

CURRICULUM VITA

TIFFANY K. LEE, PhD, LPC, CAADC
 Specialty Program in Alcohol and Drug Abuse (SPADA)
 College of Health and Human and Human Services
 Western Michigan University
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Education

- 2011 PhD, Counselor Education and Supervision
Western Michigan University (WMU)
- 2010 Graduate Certificate, Specialty Program in Alcohol and Drug Abuse (SPADA)
Western Michigan University
- 2006 MA, Community Counseling
University of Alabama at Birmingham
- 2001 BS, Psychology, with Honors
University of Florida

Licenses and Certifications

- Licensed Professional Counselor (LPC) # 6401012225
- Certified Advanced Alcohol and Drug Counselor (CAADC) # C-02469
- Specialty Program in Alcohol and Drug Abuse (SPADA) Certificate
Graduate Certificate at WMU; 18 credit-hour program; completed in 8/2010

Academic Experience

- 2019- Present ***Program Director, SPADA, Western Michigan University***
Promoted to the Director of SPADA in January 2019. In charge of administrative duties for SPADA, while maintaining research activities and teaching load.
- 2015 – 2018 ***Project Director and Principal Investigator, SAMHSA Grant Project***
Responsible for the project activities of a \$526,193 grant project entitled, *SBIRT Training for Students and Community Organizations in the Health Professions in West Michigan*. Manages and provides training for PA and CECF students at WMU on SBIRT; coordinates and trains employees in the health professions in West Michigan on SBIRT; manages the online training of 300 professionals

nationwide; and manages the data collection and data analysis of the grant project. Also responsible for training and supervising two graduate assistants.

2017- Present ***Associate Professor, SPADA, Western Michigan University***

Obtained tenure and promoted to Associate Professor in 2017

2011 – 2017 ***Assistant Professor, SPADA, Western Michigan University***

Teach undergraduate and graduate level courses

In charge of administrative duties such as:

Managing the rotation schedule of 15 courses at the various sites (offered online, main campus, and various WMU regional locations);
Section Designer on all undergraduate online courses when curriculum changed (ADA 3300, 3360, 3370, 3380; CECP 4840; and SWRK 4230);

Assist with the updates on the SPADA website each year;

In charge of revising SPADA Field Practicum Manual, brochure, and application paperwork each quarter;

Member of marketing team; assist with marketing strategies for the main campus and regional locations.

2008 – 2011 ***Part-time Instructor, SPADA, Western Michigan University***

Taught undergraduate courses; two in the fall, spring, and summer semesters.

Clinical Experience

2014 – 2018 ***Counselor, Child and Family Psychological Services, Kalamazoo, MI***

Private practice, part-time counseling. Complete biopsychosocial intake assessments, create and update treatment plans and provide individual counseling. Focus is on addictions, mood disorders, anxiety disorders, emotional regulation and women's issues.

2009 – 2014 ***Counselor, Behavioral Health Services, Kalamazoo, MI***

Provided individual counseling and completed biopsychosocial intake assessments; created and updated treatment plans. Also, provided Brief Intervention sessions to college students, group counseling to college students (Didactic Group and Young Adult Group), group counseling to women using trauma based curriculum, and a 6 week Alcohol Awareness group for driving offenses. Case load of 20 clients, part-time work.

- 2007 – 2008 ***Doctoral Associate / Staff, Center for Counseling and Psychological Services Kalamazoo, MI***
Completed psychosocial intake assessments and provided individual counseling, assisted master's-level counselors with their practicum requirements in the clinic, managed Landro Recording System for practicum students and supervisors, provided orientation presentations to students in the beginning and at the end of each semester, and assisted with daily operations of clinic.
- 2005 – 2007 ***Counselor and Student Supervisor, UAB Drug Free Intensive Outpatient Treatment Program, Birmingham, AL***
Provided on-site supervision for master's-level interns from UAB's counseling program. Facilitated group counseling for court mandated clients (IOP: 4 group sessions/week; 2.5 hrs/session) and provided individual counseling and treatment planning. Monitored drug screens and worked closely with the TASC program.
- 2004-2005 ***Court Advocate, Treatment Alternatives for Safer Communities (TASC), Birmingham, AL***
TASC court representative for Criminal Circuit Court Judge Tom Nail. Completed and presented reports and Alternative Sentencing Plans in court weekly. Provided case management for 100+ clients. Conducted biopsychosocial assessments, monitored drug screens and offered community referrals.
- 2002-2002 ***Child Protective Investigator, Dept. of Children and Families, Orlando, FL***
Investigated allegations of child abuse, neglect, and abandonment. Interviewed family members, school officials, law enforcement, etc. and attended court when children were removed from the home. Caseload of 30+ cases.

