

TRAVIS S. ANDREWS, PH.D.

LCMHC-S (NC) • LPC (VA, GA) • CRC • NCC • ACS

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CURRICULUM VITAE • ACADEMIC • JULY 2026

EDUCATION

Ph.D., Rehabilitation Counseling and Counselor Education — North Carolina Agricultural and Technical State University, Greensboro, NC (conferred July 31, 2020)

Dissertation: *Rehabilitation Counseling in Color: The Importance of African American Male Representation in CACREP-Accredited Counselor Education Programs* (defended June 1, 2020)

M.S., Mental Health Counseling (Rehabilitation Counseling) — North Carolina Agricultural and Technical State University, Greensboro, NC (conferred December 11, 2010)

B.A., Sociology — North Carolina Agricultural and Technical State University, Greensboro, NC (conferred May 13, 2006)

Certificate, Forensic Rehabilitation Counseling — University of Florida (2017)

ACADEMIC APPOINTMENTS

Clark Atlanta University — Atlanta, Georgia

Assistant Professor, Counselor Education | August 2023 – December 2024

- Taught and mentored counseling students; contributed to clinical training, supervision, professional preparation, and culturally responsive counseling practice.
- Presented at the 2024 NCDA Global Conference under CAU affiliation with departmental colleague (see Presentations).

University of Kentucky — Lexington, Kentucky

Clinical Assistant Professor, Counselor Education | July 2020 – 2023

Clinical Fieldwork Coordinator | 2020 – 2023

Co-Director of Undergraduate Studies, Interdisciplinary Disability Studies | 2020 – 2023

Affiliate Faculty, Department of African and African American Studies | 2020 – 2023

- Faculty member in a rehabilitation counseling program ranked #9 nationally among 100 programs; taught, advised, and mentored distance-learning undergraduate and master's students.
- Coordinated all clinical fieldwork: identified and developed placements, executed learning contracts and MOUs, trained field instructors, monitored and evaluated sites and student learning.
- As IDS Co-Director, led recruitment, admissions, advising, and student evaluation for the undergraduate program.
- First-semester teacher-course evaluations: overall quality of course 4.3 and overall quality of teacher 4.7 (5.0 scale), with graduate sections of 27–37 students.

Graduate Courses Taught: CED 620 Assessment in Rehabilitation & Mental Health Counseling; CED 650 Counseling Theories; CED 660 Counseling Techniques; CED 615 Clinical Practice in Mental Health Counseling; CED 680 Mental Health Diagnosis & Treatment Planning.

Undergraduate Courses Taught: CED 225 Introduction to Disability; CED 350 Case Management and the Helping Professional; CED 425 Introduction to Trauma and Crisis; CED 430 Practicum in Disability Studies.

Across three years, taught ten distinct courses spanning graduate clinical training and undergraduate disability studies.

Kentucky State University — Frankfort, Kentucky

Adjunct Faculty, Psychology | Fall 2020

- Taught graduate and undergraduate psychology coursework, including PSY 501 Theory & Practice of Counseling and PSY 404 Assessment.

Liberty University — Online

Adjunct Professor, Counselor Education & Family Studies | 2020 – 2022

- Taught online graduate counseling coursework (COUC 667). Separately, Andrews Counseling & Consulting has served as a Liberty University clinical affiliation/practicum site under agreement since 2017.

North Carolina A&T State University — Greensboro, North Carolina

Graduate Teaching Assistant | August 2018 – May 2020

- Co-facilitated courses, supervised graduate students in individual and group practicum, and supported graduate recruitment and retention.

PUBLICATIONS

Peer-Reviewed & Professional Articles

- Wilson, K. B., Chao, S.-Y., & Andrews, T. (2021). Anticipation is everything: How do you know it is coming? *World Journal of Yoga, Physical Therapy and Rehabilitation*, 2(5). DOI: 10.33552/WJYPR.2021.02.000547

Manuscripts Accepted for Publication — *Journal of Rehabilitation Administration* (accepted c. 2022–2023; final publication details being confirmed with the corresponding author)

- Andrews, T. S., Wilson, K. B., Chao, S.-Y., Rogers, K. G., & Carey, C. D. Perceived discrimination and gender.
- Andrews, T. S., Wilson, K. B., Chao, S.-Y., Carey, C. D., & Rogers, K. G. Gender identity, humanity, & advocacy.
- Wilson, K. B., Andrews, T. S., Chao, S.-Y., & Brooks, M. Selecting a primary identity: Race and gender.
- Wilson, K. B., Andrews, T. S., Chao, S.-Y., & Brooks, M. Perceived discrimination based on race.
- Chao, S.-Y., Wilson, K. B., Andrews, T. S., Lusk, S. L., & Shengli, D. Disability identity, social justice, and advocacy.
- Chao, S.-Y., Wilson, K. B., Andrews, T. S., Shengli, D., & Lusk, S. L. Difficult to advocate for disability community: Ableism.

