

Richard M. Gray, Ph.D.richardmgray@comcast.netrmgray@fdu.edu<http://richardmgray.home.comcast.net>**EDUCATION**

THE UNION INSTITUTE, Cincinnati, Ohio Ph.D. Psychology	1993
FORDHAM UNIVERSITY, Bronx, New York MA Sociology	1983
CENTRAL COLLEGE, Pella, Iowa BA Psychology	1970

PUBLICATIONS**Scholarly Publications.**

- Gray, Richard M. (2011). Pseudo Orientations in Time. *Acuity*, (2), 1, April 2011, 12-26.
- Gray, Richard M. & Liotta, Richard F. (In Press). PTSD: Extinction, Reconsolidation and the Visual-Kinesthetic Dissociation Protocol. *Traumatology*.
- Gray, Richard M. (2010). NLP Patterns and Principles. *Acuity*, (1), 1, November 2010, 6-16.
- Gray, Richard M. (2010). The Brooklyn Program: Applying NLP to Addictions. *Current Research in NLP: Proceedings of 2008 Conference*, 1(1), 88-98. .
- Gray, Richard M. (2006). "Consider Mind Mapping." *New Jersey Criminal Justice Educator*, Vol. 38(1), Fall 2006.
- Gray, Richard M. (2002). "The Brooklyn Program: Innovative Approaches to Substance Abuse Treatment." *Federal Probation Quarterly*, 66(3), December 2002.
- Gray, Richard M. (2001). "Addictions and the Self: A Self-Enhancement Model for Drug Treatment in the Criminal Justice System." *Journal of Social Work Practice in the Addictions*, 1(2).
- Gray, Richard M. (1993). *Materials Towards an Archetypal Sociology (Doctoral Dissertation)*. Ann Arbor: University Microfilms.
- Gray, Richard M. (1991). "Jung and Levi-Strauss Revisited: An analysis of Common Themes." *The Mankind Quarterly*, 31(3), Spring 1991.
- Gray, Richard M. (1991). "Tools for the Trade: Neuro-Linguistic Programming and the Art of Communication." *Federal Probation Quarterly*, 55(1) March 1991.
- Gray, Richard M. (1986). "Probation: an Exploration in Meaning." *Federal Probation Quarterly*, 50(4), December 1986.
- Gray, Richard M. (1985). "A Challenge Answered: Changes in the Perception of the Probation

Task." *Federal Probation Quarterly*. 49(4) December, 1985.

- **Books**

Gray, Richard M. (2010). *Interviewing and counseling skills: An NLP perspective*. Highlands, NJ: Author.

Gray, Richard M. (2008). *About Addictions: Notes from Psychology, Neuroscience and NLP*. Lulu.com. <http://www.lulu.com/content/3497961>.

Gray, Richard M. (2008). *Transforming Futures: The Brooklyn Program Facilitators Manual*. Lulu.com. <http://www.lulu.com/content/2267218>.

Gray, Richard M. (1996). *Archetypal Explorations*. London: Routledge.

Other Publications.

- **Book Chapters**

Gray, R. M. (2010). Psychopathy and the Will to Power: Ted Bundy and Dennis Rader. In S. Waller (Ed.), *Serial Killers and Philosophy*, Oxford: Blackwell Publishing.

Gray, R. M. (In Press). NLP and Addictions. In S. Charvet & L.M. Hall (Eds.), *Innovations in NLP Volume 1*, Carmarthen, Wales: Blackwell Publishing.

- **Encyclopedia Articles (Submitted awaiting decision)**

Gray, R. M. (nd). Drug- and Alcohol-Abusing Offenders and Treatment. In S. M. Barton-Bellessa & J. G. Golson, (Eds.), *Encyclopedia of Community Corrections*, Thousand Oaks, CA: Sage Publications.

Gray, R. M. (nd). Counseling. In S. M. Barton-Bellessa & J. G. Golson, (Eds.), *Encyclopedia of Community Corrections*, Thousand Oaks, CA: Sage Publications.

- **Articles**

Gray, Richard M. (2010). NLP and PTSD: The Visual-Kinesthetic Dissociation Protocol. *Suppose, the Official CANLP/ACPNL Bilingual Newsletter*. Spring 2010, pp. 25-42.

