



Jay T. McNamara, Ph.D.

**Licensed Psychologist
Clinical Psychologist**

Dr. McNamara completed his Ph.D. in 1979 at the University of Missouri-St. Louis. Since completing his internship at the Veterans Administration Medical Center in Minneapolis, he has gained extensive experience in psychological assessment in a variety of areas including psychiatric disorders, vocational issues, pre-employment selection, and management assessment. He also has extensive experience in sports/performance psychology and competitive fishing, and has published a book on this subject.



Kiri A. Faul, Ph.D.

**Licensed Psychologist
Clinical Psychologist**

Dr. Faul earned her doctorate from University of North Dakota in 2006, after completing an APA-approved pre-doctoral internship at the St. Louis Psychology Internship Consortium. Subsequently, she completed a postdoctoral fellowship in clinical psychology at Metropolitan St. Louis Psychiatric Center. She has experience in psychological assessment in a variety of areas, including, vocational rehabilitation, parental competency, competency to stand trial, mental state at time of the offense, learning disability, and personality and cognitive evaluations. Her current interests include pre-employment evaluations for safety-sensitive positions, and disability examinations.



Philip Sarff, Ph.D.

**Licensed Psychologist
Clinical Psychologist**

Dr. Sarff graduated from Fuller Theological Seminary in Pasadena, California. He completed his internship in Clinical Psychology through the University of Minnesota Psychology Internship Consortium in 1991. His interests include clinical, neuropsychological, and public safety assessment.



April Leaveck, Psy.D.

**Licensed Psychologist
Clinical Psychologist**

Dr. Leaveck earned her doctorate from Central Michigan University in 1994, after completing an internship at Hahnemann University Hospital in Philadelphia. She has served as a staff psychologist and supervisor at Scott County Mental Health Center. Her current interests include pre-employment and fitness-for-duty evaluations for safety-sensitive positions.

For more information or a complimentary initial consultation, please call or visit our website.

1735 Medical Arts Building
825 Nicollet Mall
Minneapolis, MN 55402

Phone: 612.333.3825 • Toll Free: 877.370.7309 • Fax: 612.333.6740
Email: info@psycheval.com • Website: www.psycheval.com

Your organization deserves the best people.



 **Gary L. Fischler & Associates, PA**
CONSULTING & FORENSIC PSYCHOLOGISTS

Specializing in psychological evaluation services for personnel decisions.

Your organization deserves the best people. As an administrator, you understand that hiring, retaining, and promoting the best people are among your most important tasks. Since 1991, we have helped hundreds of organizations at the local, state, and national levels by examining thousands of applicants and employees from all walks of life, such as police officers, nurses, executives, clerks, secretaries, engineers, sales people, attorneys, teachers, assembly workers, and truck drivers. We can help with critical personnel decisions.

Pre-employment Selection

It can be hard to find the right applicant. Depending on the specific job he or she must be smart, have integrity, have a good work ethic, know how to deal effectively with others, and show good judgment. We can help analyze the characteristics necessary for each position and construct a testing program to measure them. We will recommend whether or not to hire, and let you know what supervisory or training needs the applicant may benefit from. Our process is objective, fair, and highly defensible.



We can help with critical personnel decisions.

Fitness-For-Duty / Return-to-Work

One of the most difficult situations an administrator has to deal with is an employee who is troubled or problematic, and may be unable to work in a safe and effective manner. Through a comprehensive examination process, we can tell you if your employee is fit to work, and, if not, what to do to help that person and your organization. We will recommend interventions such as mental health or chemical dependency treatment, if appropriate, as well as advise you regarding possible work restrictions and accommodations to help your employee get back to work, if and when that's possible. We can help you plan strategies that will conform to recommended practices under the Americans with Disabilities Act (ADA). And if an employee is unlikely to be able to return to work in the foreseeable future, we can help facilitate applicable long-term disability benefits.

Management Assessment

Leadership and management skills don't automatically come with experience. Even the very best line staff with years of experience do not necessarily make effective supervisors. Your new supervisor needs to have excellent organizational skills, know how to persuade and motivate employees, have excellent customer service skills, be highly motivated, and have an organizational vision for the future. We can help you select the best person for the job.

Our Staff



Gary L. Fischler, Ph.D.

Licensed Psychologist

**Diplomate, American Board of Psychological Specialties,
Forensic Clinical Psychology**

Diplomate, American Board of Professional Disability Consultants

Dr. Fischler received his doctorate in clinical psychology from the University of Minnesota in 1984. In addition to serving as a consultant and examiner to public safety agencies, he is a court-appointed psychological examiner, an adjunct assistant professor at the University of Minnesota, and an adjunct faculty at the Minnesota School of Professional Psychology. He is also past chair of the Ethics Committee of the Minnesota Psychological Association. He has authored a number of professional papers and coauthored a book related to the interface between mental health issues and vocational functioning.



Gary L. Fischler & Associates, PA

CONSULTING & FORENSIC PSYCHOLOGISTS