Courses Taught at WMU

Undergraduate

ADA 2250: Drug Use: Personal and Social Impact; 3 credit hours
Main Campus - Lecture Hall (165 students)
Main Campus - Honors College (25 students)
Online (50 students) and Open Learning (10 students)

ADA 3200: Legal and Illegal Drugs; 3 credit hours
Online (50 students)

ADA 3300: Addiction and the Addiction Process; 3 credit hours
Online (50 students) and Open Learning (10 students)

Graduate

ADA 6330: Special Populations; 3 credit hours
Main Campus (20 students)
Online (30 students)

ADA 6330: Diversity and Ethical Issues (Revised course, 2014); 3 credit hours
Online (30 students)

ADA 6340/CECP 6360/SWRK 6550: Recovery Oriented Systems of Care; 3 credit hours
Main Campus (20 students)
Traverse City EUP Campus (25 students)
Online (30 students)

ADA 6400: Co-Occurring Disorders; 3 credit hours
Main Campus (20 students)

CECP 6110: Theories of Counseling; 3 credit hours
Grand Rapids EUP Campus; Co-taught as part of internship (25 students)

Course Development

2014 SPADA course was revised to incorporate ethics training in order to meet State of Michigan addictions credentialing requirements. Created the following new course:

ADA 6330: Diversity and Ethical Issues in Addictions

2011 SPADA graduate certificate curriculum was made available through online education starting in fall 2011. Created the following courses in the new format:

ADA 6330: Special Populations
ADA 6340: Recovery Oriented Systems of Care

Research and Publications

Book

Lee, T. K. (2015). *Embracing diversity: Treatment and care in addictions counseling*. San Diego, CA: Cognella Publishing. A textbook for counselors in training that focuses on diversity issues and multicultural competency.
***Adopted at California State University, University of Nebraska, University of South Dakota, Centralia College, and WMU.

Book Chapter

Steele, J. & **Lee, T. K.** (In Press). Counselling regulation, education, and representation in the United States. In N. Pelling (Ed.), *The practice of counselling and clinical supervision*. Samford Valley, QLD: Australian Academic Press.

Lee, T. K., & Bischof, G. (2015). Addiction training in counselor education programs: A survey of the current status and future plans. In S. Southern, & K. L. Hilton (Eds.), *Annual review of addictions and offender counseling II: Best practices*. (pp. 41-64) Eugene, OR: Resource Publications.

Peer-Reviewed Journals

Lee, T. K. (2014). Addiction education and training for counselors: A qualitative study of five experts. *Journal of Addictions and Offender Counseling*, 35(2), 67-80.
***Cited 7 times as of September 2018.

Lee, T. K. (2013). Integrating a developmental supervision model with the adaptive supervision in counselor training model. In G. R. Walz, & J. C. Bleuer (Eds.), *Ideas and research you can use: VISTAS 2013* (pp. 1-14). ***Cited 1 time as of September 2018.

Lee, T. K., Craig, S. E., Fetherson, B. T. L., & Simpson, C. D. (2013). Addictions competencies in the 2009 CACREP clinical mental health counseling program standards. *Journal of Addictions and Offender Counseling*, 34, 2-15.
***Cited 11 times as of September 2018.

Encyclopedia Entries

Lee, T. K. (2015). Alcohol by volume (ABV). In S. C. Martin (Ed.), *Alcohol: Social, Cultural, and Historical Perspectives*. (pp. 59-61) Thousand Oaks, CA: Sage Publications.

