

# Anthony W. Tatman, Ph.D.

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## EDUCATION

- Ph.D.** 2005      **Western Michigan University**, Kalamazoo, Michigan  
Program of study: Counseling Psychology; APA Accredited  
APA Accredited Doctoral Internship: University of Missouri – Kansas City.
- M.S.** 2001      **University of Wisconsin - Stout**, Menomonie, Wisconsin.  
Program of study: Marriage and Family Therapy; COAMFT Accredited
- B.A.** 1999      **University of Northern Iowa**, Cedar Falls, Iowa.  
Major: Psychology  
Minor: General Business Concepts

## PROFESSIONAL LICENSES AND CERTIFICATIONS

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|--|---|
| Licensed Psychologist<br>State: Iowa<br>I.D. No.: 01008  | Licensed Marriage and Family Therapist<br>State: Iowa<br>I.D. No.: 00231  |
| Health Service Provider in Psychology<br>State: Iowa<br>I.D. No.: 00480  | Licensed Mental Health Counselor<br>State: Iowa<br>I.D. No.: 00907  |
| Certified Sex Offender Treatment Professional-II (SOTP-II)<br>State: Iowa<br>Certified by: Iowa Board for the<br>Treatment of Sexual Abusers<br>Certification No.: 403 | Certified Alcohol and Drug Counselor (CADC)<br>State: Iowa<br>Certified by: Iowa Board of Certification<br>Certification No.: 13101   |
| Certified Computer Voice Stress Analyzer<br>Certified by: NITV Federal Services<br>Date of Initial Certification: 8-2016   | Certification in Critical Incident Stress Management<br>Certified by: University of Maryland,<br>Baltimore County<br>Emergency Health Services<br>Date of Initial Certification: 11-28-2022 |

**ORCID ID:** 0000-0002-0195-0193

**PROFESSIONAL EXPERIENCE**

- 01/17-present  
03/10-1/11     **Contractor**, Iowa Law Enforcement Academy, Johnston, IA. Psychological evaluator of Academy students and State of Iowa law enforcement applicants.
- 08/16-present     **Computer Voice Stress Analyzer Examiner**, Department of Correctional Services, Fifth Judicial District, Des Moines, IA.
- 09/14-present     **Owner**, Critical Hire, PLC, Waukee, IA. Private company specializing in employment application screening evaluations.
- 09/11-1/14     **Contractor**, LifeWorks, Inc., Des Moines, IA. Provide psychological assessment scoring and interpretations.
- 02/10-present     **Owner**, Forensic and Psychological Services, PLLC, Des Moines, IA. Private company specializing in mental health assessments, forensic psychological evaluations, psychosexual risk evaluations, and consultation.
- 08/07-present     **Clinical Services Director**, Department of Correctional Services, Fifth Judicial District, Des Moines, IA.
- 09/05-08/07     **Licensed Psychologist**, Counseling and Assessment Services, Des Moines, IA. Performed individual, child, couples and family therapy; intellectual and personality assessments; and forensic evaluations within a private, group practice. Prior to being licensed, I was a post doctoral intern with CAS from 09/06 to 09/07.
- 05/06     **Ad Hoc Manuscript Reviewer**, *Social Science and Medicine*.
- 09/05-06/07     **Consultant**, Department of Correctional Services, Fifth Judicial District, Des Moines, IA. Conducted psychosexual evaluations, individual and group therapy, and plethysmograph evaluations.
- 09/05-09/06     **Post-Doctoral Resident Psychologist**, Counseling and Assessment Services, Des Moines, IA. Performing individual, child, couples and family therapy; intellectual and personality assessments; and forensic evaluations.
- 08/04-8/05     **Pre-Doctoral Intern/Staff Counselor**, University of Missouri-Kansas City, Kansas City, MO. APA Accredited doctoral internship site providing psychological services to University students. Services include individual and couples counseling; group therapy; clinical intakes; addiction and substance use counseling; workshop development and implementation; campus presentations; and psychological assessments for learning disabilities, ADD/ADHD, substance abuse, and personality evaluation.
- 07/04     **Ad Hoc Manuscript Reviewer**, *Journal of Multicultural Counseling and Development*.
- 08/03-07/04     **Clinic Counselor**, Michigan State University / Kalamazoo Center for Medical Studies, Kalamazoo, MI. Served as the psychological evaluator within a multidisciplinary team of physicians, nurses, social workers, clinical dieticians, as well as physical, occupational, and speech therapists. Clinics included pediatric hematology, oncology, and multiple disabilities.
- 05/03-11/06     **Management Consultant**, Farmland Insurance, Des Moines, IA. Providing psychological consultation on the stages and processes of change.

