

**Richard J. Hooker Ed.D.**  
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## **Education**

Ed.D. Counselor Education and Supervision University of Cincinnati (CACREP) (2001)  
*Nationally honored with the Robert Frank Outstanding Program Award in 2001 by the Association for Counselor Education and Supervision.*

Certificate of Advanced Graduate Studies University of Cincinnati (1995)  
*Counselor Supervision Specialty*

M.A. Counseling Cincinnati Christian University (1994)

M.A. Practical Ministries Cincinnati Christian University (1993)

## **Dissertation**

*The Comorbidity of Substance Abuse and Mental Illness Diagnosis among Delinquent Male Youth, Its Correlates and the Interventions That Are Typically Employed.*

Advisor: Dr. F. Robert Wilson

This study examined the charts of delinquent male youth (N=255), aged 10-17 (mean age =14.9 years), who had completed a 14-day secure residential diagnostic assessment program during the period of January 1, 2000 and June 30, 2000. The youth were ordered by the juvenile court to complete the assessment prior to the disposition of their case. The sample consisted of 60% African American and 35% Caucasian youth. The prevalence of dual diagnosis was 52%. Extensive problems of delinquency, substance abuse, mental illness, negative peer association, and cognitive impairment were found among the youth. Problems of criminality, substance abuse, mental illness, child abuse and neglect, domestic violence, and inadequate parenting were found among the families of these youth. The recommendations to the juvenile court were discussed. A significant relationship (Cramer's Phi=.33, p=.001) between witnessing domestic violence and substantiated physical abuse was found. Also, a significant relationship (Cramer's Phi=.47, p=.001) was found between maternal substance abuse and substantiated neglect. Implications for clinical practice and suggestions for future research were discussed.

## **Licensure and Certification:**

Licensed Clinical Addictions Counselor (Indiana) 87000106A

Licensed Mental Health Counselor (Indiana) 39002257A

Supervising Counselor and Licensed Professional Clinical Counselor (Ohio) E-2412

Licensed Independent Chemical Dependency Counselor-Clinical Supervisor (Ohio) 933746

Internationally Certified Alcohol and Drug Counselor (ICRC/AODA) 127839

Internationally Certified Clinical Supervisor (ICRC/AODA) 603546

## **Employment History**

**August 2010-Present: Indiana Wesleyan University, Marion Indiana**

*Professor of Addictions Counseling*

### Courses Taught:

- ADC 210 Addictions Theories
- ADC 212 Psychopharmacology
- ADC 291 Urban Encounter for the Helping Professional
- ADC 310 Addictions Counseling Skills
- ADC 320 Theory and Practice of Group Counseling
- ADC 330 Counseling Addicted and Dysfunctional Family Systems
- ADC 411 Addictions Seminar- Prevention
- ADC 412 Addictions Seminar- Eating Disorders
- ADC 461 Addictions Counseling Practicum I
- ADC 462 Addictions Counseling Practicum II
- ADC 463 Addictions Counseling Practicum III
- UNV 180 World Changers- Group Facilitator
- PSY 150 General Psychology
- CNS 503 Theory and Techniques in the Helping Relationship
- CNS 506 Appraisal of Individuals and Families
- CNS 509 Integration of Christian Faith in Professional Counseling
- CNS 512 Psychopharmacology
- CNS 523 Assessment/Intervention in Clinical Mental Health Counseling
- CNS 533 Psychopathology

### Program Activities:

- Served as Addiction Counseling Coordinator in CAS (2011-Present)
- Provided ongoing evaluation of the program to ensure alignment with state licensing regulations and national standards.
- Created, obtained approval, and implemented the 3 + 2 pathway.
- Developed program assessment measures, collected and analyzed assessment data, compiled program assessment reports, and initiated program improvements based on assessment data.
- Established and maintained relationships with key community entities for practicum and research activities.
- Obtained a 97% student pass rate (ICRC ADC Exam).