Lee, T. K. (2015). Light beer. In S. C. Martin (Ed.), *Alcohol: Social, cultural, and historical perspectives*. (pp. 789-791) Thousand Oaks, CA: Sage Publications.

Lee, T. K. (2015). Penalties for alcohol violations. In S. C. Martin (Ed.), *Alcohol: Social, cultural, and historical perspectives*. (pp. 66-70) Thousand Oaks, CA: Sage Publications.

Dissertation

Lee, T. K. (2011). *Implementation of the 2009 CACREP standards addiction competencies*. Doctoral Dissertation. ISBN: 9781124617183.
***Cited 8 times as of September 2018.

Professional Presentations

National

Craig, S., **Lee, T.**, Clay, D. & Charnley, D. (2017, October). *Utilization of SBIRT to transform addictions-related training in clinical mental health counseling*. 50-minute session at the Association for Counselor Education and Supervision. Chicago, IL.

- Craig, S., & Lee, T. (2017, March). *Application of SBIRT with Clients Who are Engaging in Problematic Substance Use*. 90-minute session at the American Counseling Association Conference. San Francisco, CA.
- Lee, T. (2014, May). *Trauma issues among women who use substances*. Poster presentation at the Traumatology Symposium: Florida Counseling Association. Sarasota, FL.
- Lee, T. (2013, October). *Addiction counseling: Teaching students about women's issues in recovery*. Poster presentation at the Association for Counselor Education and Supervision. Denver, CO.
- Heyn, M., & Lee, T. (2013, September). *Seeking safety treatment: The application to veterans with substance abuse disorders and post-traumatic stress disorder*. Paper presented at the National Conference on Addictive Disorders. Anaheim, CA.
- Lee, T. (2012, November). *The current state of addictions training: A survey of CACREP-accredited programs*. Research paper presented at the Western Association for Counselor Education and Supervision. Portland, OR.
- Lee, T. (2012, November). *Expert opinions on addictions training in counselor education: Results of a qualitative study*. Research paper presented at the Western Association for Counselor Education and Supervision. Portland, OR.
- Lee, T. (2012, July). *Sexual addiction: Screening, assessment, treatment, and the controversy of its existence*. Paper presented at the American Mental Health Counselors Association. Orlando, FL.
- Lee, T. (2011, October). *Chemical misuse: How to identify, intervene, engage, and manage student impairment*. Paper presented at the Association for Counselor Education and Supervision. Nashville, TN.
- Lee, T. (2011, October). *Faculty impairment: How to address addiction issues in counselor education*. Paper presented at the Association for Counselor Education and Supervision. Nashville, TN.
- Lee, T. (2011, March). *Expert opinions on substance abuse training in counselor education: Results of a qualitative study*. Research paper presented at the American Counseling Association. New Orleans, LA.
- Lee, T. (2011, March). *The current state of substance abuse training: A survey of CACREP-accredited programs*. Research paper presented at the American Counseling Association. New Orleans, LA. **(ACES Sponsored Session)**
- Lee, T., & Kent, A. (2010, March). *Sexual addiction: Screening, assessment, diagnostic criteria, and treatment options*. Poster presentation at the American Counseling Association. Pittsburgh, PA

- Lee, T., & Hinman, B.** (2010, March). *Children of alcoholics and career self-efficacy: Application of social cognitive career theory*. Poster presentation at the American Counseling Association. Pittsburgh, PA.
- Lee, T., & Kent, A.** (2009, October). *Sexual addiction: What counselor educators need to know about this process addiction*. Paper presented at the Association for Counselor Education and Supervision. San Diego, CA.
- Lee, T., & Craig, S.E.** (2009, October). *Clinical mental health counseling: Implementation of the 2009 CACREP standards related to substance abuse*. Poster presentation at the Association for Counselor Education and Supervision. San Diego, CA.

