaidary, S. (August 1993). Cross-cultural sensitivity training with a focus on the Iranian family. Paper presented at the Grand Rounds at Harbor-UCLA Family Health Center, Torrance, California.

Special Skills

Native fluency in Farsi.