

TRAVIS S. ANDREWS, PH.D.

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

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MASTER CURRICULUM VITAE • COMPREHENSIVE RECORD • JULY 2026

PROFESSIONAL PROFILE

Travis S. Andrews is a clinician-executive whose career spans every system that serves people at the margins of health and work — as licensed clinical mental health counselor and supervisor, certified rehabilitation counselor, counselor educator, forensic evaluator and vocational expert, behavioral health executive, and elected public official.

He is founder and Chief Executive Officer of Andrews Counseling & Consulting, PLLC, a Joint Commission-accredited behavioral health organization of approximately sixty clinical, behavioral, and paraprofessional personnel operating across eight credentialed North Carolina sites and a Georgia service line. The practice's distinctive depth lies at the intersection of intellectual/developmental disability, autism, and co-occurring mental health conditions — a nationally underserved dual-diagnosis population he has served as clinician, QIDP, program builder, and court-appointed evaluator.

His forensic practice runs on three lines: contracted Social Security Administration Vocational Expert under successive federal Blanket Purchase Agreements current through 2030; North Carolina Local Certified Forensic Evaluator conducting court-ordered capacity evaluations; and founder of The Vocational Standard, LLC, advising attorneys, insurers, and employers on employability, work capacity, and earning capacity. As a counselor educator he has held faculty appointments at five institutions — including the University of Kentucky's nationally ranked rehabilitation counseling program and Clark Atlanta University — and as a board-approved supervisor has carried twenty associates, approximately eighteen of them to full licensure.

He is Mayor of East Arcadia, North Carolina — the town where he was raised — appointed to the office in May 2023 and elected that November with 98.5% of ballots cast. Through all of it runs a single commitment: expanding access to quality behavioral health and vocational services for the people and places most often overlooked.

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)

Degree designations and conferral dates verified against official transcript.

LICENSURE & CERTIFICATION

Credential	Jurisdiction / Body	Number	Issued / Status
Licensed Clinical Mental Health Counselor Supervisor (LCMHC-S)	North Carolina	S8657	Issued 06/20/2017; Active, No Discipline (verified 06/17/2026)
Licensed Professional Clinical Counselor Supervisor (LPCC-S) — <i>prior licensure</i>	Kentucky	264581	Issued 09/02/2020; expired (prior licensure)
Licensed Professional Counselor (LPC)	Georgia	LPC013609	Issued 03/10/2023 (endorsement); Active (verified 06/17/2026)
Licensed Professional Counselor (LPC)	Virginia	0701014865	Issued 05/08/2025; Current Active (verified 06/17/2026)
Certified Rehabilitation Counselor (CRC)	CRCC	00112820	Valid through 09/30/2029

National Certified Counselor (NCC)	NBCC	1641564	Active; renewal due 08/15/2026, recertification 08/31/2026 (verified 07/15/2026)
Approved Clinical Supervisor (ACS)	CCE	ACS-4782	Active; renewal due 07/31/2026 ; recertification 07/31/2028 (verified 07/15/2026)
Board Certified Tele-Mental Health Provider (BC-TMH)	CCE	BC-TMH-2423	Expired 07/31/2025
Local Certified Forensic Evaluator (LCFE)	North Carolina Forensic Services (Central Regional Hospital)	—	Initial training and examination completed August 26, 2022; receiving court appointments since 2022
Certified TF-CBT Therapist	National TF-CBT Therapist Certification Program (Allegheny Health Network / Rowan University CARES Institute)	—	Recertified; current through 02/22/2027
Registered Rehabilitation Supplier (prior)	Georgia State Board of Workers' Compensation	04022	Approved 2022

License name of record: Travis Swindell Andrews.

SELECTED HONORS & RECOGNITIONS

- **Elected Mayor of East Arcadia, NC, with 98.5% of ballots cast** (67 of 68; November 2023) — after appointment to the unexpired term by the governing board upon the former mayor's resignation.
- **Invited ethics faculty, American Rehabilitation Economics Association Annual Conference** (2022 and 2023) — sessions pre-approved for CRCC and CDMS ethics continuing-education credit, teaching professional ethics to credentialed forensic practitioners.
- **Mentor, NBCC Foundation Fellowship Program** (2024) — selected to mentor national counseling fellows.
- **Second-opinion forensic evaluation specifically requested by state prosecutors** (2022) following another evaluator's report — a direct-request measure of judicial-system confidence.
- **Recruited directly by national EAP networks:** Anthem EAP (2023 Charlotte on-site engagement) and Corporate Counseling Associates (2026 network invitation).
- **NCDA Global Conference presentation accepted from 300+ submissions** (2024, San Diego).
- **Led Andrews Counseling & Consulting to Joint Commission accreditation** (initial 2022; re-accredited 2025) — the Gold Seal of Approval, with all services surveyed accredited.
- **Commended in unsolicited correspondence to department leadership** by Dr. Phillip Rumrill, a leading rehabilitation counseling scholar, following a co-delivered national presentation (2022).

