

**AARON L. NORTON, MA, LMHC, LMFT, CRC, MCAP, CFMHE, NCC**  
University of South Florida  
College of Behavioral and Community Sciences  
Department of Rehabilitation and Mental Health Counseling  
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## **EDUCATION**

- Ph.D. Candidate      University of South Florida (Tampa, FL)  
Doctor of Philosophy in Counselor Education and Supervision
- M. A.                      University of South Florida (Tampa, FL), 2007  
Master of Arts in Rehabilitation & Mental Health Counseling, magna cum  
laude
- B.A.                        University of South Florida (St. Petersburg, FL), 2002  
Bachelor of Arts in Psychology, magna cum laude
- A.A.                        St. Petersburg College (St. Petersburg, FL), 2000  
Associate of Arts in Psychology, magna cum laude

### *Additional Certificates*

- Florida State University, 2007  
“Supervisor’s Apprenticeship” program
- George State University Public Performance and Management Group, 2006-2007  
Certificate of Completion, Regional Institute for New Supervisors
- Harvard Medical School  
Cognitive-Behavioral Therapy for Insomnia (CBT-I) Clinician, 2018

## **LICENSES AND CERTIFICATIONS:**

- Florida Board of Clinical Social Work, Marriage and Family Therapy, and Mental Health  
Counseling
- |   |         |
|---|---------|
| Licensed Mental Health Counselor (LMHC)     | #MH9953 |
| Licensed Marriage & Family Therapist (LMFT) | #MT3100 |
- Commission on Rehabilitation Counselor Certification
- |  |           |
|--|-----------|
| Certified Rehabilitation Counselor (CRC) | #00101220 |
|--|-----------|
- Florida Certification Board
- |  |                  |
|--|------------------|
| Certified Masters-Level Addictions Professional (MCAP) | #ADC-010931-2015 |
| Substance Abuse Professional (SAP)                     |                  |
- International Association of Trauma Professionals (IATP)
- |   |  |
|---|--|
| Certified Clinical Trauma Professional (CCTP) |  |
|---|--|
- International Certification & Reciprocity Consortium/Alcohol and Other Drug Abuse, Inc.
- |  |         |
|--|---------|
| Internationally Certified Alcohol and Drug Counselor (ICADC) | #121164 |
|--|---------|
- National Board for Certified Counselors
- |  |          |
|--|----------|
| National Certified Counselor (NCC)                 | #1069610 |
| Certified Clinical Mental Health Counselor (CCMHC) |          |

|   |         |
|---|---------|
| National Board of Forensic Evaluators                         |         |
| Certified Forensic Mental Health Evaluator (CFMHE)            | #000069 |
| Certified Forensic Behavioral Analyst (CFBA)                  | #00001  |
| National Certification Commission for Addiction Professionals |         |
| Master Addiction Counselor (MAC)                              | #509578 |

## PROFESSIONAL EXPERIENCE

### University of South Florida

College of Behavioral and Community Sciences  
Department of Rehabilitation and Mental Health Counseling

- *Adjunct Professor* (2013-present)

### Integrity Counseling, Inc. (Largo, FL)

- *Psychotherapist* (private practice) (2006-present)

### BayCare Behavioral Health (St. Petersburg, FL)

- *Behavioral Health Therapist* (2009-2011)

### Florida Department of Education, Division of Vocational Rehabilitation (St. Petersburg, FL)

- *Vocational Rehabilitation Supervisor* (2005-2010)
- *Senior Rehabilitation Counselor* (2004-2005)

### Operation PAR, Inc./Therapeutic Community (Largo, FL)

- *Primary Counselor* (2002-2006)

### Florida Department of Health (St. Petersburg, FL)

- *Outreach Team Leader* (2002-2005)

### Fairwinds Treatment Center (Clearwater, FL)

- *Mental Health Technician* (2001-2002)

### Operation PAR, Inc./Pinellas Juvenile Assessment Center (Clearwater, FL)

- *Community Liaison* (2000-2001)

## PUBLICATIONS

### Peer-Reviewed Journals

**Norton, A.L., & Tan, T.X.** (in press). The relationship between licensed mental health counselors' political ideology and counseling theory preference. *American Journal of Orthopsychiatry*.