### University Activity:

- Served on Faculty Rank and Promotion Committee (2022-Present)
  - Served as Committee Chair (2023-2024)
- Served on Institutional Review Board (IRB) (2021-current)
- Served on University Assessment Council (2018-2019)
- Served on the College of Arts and Sciences Assessment Committee (2013-2015)
- Served on the School of Social and Behavioral Sciences and Business Curriculum Committee (2013-2015).
- Served on the College of Arts and Sciences Strategic Planning Committee (2011-2013)

#### University Awards:

- Finalist- Outstanding Faculty Scholarship Award (2013) recognizing exemplary scholarship within one's discipline.

#### Service Projects:

- Board Member, Mental Health America of Indiana (2021-ongoing).
- Gubernatorial appointment (Governor Mike Pence) to State of Indiana Mental Health and Addictions Development Board (September 15, 2015-current)
- Provided an extensive evaluation of Behavioral Couples Therapy (BCT) used in Grant County Drug Court (March 2017).
- Provided pro bono clinical counseling services as outreach ministry for College Wesleyan Church (2012-2013); (over \$13,000 of in-kind counseling services).
- Developed and implemented the Pathways for Success (P2S) program in conjunction with Grant County Juvenile Court serving over 100 youth.
- Provided pro bono outcome measurement recommendations to the Family Service Society of Grant County for the assessment and evaluation of programming (2012).
- Provided pro bono consultation to Children of Zion Village, Namibia, Africa- a United Methodist orphanage for children of parents who have died of AIDS (2012).

#### **January 2003-July 2010: Science Applications International Corporation (SAIC), Grafenwoehr, Germany.**

The Adolescent Substance Abuse Counseling (ASACS) program is a school-based community program for adolescents living on military installations outside of the continental United States. The program provides a comprehensive model prevention program and out-patient treatment for sixth through twelfth graders and their families.

#### *ASACS Clinical Supervisor (March 2005-July 2010) (Bavaria and Northern Italy Region)*

- Provided clinical and administrative supervision for clinicians in six garrisons.
- Monitored risk management issues and compliance with program SOPs.
- Facilitated training and developed staff.
- Collected, analyzed and submitted program data.
- Maintained multiple layers of customer service including commanders, superintendents of schools, principals, and medical command staff.
- Assisted the world-wide program manager on the development and implementation of the clinical model of services.
- Championed the implementation of best practice prevention programs with measurable outcome data for both treatment and prevention services.

#### *ASACS Clinical Counselor (January 2003-March 2005)*

- Facilitated individual, group and family counseling services in a school-based setting.
- Implemented a comprehensive model prevention program.
- Initiated deployment groups.
- Briefed military and community leaders on trends and issues in the local community and secured program support.
- Maintained customer satisfaction.
- Dramatically increased utilization of services in this community.

**August 2002-January 2003: Integrated Behavioral Health 7124 Miami Ave., Suite D., Cincinnati, Ohio 45243.**

Integrated Behavioral Health is a psychiatric out-patient private practice.

*Private Practice Clinician*

- Provided diagnostic assessment and individual and family outpatient treatment.

**August 2001-July 2002: Specialized Alternatives for Families and Youth, 10100 Elida Road, Delphos, Ohio 45833.**

SAFY is a private non-profit child welfare agency providing comprehensive services in eight states.

*Vice President of Mental Health and Contract Services.*

- Provided clinical and administrative direction for the development and implementation of Medicaid billable mental health services for adolescents and children.
- Assisted the agency in compliance with the Ohio Department of Mental Health and the Council on Accreditation for Child and Family Services (COA).
- Provided extensive training and consultation to staff.
- Negotiated all contracts for child welfare and mental health services across eight states (30 million dollars annually) as well as responded to RFPs and grants.
- Served as liaison to Mental Health and Department of Job and Family Services boards.

**August 1989- March 1997 & April 1998-July 2001: Talbert House 2600 Victory Parkway, Cincinnati, Ohio 45206.** Note that break in employment was to prepare and take doctoral comprehensive exams and to write the dissertation proposal.