FEDERAL & STATE CONTRACTS AND PROVIDER CREDENTIALING

- **Social Security Administration — Vocational Expert Blanket Purchase Agreements:** No. 28321320AV0440051 (period of performance 04/2020 – 03/2025) and No. 28321325AV0440164 (04/2025 – 03/2030), Office of Hearings Operations.
- **U.S. Department of Veterans Affairs — VR&E contract services** (Contract No. VA119A-17-D-0021, via VRE 4 VETS, LLC subcontract, Winston-Salem RO).
- **Kentucky Office of Vocational Rehabilitation — approved Community Rehabilitation Program (CRP) Provider** (2020–2022; concluded): signed OVR Vendor Agreement and CRP MOA; delivered supported-employment services, including a remote/telehealth delivery model ACC proposed in August 2020 (job counseling and employment supports via video and phone).
- **NC Behavioral Health Medicaid; private insurance panels; NC Division of Vocational Rehabilitation** — approved vendor for psychological services and vocational evaluations (statewide service area with in-home availability; vendor marketing of record, 2019) and provider consultation agreements. LME/MCO network participation includes **Alliance Health** (Network Contract #5681, effective December 2021 – ongoing, migrated from the original Cardinal Innovations contract; plan types spanning Medicaid Direct, **Medicaid Innovations (1915(c))**, **Medicaid TBI waiver**, and the Tailored Plan variants of each;

contracted services have included **Supported Employment (H2025, seven variants incl. group, long-term, supportive, and telehealth; Dec. 2021–Dec. 2022)**, **Supported Living (T2033 levels/transition/periodic — several current)**, **Cognitive Rehabilitation (97129/97130, effective April 2022 — current)**, Community Navigator (T2041), assistive technology and equipment codes, crisis psychotherapy, and the home-visit evaluation & management series (99341–99350 — current)), **Trillium Health Resources** (Tailored Plan; enrolled provider, MCO Provider ID 30374, current as of July 2026 — 49 contracted service definitions, detailed below), **Sandhills Center Provider Agreement for the NC BH I/DD Tailored Plan** (Contract No. 126352; December 2022 – June 2025), and **Vaya Health** (current as of July 2026: 655 contracted service line-items across **eight credentialed sites** — Burlington, Greensboro, two Charlotte locations, Raleigh, Chapel Hill, and Riegelwood/E. Arcadia Rd — spanning licensed-clinician outpatient, adaptive behavior treatment/ABA, IDD community living & supports, supported living, community networking, Innovations crisis services, 1915(i) respite and individual/transitional supports, peer support, **substance abuse intensive outpatient (SAIOP) and non-hospital medical detox**, psychological/neuropsychological testing, and telehealth; plus school-based service delivery, originally contracted through Cardinal Innovations Healthcare).

- **North Carolina Board of Licensed Clinical Mental Health Counselors — Professional LLC registration** (PC15122; Active through 12/31/2026): the Board's own corporate registration for the professional counseling entity, held alongside individual licensure.
- **Georgia Department of Behavioral Health & Developmental Disabilities (DBHDD) — Behavioral Health Tier 3 Letters of Agreement:** FY24 (Agreement #44100-263-0262400096; Sept. 2024 – Jan. 2025) and FY25 (#44100-263-0262500006; Feb. 2025 – Jan. 2026, current).
- **Kentucky — licensed behavioral health facility:** ACC authorized to operate by the KY Cabinet for Health and Family Services (License #800365, KRS Chapter 216B; documented terms 2023–24 and 2024–25, Lexington location); Kentucky Medicaid provider agreement (January 2022).
- **NC Medicaid waiver and 1915(i) services provider (via Trillium Health Resources; 49 contracted service definitions) —** Specialized Consultation Services (T2025, including HO and (b)(3) variants); full adaptive behavior services suite (97151–97157); outpatient psychotherapy including crisis services (90839/90840, eff. July 2024); under 1915(i) effective April 2024: **I/DD Initial Supported Employment (H2023)**, **I/DD Long Term Vocational Supports (H2026)**, **Group Supported Employment Maintenance (H2026 HQ)**, and Community Living and Supports (T2013, individual and group); and **Peer Support services (H0038 — individual, group, telehealth, and telephonic; eff. March 2025)**.
- **Workers' compensation networks:** Prime Health Services Preferred Provider Network (2022); Procura Management, Inc. d/b/a Optum Managed Care Services (2022) — both Georgia-certified WC managed care organizations.

EXECUTIVE & CLINICAL LEADERSHIP EXPERIENCE

Andrews Counseling & Consulting, PLLC (ACC) — North Carolina

Founder & Chief Executive Officer | January 2017 – Present

Founded and lead a multi-service behavioral health and consulting practice providing psychotherapy, forensic vocational consulting, IDD/autism supports, clinical supervision, and organizational consultation to individuals, families, and public- and private-sector organizations.

- Direct total operations: hiring, training, and supervision of professional staff; fiscal management; multiple public and private funding streams; governing-board relations; community networking and public relations.
- Lead an organization of approximately 60 clinical, behavioral, and paraprofessional personnel (September 2024 organizational chart): a PhD/BCBA/LBA-directed IDD behavioral health division; eleven RB-BHT service teams (each staffed with clinical supervisor, qualified professional, and parent trainer); a specialized consultation services team of six-plus clinicians; roughly twenty certified paraprofessionals; and dedicated quality assurance and administrative functions.
- Led the practice to accreditation by **The Joint Commission** (Behavioral Health Care and Human Services program) — initial full accreditation completed January 24, 2022; re-accredited with all services surveyed accredited, cycle effective February 28, 2025 — the Gold Seal of Approval for behavioral health organizations.
- Authored and maintain a formal Performance and Quality Improvement (PQI) program: written annual PQI plan, outcome-measure reporting, case review, consumer satisfaction surveying, crisis-response evaluation, and data-driven service adjustment (2021 plan of record).
- Secured and maintain local, state, and federal contracts, including Behavioral Health Medicaid, private insurance panels, Social Security Administration, Office of Vocational Rehabilitation, workers' compensation networks, and provider consultation agreements (see Contracts section).
- Designed a computerized intake and psychiatric-evaluation documentation system subsequently adopted by agencies to train counselors; authored the practice-wide operations manual.