Regional

- Craig, S., Lee, T., Charnley, D. & Clay, D.** (2018, October). *Lessons learned using role plays to teach counselors SBIRT for people with problematic substance use*. 50-minute session at the North Central Association for Counselor Education and Supervision. Cleveland, OH.
- Lee, T., Craig, S., & Tucker, Z.** (2016, October). *Differences between the 2009 and 2016 CACREP standards addiction-related competencies*. Poster presentation at the North Central Association for Counselor Education and Supervision. Bloomington, MN.
- Craig, S., Lee, T., Bowen, D., Clay, A., & Bozell, C.** (2016, October). *Use of experiential role plays to help counselors in training learn the SBIRT approach*. Paper presented at the North Central Association for Counselor Education and Supervision. Bloomington, MN.
- Lee, T.** (2014, October). *Advocacy for clients with addiction issues*. Paper presented at the North Central Association for Counselor Education and Supervision. St. Louis, MO.
- Lee, T.** (2010, October). *Integration of adaptive supervision in counseling training and a developmental supervision model*. Paper presented at the North Central Association for Counselor Education and Supervision. Chicago, IL.
- Lee, T.** (2010, October). *Adaptive counseling and therapy: Application to substance abuse treatment*. Poster presentation at the North Central Association for Counselor Education and Supervision. Chicago, IL.

Local

- Lee, T.** (2017, May). *Addiction studies*. Invited presentation for students at the Kalamazoo Area Math and Science Center (KAMSC). Kalamazoo, MI.
- Lee, T.** (2014, October). *Alcohol use and harm reduction strategies*. Invited presentation for students at Kalamazoo Valley Community College. Kalamazoo, MI.

- Lee, T.** (2014, May). *Substance use and abuse among youth: Information on statistics, symptoms, diagnosis, and family issues*. Presentation for the Ark, Baraga Manor, Bridges Counseling, and the Catholic Charities Diocese of Kalamazoo. Kalamazoo, MI.
- Lee, T.** (2012, October). *Women's issues in addiction and recovery*. Fetzer Center. Coming Together Conference. Kalamazoo, MI
- Lee, T., & Blevins, G.** (2012, October). *Advanced treatment for substance abuse*. Fetzer Center. Coming Together Conference. Kalamazoo, MI.
- Lee, T.** (2012, February). *Koinonia: Race Symposium*. Invited Panel Member to speak on race issues in the community of Benton Harbor, MI.

WMU

- Lee, T.** (Fall 2011 and Fall 2012). *Alcohol use among college students*. Invited to speak in HNRS 1015 course.

Other Invited Presentations

- Lee, T.** (2018, April). *Grant Writing*. University of Nebraska. Omaha, Nebraska. A 4-hour presentation to faculty and students.
- Lee, T.** (2012, August). *Millennials in the workplace*. United Auto Workers Conference. Onaway, Michigan. A 4-hour presentation to 250 UAW employees.
- Lee, T.** (2011, March). *Addictions training in CACREP-accredited programs: Results of a mixed-method study*. Graduate Student Carousel for the International Association for Addictions and Offender Counseling. American Counseling Association; New Orleans, LA.

Workshops

- Lee, T. K., & Bowen, D., & Craig, S.** (2017, June 1 and 6). *SBIRT Training for Family and Children Services*. Kalamazoo, MI. Two-hour workshop with behavioral health workers.
- Lee, T. K., & Bowen, D.** (2017, January). *SBIRT Training for InterCare*. Benton Harbor, MI. Two-hour workshop with behavioral health workers.
- Lee, T. K., Bowen, D., & Craig, S.** (2016, April). *SBIRT Training for the Family Health Center*. Kalamazoo, MI. Two-hour workshop with physician assistants, nurses, physicians, and other medical professionals. CMEs provided to participants.

- Lee, T. K.,** Bowen, D., & Craig, S. (2016, January & February). *SBIRT Training for the Department of Health and Human Services (DHHS)*. Kalamazoo, MI. Two-hour workshop with child protective service and foster care workers.
- Lee, T. K.,** Bowen, D., & Craig, S. (2016, January & April). *SBIRT Training for Kalamazoo County Mental Health (KCMH)*. Kalamazoo, MI. Two hour workshop with social workers, counselors, and intake workers.
- Lee, T. K.,** Bowen, D., & Craig, S. (2016, January). *SBIRT Training for Western Michigan University Counseling Center*. Kalamazoo, MI. Two hour workshop with social workers, counselors, and psychologists.