Talbert House is a community-wide nonprofit network of social services with over 30 proven programs focusing on prevention, assessment, treatment and reintegration. Each year, Talbert House helps nearly 24,000 men, women and children across Greater Cincinnati and Northern Kentucky overcome adversity to become healthy and productive citizens through its programs in community corrections, mental health, substance abuse and welfare-to-work.

Dr. Hooker worked in several different capacities with an increasing degree of clinical skill and responsibility.

*Manager, COMPASS Diagnostic Unit (1998-2001).*

COMPASS was a secure 14-day residential diagnostic unit licensed by the Ohio Department of Alcohol and Drug Addiction Services serving male adolescents ages 9-17 who had been adjudicated in Juvenile Court.

- Provided clinical and administrative management for counselors and social workers, contract psychologists, psychology assistants, contract physicians, and activity and security personnel.
- Supervised and approved over 500 comprehensive assessments per year.
- Achieved a 99% program completion rate.
- Collaborated effectively with juvenile court judges, magistrates, and probation staff. During this time, the court accepted the program's recommendations without significant change in 97% of all cases.
- Implemented clinical protocols and documentation procedures to ensure compliance with best practice and funding source requirements.
- Established procedures that increased revenues and maintained fiscal accountability.
- Facilitated training supervision groups and assisted numerous individuals in obtaining their independent license.
- Awarded the agency management award for *Outstanding Supervision of Client Services*.

*Manager, Alternatives (1999-2001).*

In addition to his responsibilities at the COMPASS Program, Mr. Hooker was asked to manage the Alternatives Chemical Dependency program for 18 months. Alternatives is an adolescent residential program licensed by the Ohio Department of Alcohol and Drug Addiction Services. The program admitted male and female adolescents ages 12-17.

- Provided program management.
- Established and implemented a best practice treatment model.
- Increased program completion by 30%.
- Implemented clinical protocols and documentation procedures to ensure compliance with state and federal standards.
- Maintained key customer relationships.
- Developed and trained a strong clinical team.
- Ensured financial accountability.
- Improved collaboration with A.A. and N.A.

*Assistant Program Director, Alternatives (1995-1997).*

- Provided clinical supervision to all direct service staff.
- Established master's internship opportunities in the program.
- Ensured program compliance with Medicaid and the Ohio Department of Alcohol and Drug Addiction Services standards.
- Guided the program successfully through Medicaid and State audits.
- Provided clinical services for a small caseload and facilitated groups.
- Coordinated with A.A. and N.A. to provide nightly groups in the program and to coordinate sober support after discharge.

*Family Therapist, Alternatives (1993-1995).*

- Provided family counseling services.
- Taught chemical dependency family education groups.
- Increased utilization by 200%.
- Achieved a 95% family participation rate in a court-ordered treatment- resistant population.

*Crisis Intervention Therapist, (281-CARE) Crisis Care Center (1989-1993).*

The Crisis Care Center was both the crisis response component and a gateway to the mental health board system. It provided a regional crisis hotline that received over 50,000 calls per year. It also provided outpatient counseling services for individuals and families experiencing a crisis.

- Provided direct outpatient services to adults, adolescents and families.
- Offered crisis counseling and referral for one to two shifts per week on the 281-CARE crisis hotline.
- Served as a subject matter expert to the community on suicide prevention.
- Facilitated prevention and education services to adolescents and children in schools.
- Participated in the Family Violence Prevention Project
- Served on the Inter-Agency School Crisis Team.
- Provided on-going groups in high schools for students at risk for suicide.

