

**William Ajayi, Ph.D. | wajayi@gmail.com**  
**Last Updated October, 2022**

LICENSE TO PRACTICE PSYCHOLOGY

Ohio License # P.07704 (Active)

Alabama License # 2003

SUMMARY/ABOUT ME

- Empathetic Mental Health Specialist/Program Manager, with 10 + years of experience across technology and healthcare industries
- Focuses subject matter expertise in evidence-based mental health assessment/intervention, program management/evaluation, and people management.
- Former clinician & program manager in Veteran Affairs (US) healthcare system, Sole proprietor of mental health private practice, proponent of person-centered care, with a passion for supporting learning, education, and development of underrepresented groups.
- I am grateful for the opportunity to learn from, support, and grow with my friends and colleagues across my professional network.

GOOGLE EXPERIENCE

**Global Program Manager & Mental Health Specialist, Google Data Center/GSO**

**August 2022**

Core Responsibilities

- Research best practices within academic literature and applied settings on healthy, thriving organizations, positive psychology, wellness, psychological safety behaviors and organizational culture
- Partner closely with a team of Professional and Organizational Development (ELEVATE) and Mental Health/Wellness PgMs to design, create and deploy global strategies and programs
- Diagnose, consult and build interventions to leverage organizational strengths and improve on opportunities
- Identify effective evaluation metrics to ensure programs yield measurable results Previous Role(s)

Previous Role **YouTube: Mental Health Specialist, People Operations, Benefits Team**

**June 2021--Present**

Core responsibilities

- Serve as a Mental Health Specialist and Subject Matter Expert on the Mental Health & Wellbeing Team (People Ops/Benefits) team. Responsibilities include: partnering with executive leadership to help promote and engender a culture emphasizing well-being, resilience, and emotional agility to better serve employees who are exposed to sensitive, graphic, and egregious content and situations.
- Oversee day-to-day of the Wellbeing Program to include operational & logistical support, manager consultation, EAP vendor management, strategic communications, risk management in consultation with legal team (e.g. Product counsel, Benefits legal, and employment legal), critical incident response, and training development//delivery.
- Support employee mental health strategy across business entities via: org-level discovery, program development & evaluation, expanding internal cross functional partnerships, and proactive stakeholder management.
- Provide subject matter expertise on mental health initiatives, partnerships, and policy across Youtube and Google.

PREVIOUS POSITION(S)

Summary

- Prior to work in tech industry, demonstrated history of working in the hospital & health care industry as an experienced Clinical Psychologist. Skilled in Psychological Assessment, Psychotherapeutic Intervention, Crisis Intervention, Clinical Supervision, Public Speaking, Teaching, and Coaching/Mentorship.

**Saint Vincent Charity Medical Center. Cleveland, Ohio**

**November 2020 - May 2021**

Director, Outpatient Mental Health, Trauma & Wellness Services

Hours worked per week: 40

Professional activities and clinical responsibilities include serving as the director of the outpatient mental health, trauma and wellness services clinic. Primary responsibilities include development and administrative supervision of a novel behavioral health team, coordination of clinical care/management, as well as operational, fiscal and developmental oversight. Responsibilities also include providing specialized psychotherapy utilizing evidence-based practices for PTSD (i.e., Cognitive Processing Therapy & Prolonged Exposure) and developing ancillary client-centered/stage-based trauma services programming to include individual and group interventions.

**Cleveland Clinic Lerner College of Medicine, Case Western Reserve University**

Assistant Professor of Medicine

**July 2020 – December 2020**

General responsibilities: participate in teaching programs involving graduate students, medical students, and residents, as well as fulfillment of administrative responsibilities (e.g., research, committee work groups, and program evaluation).

**Cleveland Clinic Foundation, Cleveland, Ohio**

**May – November 2020**

Clinical Psychologist

Hours worked per week: 40

Professional activities and clinical responsibilities include providing specialized psychotherapy utilizing evidence-based practices for PTSD (i.e., Cognitive Processing Therapy & Prolonged Exposure) and other associated comorbid conditions. Facilitating psycho-educational and psychotherapeutic groups. Development and coordination of a novel trauma services program. Activities also included providing a range of psychological assessments for diagnostic clarification and providing a full range of evidenced-based psychotherapeutic interventions for a range for clinical disorders.