Book Chapters & Books

- Wilson, K. B., Andrews, T. S., Chao, S., Levine, A., & Harley, D. A. (2022). The act of being yourself: Infusing humor in personal spaces. In K. Vaidya (Ed.), *Teach counseling with a sense of humor* (Vol. 2). The Curious Academic Publishing.
- Harley, D. A., Andrews, T. S., & Troop, C. (2022). Minority college student populations with disabilities and accommodations. In B. Kinyanjui (Ed.), *Disabilities and accommodations in higher education: A handbook for disability advisors*. Kenica Books.
- Andrews, A. D., & Andrews, T. S. (2023). *Stop the violence* (T. A. Thompson, Illus.). Anthony Andrews. ISBN 979-8-9882157-2-1. [Children's book]

GRANTS

- Wilson, K. B., Chao, S.-Y., Andrews, T. S., & Harley, D. (2021). *UK Online Marketing Grant: Counselor Education – MS*. University of Kentucky Teaching, Learning, & Academic Innovation Center. [\$5,000 awarded]

SELECTED PROFESSIONAL PRESENTATIONS

- Andrews, T. (Clark Atlanta University), & Todd, C. (Clark Atlanta University) (2024, June). *Navigating diverse minds: Fostering cultural competence in career counseling for mental well-being* (70-minute presentation, accepted from 300+ submissions). National Career Development Association (NCDA) Global Conference, San Diego, CA.
- Andrews, A. D., & Andrews, T. S. (2023). *Ethical practice in forensic testimony: Considerations for the expert witness* (invited speakers). American Rehabilitation Economics Association (AREA) Annual Conference.
- Andrews, A. D., & Andrews, T. S. (2023, June). *Family systems and gun violence*. Community-Engaged Research Think Tank on Gun Violence Prevention and Response, Wake Forest University School of Medicine CTSI Program in Community-Engaged Research, Winston-Salem, NC.
- Andrews, A. D., & Andrews, T. S. (2023, January). *The psychological impact of trauma and racial trauma on the Black community* (invited CLE training, 90 minutes). Office of the Federal Public Defender, Middle District of Florida (virtual).

- Andrews, A. D., & Andrews, T. S. (2022, May). *The expert witness: Ethical challenges, obligations, and considerations* (invited ethics session; pre-approved for CRCC and CDMS ethics CE credit). AREA Annual Conference.
- Andrews, T. S., Minton, D., & Rumrill, P. (2022, March). *Effects of postsecondary education on employment outcomes and earnings of young adults with traumatic brain injuries*. American Association of Behavioral and Social Sciences (AABSS) Annual Conference (virtual).
- Andrews, T. S., & Andrews, A. D. (2022, March). *Trauma reformed care: Addressing trauma & addiction in the Black community*. NAADAC Engagement in the Black Community Virtual Summit.
- Andrews, A., Andrews, T. S., & Andrews, S. (2022, February). *The Black male hierarchy of needs: A critical reframing of success, achievement, and duty*. Men of Color Symposium, University of Kentucky.
- Henderson, R., Levine, A., & Andrews, T. (2021, July). *Being antiracist is a verb*. NCRE Summer Conference.
- Wilson, K. B., & Andrews, T. S. (2021, May). *Phenotype is everything: Understanding how one's race and gender can influence perceived discrimination*. University of Kentucky.
- Andrews, T., Andrews, A., & Andrews, S. (2021, June). *Mental health conversations: Being a Black & minority male in America* [Webinar]. North Carolina Central University Student Services.
- Andrews, T., Andrews, A., & Harvey, O. (2021, February). *Reach Out Mental Health Series: King's mentality* [Webinar]. Reach Out Network, Inc.
- Levine, A., & Andrews, T. (2020, September). *Towards antiracist and feminist pedagogy in counselor education* [Webinar]. SACES Professional Development Webinar Series.
- Andrews, T. (2020, July). *COVID-19 and racism: A discussion of the double pandemic*. National Association of Multicultural Rehabilitation Concerns.
- Andrews, T., & Richardson, C. (2019, October). *Serviceman to civilian*. National Career Development Association, Houston, TX.
- Andrews, T., & Richardson, C. (2019, October). *Stress on the spouse: Effects of PTSD on the family*. North Carolina Rehabilitation Association, Cherokee, NC.
- Andrews, T. (2019, May). *Spinning in circles: Generational trauma and the development of trauma in families*. Tennessee Counselor Association, Nashville, TN.
- Andrews, A., & Andrews, T. (2017, May). *African American men: Mental health awareness*. St. Peter's Church and World Outreach Center, Winston-Salem, NC.