- Evaluate program data to improve outcomes for underrepresented populations with disabilities; provide executive coaching to business organizations.
- Designed the **Youth Employment Support (YES) Pre-ETS program** — a comprehensive pre-employment transition services model delivering all five WIOA Pre-ETS categories (job exploration counseling, work-based learning experiences, postsecondary enrollment counseling, workplace readiness training, and self-advocacy instruction with peer mentoring) for students with disabilities ages 14–21, aligned with each student's IEP transition component and VR Plan for Employment, using standardized vocational assessment (ONET *interest/ability profiling*, *Skills Assessment Module*). *Delivered in Kentucky through ACC's Office of Vocational Rehabilitation CRP provider relationship (c. 2020–2022).*

Clinical Director of Support Services | 2019 – Present

- Provide program development, supervisory oversight, and quality assurance for services to youth and adults with co-occurring developmental and psychiatric disabilities.
- Oversee prescriptive developmental programming: participant training, data collection, program evaluation, and coordination with allied disciplines (social work, psychology, communication disorders, OT/PT).
- Supervise developmental specialists and technicians; conduct weekly/monthly programming reviews, direct-service observation, and face-to-face supervision; direct programmatic modifications based on data.
- Integrate IEPs into Individual Plans of Service for transition-aged individuals (18–21) with developmental disabilities.

Behavior Support Services Consultant (retainer) — Lutheran Services Carolinas | August 2023 – Present (*active engagement confirmed through 2026*)

- Retained to provide behavior support services for residents of Lutheran Services Carolinas' TBI group homes (Moretz Manor, Lippard Lodge, Whittecar): functional behavioral assessments using direct and indirect observation; behavior support plans within 60 days of referral; staff training through written and verbal instruction, modeling, rehearsal, and trainer feedback; monthly progress monitoring and quarterly implementation-fidelity checks, per federal and NC behavior support standards.
- Engagement expanded at LSC's request (October 2023) to include psychological evaluations and outpatient referrals for residents; behavior support work integrated with waiver Specialized Consultation Services team meetings coordinated with LSC program leadership and Vaya Health care management (2024–present).

Specialized Consultation Services / Behavioral Consultation Lead | 2025 – Present

- Developed and implemented consultation workflows spanning assessment, treatment planning, interdisciplinary collaboration, staff/caregiver training, behavioral data review, prevention, and crisis stabilization.
- Created structured tools for functional assessment, behavior support planning, replacement-skill teaching, data collection, monthly team meetings, and implementation fidelity monitoring.
- Train and coach caregivers, staff, and teams in environmental supports, routines, de-escalation, and behavior support strategies across real-world settings.
- Sustain a specialized-consultation caseload registry of approximately ninety I/DD behavioral-intervention cases since 2022, with low discharge turnover characteristic of long-tenure waiver consultation; operations run on an automated workflow platform enforcing session-status tracking and a 24-hour documentation-and-data-collection standard per session.

Cognitive Rehabilitation Specialist | 2017 – 2019

- Provided counseling, psychotherapy, and cognitive rehabilitation to individuals with traumatic brain injury; developed, implemented, and evaluated Individualized Cognitive Rehabilitation and Therapy service plans.
- Developed cognitive retraining strategies using computer-based and adaptive equipment; delivered specialized consultative training to staff, families, and related professionals.

Consultation & Training Services Director | 2017 – Present

- Consult with school systems in North Carolina and Lexington, Kentucky on clinical, behavioral, and socio-emotional learning needs of students with mental health and neurodevelopmental disorders, including autism spectrum disorder. Districts served: Alamance-Burlington Schools (NC), Winston-Salem/Forsyth County Schools (NC), Orange County Schools (NC), Fayette County Schools (KY).
- Deliver school-based mental health services under district Memoranda of Understanding — Alamance-Burlington School System (documented 2022–2023 and 2025–2026 terms) and Orange County Schools (2025–2026) — as a provider contracted through North Carolina's LME/MCO networks (Cardinal Innovations Healthcare, subsequently Vaya Health).
- Develop and evaluate flexible and full-inclusion education models for students with moderate to significant special needs (primary through postsecondary); deliver in-service training to educators, service providers, and administrators.
- Deliver school-based mental health services in Winston-Salem/Forsyth County Schools (active student caseload documented at Diggs-Latham Elementary, 2025–2026).