### **Research/ Grant Activity:**

*Planning, Implementation, and Evaluation of Programs to Address Substance Abuse Prevention and Mental Health Promotion at Indiana's Institutions of Higher Education (\$191,525). State of Indiana, Department of Mental Health and Addiction (DMHA) grant (July 1, 2023-June 30, 2025).*

*Indiana Collegiate Action Network with funding from Indiana Department of Mental Health and Addiction Mini-Grant: Evaluation and Assessment (October 1, 2021-June 30, 2022).*

*Indiana Recovery Network Research Incentives Grant (September 30, 2021-January 31, 2022)*

*Best Practices in Teaching College Students with a Mental Health Disorder (2021)*

- Sponsor of student receiving: Lilly Foundation Student Research Assistant Award (2021)

*Indiana Recovery Hubs: Proof of Concept (2021-2022).*

- Sponsor of three students receiving: Lilly Foundation Student Research Assistant Awards (2021)

*In Their Own Words: An Examination of Adolescent Relapse Experiences (2017-2020).*

*Life Skills Training for College Students (2018-2019). Consultant Investigator Indiana Wesleyan University site. National Health Promotion Associates, Inc., funding by the National Institute of Health (NIH).*

*Behavioral Couples Therapy (BCT): A Study of Effectiveness (2016-2017).*

- Sponsor of student receiving: Lilly Foundation Student Research Assistant Award (2016-1017).

Served (pro bono) as the evaluator of the Grant County, Indiana- Veterans Treatment Court (2011-2014).

- Sponsor of student receiving: Lilly Foundation Student Research Assistant Award (2014). *Veterans Treatment Court: An Outcome Evaluation.*

Mental Health America of Indiana/ Indiana Family and Social Services Administration, Division of Mental Health and Addiction Child and Adolescent Services Bureau: Children's Mental Health Grant (January 1-May 31, 2013). Trained 60 Indiana superintendents of schools and senior school district officials in three regional trainings: *School Safety, Student Risks, and Academic Outcomes: The Promise of Evidence-Based School Policy.*

Facilitated the development of the Adolescent Addiction Learning and Recovery (AALRP) project with Fairbanks Hospital and Hope Academy (January 1, 2013). This is a five-year research collaboration that will provide the opportunity for multiple studies and the involvement of several professors.

AALRP MOU renewed for five additional years (January 1, 2018-December 31, 2023).

- *Predicting Student Persistence and Success in the Recovery High School Environment (2014).* Examination of 2 ½ years of student data that yielded 10 predictors of persistence and success. Presented to the Fairbanks Hospital/Hope Academy Leadership Team enabling them to improve student outcomes. Also, presented the research results to the Association of Recovery High Schools Nation Conference, Del Mar, CA, June 2014).

- Sponsor of student receiving: Lilly Foundation Student Research Assistantship Award (2013). *Predicting Student Persistence and Success in the Recovery High School Environment*

- *An Unpacking Protocol for the Clinical and Empirical Exploration of Relapse among Substance Use Disordered Adolescents: An Advanced Practice Application of Node-Link Mapping*

- Sponsor of student receiving: Lilly Foundation Student Research Assistantship Award (2014). *(An Unpacking Protocol for the Clinical and Empirical Exploration of Relapse among Substance Use Disordered Adolescents: An Advance Practice Application of Node-Link Mapping.*

Drug Free Marion Grant (August, 2012). *AALRP Website for Educator/Practitioner Support (\$20,000).* Application submitted. Not funded as the City of Indianapolis appropriated the grant money for operational expenses.

## **Recent Presentations:** (Past 14 Years)

Hooker, R.J. & St. Pierre, M. (June 17, 2022). *Indiana Recovery Hubs Study: Overview (1.0)*. Indiana Recovery Summit. Noblesville, Indiana.

Hooker, R.J. (June 10, 2022). *Feedback-Informed Supervision- Bringing the Voice of the Client into the Supervision Session (3.0)*. Summer Counseling Summit Cincinnati, Ohio.

Hooker, R.J. (June 10, 2022). *In Their Own Words: An Examination of 357 Adolescent Relapse Experiences (3.0)*. 2022 Summer Counseling Summit. Cincinnati, Ohio.

Hooker, R.J. & St. Pierre, M. (May 25, 2022). *Indiana Recovery Hubs: Proof of Concept (2.0)*. Mental Health America of Indiana and Indiana Recovery Network. Indianapolis, Indiana.