Gray, Richard M. (2009). NLP and Meditation. *The Healing Pool: NLP Edition*, 32-37. Published on line at <http://www.lulu.com/content/7297650>.

Gray, Richard M. (2008). NLP and Levels of Motivation. *Suppose, the Official CANLP/ACPNL Bilingual Newsletter*. Fall 2008, pp. 20-24.

Gray, Richard M. (2005). Thinking About Drugs and Addiction. Boulder, CO: *AnchorPoint*. On-line article available at: <http://www.nlpcomprehensive.com/articles/AddictionsGray.html>

Ketcham, Ronald & Gray, Richard M. (2001). NIDA Hosts Conference on MDMA. *News and Views: The Biweekly Newsletter of the Federal Corrections and Supervision Division of the Administrative Office of the United States Courts*. 26(18), p.3, August 27, 2001.

PRESENTATIONS

- The Brooklyn Program: Facilitator Training. Stensele Kursgard, Stensele, Sweden. June 11-22, 2011.
- Science you can use: Three scientific observations that explain and enhance NLP processes. (Conference Workshop). 2010 IASH World Health Conference. San Francisco, CA. October 31, 2010.
- Treating Addiction: Applying NLP to Substance Use Disorders. (Preconference Seminar). 2010 IASH World Health Conference. San Francisco, CA. October 28, 2010.
- Reconsolidation and the Visual Kinesthetic Dissociation Technique: A proposed Neural Mechanism. The Second International Neuro-Linguistic Programming Research Conference. University of Cardiff. Cardiff, Wales, UK. July 3, 2010.
- Tools for Enhancing Motivational Interviewing. EAP-MAP Conference, Villanova, PA. June 28, 2010.
- Guided Meditations: Ericksonian skills for increased depth of experience. NASW Annual Addictions Institute. Fordham University, New York, New York. May 27, 2010.
- Brooklyn Program Training. Howard County Health Department. Columbia, MD. January 4-8 2010.
- Communication and Rapport Skills. In-Service Workshop. Brooklyn Educational Opportunity Center. Brooklyn, NY. June 19, 2009.
- Enhancing Motivational Interviewing with Tools from NLP. NASW Annual Addictions Conference, Fordham University, Lincoln Center, NY, NY. May 27, 2009.
- Motivational Interviewing with NLP. Canadian Association of NLP, Valhalla Inn, Toronto, Canada. April 25, 2009.
- Basic Rapport Skills. In-service Workshop. Straight and Narrow, Hackensack, NJ. February 26, 2009.
- Motivational Interviewing. In-Service Workshop. The Trauma and Wellness Center at St. Vincent's Hospital, New York, NY. October 24, 2008.
- Addictions and the Transformation of Meaning; Applying NLP to Substance Use Disorders. Institute for the Advanced Study of Health. World Health Conference, San

Francisco, California. September 8, 2008.

- Futures and Motivations: Moving, Compelling and Transformative. Institute for the Advanced Study of Health. World Health Conference, San Francisco, California. September 7, 2008.
- The Brooklyn Program: Applying NLP to addictions The First International Neuro-Linguistic Programming Research Conference at the University of Surrey, Guilford, UK, July 5, 2008
- NLP Trauma Protocol Applied to Post Traumatic Stress Disorder. The Tenth Annual Dr. Lonnie E. Mitchell Substance abuse and Mental Health Conference. CNN Center (Morehouse College of Medicine), Atlanta, GA. April 5, 2008.
- The Brooklyn Program: Using NLP with Addictions. NLP.Change, Novato CA. June 21-22, 2007.
- Motivation and Change: Keynote Presentation. CUNY, Brooklyn Educational Opportunity Center, Brooklyn, NY. June 12, 2007.
- Motivating Change: Techniques from Neuro-Linguistic Programming (NLP) for Awakening Positive Futurity. National Association of Social Workers, Annual Addictions Institute, Fordham University, NY, NY. March 15, 2007.
- Addictions and Futures: Engaging the Power of Hope. Health Research, Inc; AIDS Institute, New York State Department of Health, NY, NY. October 25, 2006.
- Tools for the transformation of behavior rooted in pseudo-orientations in time. Institute for the Advanced Study of Health World Health Conference: Well being and Integrity, San Francisco, California. September 29, 2006.
- Future Attractors: Using imagined futures to empower the present. Canadian Association of NLP, Valhalla Inn, Toronto, Canada, April 8, 2006.
- Addictions and Futures: Engaging the Power of Hope. National Association of Social Workers Annual Addictions Institute, Fordham University, Lincoln Center, NY, NY , June 1, 2006.
- Neuro-Linguistic Programming (NLP) In the Criminal Justice Context: Engaging Difficult Clients. National Association of Social Workers, Institute on Addictions. Fordham University, NY, NY. May 26, 2005.