**Tan, T.X., Smith, L.S., & Norton, A.L.** (2017). Adoption of Black children by White parents in heterosexual and homosexual relationships: Exploring mental health trainees' explicit and implicit attitudes. *Journal of Gay & Lesbian Social Services*. Advance online publication. doi: <http://dx.doi.org/10.1080/10538720.2017.1320256>

### Professional Magazines

**Norton, A.** (2018, February). The mental health counselor's (long) journey to professional equality. *The Advocate Magazine*, 10-11.

**Norton, A.** (2009, July-August). Address client myths about marijuana. *Addiction Professional*, 7(4), 32-34. [Available online: <http://www.addictionpro.com/article/address-client-myths-about-marijuana>]

**Norton, A.** (2009). Exploring the characteristics of high-functioning alcoholics. *Addiction Professional*, 7(4), 11. [Available online: <http://www.addictionpro.com/article/exploring-characteristics-high-functioning-alcoholics>]

- Norton, A.** (2008). A hidden effect of marijuana use, *Addiction Professional*, 6(4), 37-39. [Available online: <http://www.addictionpro.com/article/hidden-effect-marijuana-use>]
- Norton, A.** (2008). Disputing association between marijuana and death, *Addiction Professional*, 6(6), 8. [Available online: <http://www.addictionpro.com/article/disputing-association-between-marijuana-and-death>]
- Norton, A.** (2008, November). BPD and employment, *Florida Borderline Personality Disorder Association Newsletter*, HTML. Retrieved from <https://fbpda.wordpress.com/page/11/>

#### *Other Media*

- Norton, A.** (2011-present). In Thought: Your source for wellness, tips, strategies, and news (BLOG). Available at [www.aaronLMHC.blogspot.com](http://www.aaronLMHC.blogspot.com)

## **PRESENTATIONS**

### *Professional Conferences*

- Norton, A.** (2018, August 3). *Sleeping soundly and sedative free: The mental health counselor's role in the treatment of sleep disorders*. Lecture presented at American Mental Health Counselors Association Annual Conference.
- Norton, A.** (2018, August 2). *Clinical mental health counselors: Who we are, what we do, and where we're going*. Keynote lecture presented at American Mental Health Counselors Association Annual Conference.
- Norton, A.** (2018, August 1). *Forensic mental health evaluation certification workshop*. Lecture presented at American Mental Health Counselors Association Annual Conference.
- Norton, A.** (2018, April 19). *What to do after graduation*. Lecture presented at Suncoast Mental Health Counselors Association Spring Symposium.
- Norton, A.** (2018, February 3). *Sleeping soundly and sedative-free: The role of mental health counselors in the treatment of sleeping disorders*. Lecture presented at the Florida Mental Health Counselors Association 2018 Conference.
- Norton, A. & Hoffman, N.** (2018, February 1). *CFMHE certification workshop*. Workshop presented at the Florida Mental Health Counselors Association 2018 Annual Conference.
- Norton, A.** (2018, January 5). *Introduction to forensic mental health evaluation for mental health counselors*. Webinar presented for Florida Mental Health Counselors Association's 2018 Emerging Issues in Mental Health Counseling webinar series.
- Norton, A.** (2017, May 13). *What to do after graduation*. Lecture presented at Suncoast Mental Health Counselors Association Spring Symposium 2017.
- Norton, A.** (2017, February 17). *Ethics update: How to chat, post, follow, like, twee, text, and still sleep soundly in a digital age*. Lecture presented at Suncoast Mental Health Counselors Association monthly meeting.
- Norton, A.** (2017, February 4). *Motivational Interviewing 101: Working with ambivalent and resistant clients*. Lecture presented at Florida Mental Health Counselors Association 2017 Annual Conference.
- Norton, A. & Hoffman, N.** (2017, February 2). *CFMHE certification workshop*. Lecture presented at the Florida Mental Health Counselors Association 2016 Annual Conference.
- Norton, A.** (2016, November 2). *Ethics update: How to chat, post, follow, like, tweet, text, and still sleep soundly in a digital age*. Lecture presented at ServiceSource 2016 Annual Conference.