RESEARCH & PRACTICE AREAS

Representation and equity in the counseling professions. Underrepresentation of African American males in counselor education (dissertation focus); perceived discrimination, race, and gender in rehabilitation settings; anti-racist and culturally responsive pedagogy and practice.

Disability, career development, and employment across the life course. Employment outcomes for people with psychiatric disabilities and traumatic brain injury; career counseling practice and pedagogy; school-to-work and postsecondary transition for youth with disabilities; forensic applications of vocational science.

Trauma and mental health in Black and underserved communities. Racial and generational trauma; family systems and community gun-violence prevention; men's mental health and help-seeking; trauma-informed community approaches.

Behavioral health practice and systems. Dual-diagnosis (I/DD-mental health) service models; clinical supervision and supervisee development; tele-mental health delivery; agency operations, quality, and compliance as determinants of care access.

SELECTED HONORS & RECOGNITIONS

- NCDL Global Conference presentation accepted from 300+ submissions (2024, San Diego).
- Invited ethics faculty, American Rehabilitation Economics Association Annual Conference (2022 and 2023).
- Mentor, NBCC Foundation fellowship program (2024) — selected to mentor national counseling fellows.
- Commended in unsolicited correspondence to department leadership by Dr. Phillip Rumrill, a leading rehabilitation counseling scholar, following a co-delivered national presentation (2022).
- Elected Mayor of East Arcadia, NC, with 98.5% of ballots cast (November 2023).

SERVICE & PROFESSIONAL LEADERSHIP

Profession: Mentor, NBCC Foundation fellowship program (2024); CACREP Site Review Team Member (nominated 2021; team member training completed April 2021); Member, Board of Directors, National Association of Multicultural Rehabilitation Concerns (2021–2023); NAMRC Representative to the National Rehabilitation Association Board (2021); Co-Chair, Sponsorship & Program Book Advertisement Committee, NAMRC 27th Annual Training Conference (2021); Member, NAMRC Student Scholarship Committee (2021).

University (UK): Faculty Search Committee, Visual Impairments Program (2021); Faculty Search Committee, Department Chair, EDSRC (2021); College Name Change Task Force, College of Education (2021).

Community: Advocacy Committee, Lexington Urban League Young Professionals (2021); Wake Forest University School of Medicine Community-Engaged Research Violence as a Health Disparity Workgroup (2023).

CLINICAL PRACTICE & PROFESSIONAL BACKGROUND (SUMMARY)

Founder & Chief Executive Officer, Andrews Counseling & Consulting, PLLC (2017–Present) — a Joint Commission–accredited behavioral health organization of approximately sixty personnel across eight credentialed North Carolina sites, with practice depth in dual-diagnosis (I/DD–autism and mental health) services. Contracted SSA Vocational Expert (2017–Present, under federal BPA through 2030); NC Local Certified Forensic Evaluator (2022–Present); founder, The Vocational Standard, LLC. NC Board–approved clinical supervisor: twenty formal supervision contracts (2017–2025), approximately eighteen supervisees advancing to full licensure. Prior roles include founder of a rural community mental health practice (AnDixon, 2013–2016), VA VR&E contract counseling, and military installation counseling in the U.S. and Japan. Mayor, Town of East Arcadia, NC (2023–Present).

LICENSURE & CERTIFICATION (SUMMARY)

NC Licensed Clinical Mental Health Counselor Supervisor (S8657; Active, No Discipline) | GA LPC (LPC013609) | VA LPC (0701014865) | Certified Rehabilitation Counselor (CRCC 00112820) | National Certified Counselor (NBCC 1641564) | Approved Clinical Supervisor (ACS-4782) | NC Local Certified Forensic Evaluator | Certified TF-CBT Therapist (through 02/2027)

PROFESSIONAL MEMBERSHIPS

American Counseling Association (2018–Present) | Association for Multicultural Counseling and Development (2018–Present) | Association for Counselor Education and Supervision, Southern Region (2018–Present) | National Association of Multicultural Rehabilitation Concerns (2020–Present) | American Board of Vocational Experts, Member