Hooker, R.J. (March 23, 2022). *The Impact of Mental Health on Learning (1.0)*. Purdue University Faculty Lunch and Learn.

Hooker, R.J. (November 11, 2021). *Best Practices Teaching College Students with a Mental Health Disorder (1.0)*. Indiana Collegiate Action Network Annual Conference. Indianapolis, Indiana.

Hooker, R.J. (June 18, 2021). *In their Own Words: An Examination of Adolescent Relapse Experiences (2.0)*. The Ohio State University Wexner Medical Center: Addictions Studies Institute, Columbus, OH.

Hooker, R.J. (September 30, 2020). *In their Own Words: An Examination of Adolescent Relapse Experiences (2.0)*. Hope Academy, Indianapolis, IN

Hooker, R.J. & Platt, H. (March 3, 2017). *Behavioral Couple's Therapy: A Study of Effectiveness (1.0)*. Grant County Court Services Community Providers Meeting, Marion, IN.

Hooker, R.J. (March 13, 2015). *As You Were: Helping Veteran's Return to Health (1.5)*. Indiana Counseling Association (ICA) Conference, IUPUI, Indianapolis, IN.

Hooker, R.J. (August 7, 2014). *Feedback Informed Supervision: Brining the Voice of the Client into the Supervision Session (3.0)*. The Ohio State University Wexner Medical Center: Addictions Studies Institute, Columbus, OH.

Hooker, R. J. (June 25, 2014). *Through the Looking Glass: An Evaluation of Hope Academy (1.5)*. The Association of Recovery Schools Conference, Del Mar, California.

Hooker, R.J. (March 21, 2014). *The Value of Client Feedback (1.0)*. Indiana Counseling Association (ICA) Conference, Grace College, Winona Lake, IN.

Hooker, R.J. (March 11, 2014). *The Integration of Biblical Wisdom and Counseling Practice (1.0)*. The Addictions Counseling Program Spring Symposium, Indiana Wesleyan University.



Hooker, R. J. (November 14, 2013). *An Overview of Feedback Informed Therapy (FIT) and Feedback Informed Supervision (FIS): Making Services FIT Consumers (7.0)*. Park Center, Fort Wayne, Indiana.

Hooker, R. J. (August 23, 2013). *The Integration of Feedback Informed Therapy (FIT) into Addictions Services (5.0)*. Park Center, Fort Wayne, Indiana.

Hooker, R. J. (August 2, 2013). *Our Journey: The Implementation of a Veteran's Treatment Court (2.5)*. The Ohio State University Wexner Medical Center: Addictions Studies Institute, Columbus, OH.

Heck, S. & Hooker, R. J. (July 19, 2013). *The Role of Automatic Thinking and Automatic Functioning in Adolescent Relapse: An Exploratory, Grounded Analysis of Ten Student Node- Link Relapse Portrayals (1.0)*. The American Mental Health Counselors Association (AMHCA) National Conference, Arlington, VA.

Hooker, R. J. (June 14, 2013). *The Promise of Evidence-Based Programs in Schools (1.0)*. Mental Health America of Indiana/University of Indiana School of Psychiatry: Mental Health Symposium, Indianapolis, IN.

Hooker, R. J., Daugherty D., Zielke S. (May 10, 2013). *School Safety, Student Risks, and Academic Outcomes: The Promise of Evidence-Based School Policy (5 clock hours)*. Mental Health America of Indiana Children's Mental Health Grant-Adolescent Addiction Learning and Recovery Project (AALRP), Indianapolis, IN.

Hooker, R. J., Daugherty D., Zielke S. (May 8, 2013). *School Safety, Student Risks, and Academic Outcomes: The Promise of Evidence-Based School Policy (5 clock hours)*. Mental Health America of Indiana Children's Mental Health Grant-Adolescent Addiction Learning and Recovery Project (AALRP), Terre Haute, IN.