The Agency Standard, LLC — North Carolina

Co-Founder & President | Formed May 20, 2026 (NC SOSID 3303461)

- Co-founded (with Chief Operating Officer Cheryl LaKisha Shine) a company translating ACC's accredited-agency operational infrastructure into a care-management and agency-operations platform for behavioral health providers — built on monday.com and piloted internally at ACC (workflow, documentation, authorization tracking, compliance, and quality-assurance operations); developed in collaboration with operations and AI-systems consultant Karen Wong (Karen Wong Consulting Ltd), whose engagement with ACC includes workflow design, scheduling protocol, and AI-assisted documentation-quality tooling.
- Market context: NC Tailored Plan MCOs are actively procuring care-management platform solutions of this category (e.g., Trillium Health Resources RFP).

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

Owner-Manager | Formed August 1, 2023 (NC SOSID 2679779)

- North Carolina limited liability company; Travis Swindell Andrews, sole member/organizer and Owner-Manager. Premium professional-services practice in development: workplace mental health, EAP counseling, critical incident response, clinical supervision, behavioral health consultation, professional training, school-based behavioral consultation, and trauma-informed services — consultation-, training-, and retainer-driven by design rather than volume therapy.

AnDixon Counseling and Community Services, LLC — Columbus & Bladen Counties, North Carolina

Founder & Clinical Director | 2013 – April 2016

- Founded a community-based counseling practice serving children and adolescents in rural southeastern North Carolina; named in honor of grandfather Levi Dixon, whose community ethic shaped the practice's mission. Profiled in *The News Reporter* (July 28, 2014).
- Supervised all outpatient mental health services, overseeing treatment plans and outcomes; built and led a high-performing team of 12 clinical staff — while in his late twenties.
- Grew the agency to an active caseload of approximately 150 Medicaid enrollees (December 2015 roster of record), with more than 400 individuals across active, discharged, and outreach rosters — delivered in group, individual, and family modalities with dedicated substance-use and trauma tracks, across nine rural Columbus and Bladen County communities including East Arcadia itself.
- Established productivity goals, delivered staff training and ongoing supervision, and collaborated with staff psychiatrist, LMO, and community partners to ensure continuity of care.
- Created marketing strategies producing a successful referral pipeline; led monthly peer consultation on clinical and administrative processes.
- Built the agency end to end: entity formation, EIN/NPI/Medicaid provider enrollment, professional liability, banking, and an authored agency Policy & Procedure Manual; prepared complete LME provider-enrollment applications for **Eastpointe** and **MeckLINK** (mission, organizational chart, annualized budget, CFO statements, client-rights committee, QA documentation, and model clinical documentation and supervision templates).
- Prepared licensed-independent-practitioner (LIP) credentialing packages for agency clinicians, establishing the staff credentialing function.
- Consulted concurrently (c. 2012–2016) to regional behavioral health provider agencies — including Nature's Reflection, LLC (Winston-Salem and Fayetteville), Straight Walk Family Services, Dynamic Group Services (Raleigh-Durham), and GroupService, Inc. — providing clinical comprehensive assessments, person-centered plans, documentation templates, and LME enrollment support: the documented origin of a provider-to-provider consulting practice continued today through The Agency Standard, LLC.

Guess Community Services, Inc. — Greensboro, North Carolina

Progressive Behavioral Health & Clinical Leadership Roles | July 2006 – May 2013

Qualified Professional · Mental Health Case Manager · Utilization Management Specialist · Assistant Clinical Director · Intensive In-Home Team Lead/Clinical Supervisor

Foundation of an end-to-end understanding of community behavioral health — how services are clinically delivered, authorized, documented, supervised, and operationally sustained — built through direct mentorship and progressively responsible assignments while completing graduate education and attaining clinical licensure.

- Advanced through progressively responsible positions spanning direct service delivery, case management, utilization management, service authorization, clinical assessment, treatment planning, staff supervision, and program operations within a CARF-accredited community behavioral health organization.
- Managed prior-authorization and reauthorization processes for Medicaid-funded behavioral health services, including CABA services; reviewed clinical documentation, coordinated supporting records, monitored authorization periods, and helped ensure continued access to medically necessary services.
- Completed comprehensive clinical and needs assessments for children, adolescents, adults, and families presenting with mental health, behavioral, developmental, cognitive, and psychosocial support needs.
- Developed and updated person-centered treatment plans, service goals, crisis plans, and behavior-support strategies in collaboration with clients, families, treatment teams, and community providers.
- Provided community-based case management, individual and family interventions, psychosocial rehabilitation, behavioral-management coaching, coping-skills development, crisis intervention, resource linkage, and care coordination.
- Coordinated Child and Family Team meetings, community referrals, service schedules, documentation approvals, treatment-plan updates, and communication among families, clinicians, paraprofessionals, agency leadership, and external stakeholders.
- Supervised and supported clinical and paraprofessional team members; reviewed documentation for clinical quality, accuracy, timeliness, medical necessity, and compliance with agency and payer requirements.
- Led Intensive In-Home Team 9: provided group and individual supervision (documented supervision notes) and built a curated intervention library — evidence-based adolescent treatment planners, anger-management curricula, and depression/anxiety workbooks — equipping team clinicians for in-home practice.
- Prepared and submitted treatment authorization requests (ITRs) and reauthorizations through ValueOptions, NC Medicaid's utilization management vendor of the era, with CALOCUS level-of-care documentation across intensive in-home, day treatment, and community support service lines (youth and adult).
- Contributed to case consultation, staff development, community outreach, and quality assurance processes.