**Louis Stokes VA Medical Center, Cleveland Ohio**

**June 2015 – April 2020**

Clinical Psychologist

Hours worked per week: 40

Assignment: Inpatient Psychologist/Local Recovery Coordinator

Responsibilities include advising unit and staff on best practices for intervention that meet national standards for recovery-oriented care; conducting brief and comprehensive diagnostic assessments and capacity evaluations; and facilitating time-limited, problem focused individual and group interventions. Engaging in clinical care team meetings and ensuring coordination of care with other providers involved in the patient's treatment. Providing individual consultation and group education regarding recovery-oriented intervention to multiple clinical teams and professional and technical staff in accordance with the established therapeutic mission. Providing group/team/individual education concerning the importance of considering how multicultural variables impact clinical presentation as well as how the provider's personal and professional biases can lead to ineffective intervention. Engaging in program development and program evaluation activities. Providing supervision to doctoral interns and post-doctoral fellows. Responsibilities also include serving as the VA staff liaison for the Cleveland Veterans Mental Health Council and facilitating monthly seminars for medical students concerning cognitive impairment screening and basic psychological principles and testing.

Previous Assignments: PTSD Clinical Team, Lead

Professional activities and clinical responsibilities include providing specialized psychotherapy utilizing evidence-based practices for PTSD (i.e., Cognitive Processing Therapy & Prolonged Exposure) and other associated comorbid conditions. Facilitating psycho-educational and psychotherapeutic groups. Conceptualizing, developing and implementing detailed treatment plans for individual clients, continually monitoring patient progress, determining when reassessment is appropriate and adjusting treatment plans accordingly. Providing collaborative, complex care management strategies that include intensive, on-demand psychological assessment and psychological treatment services for veterans with PTSD and comorbid conditions.

**Ajayi Psychological, LLC (Private Practice-Owner)**

**November 2020- June 2021**

**Jones-Wood Psychological Associates, Inc (Private Practice-contracted work)**

**July 2018 – April 2020**

My practice provide a range of psychological services to adolescents and adults, including individual, family, and couple's psychotherapy, and educational/business consulting. Also conduct psychological assessment (diagnostic, personality, and intellectual assessment) and forensic evaluations (competency to stand trial; criminal responsibility; and violence risk assessment). Special attention to facilitating assessment from a multiculturally competent perspective with appropriate recommendations for intervention was emphasized.

**Veterans Health Administration, Lexington, KY**  
Staff Psychologist, Mental Health Clinic  
Hours worked per week: 40

**October 2014 – June 2015**

Assignments: General Mental Health Clinic. Activities included providing a range of psychological assessments for diagnostic clarification and providing a full range of evidenced-based psychotherapeutic interventions for a range for clinical disorders. Facilitated psycho-educational groups, participated in patient care coordination, and provided umbrella supervision to psychology trainees.

## EDUCATION

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### **Ph.D., Clinical Psychology**, August 2014

Kent State University Kent, OH

American Psychological Association-Accredited Program Concentration: Psychological Assessment

Doctoral Dissertation: *Development and Validation of Two Treatment Process and Outcome Scales for the MMPI-2-RF*

Faculty Advisor: Dr. John R. Graham

### **M.A., Clinical Psychology**, May 2011

Kent State University Kent, OH

American Psychological Association-Accredited Program

Concentration: Psychological Assessment

Master's Thesis: *Real Men Don't Cry: Examining Differences between Externalizing Depressed Men in the Symptomatic Presentation of Depression in Psychiatric Inpatients*

Faculty Advisor: Dr. John R. Graham

### **B.A., Psychology**, May 2008

Kent State University Kent, OH

Concentration: Clinical Psychology

## INTERNSHIP/TRAINING/PRACTICA

### **Federal Medical Center Lexington, KY**

**July 2013 – July 2014**

APA Accredited Internship

Hours worked per week: 40

Responsibilities included performing initial intake screenings, mental health, diagnostic, personality, and intellectual assessments in a secure/locked mental health setting. Completed forensic evaluations (i.e., competency, criminal responsibility, and risk evaluations) with a pre-trial inmate population. Responsibilities also included serving as a primary treatment provider in the Residential Drug Abuse Program. Conducted and communicated results of suicide risk assessments to executive staff and co-facilitated training of non-clinical staff in effective management and ethical treatment of problematic and disruptive individuals in a secure/locked mental health setting. Provided a range of clinical services (diagnostic assessment individual/group psychotherapy) to female offenders at a satellite camp and provided umbrella supervision to pre-doctoral practicum students.