Hooker, R. J., Daugherty D., Zielke S. (April 25, 2013). *School Safety, Student Risks, and Academic Outcomes: The Promise of Evidence-Based School Policy (5 clock hours)*. Mental Health America of Indiana Children's Mental Health Grant-Adolescent Addiction Learning and Recovery Project (AALRP), Fort Wayne, IN.

Hooker, R. J., (March 1, 2013). *Soldiering On: Life after the Military (1.0)*. Indiana Counselor's Association Annual Conference, Ball State University, Muncie, Indiana.

Hooker, R. J., (January 6, 2009). *Project Armor. Addressing Substance Abuse and Comorbidities Among Military Personnel, Veterans and their Families: A Research Agenda - NIH/NIDA Conference, Bethesda, Maryland.*

Hooker, R. J., (July 30, 2009). *Engaging the Adolescent Substance Abusing Client and their Families (8 CEUs provided)*. ASACS World-Wide Conference, Mainz, Germany.

## **Professional Trainings Attended** (Last twenty years)

Assessing and Managing Suicide Risk: 24 Core Competencies for Mental Health Professionals (6.0). December 2, 2023.

Cognitive-Behavioral Therapy: Theory, Assessment,, Interventions, and Measurement Based Care (5.25). Heisel and Associates, December 2, 2023.

Introduction to Neurofeedback for Mental Health and substance Abuse Therapists (6.0). Heisel and Associates, December 1, 2023.

Advanced Clinical Supervision #3: Assumptions, Legal Issues, Competencies, Cultural Humility, and Self-Assessment (3.0). Heisel and Associates, November 29, 2023.

To Friend or Not to Friend (Ethics 3.0). Project Solutions, November 28, 2023.

Mental Health America of Indiana Annual Symposium: From Research to Treatment (5.0). MHAI, December 10, 2021.

Counseling Older Adults Who Abuse Substances (1.0). Heisel and Associates, December 2, 2021.

Ethical Issues when Working with Couples in Marriage and Family Therapy (3.0). Heisel and Associates, December 2, 2021.

PTSD, Trauma, and Acute Stress Disorder (3.0). Heisel and Associates, December 1, 2021.

Clinical Supervision: We are More Than Bosses . . . We are Leaders (3.0). Heisel and Associates, December 1, 2021.

The Ten Top Ethical Violations: Recognition and How to Avoid Them (3.0). Heisel and Associates, December 1, 2021.

Transcendent: The role of Spirituality in Addiction and Recovery (3.0). Heisel and Associates, December 1, 2021.

COVID's Impact on Children and Adolescents: Identification and Treatment (6.0). Heisel and Associates, December 1, 2021.

Cultural considerations and the Provision of Substance Abuse Treatment for Appalachian Clients (1.0). Heisel and Associates, November 29, 2021.

The Art and Science of Supervision (3). Heisel and Associates, November 29, 2021.

Healing the Fear that Hides: Interventions for Biologically-Based Fear Responses, May, 13, 2021.

Substance Exposed Infants (5.0). ACE Online, May 12, 2021.

Long-Term Consequences of Child Abuse and Neglect (2.0). ACE Online, May 12, 2021.

42 CFR Federal Alcohol and Drug Confidentiality Regulations (3.0). ACE Online, May 11, 2021.

HPA Axis Research Put into Clinical Practice (1.0). ACE Online, May 11, 2021.

Trauma Informed Care in Behavioral Health Services (4.25). Addiction Counselor CE, December 2, 2019 Online

Substance Abuse Treatment: Addressing the Specific Needs of Women (TIP 51) (3.75). Addiction Counselor CE, December 2, 2019 Online.

Clinical Preventive Services in Substance Abuse and Mental Health (11.0). Addiction Counselor CE, December 1, 2019 Online.

Ethical Models (3.5). Addiction Counselor CE, December 1, 2019 Online.

Specific Mental Disorders with Addition Guidance for the Counselor (TIP 42, Appendix D): Substance Abuse Treatment for Persons with Substance Abuse Disorders (11.0). Addiction Counselor CE, December 1, 2019 Online.