## PUBLICATIONS

- Tatman, A. W. & Zenz, B.** Working Alliance, Risk and Recidivism: A Community-Based Corrections Analysis. Manuscript submitted for publication with *Journal of Offender Rehabilitation*.
- Tatman, A. W.** Identifying High Performing Probation and Parole Officers with the Critical Hire-Personality Assessment. Manuscript submitted for publication with *Corrections: Policy, Practice and Research*.
- Tatman, A. W.** (2022). Pre-Employment Integrity Testing Using the Critical Hire-Screen and Step One Survey II. *Corrections: Policy, Practice and Research*. <http://dx.doi.org/10.1080/23774657.2022.2065383>
- Tatman, A. W.** (2022). Disparate Impact Analysis of the Critical Hire-Personality Assessment. *International Journal of Human Resource Studies*, 12(1), 123-133. <https://doi.org/10.5296/ijhrs.v12i1.19491>
- Tatman, A. W.** (2022). Initial Reliability and Validity of the Critical Hire-Personality Assessment. *Corrections: Policy, Practice and Research*, 7(1), 46-62. doi: 10.1080/23774657.2019.1699477
- Tatman, A. W.** (2021). 3 Assessments That Will Help Correctional Agencies Hire Top Performers. *Perspectives*, 45(3), 55-63.
- Backous, G. & **Tatman, T.** (2020). Avoid critical hiring errors: Screening for contempt. *The Gold Star*, 38(3), 14-15.
- Tatman, A. W.** (2020). Internal Consistency and Concurrent Validity the Critical Hire-Personality Assessment: A Replication Study with Correctional Officers. *International Journal of Human Resource Studies*, 10(3), 1-9. doi: 10.5296/ijhrs.v10i3.16907
- Heirigs, M. H., **Tatman, A. W.**, Richey, T., Loudon, A., & Bell, H. (2020). Predicting Recidivism Using Adverse Childhood Experiences & The Level of Service Inventory. *Justice Policy Journal*, 17(1), 1-16.
- Tatman, A. W.** (2020). Predicting Correctional Officer Job Performance: Criterion Validity for the Critical Hire-Screen. *Corrections: Policy, Practice and Research*. doi: 10.1080/23774657.2020.1792812
- Tatman, A. W.** (2020). Predicting Correctional Officer Job Performance Using the Critical Hire-Screen and Personality Assessment Inventory: An Analysis of Incremental Validity. *International Journal of Human Resource Studies*, 10(1), 158-170. doi: 10.5296/ijhrs.v10i1.16170
- Tatman, A. W.**, & Huss, M. T. (2020). Initial Reliability and Validity for the Critical Hire® - Screen. *Personnel Assessment and Decisions*, 6(1), 24-34. <https://doi.org/10.25035/pad.2020.01.003>
- Tatman, A. W.** (2019). Pre-Employment Integrity Testing: The Missing Piece in the Correctional Officer Hiring Process. *Perspectives*, 43(3), 36-41.
- Tatman, A. W.**, & Huss, M. T. (2019). Criminal thinking and pre-employment integrity testing: Correlations Between the Texas Christian University Criminal Thinking Scales and Critical Hire-Screen. *Journal of Human Resource Management*, 22(1), 65-69. <https://www.jhrm.eu/wp-content/uploads/2019/06/HRM-01-2019-06-clanok.pdf>
- Moore, M. D., & **Tatman, A. W.** (2017). Adverse childhood experiences and offender risk to re-offend in the United States: A quantitative examination. *International Journal of Criminal Justice Sciences*, 11(2), 148-158.
- Tatman, A. W.**, & Kreamer, S. (2014). Psychometric Properties of the Social Desirability Scale-17 with Individuals on Probation and Parole. *International Journal of Criminal Justice Sciences*, 9(1), 122-130.
- Tatman, A. W.**, Kreamer, S., & Dix, M. (2014). Employee Screening and Selection in Community Corrections: A Comprehensive Process. *Perspectives*, 38(4), 116-126.
- Tatman, A. W.**, & Love, K., (2010). An offender version of the working alliance inventory-short revised. *Journal of Offender Rehabilitation*, 49, 165-179.