- Tools You Can Use: Tools for Feeling Better From the Brooklyn Program. Associated Treatment Providers of New Jersey, Trump Marina, Atlantic City, New Jersey. April 27, 2005.
- Using Positive Psychology in the Treatment of Mandated Populations: Lessons from the Brooklyn Program. The Dr. Lonnie E. Mitchell National HBCU Substance Abuse Conference. Howard University, Wyndham Hotel, Baltimore, MD. April 20, 2005.
- NLP and Spirituality: Awakening the Physiology of Spirit. Canadian Association of NLP, The 16th Annual Conference of the Canadian Association of NLP, Sheraton Four Points, Montreal, Canada. April 10, 2005.
- The Brooklyn Program: Using NLP with Addictions. IASH World Health Conference: The Many Paths to Health, San Francisco, California. October 2, 2004.
- "Spirituality in Recovery: the Neurobiology of Spiritual Experience and the Reawakening of Choice." Associated Treatment Providers of New Jersey, Trump Marina, Atlantic City, New Jersey. April 27, 2004.
- "Adapting the Brooklyn Substance Abuse Treatment Programme for a South African Prison Population – a case study." The Dr. Lonnie E. Mitchell National HBCU Substance Abuse Conference. Howard University, Wyndham Hotel, Baltimore, MD, April 2, 2004.
- "Incentive Saliency, Meditation and the Neurobiology of Addiction" The Dr. Lonnie E. Mitchell National HBCU Substance Abuse Conference. Howard University, Wyndham Hotel, Baltimore, MD, April 1, 2004.
- "Feeling Better: Simple Techniques for Affective Change." National Association of Social Workers, Institute on Addictions, Fordham University, NY, NY. May, 2003.
- "The Brooklyn Program: Cognitive applications of the physiological correlates of spiritual experience." The Dr. Lonnie E. Mitchell National HBCU Substance Abuse Conference. Howard University, Inner Harbor Marriott Hotel, April 2, 2003.
- "Cognitive Behavioral Interventions for Substance Abuse in a Strength-Based Context: The Brooklyn Program: Facilitator Training." Georgetown University, Washington, DC.
- "The Brooklyn Program: Creating Futures in Criminal Justice Populations." Treating Addictions in Special Populations: Research Confronts Reality. State University of New York, Binghamton and Broome County Community College, Binghamton Regency Conference Center, Binghamton, New York October 7 and 8, 2002.

- "The Brooklyn Program: Strength Based Behavioral Interventions with Mandated Clients." National Association of Alcohol and Drug Abuse Counselors. Research to Practice. Annual Conference on Addiction Treatment. Boston Copley Plaza Hotel, Boston, MA. July 3-7, 2002.
- "Feeling Better: Simple Techniques for Affective Change." National Association of Social Workers, Institute on Addictions, Fordham University, NY, NY. May, 2002.
- Panelist: "Pharmacological Interventions In Substance Abuse." The Dr. Lonnie E. Mitchell Historically Black Colleges and Universities National Substance Abuse Conference. Howard University. Inner Harbor Marriot Hotel, Baltimore, MD. April 4, 2002.
- "Cognitive Behavioral Interventions for Substance Abuse in a Strength-Based Context: The Brooklyn Program: Facilitator Training." Rehoboth McKinley Christian Medical Center. Gallup, NM December, 2001.
- "Self-Efficacy in the Treatment of Addictions." Staten Island Committee on Alcoholism and Substance Abuse. Staten Island, NY, May 2001.
- "Pseudo-Orientations in Time: Outframing Addictive Behaviors." National Association of Social Workers, Institute on Addictions, Fordham University, NY, NY. May, 2001.
- "Cognitive Behavioral Interventions for Substance Abuse in a Strength-Based Context: The Brooklyn Program: Facilitator Training." United States Probation Department, Eastern District of New York April, 2001.
- "Creating Resource States for Risk Reduction and Personal Growth." Treating Women's Addictions, State University of New York, Binghamton, Owego, NY, October, 2000.
- "Efficacy, Hope and the Future: Cognitive Behavioral Interventions in the Structure of Wholeness." National Association of Social Workers, Institute on Addictions, Fordham University, NY, NY. May, 2000.
- "The Brooklyn Program: A Self-Efficacy Model for Change in Substance Abuse." Grand Rounds, Veterans Administration Hospital, Brooklyn, NY. December 1999.
- "The Brooklyn Program: A Self-Efficacy Model for Change in Substance Abuse." Association of Alcoholism and Substance Abuse Providers of New York State, Third Annual Statewide Conference. Partnership: A Light to the Future, The Sagamore, Lake George, NY. November, 1999.