An Implementation Guide for Behavioral Health Program Administrators (TIP 55, Part 2, Chapter 1): Behavioral Health Services for People Who are Homeless (3.0). Addiction Counselor CE, November 30, 2019 Online

Behavioral Couples Therapy for Substance Abuse: Rationale, Methods, and Findings (1.0). Addictions Counselor CE, November 30, 2019 Online

Clinical Supervision in Alcohol and Drug Counseling (13.0). Addiction Counselor CE, December 2, 2017, Online.

Drug Testing as a Tool (TIP 43, Chapter 9) (3.0). Addiction Counselor CE, December 2, 2017, Online.

Legal Responsibilities and Recourse (TIP 36- Chapter 6) (2.0): Substance Abuse Treatment for Persons with Child Abuse and Neglect Issues. Addiction Counselor CE, December 2, 2017, Online.

Ohio Ethics and Laws for Addictions Professionals (1). Addiction Counselor CE, December 2, 2017, Online.

2017 ICAADA Annual Conference (6.0). ICAADA, April 5, 2017, Indianapolis, Indiana.

21 Ethical Fallacies: Cognitive Strategies to Justify Unethical Behavior and Ethics, Critical Thinking, and Language (1). Addiction Counselor CE, January 1, 2016, Online.

The Confidentiality of Alcohol and Drug Abuse Patient Records Regulation and the HIPAA Privacy Rule (2). Addiction Counselor CE, January 1, 2016, Online.

A Review of the Literature (TIP 52 Part 3- Section 1) (2.0). Addiction Counselor CE, December 31, 2015, Online.

Clinical Scenarios Showing How to Apply the Information (TIP 52, Part 1-Chapter 2) (5.0). Addiction Counselor CE, December 31, 2015, Online.

Treating Drug Problems (14.0). Addiction Counselor CE, December 31, 2015, Online.

Adolescent Community Reinforcement Approach (A-CRA) Training (12.50). Chestnut Health Systems, August 4-5, 2014, IU Bloomington, Indiana.

Applying Recovery Messaging to Adolescent Communities (1.5). The Association of Recovery Schools Conference, June 26, 2014, Del Mar, California.

The Effectiveness of Recovery High Schools: A National Examination of Recovery High School's Performance (1.5). The Association of Recovery Schools Conference, June 26, 2014, Del Mar, California.

Examining the Complex Relationship between Sobriety and Academic Achievement (1.25). The Association of Recovery Schools Conference, June 25, 2014, Del Mar, California.

ASCA Model as a Framework for Working with Minority Students (1.0). Indiana Counseling Association Conference, March 21, 2014, Grace College, Winona Lake, IN.

The Brain Connection: Neuroscience Perspectives in our Counseling Models (1.0). Indiana Counseling Association Conference, March 21, 2014, Grace College, Winona Lake, IN.

Update in Psychotherapy in Addictive Diseases (2.25). Addictions Studies Institute (ASI), August 2, 2013, Columbus, OH.

Legal and Ethical Issues in Counseling (3). Addictions Studies Institute (ASI), August 1, 2013, Columbus, OH.

Mental Health and the Military: The Army Reserve's Approach to Soldier Resiliency (1.0). AMHCA Conference, July 18, 2013, Arlington, VA.

The Challenges of Reintegration Following Deployment (1.0). AMHCA Conference, July 20, 2013, Arlington, VA.

Transforming Your Counseling Practice Using Technology: How to Ethically and Legally Merge the Two (2.0). AMHCA Conference, July 19, 2013, Arlington, VA.

Cultural Considerations in Counseling Military Personnel and Veteran's with PTSD (1.0). AMHCA Conference, July 19, 2013, Arlington, VA.

DSM 5: A User's Guide (4.5). AMHCA Conference, July 18, 2013, Arlington, VA.

Building a Foundation for Ethical Practice (3). ACA, April 30, 2013

Veteran's Treatment Court Planning Initiative (19)- The National Drug Court Institute- April 30- May 4, 2012, Buffalo, New York.