**PUBLICATIONS (Continued):**

- Love, K. M., **Tatman, A. W.**, & Chapman, B. (2010). Role stress, interrole conflict, and job satisfaction among university employees: The creation and test of a model. *Journal of Employment Counseling*, 47, 30-37.
- Tatman, A. W.**, Swogger, M. T., Love, K., & Cook, M. (2009). Psychometric Properties of the Marlowe-Crowne Social Desirability Scale with Adult Male Sexual Offenders. *Sexual Abuse: A Journal of Research and Treatment*, 21, 21-34.
- Chapman, B. P., Talbot, N, **Tatman, A. W.**, & Britton, P. (2009). Personality Traits and the Working Alliance in Psychotherapy Trainees: An Organizing Role for the Five Factor Model? *Journal of Social and Clinical Psychology*, 28, 577-596. Doi:10.1521/jscp.2009.28.5.577
- Tatman, A. W.**, & Schouten, C. (2008). Measuring Social Desirability in Adult Male Probation and Parole Clients. *Perspectives*, 32, 48-53.
- Tatman, A. W.**, Hovestadt, A. J., Yelsma, P., Fenell, D. L., & Canfield, B. S. (2006). Work and family conflict: An often overlooked issue in couple and family therapy. *Contemporary Family Therapy*, 28, 39 – 51.
- Tatman, A. W.** (2004). Hmong history, culture, and acculturation: Implications for counseling the Hmong. *Journal of Multicultural Counseling and Development*, 32, 222-233.
- Tatman, A. W.**, & Bischof, G. (2004). Contribution patterns in major U.S. marital and family therapy journals: 1992 through 2002. *Contemporary Family Therapy*, 26, 83-95.
- Tatman, A. W.** (2003). Handling rejection: Tips for student scholarship. *Vocational Psychology News*, 14, 10-11.
- Tatman, A. W.** (2001). Hmong perceptions of disability: Implications for vocational rehabilitation counselors. *Journal of Applied Rehabilitation Counseling*, 32(3), 22-27.
- Tatman, A. W.** & Gilgen, A. R. (1999). Authorities and research emphasized in the *Annual Review of Psychology*, 1975-1998. *Psychological Reports*, 85, 89-100.

**INVITED PUBLICATIONS**

- Tatman, A. W.** (December, 2005). Developmental Considerations for Parenting Plans in Child Custody Evaluations. *Iowa Bar Association Newsletter*.
- Tatman, A. W.** (December, 2005). Parental Alienation: Considerations for Child Custody Evaluations and Parenting Plan Development. *Iowa Bar Association Newsletter*.

**TEACHING EXPERIENCE**

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|-------------|---|
| 01/07-05/07 | <b>Adjunct Faculty – Abnormal Psychology</b> , Des Moines Area Community College, West Des Moines Campus, West Des Moines, IA.  |
| 09/04       | <b>Guest Lecturer – Honors 350</b> , University of Missouri-Kansas City, Kansas City, MO. Provided psychoeducational lectures to undergraduate honor students on cognitive-behavior theory, individual personality types using the MBTI, and emotional intelligence.    |
| 01/03-05/03 | <b>Supervision Practicum – Counseling Psychology</b> , Western Michigan University, Center for Counseling and Psychological Services, Kalamazoo, MI. Instructed and provided individual and group supervision to masters students in the counseling psychology program. |

**TEACHING EXPERIENCE (Continued):**

- 07/02      **Guest Lecturer - Theories of Counseling**, Department of Counselor Education and Counseling Psychology, Western Michigan University. Presented lecture and presentation to master-level students on Reality Therapy and Choice Theory.
- 05/01      **Guest Lecturer – Psychology of Marriage and Family**, Department of Psychology, University of Wisconsin – Stout, Menomonie, Wisconsin. Invited to facilitate and contribute in undergraduate seminar on Solution-Focused and Strategic Therapy.
- 05/01      **Guest Lecturer – General Psychology**, University of Wisconsin – Stout, Menomonie, Wisconsin. Invited to facilitate undergraduate seminar on Systems Theory.
- 10/00-05/01      **Instructor - Career Planning**, Wisconsin Indianhead Technical College, New Richmond, Wisconsin. Conducted career counseling utilizing the Myers Briggs Type Indicator and Campbell Interest and Skill Survey. Assessments were followed by data interpretation, instruction on resume / vita construction, and interviewing skills.