### **Portage County Probation Department, Ravenna, OH**

**July 2012 – June 2013**

Co-leader of Group Therapy

Hours worked per week: 25

Responsibilities included co-leading bi-weekly educational and supportive group for the Repeat Offender Cognitive Intervention Program (ROCIP) for the Portage County Adult Probation Department. Duties included preparing materials and the curriculum, and documenting progress in treatment. Responsibilities also included administering and interpreting scores on several outcome measures, as well as collection of recidivism data.

**Coleman Professional Services, Kent/Ravenna, OH****July 2010 – June 2012**

Psychology Trainee

Hours worked per week: 25

Performed initial diagnostic evaluations and provided individual, marital, and family-systems therapy to a diverse clientele seeking therapeutic services. Conducted psychological evaluations for individuals referred by the Portage County (Ohio) court system and the Portage County Department of Job and Family Services for the purposes of a mental health diversion program. Responsibilities also included completing mental health evaluations at the Portage County Justice Center.

**Kent State University Psychological Clinic, Kent, OH****August 2009 – June 2013**

Student Therapist

Hours worked per week: 20

Conducted intake evaluations utilizing structured and semi-structured interviews, psychological testing, and psychotherapy at the Department of Psychology's psychological clinic. Provided individual therapy utilizing empirically supported treatment modalities to clients with a wide variety of presenting problems.

TEACHING EXPERIENCES (Kent State University)**Personality Psychology****January 2011– May 2011**

Instructed an upper-level psychology course to 144 undergraduate students. Developed course Materials including; lectures, handouts, multimedia presentations, and exams. Administered, proctored, and scored exams and independently managed various student concerns.

**Writing in Psychology****January 2011– May 2011**

Instructed a writing intensive course to 12 upper-level psychology majors. Assisted students with the development of topic areas that were within the scope of the course, guided students in scholarly research and literature review, and provided continual feedback regarding student writing and overall progress in the course.

**Individual Investigation/Undergraduate Research August 2010– May 2012**

Taught several seminar courses concerning personality research methodology and implementation of research to upper-level psychology majors. Courses were designed to provide resources, methodological tools, and peer assistance in the development of a viable research paradigm. Students also served as undergraduate research assistants on several ongoing studies and were evaluated both objectively and subjectively.

RESEARCH INTERESTS

Various application of personality assessment (clinical presentations & occupational success); Organizational development & effectiveness; Measuring intervention efficacy

RESEARCH EXPERIENCE

August 2008 – July 2013

Graduate Research Assistant

Kent State University,

Psychology Department

**MMPI-2/MMPI-2-RF Research Lab****Supervisor: John R. Graham, Ph.D.**

Graduate assistantship funded through the Department of Psychology and University of Minnesota Press- Test Division to assist in completion of research associated with the MMPI-2 and MMPI-2-RF. Performed data management and data analysis for various research projects. Also served as the undergraduate research assistant coordinator and assisted Dr. Graham in the revision of his book "MMPI-2: Assessing Personality and Psychopathology."

MANUSCRIPTS

Kremyar, A. J., Lee, T.T.C, **Ajayi, W.** , Friedhoff, L.A., & Graham, J.R. (2018): Measuring Positive Health Behaviors and Outcomes with Low Scores on MMPI–2–RF Somatic Scales. *Journal of Personality Assessment*, Advance online publication: DOI: 10.1080/00223891.2018.1514311

Hall, J.T., Lee, T.T.C, **Ajayi, W.** , Friedhoff, L.A., & Graham, J.R. (in press): Associations Between MMPI-2-RF Internalizing RC Scales and Positive Characteristics. *Journal of Personality Assessment*.

#### LEADERSHIP DEVELOPMENT

December, 2019 Awarded **Cleveland Institute of Management Studies Leadership Certificate** after completion of leadership development consultation program. Sponsored by the Department of Veterans Affairs, Employee Education System.

November, 2019 Attended: The Resilient Leader: 7 Skills to Boost your Leadership Strengths. . 6-hour personnel development workshop sponsored by the Cleveland Institute of Management Studies.

October, 2019 Attended: Contextual intelligence: navigating Leadership Complexity and Change. 6-hour personnel development workshop sponsored by the Cleveland Institute of Management Studies.