Addictions Studies Institute- The Ohio State University Medical Center (11.25), Columbus, Ohio- August 18-19, 2011.

Mental Health America/Indiana University Medical School Annual Symposium (6)- Indianapolis, Indiana, June 17, 2011 (6).

Trainer of Trainers-Client Directed Outcome Informed (CDOI)/Feedback Informed Therapy (24), International Center for Clinical Excellence, Chicago, Illinois-August

Ethical and Risk Management Issues in Military Teens (16) July 28-29,2009

Unlocking the Mysteries: Adolescent Brain Development Under the Influence of Alcohol and Drugs (16) January 28 & 29, 2009

Integrating ASAM the Multidimensional Assessment with Client Feedback: Bringing the Adolescent ASAM Criteria and the Client-Directed, Outcome-Informed Approach Together (16) 23-24 July 2008

Ethical Issues Involved in Working with an Adolescent Population (4) 22 July 2008

Children of Deployed Soldiers: Strategies and Skills that Make a Difference (4) 22 July2008

Super-shrinks- Increasing Counselor Effectiveness with Substance Abusing Adolescents Using Client-Directed, Outcome-Informed Methods and Techniques (16) 23-24 January 2008

Drugs and the Brain: A Neuro-Developmental Approach to Counseling Teenagers (16) 25-26 July 2007

Becoming an Effective Supervisor: A course for Counselors and Psychotherapists 25 April 2007 (ACA)

Collaborative Strength-Based Therapy with Adolescents (16) 10-11 January 2007

Ethical Issues and Decision-Making Processes in Adolescent Mental Health (8) 9 January 2007

Working with Self-Harming Adolescents (16) 10-11 January 2006

ASAM PPC-2R: Skill Building, Implementation, and Supervision Implications, (16) 27-18 January 2005

Ethics Training (4) 26 January 2005

Developing Target Market Strategy, 3 September 2004

Fundamental Components of a Business Case, 31 August 2004

Six Sigma DMAIC:Controlling the Improved Process, 25 August 2004

Six Sigma DMAIC:Improving the Process, 19 August 2004

Six Sigma DMAIC:Analyzing the Process, 10 August 2004

Six Sigma DMAIC:Analyzing the Data, 6 August 2004

Six Sigma DMAIC:Measuring the Process, 4 August 2004

Six Sigma DMAIC:Defining the Problem, 2 August 2004

Six Sigma: Listening to the Voice of the Customer, 16 July 2004

Six Sigma: Reducing Variation to Improve Quality, 13 July 2004

Six Sigma: Introduction, 7 July 2004

Developmental Issues Important to the Treatment of Adolescents with Substance Abuse Disorders (8) 22 June 2004

Motivational Interviewing (16) 23-24 June 2004

Critical Incident Stress Management-Advanced (14) 16-17 June 2004

Resiliency Training: A Model for Crisis Management (4) 29 January 2004

Making Therapy Count: Outcome Informed Clinical Practice (16) 27-28 January 2004

Criteria Based Documentation (7.0) 6 November 2003

Ethics in Action (15.0) 29 October 2003

Critical Incident Stress Management (14) 8-9 July 2003

Life Skills (8.0) 26 June 2003

Military Families and Culture (16.0) 24-25 June 2003

Working with Stepfamilies (15.0) 12-13 April 2003

Mental Health Performance Improvement/ Quality Assurance (4.0) 7 June 2002.

Pediatric Psychotropic Medications (2.75) 22 May 2002.

DSM-IV for Adolescents (4.5) 22 May 2002.

COA Accreditation Training (2.5) 22 October 2001.

Leadership in the 21st Century (17.0) 22 April 2001.

Coaching for Managers and Supervisors (3.5) 17 April 2001.

Therapies that Work with Abused Children (6.0) 2 March 2001

**Professional Memberships:**

American Mental Health Counselors Association (AMHCA)

Academic Member

Indiana Counselors Association on Alcohol and Drug Abuse

(ICAADA)