**PROFESSIONAL PRESENTATIONS**

- Tatman, A. W.** (December 4, 2018). *Pre-Employment Evaluations in Iowa*. Presentation for the Iowa State Sheriff's & Deputies Association Winter School of Instruction. Des Moines, IA
- Tatman, A. W., & Reynoldson, J.** (September 11, 2014). *Employees... Your Most Valuable Resource: Finding, Screening, and Coaching your Future Top Performers*. Presentation for the West Central Wardens & Superintendent's Association 2014 Symposium. Iowa City, IA.
- Tatman, A. W., Kreamer, S., & Reynoldson, J.** (August 5, 2014). *Employees... Your Most Valuable Resource: Finding, Screening, and Coaching your Future Top Performers*. Presentation for the American Probation and Parole 39<sup>th</sup> Annual Training Institute Conference. New Orleans, LA.
- Tatman, A. W.** (February 7, 2011). *Sex Offender Treatment and Supervision*. Presentation for the 23<sup>rd</sup> Annual Sex Crime Investigator's Conference, Des Moines, IA.
- Tatman, A. W.** (November 10, 2009). *Evaluating the Evaluator-Sex Offender Assessments*. Presentation for the Iowa County Attorney's Fall Conference, Coralville, IA.
- Tatman, A. W., Hall, D., Kimbrough, J., & Schouten, C.** (November 16<sup>th</sup>, 2007). *Treatment Options for Sex Offenders / Treatment Options: How do Offenders and Treatment Options Match Up and What are the Corrective Outcomes?* Panel presentation for *When Policy is the Problem* conference, Simpson College, Indianola Iowa.
- Love, K., **Tatman, A.W., & Chapman, B.** (August 10-13, 2006). *The Influence of Buffers on Role Stressors and Interrole Conflict*. Poster accepted for presentation in the American Psychological Association National Conference, New Orleans, Louisiana.
- Tatman, A. W., Hovestadt, A. J., Fenell, D. L., Canfield, B. S., & Bischof, G.** (October 20-23, 2005). *Work and Family Conflict: An Overlooked Relationship?* Poster presentation submitted to the 63<sup>rd</sup> annual American Association for Marriage and Family Therapy national conference, Kansas City, MO.
- Morris, D. D., Rhode, P. C., Tatman, K. S., **Tatman, A. W.** & Michael, T. J. (April 13-16, 2005). *Personal Health Profiling on Exercise Frequency of Fitness Club Members*. Poster presentation at the Society of Behavioral Medicine's 2005 Annual Meeting and Scientific Sessions, Boston, MA.
- Tatman, A. W.** (November 20, 2004). *Counselor Characteristics and the Working Alliance*. Poster presentation submitted to the Greater Kansas City Psychological Association's 2004 Fall Conference, Kansas City, MO.

**PROFESSIONAL PRESENTATIONS (Continued):**

- Tatman, A. W.** (April 12, 2004). *Family of Origin Characteristics and Clinical Effectiveness: A Qualitative Study of Female Counselors-in-Training*. Poster presentation. Michigan Association for Marriage and Family Therapy conference, Lansing, MI.
- Tatman, A. W., & Hovestadt, A.,** (October 16-19, 2003). *Predictors of Conflict Within the Work/Family Dynamic*. Poster presentation at the 61<sup>st</sup> annual American Association for Marriage and Family Therapy national conference, Long Beach, CA.
- Tatman, A. W., Bischof, G., Helmeke, K., & Henn, A.** (October 16-19, 2003). *Promoting Self-Awareness of the Influence of Ethnicity/Race*. Poster presentation at the 61<sup>st</sup> annual, American Association for Marriage and Family Therapy national conference, Long Beach, CA.
- MacDonald, S., & Tatman, A. W.** (April 4-5, 2003). *Gender Differences in Traditional and Non-traditional Career Choices*. Poster presentation. Great Lakes Conference, Western Michigan University, Kalamazoo, MI.
- Bischof, G., Tatman, A. W., & Henn, A.** (April 4-5, 2003). *A Class Assignments Impact on Perceived Influence of Ethnicity/Race*. Poster presentation. Great Lakes Conference, Western Michigan University, Kalamazoo, MI.
- Tatman, A. W.** (January 23-25, 2003). *Hmong Cultural Characteristics Impacting Therapeutic Processes: Implications for Mental Health Practitioners*. Poster presentation. National Multicultural Conference and Summit, Los Angeles, CA.
- Tatman, A. W.** (May 30-June 2, 2002). *Work-Related Conflicts that Influence Role-Conflict Within the Family: Implications for Family Therapists*. Poster presentation. Marriage and Family Therapy Student Research Conference. Iowa State University, Ames, IA.
- Tatman, A. W.** (April 5, 2002). *Hmong in Therapy: Ethnocentric Implications and Suggestions for Mental Health Counselors*. Poster presentation. Great Lakes Conference, Michigan State University, East Lansing, MI.
- Tatman, A. W.** (April 24, 1999). *Authorities and Research Emphasized in the Annual Review of Psychology, 1975-1998*. Lecture presentation. University of Northern Iowa Social Sciences Research Conference, University of Northern Iowa, Cedar Falls, IA.

