

CURRICULUM VITA

TIFFANY K. LEE, PhD, LPC, CAADC
 School of Interdisciplinary Health Programs
 College of Health and Human and Human Services
 Western Michigan University
 Kalamazoo, MI 49008-5212
 (269) 387-7321
 tiffany.lee@wmich.edu

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) Graduate Certificate

ACADEMIC EXPERIENCE

Program Director, SPADA, Western Michigan University **2019 – Present**

Promoted to the Director of SPADA in January 2019. In charge of administrative duties for the SPADA undergraduate minor and graduate certificates, while maintaining research activities and teaching load. Hire, train, and manage over 15 part-time faculty and two doctoral associates.

Professor, Western Michigan University **2023 – Present**

Promoted to Full Professor in 2023

Interim Director, School of Interdisciplinary Health Programs (SIHP) **2021- 2023**
Western Michigan University

Overall management and leadership to SIHP including various undergraduate, graduate, and certificate programs in Gerontology, Health Administration, Healthcare Services and Sciences, Holistic Health and Contemplative Wellness, Public Health, and Specialty Program in Alcohol and Drug Abuse. At that time, SIHP had 18 full-time faculty and over 65 part-time instructors; 3 staff; and five graduate assistants. During this appointment, maintained the coordination duties for SPADA including implementation of two new certificates, three new courses, and two revised courses. Oversight of operational budget of \$3.1M.

Associate Professor, Western Michigan University 2017 – 2023
Obtained tenure and promoted to Associate Professor in 2017

Project Director and Principal Investigator, SAMHSA Grant Project 2015 – 2018
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*. Managed and provided SBIRT training for PA and CECP students at WMU; coordinated and trained employees in the health professions in West Michigan on SBIRT; managed the online training of 300 professionals nationwide; and managed the data collection and data analysis of the grant project. Also responsible for training and supervising two graduate assistants.

Assistant Professor, Western Michigan University 2011 – 2017
Taught undergraduate and graduate level addiction studies courses and held administrative duties such as: Managing the rotation schedule of 15 courses (that were offered online, on main campus, and at various WMU regional locations); Section Designer on all undergraduate online courses when curriculum changed (ADA 3300, 3360, 3370, 3380; CECP 4840; and SWRK 4230); In charge of revising SPADA Field Practicum Manual, brochure, and application paperwork each quarter; Member of marketing team and assisted with marketing strategies for the main campus and regional locations.

Part-time Instructor, SPADA, Western Michigan University 2008 – 2011
Taught undergraduate courses; two in the fall, spring, and summer semesters.

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 (10-25 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 (10-25 students)

ADA 3410: Diversity and Substance Abuse; 3 credit hours
Online (30 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 6330: Cultural Humility and Social Justice in the Addiction Field (Revised course, 2022); 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 6350: Approaches to Addiction Services (Created new course in 2021); 3 credit hours

Online (30 students)

ADA 6400: Co-Occurring Disorders; 3 credit hours

Main Campus (20 students)

ADA 6700: Field Practicum; 3 credit hours

Main Campus/Online (1-7 students)

ADA 6710: Capstone; 3 credit hours

Main Campus/Online (1-3 students)

CECP 6110: Theories of Counseling; 3 credit hours

Grand Rapids EUP Campus; Co-taught as part of internship (25 students)

Curriculum Development

Revision of the 24-hour SPADA graduate certificate program (2021):

Created a new 18 credit hour Clinical Addiction Certificate

Created a new 9 credit hour Addiction Specialization Certificate

Developed three new courses (2021):

ADA 6200: Introduction to Substance Use and Addiction

ADA 6350: Approaches to Addiction Services

ADA 6710: Capstone

Revision of course (2021):

ADA 6330: Cultural Humility and Social Justice in the Addiction Field

Developed new course (2014):

ADA 6330: Diversity and Ethical Issues in Addictions

Developed online curriculum for all of the SPADA graduate certificate courses (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. (2023). *Embracing diversity: Treatment and care in addictions counseling* (2nd ed.). San Diego, CA: Cognella Publishing. A textbook for counselors in training that focuses on various populations as it relates to substance use treatment with multiple chapters devoted to specific diversity concepts (e.g., privilege and identity, racism, cultural humility).

