

TRAVIS S. ANDREWS, PH.D.

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

TRAVIS S. ANDREWS, PH.D., LLC

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CURRICULUM VITAE • WORKPLACE BEHAVIORAL HEALTH & EAP • JULY 2026

PROFESSIONAL PROFILE

Dr. Travis S. Andrews is a workplace behavioral health specialist with a critical-incident response record few affiliate clinicians can match: more than fifty Critical Incident Stress Management deployments since 2017 — workplace deaths, accidents, threats, and grief events — with deployment requests continuing into 2026, delivered across seven national EAP networks including the Magellan Federal EAP / Federal Occupational Health panel serving the federal workforce.

He brings an executive's understanding of the workplace to clinical work. As founder and Chief Executive Officer of Andrews Counseling & Consulting, PLLC — a Joint Commission-accredited behavioral health organization of approximately sixty personnel — he manages hiring, supervision, performance, and organizational crisis from the employer's chair, and consults to managers and leadership with the fluency of someone who holds those responsibilities himself.

His workplace practice spans on-site embedded EAP service (Bank of America, Charlotte), military installation counseling in the United States and Japan, executive coaching, and manager consultation, grounded in doctoral training in rehabilitation counseling and faculty experience at five universities.

EAP & WORKPLACE BEHAVIORAL HEALTH EXPERIENCE

EAP & Workplace Behavioral Health Practice | 2017 – Present

Workplace mental health, critical incident response, and manager/employee consultation delivered across seven national EAP networks — brief solution-focused counseling, on-site crisis response, psychoeducation, clinical triage and risk screening, and referral coordination for employers, federal agencies, and workforces.

- **Critical incident response record:** 50+ Critical Incident Stress Management (CISM/CISD) deployments (2017 – present, with deployment requests continuing into July 2026) following workplace deaths, accidents, threats, and grief events — immediate stabilization, group facilitation, employee triage, psychoeducation, referral guidance, and post-incident leadership consultation.
- **Federal workforce coverage:** credentialed on the Magellan Federal EAP / Federal Occupational Health panel, serving federal-employee EAP members.

On-Site EAP Provider — Bank of America, Charlotte, NC | 2021 – 2022

- Provided on-site brief assessment, short-term counseling, stress management, crisis support, and referral linkage for workplace stress, burnout, grief/loss, anxiety, and depression.
- Delivered EAP employee orientation and benefits-education presentations covering counseling access, manager crisis-line consultation, telehealth options, and work-life resources.
- Invited panelist, "A Conversation on Cancer Awareness, Mental Wellness & Support," One Bank of America Center Auditorium, Charlotte (August 2023) — therapist perspective alongside the President of Bank of America Charlotte.

Network Affiliations — **Magellan Healthcare** (contracted November 2017; active provider), **Anthem EAP** (recruited directly by Anthem for the 2023 Charlotte on-site engagement), **Corporate Counseling Associates** (invited to the network; CISD Affiliate Provider, 2026), **Canopy EAP** (active affiliate partnership, 2024 – present), **ESI Employee Assistance Group** (enrolled 2017), and **ComPsych**.

Military and Family Life Counselor (MFLC) — MHN Government Services, Inc. | 2016 – 2017

Adult MFLC — Marine Corps Base Camp Lejeune, NC (2016); Child & Youth Behavioral MFLC — Child Development Center, MCAS Iwakuni, Japan (2016–2017)

- Provided brief, non-medical, solution-focused counseling and consultation to service members and military families: needs assessment, action planning, referral linkage, and follow-up.
- As CYB-MFLC, delivered early-intervention support within the Iwakuni Child Development Program — clinical consultation to teachers and care staff, parent-child relationship evaluation, and developmentally grounded intervention for infants and toddlers of service members.

- Facilitated psychoeducation groups, health and wellness presentations, and family support activities on installation.

EXECUTIVE LEADERSHIP

Andrews Counseling & Consulting, PLLC — North Carolina

Founder & Chief Executive Officer | January 2017 – Present

- Founded and lead a Joint Commission–accredited behavioral health organization (initial accreditation 2022; re-accredited 2025 — the Gold Seal of Approval) of approximately sixty clinical, behavioral, and paraprofessional personnel across eight credentialed North Carolina sites and a Georgia service line.
- Direct total operations: hiring, training, and supervision of professional staff; fiscal management; multiple public and private funding streams; and organizational quality through a formal Performance and Quality Improvement program.
- Provide executive coaching to business organizations and organizational consultation on behavioral health operations, staff wellbeing, and crisis response.

Travis S. Andrews, Ph.D., LLC — North Carolina

Owner-Manager | Formed August 2023

- Professional-services practice dedicated to workplace mental health: EAP counseling, critical incident response, clinical supervision, behavioral health consultation, professional training, and trauma-informed services for employers and organizations.

EDUCATION

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

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

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

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

LICENSURE & CERTIFICATION

Credential	Jurisdiction / Body	Number	Status
Licensed Clinical Mental Health Counselor Supervisor (LCMHC-S)	North Carolina	S8657	Issued 2017; Active, No Discipline
Licensed Professional Counselor (LPC)	Georgia	LPC013609	Active
Licensed Professional Counselor (LPC)	Virginia	0701014865	Active
Certified Rehabilitation Counselor (CRC)	CRCC	00112820	Valid through 09/30/2029
National Certified Counselor (NCC)	NBCC	1641564	Active
Approved Clinical Supervisor (ACS)	CCE	ACS-4782	Active
Certified TF-CBT Therapist	National TF-CBT Therapist Certification Program	—	Current through 02/2027

CLINICAL SUPERVISION & TRAINING LEADERSHIP

- NC Board–approved clinical supervisor: twenty formal supervision contracts approved by the NC Board of Licensed Clinical Mental Health Counselors (2017–2025), with approximately eighteen supervisees advancing to full independent licensure.
- Certified Instructor, Adult Mental Health First Aid — National Council for Behavioral Health (2021–2024 term).

- Faculty appointments at five institutions (2018–2024), including Clinical Assistant Professor of Counselor Education, University of Kentucky, and Assistant Professor, Clark Atlanta University.

SELECTED WORKPLACE & COMMUNITY PRESENTATIONS

- Panelist, *A conversation on cancer awareness, mental wellness & support*. Bank of America, Charlotte, NC (2023).
- Andrews, A. D., & Andrews, T. S. (2023, January). *The psychological impact of trauma and racial trauma on the Black community* (invited CLE training). Office of the Federal Public Defender, Middle District of Florida.
- 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, T., & Richardson, C. (2019, October). *Serviceman to civilian*. National Career Development Association Global Conference, 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, T. (2023). *"The Link" between mental health and wellness*. ZBC Men's & Women's Health Symposium.

PROFESSIONAL MEMBERSHIPS

American Counseling Association | Association for Multicultural Counseling and Development | Association for Counselor Education and Supervision, Southern Region | National Association of Multicultural Rehabilitation Concerns

References and engagement history available upon request.