Per-Diem Clinician — Pinnacle Family Services, NC | c. 2019 – October 2020 (*brief per-diem engagement during doctoral studies; recorded in the master for completeness — omitted from public-facing versions by choice, not oversight*)

FORENSIC & VOCATIONAL EXPERT EXPERIENCE

Vocational Experience Continuum: Vocational counseling has run through Dr. Andrews' clinical work since 2006 — approximately half of his community behavioral health caseload (2006–2016) involved transition-aged youth or work-related goals, including school-to-work and postsecondary transition planning for youth with learning, psychiatric, and developmental disabilities and IEP-to-service-plan integration for transition-aged individuals. Related work includes work-issues and career counseling within community mental health and cognitive rehabilitation (including return-to-function planning for TBI); military-to-civilian employment transition counseling for service members and families; and academic advising and accommodation planning for postsecondary students with disabilities. Career counseling and career development practice spans populations — veterans, students, adults with disabilities, and professionals — with peer-reviewed career-development presentations at the National Career Development Association (2019, 2024) and graduate instruction in career counseling. Dedicated vocational rehabilitation practice (2016–present) spans direct VR counseling, VA VR&E contract services, state CRP program operation, SSA vocational expert testimony, and forensic vocational consultation.

Social Security Administration — Office of Hearings Operations

Vocational Expert (Contracted) | 2017 – Present (*initial VE work via Sawyer Consulting engagement c. 2016–2018; approved 2017; direct successive BPAs 2020–2025 and 2025–2030*)

- Hearing workup archive (June 2017 – January 2018 and continuing) documents individual hearing dates and case preparation — source material for the case-specific testimony list.
- Testify at Social Security disability hearings as an approved vocational expert, presenting opinions on work capacity, past relevant work, transferable skills, occupational requirements, and labor market resources using DOT and SCO references.
- Maintain collaborative professional relationships with administrative law judges, attorneys, non-attorney representatives, and OHO staff.

The Vocational Standard, LLC — North Carolina

Founder & Forensic Vocational Consultant | Forensic practice 2017 – Present (via ACC); LLC formed June 11, 2026 (NC SOSID 3319005)

A functional capacity and vocational performance consulting firm serving attorneys, employers, families, schools, and professionals — "Work Capacity. Clear Direction. Defensible Decisions." Formed as the dedicated vehicle for a forensic vocational practice conducted through Andrews Counseling & Consulting, PLLC since 2017.

- Provide forensic vocational consultation to attorneys, insurance carriers, employers, and agencies on employability, work capacity, earning capacity and loss of wage-earning capacity, transferable skills, labor market access, and return-to-work questions.
- Prepare comprehensive forensic vocational reports addressing vocational history, functional limitations, interpretation of evaluations, transferable skills analysis, labor market data, recommendations, and conclusions.
- Conduct job analysis, labor market surveys, job-demands comparison against restrictions, vocational testing, and rehabilitation planning; methods grounded in DOT, SCO, ONET, and U.S. Department of Labor resources.
- Provide forensic vocational consultation in marital dissolution and family law matters — earning capacity and imputed-income analysis informing spousal support determinations, in coordination with attorneys, mediators, and family court stakeholders.

Criminal-Court Forensic Evaluation

Local Certified Forensic Evaluator — North Carolina General Court of Justice | 2022 – Present

- Completed NC Forensic Services' LCFE initial training and examination (Central Regional Hospital, August 26, 2022); receive court appointments as a designated local certified forensic evaluator through multiple LME/MCOs (Vaya Health from November 2022; Trillium from December 2022).
- Conduct court-ordered capacity-to-proceed evaluations under N.C.G.S. § 15A-1002 within seven-day statutory timeframes, submitting written findings, capacity opinions, and recommendations to the Clerk of Superior Court; engagements have included a second-opinion evaluation specifically requested by state prosecutors following another evaluator's report.
- Multiple evaluations completed 2022–2023, with defense-disposition consultation work continuing (2026).
- Retained by the **Office of the Federal Defender, Middle District of Florida** (fee agreement February 2023) to conduct, with Dr. Anthony Andrews, a defense-retained clinical behavioral health evaluation of a federal defendant — clinical interviews, testing, and consultation — completed May 2023, with diagnostic findings addressing trauma and co-occurring substance use delivered in a clinical summary to the defense team [*confirm descriptor against report title before forensic use*]. Engagement followed the office's invited CLE training (January 2023 — see Presentations).

VRE 4 VETS, LLC — North Carolina & Virginia (VA Contract No. VA119A-17-D-0021, Winston-Salem RO)

Rehabilitation & Employment Counselor / VR&E Contract Counselor | June 2016 – July 2019

Served veterans and transitioning service members under 38 U.S.C. Chapters 31 and 36 across North Carolina and Virginia.

- Delivered the full VR&E contract service continuum: initial evaluations (A-1), vocational explorations (A-4), plan-development narratives (VA Form 28-1902n) culminating in drafted IEEP rehabilitation plans, Chapter 36 educational-vocational counseling (E-1), and intensive case management (B-2) with monthly VA Form 1905d progress reporting.
- Administered and interpreted CareerScope aptitude-and-interest assessments, integrating results with military and medical records, academic transcripts, and vocational histories into VR&E-fundable recommendations.
- Documented casework in VA's CWINRS case-management system; maintained a concurrent multi-veteran caseload spanning evaluation and case-management service lines — a single documented service window (October 2017 – May 2018) shows five concurrent intensive case-management veterans with 30+ monthly 1905d reports alongside nine-plus vocational exploration cases — including group programming (Winston-Salem).
- Cultivated productive relationships with VA staff, contributing to competitive placements and statewide hiring events.