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- "Addictions and the Self: A Self Enhancement Model for Drug Treatment in a Group Setting." National Association of Social Workers, Institute on Alcoholism, Fordham University, NY, NY. May, 1999.

AWARDS

- 2005 The Neuro-Linguistic Programming World Community Award.
Co-recipient of the NLPWCA for the use of NLP in education. The award was presented by Leslie Lebeau, one of the original co-developers of NLP, at the Canadian Association of NLP Convention in Montreal, Canada April 10, 2005.
- 1999 Charles Lionel Chute, Northeast Regional Line Officer of the Year Award.
Presented by the Federal Probation Officer's Association for service exemplifying the highest ideals of the profession during 1998.
- 1997 Second Circuit Merit Award for Outstanding Service
Co-recipient of an award given to the drug treatment staff of the Eastern District of New York for advances in drug treatment.
- 1997 Special Achievement Award, United States District Court for the Eastern District of New York
An award given in recognition of efforts to provide innovative treatment for drug abusing offenders.

INNOVATIONS

Creator of the Brooklyn Program, a 16 week strengths-based approach to substance abuse using tools from Neuro-Linguistic Programming and depth psychology to provide alternative treatment to substance abusers in the Federal System. The program focuses on building experiences of efficacy, self esteem and future orientation to move participants into active goal oriented sobriety.

Developed implementation plan and participation criteria for the first Federal Drug Court in the Eastern District of New York

MEDIA

- 2009 FDU Online Faculty Spotlight. <http://inside.fdu.edu/otw/0910/spotlight.html>
- 2009 Coombes, Frances. (January 2009). Mind/Body Talk: NLP talking Therapies, The Brooklyn Program. *Positive Health Online UK*, 154, January 2009.
<http://www.positivehealth.com/article-view.php?articleid=2530>
- 2008 Extensive interview by Nick Kemp on www.NLPMP3.com about the Brooklyn Program and the nature of substance use disorders.
- 2001 Highlighted by the Federal Probation System on the Federal Judicial System's J-net intranet system as "Expert of the Month" for work in substance abuse treatment and training.

PROFESSIONAL EMPLOYMENT**ASSISTANT PROFESSOR**

School of Criminal Justice, Fairleigh Dickinson University, Teaneck, NJ.

Courses Taught: Research Methods, Senior Capstone Seminar, Introduction to Criminal Justice, Juvenile Justice and Delinquency, Criminal Profiling, Legal and Professional Writing, Legal and Professional Writing (on-line), Interviewing and Counseling Skills for Criminal Justice Professionals, Drugs Addiction and the Law, Theories of Social Order, The Implication of Brain Injuries for Child Molesters and Pedophiles. Tenured effective September 2011.

2004 to Present

SUBSTANCE ABUSE TREATMENT COORDINATOR

United States Probation Department, Eastern District of New York, Brooklyn, New York

Clinical supervisor, directly supervising U.S. Probation Officers and Treatment Specialists in regard to rendering substance abuse treatment to offenders. In conjunction with the Chief and Deputy Chiefs, investigating and/or creating new treatment modalities that may increase the effectiveness of services provided offenders under supervision. Development of means to ascertain the effectiveness of current treatment practices and attempt to isolate the variables affecting the outcomes of treatment. Establish guidelines, procedures and practices in regard to substance abuse treatment to be provided in-house by line officers and substance abuse specialists. Provide training to line officers and substance abuse treatment specialists, and ensure they are capable of providing treatment consistent with the standards established by the Department and the Administrative Office of U.S. Courts. Monitor the referral of cases to outside vendors, review the referral practices of all substance abuse treatment specialists in the department to assure uniformity and rationality in the referral process. Provide treatment to offenders identified as the most challenging from a treatment perspective, and provide that treatment in either a group or individual setting, as needed. In conjunction with the department's contract specialist, ensure that funds allocated for substance abuse treatment are utilized effectively and in a manner consistent with standards established by the department and the Administrative Office of U.S. Courts.