Grants

- Lee, T. K.,** Bowen, D., & Craig, S. (2015-2018). Project Director/Principal Investigator. *SBIRT Training for Students and Community Organizations in the Health Professions in West Michigan*. Substance Abuse and Mental Health Services Administration (SAMHSA). Proposal Amount: **\$526,193 (Funded)**. Award date: 9/30/15; Three year grant project.
- Lee, T. K.** (2010). Principal Investigator. *Implementation of the 2009 CACREP Standards Addiction Competencies*. Association for Counselor Education and Supervision. Proposal Amount: **\$909.00 (Funded)**.
- Lee, T. K.** (2010). Principal Investigator. Graduate Student Travel Grant. Grant received by Graduate College to present at the ACA conference in 2011. Ranked 3 out of 19 applications. Rated 4.13 out of 5.0. Proposal Amount: **\$700.00 (Funded)**.
- Lee, T. K.,** Foster, J., Craig, S., & Onisescu, G. (2018). Project Director/Principal Investigator. *School-based SBIRT: A Study on Substance Use, Adverse Childhood Experiences, Parental Monitoring, and Mental Health in Adolescents with Health Disparities*. National Institutes of Health (NIH). Proposal Amount: **\$2,217,728 (Not Funded)**.

Service

University Level

- 2018 – Present *WMU Research Policy Council Infrastructure Review Committee*
In conjunction with OVPR, we are conducting an inventory of major research and creative activities infrastructure on campus, including major scientific instrumentation, space and facilities for research and creative activities, library resources, and other necessary research tools.

- 2013 – Present *WMU Graduate Student Travel Grant Committee*
Review and evaluate graduate student applications for travel grants to conferences. Students submit applications for conferences where they present on their research.
- 2009 – Present *WMU Alcohol Advisory Board*
The goal of the Alcohol Risk Reduction program is to provide comprehensive programming and resources for the prevention and reduction of alcohol related harms on Western Michigan University's campus. The Alcohol Advisory Board consists of departmental faculty, clinicians, student groups, law enforcement, and community members. The board members collaborate and implement research, develop resources, and provide training.
- 2011 – 2014 *WMU Faculty Senate Committee on Extended University Programs*
Served as the advising group to the Faculty Senate and the Associate Provost for EUP on all aspects of EUP and online education.
- 2012 – 2013 *WMU AlcoholEdu Committee*
Initiated by the President with the goal of educating WMU's incoming freshman on alcohol consumption. AlcoholEdu is an online prevention program designed to reduce risk behaviors associated with alcohol use. Committee members designed and implemented program and use data for norming and research purposes.
- 2011 – 2011 *Hilltop Review-WMU Journal of Graduate Research*
Invited editor; edited an article on co-occurring disorders submitted for publication
- College Level
- 2014 – Present *CHHS College Curriculum Committee*
Review curriculum proposals for the various programs in the College of Health and Human Services.
- 2008 – 2009 *WMU SPADA Curriculum Revision Board*
Submitted six new undergraduate courses and seven new graduate courses. One of eight co-authors and final editor.
- 2014- Present *Lee Honors College Thesis Judge*
Listen to and participate in the discussion of students' theses presentations in the Honors College. An evaluation of each student is completed based on several factors including strength of research, analysis of data, quality of presentation, etc.

2013- Present *Lee Honors College Medallion Scholar Evaluator*
 The Medallion Scholarship is worth a total of \$50,000 and is awarded to a minimum of 20 students. Invited freshman compete for this scholarship through a series of activities, consisting of an essay and group problem solving session, as well as a Medallion Scholar Student Panel and Academic College Showcase.

Departmental Level

2012 – Present *WMU Physician Assistant Program Interview Committee*
 Participate twice yearly in the interviews for the Physician Assistant Program.