- Norton, A.** (2016, February 6). *The procrastinator's guide to DSM-5: What's new from a perspective counselors can appreciate*. Lecture presented at the Florida Mental Health Counselors Association 2016 Annual Conference.
- Norton, A.** (2016, February 5). *"I didn't go to grad school to chase dollars and cents!": Using web-based practice management systems to thrive in a third party payer world*. Lecture presented at the Florida Mental Health Counselors Association 2016 Annual Conference.
- Norton, A., & Hoffman, N.** (2016, February 4). *CFMHE certification workshop*. Lecture presented at the Florida Mental Health Counselors Association 2016 Annual Conference.
- Norton, A.** (2016, January 8). *"I didn't go to grad school to chase dollars and cents!": Using web-based practice management systems to thrive in a third party payer world*. Webinar presented to Florida Mental Health Counselors Association.
- Norton, A.** (2015, June 19). *"I didn't go to grad school to chase dollars and cents!": Using web-based practice management systems to thrive in a third party payer world*. Lecture presented at the Private Practice Symposium of the Suncoast Mental Health Counselors Association.
- Norton, A.** (2015, May 8). *DSM-5, ICD-10, Insurance, & Third Party Payers: Oh, My!!!*. Webinar presented to Florida Mental Health Counselors Association.
- Norton, A.** (2015, February). *DSM-5, ICD-10, insurance, and third party payers: Oh, my!* Lecture presented at the meeting of the Florida Mental Health Counselors Association, Orlando, FL.
- Norton, A.** (2015, February). *Navigating through new terrain: Using DSM-5 and the 3rd Edition of ASAM Treatment Criteria to conduct quality substance abuse evaluations*. Lecture presented at the meeting of the Florida Mental Health Counselors Association, Orlando, FL.
- Norton, A.** (2014, November). *DSM-5 update for mental health counselors*. Webinar presented at the meeting of the Florida Mental Health Counselors Association, St. Petersburg, FL.
- Norton, A.** (2014, August). *DSM-5, ICD-10, and third party payers*. Lecture presented at the meeting of the Florida Association for Child and Adolescent Counseling, Tampa, FL.
- Norton, A.** (2014, August). *DSM-5 update for mental health counselors*. Webinar presented at the meeting of the American Mental Health Counselors Association.
- Norton, A.** (2014, May). *Diagnosing depressive & bipolar disorders using DSM-5*. Lecture presented at the meeting of the Suncoast Mental Health Counselors Association, Tampa, FL.
- Norton, A.** (2013, April). *A wolf in sheep's clothing: Differentiating between addiction and medical opioid use in clients with chronic pain*. Lecture presented at the meeting of the ServiceSource and Tampa Bay Florida Rehabilitation Association, Clearwater, FL.
- Norton, A.** (2014, March). *Motivational interviewing 101 for rehabilitation professionals*. Lecture presented at the meeting of the Florida Chapter of International Association for Rehabilitation Professionals, St. Petersburg, FL.
- Norton, A.** (2014, February). *Navigating through new terrain: Using DSM-5 and the 3rd Edition of ASAM Treatment Criteria to conduct quality substance abuse evaluations*. Lecture presented at the meeting of the Florida Mental Health Counselors Association, Orlando, FL.
- Norton, A.** (2013, May). *What to do after graduation*. Lecture presented at the meeting of the Suncoast Mental Health Counselors Association, Tampa, FL.
- Norton, A.** (2013, November). *Motivational interviewing 101 for VR professionals*. Lecture presented at the meeting of the ServiceSource/Abilities of Florida, Clearwater, FL.