Alternative Living Solutions of North Carolina — Charlotte, NC

Vocational Rehabilitation Counselor (Contractor) | May 2016 – July 2018

Contract vocational counselor serving Social Security disability beneficiaries pursuing employment — including Ticket to Work participants — and referrals with psychiatric, intellectual, and physical disabilities: vocational evaluation and interpretation, individualized career planning, job development and placement, and job-search training toward competitive employment and reduced benefits dependence.

Qualified Intellectual Disability Professional (QIDP) | 2013 – 2016

- Provided psychosocial and psychiatric rehabilitation services for clients with severe mental health, IDD, and cognitive disorders; ensured services conformed to each Individual Support Plan; developed treatment plans building independent-living skill sets.

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 (e.g., orientation deck, November 2022).
- Invited panelist, "A Conversation on Cancer Awareness, Mental Wellness & Support," One Bank of America Center Auditorium, Charlotte (August 2, 2023) — therapist perspective alongside the President of Bank of America Charlotte.

Network Affiliations — Magellan Healthcare (contract executed November 2017; active provider #601067043), **Anthem EAP** (recruited directly by Anthem for the 2023 Charlotte on-site engagement), **Corporate Counseling Associates** (CCA Inc.; invited to the network, CISD Affiliate Provider, 2026), **Canopy EAP** (active affiliate partnership, 2024 – present), **ESI Employee Assistance Group** (enrolled October 2017), and **ComPsych**.

Military and Family Life Counselor (MFLC) — MHN Government Services, Inc. | January 2016 – mid-2017 (seasonal/PRN rotations)

Adult MFLC, Adult Rotational — Marine Corps Base Camp Lejeune, NC (2016); Child & Youth Behavioral (CYB) MFLC — Child Development Center (ages 0–4), MCAS Iwakuni, Japan (c. October 2016 – mid-2017) (dates and assignments verified against contemporaneous 2016–2017 resumes and travel records)

- 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 CDC 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 child/youth and family support activities on installation.
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ACADEMIC EXPERIENCE

Faculty appointments across five institutions (2018–2024): a Carnegie R1 research university, three historically Black institutions — including his alma mater — and one of the nation's largest online counselor-education programs.

Clark Atlanta University — Atlanta, Georgia (HBCU)

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 (R1)

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.

Additional courses per 2022 AREA speaker bio: Disability and Society; Career Counseling; Rehabilitation Counseling Practicum; Rehabilitation Counseling Internship; Private Practice in Rehabilitation Counseling.

Kentucky State University — Frankfort, Kentucky (HBCU)

Adjunct Faculty, Psychology | Fall 2020

- Onboarded as adjunct faculty (HR record, 2020); course materials on file for PSY 501 Theory & Practice of Counseling and PSY 404 Assessment (Fall 2020). *(Note: the Fall 2019 PSY 501 syllabus of record names another instructor — 2019 removed from claim.)*

Liberty University — Online

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

- Appointed via adjunct application May 2020; taught online graduate counseling coursework (COUC 667 documented); employment records through 2022.
- Separately, Andrews Counseling & Consulting has served as a Liberty University clinical affiliation/practicum site under agreement since September 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.

CLINICAL SUPERVISION EXPERIENCE

Clinical Supervision & Supervisor Development | 2011 – Present

Supervision practice since 2011; NC Licensed Clinical Mental Health Counselor Supervisor since June 2017 (Active, No Discipline); Approved Clinical Supervisor (ACS); prior Kentucky supervisor designation (LPCC-S).

- Direct the supervision architecture of a ~60-person accredited behavioral health organization: supervisor of supervisors across eleven clinical teams (each led by its own clinical supervisor), while personally carrying team-level supervision — a dual vantage spanning frontline supervision and supervisory-system design.
- Provide weekly individual and monthly group supervision to associate-licensed clinicians (up to ten LCMHC-As concurrently) — **twenty formal supervision contracts approved by the NC Board of Licensed Clinical Mental Health Counselors, 2017–2025 (board records of licensure), with approximately eighteen supervisees advancing to full independent licensure** — and direct training for master's, doctoral, and post-doctoral supervisees in clinical mental health and rehabilitation counseling.

- Lead ACC as a clinical training site — practicum/internship affiliation with Liberty University since 2017, with trainees drawn from multiple graduate programs — complementing university-side supervision as UK Clinical Fieldwork Coordinator and practicum/internship instructor.
- Author supervision infrastructure and training materials: staff supervision plans and contracts, supervision logs, and curricula on therapeutic modalities, trauma-informed practice, relationship violence, and counseling economically marginalized and ethnic-minority families — a body of work begun at AnDixon (2013) and continued through ACC.
- Ensure supervisee compliance with licensure requirements and clinical documentation quality; supervision model grounded in ongoing cultural-competence inquiry, treating culture as ever-changing and supervision as the place it is examined.