Lee, T. K. (2015). *Embracing diversity: Treatment and care in addictions counseling*. San Diego, CA: Cognella Publishing.
 ***Adopted at institutions such as California State University, University of Montana, University of Nebraska, and University of South Dakota.

Book Chapter

Steele, J. & Lee, T. K. (2025). Counselling regulation, education, and representation in the United States. In N. Pelling, N. & P. Armstrong (Eds.), *The practice of clinical and counselling supervision: International applications* (3rd ed.) London: Taylor & Francis Publishing.

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

Vamos, S., Lee, T. K., Kang, H. B., Piepenbrink, R., & Vamos, C. A. (2022). Associations between mental health, positive and negative feelings, and unhealthy behaviors among college students during COVID-19. *Health Behavior and Policy*, 9(6), 1111-1127. <https://doi.org/10.14485/HBPR.9.6.4>

Lee, T., Clay, A., Callaway, K., Craig, S. E., & Fisher, G. (2022). An Evaluation of Findings from a SBIRT Training Program in Counselor Education. *Journal of Counselor Preparation and Supervision*, 15(3). Retrieved from <https://digitalcommons.sacredheart.edu/jcps/vol15/iss3/2>

Steele, J., & Lee, T. (2022). Recognizing and addressing microaggressions in addiction treatment groups: An integrated approach. *Journal of Addictions and Offender Counseling*, 1-12. <http://doi.org/10.1002/jaoc.12103>.

***Featured article** by the American Counseling Association during BIPOC month in 2022.

Vamos, S., Lee, T. K., Vamos, C., & Kang, H. B. (2021). COVID-19 and college students: Health literacy experiences and training needs. *Journal of American College Health*, 1-8.

Steele, J. & Lee, T. K. (2021). Counselling regulation, education, and representation in the United States. *Journal of Australian Counselling Research*, 15, 16-20.

Lee, T. K., Craig, S. E., Clay, D., Callaway, K. L., & Charnley, D. (2021). Screening, brief intervention and referral to treatment (SBIRT) training with clinical mental health counseling students. *Journal of Counselor Preparation and Supervision*, 14(2). <https://repository.wcsu.edu/jcps/vol14/iss2/10>

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.

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).

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.

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.

PROFESSIONAL PRESENTATIONS

National

Lee, T. (2024, April). *Recognizing and addressing microaggressions in addiction treatment: An integrated approach*. 75-minute session at the American Society of Addiction Medicine (ASAM) Conference. Dallas, TX.

Lee, T. (2022, March). *Screening, brief intervention and referral to treatment (SBIRT): Methods for training graduate students*. International Coalition of Addiction Studies Education (INCASE) Conference. Philadelphia, PA. Postponed due to COVID.

Lee, T. (2021, June). *Drug use and addictive behavior: Get educated so you can help*. Student Athlete Healthcare Career Conference. Invited presentation by the Association of American Medical Colleges. San Diego, CA. Virtual conference due to COVID-19.

Steele, J., & **Lee, T.** (2021, February). *Recognizing and addressing microaggressions: Cultural humility, broaching, and anti-bias strategies in addiction treatment groups*. 75-minute session at Strengthening the Heartland's 2021 Virtual Addiction Conference. Peer reviewed and 15 proposals accepted.

Craig, S., **Lee, T.**, Clay, D. & Charnley, D. (2019, October). *SBIRT training outcomes for graduate students in an entry-level counselor preparation program*. 50-minute session at the Association for Counselor Education and Supervision. Seattle, WA.

- 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.