1999 - 2004

SENIOR UNITED STATES PROBATION OFFICER: DRUG TREATMENT SPECIALIST

United States Probation Department, Eastern District of New York, Brooklyn, New York

Richard M. Gray, Ph.D.

Responsible for the supervision and treatment of a caseload of urban drug abusers, addicts and alcoholics. Maintenance and monitoring of drug treatment contracts and urinalysis supplies. Development of training and educational materials including a drug abuse handbook for use within the department. Provide expert testimony to the Federal Court on drug treatment and urinalysis. Actively engaged in the design and evaluation of new treatment modalities. Special interest in the application of Ericksonian and brief therapeutic techniques against a Jungian model informed by Prochaska's stages of change. Extensive application of time-line therapy, guided imagery, and light trance in the treatment of addictive problems. 1993 - 1999

SENIOR UNITED STATES PROBATION OFFICER: AUTOMATION LIAISON

United States Probation Department, Eastern District of New York, Brooklyn, New York
 Provided liaison services between automation staff and administration. Interviewed and assessed applicants for automation positions. Provided programming and trouble shooting in SQL, dBase, and various macro languages. Wrote grant and funding proposals for the department.

1992 - 1993

UNITED STATES PROBATION OFFICER: SPECIAL AUTOMATION ASSIGNMENT

United States Probation Department, Eastern District of New York, Brooklyn, New York
 Responsible for the design and implementation of the Office Automation Project. Involved system design, programming, training and hiring of automation support staff. Wrote funding justifications and funding requests for special projects.

1988 - 1992

UNITED STATES PROBATION OFFICER

United States Probation Department, Eastern District of New York, Brooklyn, New York
 Fulfilled supervision and investigative responsibilities for several high-activity inner city caseloads. Performed in-depth social and criminal history investigations, occupational and personal counseling. Assessed client needs for drug, alcohol and mental health treatment and made referrals. Maintained liaison between Courts and service providers.

1983 - 1988

PROBATION OFFICER

Monmouth County Probation Department, Freehold, New Jersey
 Performed investigative and supervisory duties for varied suburban and urban caseloads. Authored pre-sentence investigations, provided counseling and extra-agency referrals for treatment. Provided liaison between the Court and service providers.

1977 - 1983

OTHER PROFESSIONAL EXPERIENCE

ADJUNCT ASSISTANT PROFESSOR

Department of Psychology, St. Francis College, Brooklyn, New York

Richard M. Gray, Ph.D.

Courses taught: Introduction to Psychology, Human Sexuality. 1997 - 2000
 Internship Advisor 2001 - 2003

ADJUNCT INSTRUCTOR

Department of Sociology, Brookdale Community College, Lincroft, New Jersey
 Courses taught: Introduction to Sociology, Marriage and the Family. 1994 - 2000

ADJUNCT INSTRUCTOR

Department of Psychology, Brookdale Community College, Lincroft, New Jersey
 Courses Taught: Introduction to Psychology Introduction to Addiction Studies,
Addiction and the Family. 1996 - 2003

EXTERNSHIP ADVISOR

Department of Psychology, John Jay College, NY, NY 2001- 2003

CERTIFICATIONS

Master practitioner in Neuro Linguistic Programming, New York Training Institute for
 Neuro-Linguistic Programming, 1991
 Ericksonian Hypnosis, American Board of Hypnotherapists, 1999
 Certificate in Forensic Psychology, New York University, 2002.
 Protecting Human Research Participants, NIH Office of Extramural Research Web-based
 training Certification Number: 164004. 2009

MEMBERSHIPS

American Psychological Association
 Federal Probation Officer's Association
 Canadian Association of NLP
 Institute for the Advanced Study of Health