PUBLIC SERVICE & CIVIC LEADERSHIP

Mayor — Town of East Arcadia, North Carolina | May 4, 2023 – Present

- Called to the office upon the former mayor's resignation and assumed the position May 4, 2023, completing the unexpired term; elected to a full term in his own right November 7, 2023 with 67 of 68 ballots cast (98.5%), per North Carolina State Board of Elections unofficial results.
- Serves as mayor of the Bladen County town where he was raised — a community whose ethic of mutual aid, exemplified by his grandfather Levi Dixon, has shaped his career in community-based care.

Selected initiatives (drawn from town governing-board records, 2025–2026; confirmed by Dr. Andrews):

- Led completion and opening of the East Arcadia Farmers Market, a USDA-supported rural development project — through construction oversight, USDA final inspection, certificate of occupancy, and public ribbon-cutting (2025); project drew regional media coverage (WWAY TV-3, WECT) including an interview with the USDA state director.
- Directing revitalization of the Town Park: grant-funded improvements (RC2), design and bidding of new restroom/concession facilities, and a NC PARTF grant application anchored by a resident survey campaign that produced the strongest community response among applicant towns, per the grant consultant.
- Overseeing water-system modernization: grant-funded meter replacement expanded to include a SCADA remote-monitoring system; commissioned a water rate study and led adoption of updated rates; renegotiating the inter-municipal water supply contract with the Town of Sandyfield.
- Led annual budget development (FY 2025–26), budget amendments supporting capital projects, and modernization of the town's financial management software.
- Strengthened public-safety partnership with the Bladen County Sheriff's Office, establishing community meetings with departmental leadership.

Community-Engaged Research & Violence Prevention

- Presenter (with Dr. Anthony Andrews), "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 (June 13, 2023).
- Partner, One Lexington "It Takes a Village" Summer Youth Program, Office of the Mayor, Lexington, KY (June–July 2023) — co-developed trauma-informed psychoeducational curriculum and delivered weekly group sessions on grief, trauma, coping, and the impacts of gun violence for approximately 40 youth; program covered by WEKU/*The Lexington Times* (August 2023).
- Co-author, *Stop the Violence* (2023) — children's book on speaking out against injustice (full citation under Publications).

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; the journal is not indexed online, and final publication details are 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 (Ch. 20). In B. Kinyanjui (Ed.), *Disabilities and accommodations in higher education: A handbook for disability advisors*. Kenica Books.
- Andrews, A. D., & Andrews, T. S. (2023, September 5). *Stop the violence* (T. A. Thompson, Illus.). Anthony Andrews. ISBN 979-8-9882157-2-1. [Children's book: a young boy, inspired by a mentor, organizes a student-led "Stop the Violence" group that petitions the mayor for safe parks and programs.]

SELECTED PROFESSIONAL PRESENTATIONS

Thirty-plus invited and peer-reviewed presentations since 2017, spanning national conferences (NCDA, NCRE, NAMRC, AABSS, AREA, NAADAC), continuing legal and professional education for attorneys and forensic practitioners, universities, and community and faith settings.

- 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. (Speaker status confirmed via conference organizer correspondence, April 2023.)
- Andrews, A. D., & Andrews, T. S. (2022, May). *The expert witness: Ethical challenges, obligations, and considerations* (invited one-hour ethics session; pre-approved for CRCC and CDMS ethics CE credit). American Rehabilitation Economics Association (AREA) Annual Conference.
- Andrews, A. D., & Andrews, T. S. (2023, June 13). *Family systems and gun violence*. WFUSM Community-Engaged Research Think Tank on Gun Violence Prevention and Response, Winston-Salem, NC.
- Andrews, T. S. (2023, August 2). Panelist, *A conversation on cancer awareness, mental wellness & support*. Bank of America, Charlotte, NC.
- Andrews, T. S. (2023). *"The Link" between mental health and wellness*. ZBC Men's & Women's Health Symposium.
- Andrews, A. D., & Andrews, T. S. (2022, September 22). *Develop a trauma-informed community approach*. The Village Conference, Lexington, KY (4 Social Work CEUs).
- 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., & Harvey, O. (2021, February). *Reach Out Mental Health Series: King's mentality* [Webinar]. Reach Out Network, Inc.
- 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.
- 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.
- Andrews, A. D., & Andrews, T. S. (2023, January 26). *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).

- Wilson, K. B., Andrews, T., & Chao, S.-Y. (n.d.). *Multiculturalism, gender, ethics and race: What's the connection?* National Council on Rehabilitation Education (NCRE) Conference.
- Wilson, K. B., Andrews, T., & Chao, S.-Y. (n.d.). *An examination of advocacy: How personal characteristics influence who we are likely to support.* National Council on Rehabilitation Education (NCRE) Conference.
- Andrews Counseling & Consulting (2022, February). *The psychological impact of racial inequality on Black youth.*
- Andrews Counseling & Consulting (2022). *Debunk the myth: Promoting mental health among Black men.*
- 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, T. S., & Sevar, S. (n.d.). *How to use a vocational expert and/or life care planner to position your case for settlement.* Attorney/legal audience presentation.

Upcoming / Recent Community Speaking

- Workshop presenter, The NEW Covenant Men's Weekend, "The Whole Man," New Covenant United Holy Church, Burlington, NC (June 13, 2026) — men's workshop alongside Judge Larry Brown (District 17).

MEDIA & PRESS

Twelve years of third-party coverage spanning public television, statewide nonprofit press, network-affiliate news, university media, public radio, and community print.