State and Local

Zolp, A. M., & Lee, T. (2023, October). *It's legal and I am not addicted: How to discuss cannabis use with patients*. Invited presentation by Michigan Academy of Physician Assistants. Traverse City, MI.

Lee, T. (2020, October). *Risky alcohol use: How physician assistants can efficiently and effectively screen and intervene with their patients*. Invited presentation by Michigan Academy of Physician Assistants. Virtual conference due to COVID-19.

- Lee, T.** (2019, March). *Van Buren County MiPHY Data*. Invited presentation by Van Buren Intermediate School District. Van Buren County Community Needs Assessment Symposium. Lawrence, MI.
- 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.** (2017). *Discover Discovery Faculty Panel*. Invited by Office of Vice President for Research to speak to new faculty members on a panel of WMU professors that have been active in seeking/obtaining grants
- 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.**, (2024, July & August). *SBIRT Implementation in Detroit Community*. Two workshops with the Center for Urban Youth and Family Development in Detroit, Michigan.
- Lee, T. K.**, (2023, September). *SBIRT Implementation in Schools*. Five-hour workshop with social workers, counselors, and school personnel from Benton Harbor School District.
- Newton, C., **Lee, T. K.**, & Steele, J. (2022, February). *White racial identity and the therapeutic process: A safe space to explore values, implicit biases, and worldviews*. Three-hour virtual workshop with social workers, counselors, and other health professionals.
- Lee, T. K.**, (2021, February). *SBIRT Training*. WMU-CHHS Continuing Education. Three-hour virtual workshop with social workers, counselors, and WMU students.
- Lee, T. K.**, (2020, October). *SBIRT Training for Kalamazoo County Mental Health (KCMH)*. Kalamazoo, MI. Four-hour virtual workshop with social workers, counselors, and intake workers.
- Lee, T. K.** (2020, February). *SBIRT Training*. WMU College of Health and Human Services, Kalamazoo, MI. Six-hour workshop for community professionals and CHHS students.
- Lee, T. K.** (2020, January). *SBIRT Training for Calhoun County Intermediate School District*. Marshall, MI. Six-hour workshop with school social workers.
- 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.

GRANT ACTIVITIES

Lee, T. K. (2024). *WMU Marketing Grant for the Specialty Program in Alcohol and Drug Abuse*. Western Michigan University. One of five awards. Proposal Amount: **\$20,000 (Funded)**.

Lee, T. K., Zagalo-Melo, P., & Hasan, A. (2020). Co-Principal Investigator. *Humphrey Fellowship Program*. U.S. Department of State and Institute of International Education. One project is funded each year. Proposal Amount: **\$226,309 (Not Funded)**.

Harrison, J., Chapleau, A., Weller, B., **Lee, T. K.**, Jessop, A., & Brennan, L. (2019-2022). Key Personnel – SBIRT Trainer. *Michigan Youth Prevention and Recovery from Opioid Use Disorders (MY-PROUD)*. Health Resources and Services Administration (HRSA). Proposal Amount: **\$1,349,749 (Funded)**. Award date: 9/1/19; Three-year grant project.

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)**.

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)**.

SERVICE ACTIVITIES

University

2021 – Present *WMU Title IX Hearing Advisor, Office of Institutional Equity*
After an investigation of a Title IX violation, a hearing occurs between the complainant and the respondent. I serve as an advisor for either party. I meet with the person beforehand to gather information and then ask questions to the other party and witnesses during a formal hearing. The hearing officer decides on responsibility and the Disciplinary Authority implements disciplinary action.

2020 – 2021 *WMU Graduate Student Research Grant Committee*
Review and evaluate graduate student applications for funding research projects.

2018 – 2020 *WMU Research Policy Council Infrastructure Review Committee*
In conjunction with OVPR, we conducted 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 – 2019 *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 – 2017 *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

2022 – 2022 *Endowed Chair for Research in Social Work- Search Committee*

Member of the search committee to hire an endowed chair for research in the School of Social Work at WMU.