Professional Service

2016 – Present *Health Professional Recovery Committee (HPRC) - Michigan Department of Licensing and Regulatory Affairs (LARA)*
 Vice-Chair of HPRC
 Chair of Clinical and Policy Subcommittee
 Invited to be the Board of Counseling Representative for the State of Michigan. The HPRP was established by the Legislature in 1993 as part of a disciplinary reform effort. The HPRP is a confidential, non-disciplinary program designed to assist licensed or registered health professionals to obtain/maintain recovery from substance use or mental health disorders.

2012 – 2015 *Coming Together Conference Committee*
 This yearly addiction conference is put on by Community Healing Centers and the Drug Treatment Court Foundation of Kalamazoo County. SPADA is involved in the planning and funding.

Honors Thesis and Doctoral Dissertation Committees

2013 – Present Dissertation Committee- Michael Saltzman; Counseling Psychology; In Progress

2018 – 2018 Thesis Committee – Stephanie George; Lee Honors College; *Analysis of Opioid Hospitalizations in Examined Michigan Counties*. Successfully defended.

2013 – 2017 Dissertation Committee- Devin Jordan; Counseling Psychology; *Lived Experience of College Students Who Reduced their Alcohol Consumption*. Successfully Defended.

2015 – 2016 Thesis Committee – Amanda Higgins; Lee Honors College; *Using SBIRT as an Intervention for Adolescent Substance Use in Public Schools*. Successfully defended.

2012 – 2014 Thesis Committee – Cole Molnar; Lee Honors College; *The NFL: Growing into its death*. Successfully defended.

Interviews

Newspapers

(2016, December). Interviewed by Samantha Day of the Western Herald regarding marijuana use on college campuses. http://www.westernherald.com/news/article_00270aea-b7d5-11e6-928f-03a9a82f0dd9.html

(2014, December). Interviewed by Blair Yankey of the Western Herald regarding Adderall use on college campuses. <http://westernherald.com/news/getting-a-fix-for-finals-adderall-abuse/>

Honors and Awards

Excellence in Discovery Award (2018)

Awarded to a faculty member for highest departmental funding in 2017; WMU

Lee Honors College Teaching Fellow Award (2012)

Awarded to a faculty member for teaching excellence in the Honors College; WMU.

All-University Teaching Award (2011)

Awarded to nine doctoral students at the University in 2011; WMU.

International Addictions and Offender Counseling Graduate Student Scholarship (2011)

Awarded \$250; Two recipients yearly.

Graduate Teaching Effectiveness Award (2011)

Dept. of Counselor Education and Counseling Psychology; WMU

Awarded to one doctoral student in the Department yearly.

Rising Star Award (2010)

College of Education and Human Development; WMU

Awarded to one doctoral student in the College yearly.

Outstanding Doctoral Student in Counselor Education Award (2010)

Dept. of Counselor Education and Counseling Psychology; WMU

Awarded to one doctoral student in the CE program yearly.

Florida Academic Scholarship (1998)

Full tuition and books for 4 years; Based on academic achievement.

Walt Disney Scholarship (1998)

Full tuition and books for 4 years; Based on academic achievement.

Awarded to one student in 15 school districts.

Ray and Anna Martin Scholarship (1998)

Awarded \$6000; Based on essay and academic achievement.

Gator Scholarship (1998)

Awarded \$1,000 towards tuition at the University of Florida; Based on academic achievement.

Doctoral Practicum and Internship Experience

2010 – 2010 Doctoral Internship - Teaching

CECP 6110, Theories of Counseling.

Western Michigan University - Grand Rapids, MI

2009 – 2010 Doctoral Internship - Clinical

Biopsychosocial Assessments; Individual and Group Counseling.

University Substance Abuse Clinic - Kalamazoo, MI

2009 – 2009 Doctoral Practicum - Supervision

Individual and Group Supervision

Center for Counseling and Psychological Services - Kalamazoo, MI

2008 – 2008 Doctoral Practicum - Clinical

Individual Counseling

Center for Counseling and Psychological Services - Kalamazoo, MI