**PROFESSIONAL BOARD POSITIONS**

- |               |   |
|---------------|---|
| 03/21-present | <b>International Association of Chiefs of Police, Police Psychological Services Section</b><br>Ethics Committee Member  |
| 02/13-02/15   | <b>National Alliance on Mental Illness – Iowa</b><br>At-Large Director                      February, 2013 – February, 2015   |
| 02/10-02/16   | <b>Iowa Coalition Against Sexual Assault</b><br>Board Member                      February, 2010 – February, 2016   |
| 07/08-present | <b>Iowa Board for the Treatment of Sexual Abusers</b><br>Past Chair                      - July, 2012 – July, 2014<br>Chair                      - July, 2010 – July 2012<br>Chair Elect                      - July, 2009 – July, 2010<br>Board Member-at-Large   - July 1, 2008-June 30, 2009 |
| 05/03-08/04   | <b>MAMFT Student Representative and Board Member</b> , Michigan Association for Marriage and Family Therapy.  |
| 01/03-05/04   | <b>APAGS Campus Representative</b> , Western Michigan University's American Psychological Association Graduate Student (APAGS) campus representative.   |

**SCHOLARSHIPS, ASSOCIATSHIPS, ASSISTANTSHIPS, & AWARDS**

- 2004            **Outstanding Doctoral Student in Counseling Psychology**, awarded by the Department of Counselor Education and Counseling Psychology, Western Michigan University. This award is a competitive, faculty nominated awarded annually to one doctoral student in Counseling Psychology.
- 08/02-07/04    **Doctoral Associateship**, awarded by the College of Education, Dean's Office, Western Michigan University.
- 2002 & 2003    **Kenneth Bullmer Memorial Scholarship**, awarded by the College of Education, Western Michigan University. This scholarship is a competitive scholarship awarded to one graduate student displaying "excellence in academic and clinical activities in Counseling Psychology."
- 08/01–08/02    **Doctoral Associateship**, awarded by the College of Education's Department of Counseling Education and Counseling Psychology, Western Michigan University.
- 2001            **Edna Allen McMillam Scholarship**, awarded by the Stout University Foundation, Inc. at the University of Wisconsin-Stout. This scholarship is a competitive scholarship awarded for excellence in graduate level academics.
- 2001            **Ray Wigen Endowed Graduate Scholarship**, awarded by the Stout University Foundation, Inc. at the University of Wisconsin-Stout. This scholarship is a competitive scholarship awarded for excellence in graduate level academics and community involvement.

**ASSOCIATION, ORGANIZATION, AND SOCIETY MEMBERSHIP**

Small & Rural Law Enforcement Executives Association. Member since 2021

Fire Service Psychology Association. Member since 2021

Society for Police and Criminal Psychology. Member since 2017

The International Association of Chiefs of Police. Associate Member since 2017

IACP Psychological Services Section Member since 2017

National Alliance on Mental Illness. Member since 2013

Iowa Coalition Against Sexual Assault. Board Member 2010-2015

Iowa Board for the Treatment of Sexual Abusers. Board Member since 2007

Association for the Treatment of Sexual Abusers. Clinical Member 2007-2012

Phi-Kappa-Phi. Member since 2004

American Psychological Association. Member since 2005. Member #: 40734776

APA Division 18 Psychologists in Public Service Member since 2019

American Association for Marriage and Family Therapy. Clinical Member 1999-2008.

Sigma Xi, the Scientific Research Society. Member since 2001

Phi Upsilon Omicron, Tau chapter; the National Honor Society in Family and Consumer Sciences. Member since 2001.

Psi Chi, the National Honor Society in Psychology. Member since 1998.