2020 – 2021 *CHHS Faculty Research Mentor*

Invited by Associate Dean Ann Tyler to provide support and mentorship to untenured CHHS faculty regarding research activities. Meet monthly with a group of faculty and one other research mentor.

2020 - 2020 *CHHS Interdisciplinarity Committee*

Member of full college-wide committee and a member of the Review and Evaluation subcommittee. Reviewed proposals from CHHS faculty that offered recommendations for interdisciplinary teaching, research, or service. This committee was formed to align with the University's mission for more interdisciplinarity across campus.

2019 – 2020 *CHHS Wellness Council*

The mission of the CHHS Wellness Council is to develop and offer initiatives, opportunities, and resources which support holistic (emotional, intellectual, physical) wellness for the College of Health and Human Services community.

2014 – 2020 *CHHS College Curriculum Committee*

Review curriculum proposals for the various programs in the College of Health and Human Services.

2014 – 2020 *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 – 2020 *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 first year students 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.

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.

Departmental

2019 – Present *Policy and Planning Committee, Chair*

School of Interdisciplinary Health Programs. Chairperson for this committee. Focus on writing policies (e.g., DPS) and procedures for the unit.

2012 – 2016 *WMU Physician Assistant Program Interview Committee*

Participate twice yearly in the interviews for the Physician Assistant Program.

Professional

2024 – Present *Substance Abuse and Mental Health Services Administration (SAMHSA)*

Review grant applications funded by the U.S. Department of Health and Human Services, SAMHSA.

2022 – 2023 *Behavioral Health Education Center of Nebraska (BHECN)*

Invited reviewer for grant applications funded by the American Rescue Plan Act aimed at addressing the behavioral health workforce crisis resulting from the COVID-19 pandemic. BHECN given \$25 million in federal funds to award recipients. Four review cycles for FY 2022- 2023.

2023 – Present *Journal of Health Education and Behavior*

Invited reviewer for manuscripts related to substance use and addiction.

2022 – Present *Frontiers in Psychology, section Educational Psychology*

Invited reviewer for manuscripts related to curriculum and pedagogy.

2021 – Present *Journal of American College Health.*

Invited reviewer for manuscripts related to substance use and addiction.

2016 – 2022 *Health Professional Recovery Committee (HPRC) - Michigan Department of Licensing and Regulatory Affairs (LARA)*

Vice-Chair of HPRC (2018-2020)

Chair of Clinical and Policy Subcommittee (2017-2022)

Appointed 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.

Term limited; Ended in January 2022.

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.

Doctoral Dissertation and Honors Thesis Committees

2021 – Present Dissertation Committee- Brian Lunn; Sociology; In Progress

2020 – 2023 Dissertation Committee- Michael Saltzman; Counseling Psychology; *Effects of a Self-Forgiveness Intervention on Recovery from Substance Use Disorders*. Successfully defended.

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

Television

(2021, May). *A gateway drug: Is it pot or is it not?* Interviewed by Andy Diminioni of WWMT Channel 3 News.

(2020, April). *Addicted Michigan: Surge in alcohol sales sparks concern among addiction experts*. Interviewed by Alexis Berdine of WWMT Channel 3 News.

(2019, December). *Addicted Michigan: Experts explain how to avoid substance abuse during holiday parties*. Interviewed by Alexis Berdine of WWMT Channel 3 News.

(2019, November). *Addicted Michigan: Expert says family members can overlook signs of addiction*. Interviewed by Alexis Berdine of WWMT Channel 3 News.
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/>

CLINICAL EXPERIENCE

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

Private practice, part-time counseling. Completed biopsychosocial intake assessments, created and updated treatment plans and provided individual counseling. Focus was 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 hr./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.

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; American Counseling Association

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.

PRACTICA AND INTERNSHIPS

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