August, 2019 Attended: The Emotionally Intelligent Leader: How Your EQ Determines Your Effectiveness & Success. 6-hour personnel development workshop sponsored by the Cleveland Institute of Management Studies.

May, 2019 Attended: Cleveland Federal Employees Development Seminar (CFEDS): Overcoming Adversity, Sponsored by Louis Stokes Cleveland VA Medical Center, A.J. Celebreeze Federal Building, Cleveland, Ohio.

#### HONORS AND AWARDS

Kent State University, Minority Book Award, 2004

Kent State University, Kent Access Grant, 2005, 2006

Federal Pell Grant 2004, 2005, 2006, 2007

Minority Incentive Scholarship, 2004, 2005, 2006, 2007

Kent State University, Book Scholarship recipient, 2006, 2007

Scholarship from the Shaker Charitable Trust Foundation, 2006, 2008

Federal National Smart Grant, 2007

F.E. Davidson Psychology Student Award, 2007

Kent State University, Instructional Diversity Scholarship, 2007, 2008

Ohio House of Representatives Letter of commendation, 2007, 2008

Kent State University, Graduate Studies Travel Award, recipient, 2009, 2010, 2011, 2012

Ohio Senatorial Letter of commendation, 2005, 2008, 2011, 2014

Received letter of commendation for participation in Challenge America: Makers for Veterans (CAMVETS), 2019

#### PROFESSIONAL AFFILIATIONS

2018 – Present Ohio Psychological Association

2014 – Present Kentucky Psychological Association

2012 – Present Society for a Science of Clinical Psychology

2008 – Present Society for Personality Assessment

2007 – Present American Psychological Association

## SERVICE/LEADERSHIP POSITIONS

2018 – 2020 Northeast Ohio VA Healthcare System's Psychology Professional Standards Board (Chair,Secretary)

Responsibilities include drafting and submitting meeting minutes to the facility Medical Executive Committee for review/approval; reviewing documentation for initial appointments and advancements to make the determination on whether the applicant meets VA qualification standard (for initial appointments) and reviewing employee qualifications, personnel records and performance appraisals (for advancements). These tasks often include working directly with the Chief of the Psychology Service in order to provide appropriate recommendations. Further, my responsibilities also include reviewing provider credentials, evaluation privileging requests (general and specialty privileges) and making recommendations for privileging psychologists to the Medical Executive Committee. Management skills primary utilized in this role involve problem-solving and strategic thinking, consulting and collaborating with the Chief of Psychology Service, the Medical Staff Coordinator, and the Credentialing Program Analyst.

2018 – 2020 Intern Training Committee, Louis Stokes VA Medical Center, Cleveland Ohio

Responsibilities include ensuring effective training program operation, procedure implementation, quality curriculum, effective instruction, selection of future trainees, program evaluation/improvement, and demonstrating sensitivity to and the value of diversity in staff, trainees and overall programing. Management skills primary utilized in this role involve utilizing effective problem-solving skills and negotiation to address issues and concerns related to the training program particularly when multiple supervisors and program are involved. Further, encouraging collaboration and respect for each program, staff, and trainee involved in the conflict, but also swiftly addressing the issue in order to maintain the integrity of the program mission.

2017 – 2020 Psychology Trainee Mentoring Program, Louis Stokes VA Medical Center, Cleveland Ohio

The program involves matching mentees with mentors as a means for the trainee to receive mentorship and consultation from a mentor who is not their direct supervisor as we recognize that there is significant developmental benefit from professional consultation with someone who has no direct evaluative role with the trainee. As a coordinator my responsibilities include recruiting and retaining facility mentors for the program and acting as a liaison between mentors and mentees once they have been matched and throughout the mentoring process. Responsibilities also include anticipating, preventing, and addressing any and all potential conflicts that may arise and working with the mentor/mentee to resolve any conflicts.

2019 – 2020 Cleveland Veterans Mental Health Council, VA Staff Liaison

The mission of the Cleveland Veterans Mental Health Council is to maintain a true partnership with the veterans, their families, the VA Northeast Ohio Healthcare System, and invested community members: to empower these partners through education and continual dialogue to reduce the stigma associated with mental health conditions; and to seek opportunities to participate in the growth and improvement of recovery-oriented, Veteran-centered mental health care. Responsibilities include providing guidance and logistical support to the council in navigating the VA system and facilitating communication between the council and mental health and medical center leadership regarding council inquiries.

References provided by request.