- Featured guest (with Dr. Anthony Andrews), "Police Racial Violence, Evictions and Mental Health," *Black Issues Forum*, PBS North Carolina (Season 35, Episode 26; aired April 16, 2021) — on-air commentary on Black mental health. (On-screen appearance verified from broadcast; episode webpage credits panel incompletely.)
- Featured guest, "The Weight On Their Shoulders: Black Men and Mental Health," *Divas and Duckets* [video podcast, 54 min.], May 2023 — Mental Health Awareness Month interview on stereotypes, daily navigation, and honoring vulnerability in Black men's mental health.
- Featured in Amanda Nelson, "UK Counselor/Education Professor to be Featured on Reach Out Network's Panel Discussion on Mental Health," *UKNow* (University of Kentucky official news), February 26, 2021 — profile and quoted commentary ahead of the King's Mentality panel on minority men's mental health.
- Featured (with Drs. Anthony Andrews and Shaun Andrews) in "Mental health agency new to Lexington focuses on decreasing crime among minority youth," WKYT-TV (CBS, Lexington, KY), November 3, 2021 — television news feature on ACC's Lexington expansion, school-based counseling, and youth violence prevention, with quoted commentary on reported academic growth and reduced dysfunctional behaviors among served students.
- Featured expert (with Dr. Anthony Andrews) in Sarah Ladd, "Breaking the stigma: PTSD is complicated — and isolating," *Kentucky Lantern / States Newsroom* (July 6, 2023) — extended commentary on acute, chronic, and complex trauma; social-ecological factors in child misdiagnosis; generational trauma; and mental health policy.
- Program coverage: WEKU/*The Lexington Times*, "Lexington's 'It Takes a Village' Summer Youth Program makes its own impact" (August 4, 2023).
- Profile: Alan Wooten, "Brothers from East Arcadia making a difference through mental health counseling," *Bladen Journal* (June 22, 2020).
- Profile: Jefferson Weaver, "Travis Andrews mixes local upbringing, professional training to help area youngsters," *The News Reporter*, Columbus County, NC (July 28, 2014).

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]

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 and career development practice and pedagogy; school-to-work and postsecondary transition for youth with learning, psychiatric, and developmental disabilities; executive functioning and neurodivergence in workplace performance; accommodation planning; 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 and congregational approaches.

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

SERVICE & PROFESSIONAL LEADERSHIP

Profession: Mentor, NBCC Foundation Fellowship Program (documented 2024); CACREP Site Review Team Member (nominated March 2021 by Department Chair; team member training completed April 2021; 2021–Present); Member, Board of Directors, National Association of Multicultural Rehabilitation Concerns (2021–2023); NAMRC Representative to the National Rehabilitation Association (NRA) 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); WFUSM Community-Engaged Research Violence as a Health Disparity Workgroup participant (2023).

TRAINING & PROFESSIONAL DEVELOPMENT

- ADOS-2 (Autism Diagnostic Observation Schedule, Second Edition) Introductory/Clinical Training Workshop and Toddler Module Training Workshop — Dr. Somer Bishop, Certified ADOS-2 Trainer, Lincoln Institute of Applied Psychology (APA-approved CE sponsor); 20 hours / 20 CE credits (February 17–19, 2026)
- Supported Employment Core Training Series for Employment Specialists — Kentucky Office of Vocational Rehabilitation & KY Division of Intellectual and Developmental Disabilities (25 clock hours; April 14, 2021)
- Introduction to Social Security Disability Benefits, Work Incentives, and Employment Support Programs — WIPA National Training and Data Center in collaboration with SSA (15 clock hours)
- Certified Instructor, Adult Mental Health First Aid — National Council for Behavioral Health (certified January 13, 2021; certification term through January 2024)
- Trauma-Focused CBT Therapist Certification — initial certification term through 02/2022; recertified through 02/2027 (see Licensure & Certification)
- Workers' Compensation Case Management in North Carolina: Basic Primer for Medical and Vocational Case Managers — NCIC Rehabilitation Advisory Board, Certificate #2037 (December 14, 2016)
- CACREP Team Member Training (April 2, 2021)
- Sex Offender Treatment Provider training — ITTI, LLC (24 NBCC clock hours; April–June 2018); Certified Sex Offender Treatment Provider (CSOTP), International Association of Trauma Professionals — *prior certification, expired June 2019*; psychosexual risk assessment practice (incl. Static-99R); LIP Sexual Harm Assessment applications to Sandhills and Partners
- Approved Clinical Supervisor Training, 45 hours (all educational components for the ACS credential) — UNC Greensboro, NBCC ACEP #3014 (December 28, 2016)
- SBIRT: Model Introduction and Practice — NC AHEC (6.0 contact hours; May 21, 2012)
- CALOCUS Certification — South Carolina Department of Health & Human Services, Behavioral Health Services (July 13, 2015)
- Severe Emotional Disability (SED) Targeted Case Management Training — KVC Behavioral Healthcare Kentucky (6.0 CEUs; October 26, 2021)
- Psychological First Aid (2019); Alliance TBI Waiver online curriculum (Courses 1–3: Introduction, Advanced Assessment, Treatment) + TBI and Behavioral Management 2-day training; Telehealth for Mental Health Professionals 2-day training

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