*Other Professional/Practitioner Presentations*

- Norton, A.** (2018, July 19). *What rehabilitation professionals should know about medical marijuana*. Webinar presented for Vocational Evaluation and Career Assessment Professionals Association.
- Norton, A.** (2018, June 15). *What mental health professionals need to know about medical marijuana: A primer for clinical and forensic evaluators*. Webinar presented for National Board of Forensic Evaluators.
- Norton, A. & Hoffman, N.** (2018, June 8). *Forensic mental health certification workshop*. Presented for Florida Mental Health Counselors Association.
- Norton, A.** (2018, March 2). *The mental health professional's role in evaluating the need for emotional support animals: A clinical-forensic perspective*. Webinar presented for National Board of Forensic Evaluators.
- Norton, A.** (2017, October 6). *Ethics update: How to chat, post, follow, like, tweet, text, and still sleep soundly in a digital age*. Lecture presented to ServiceSource and Florida Division of Vocational Rehabilitation, Largo, FL.
- Norton, A.** (2017, May 9). *Certified Forensic Mental Health Evaluator workshop*. Lecture presented to Darsey, Black, & Associates, Hinesville, GA.
- Norton, A.** (2015, November 5). *Don't panic: De-escalation techniques for angry, violent and/or suicidal customers*. Lecture presented to ServiceSource Florida, St. Petersburg, FL.
- Norton, A.** (2015, July). *Your survival guide to the CFMHE written and oral Exams*. Webinar presented to the National Board of Forensic Evaluators.
- Norton, A.** (2014, October). *DSM-5 update for mental health professionals*. Webinar presented to the Millennium Treatment Group Lake Worth, FL.
- Norton, A.** (2014, October). *Treatment considerations for borderline personality disorder*. Webinar presented to Total Recovery Now, Lake Worth, FL.
- Norton, A.** (2014, October). *DSM-5 diagnosis of bipolar and related disorders*. Webinar presented to Total Recovery Now, Lake Worth, FL.
- Norton, A.** (2014, October). *Navigating through new terrain: What's new with DSM-5 criteria for substance use disorders and the 3<sup>rd</sup> Edition of the ASAM Treatment Criteria in Clinical Practice* Webinar presented to The Living Solution, Delray Beach, FL.
- Norton, A.** (2014, August). *Progress, not perfection: Justification for care and documentation of continued stay criteria*, Webinar presented to Total Recovery Now, Lake Worth, FL.
- Norton, A.** (2014, August). *Navigating through new terrain: Implementing DSM-5 and ASAM Treatment Criteria 3<sup>rd</sup> Edition in substance abuse treatment programs*. Webinar presented to the Millennium Treatment Group, Lake Worth, FL.
- Norton, A.** (2014, July). *Motivational interviewing for vocational rehabilitation professionals*. Webinar presented to the Florida Department of Education, Division of Vocational Rehabilitation, Tallahassee, FL.
- Norton, A.** (2014, July). *DSM-5 update for mental health professionals*. Lecture presented to Tranquil Shores Drug Addiction Treatment Center, Madeira Beach, FL.
- Norton, A.** (2014, June). *Private practice symposium*. Lecture presented at the meeting of the Suncoast Mental Health Counselors Association, Tampa, FL.

- Norton, A.** (2014, April). *Navigating through new terrain: Implementing DSM-5 and ASAM Treatment Criteria 3rd Edition in substance abuse treatment programs*. Webinar presented to Total Recovery Now, Lake Worth, FL.
- Norton, A.** (2014, April). *DSM-5 update for counselors*. Presentation to the Suncoast Center for Community Mental Health, St. Petersburg, FL.
- Norton, A.** (2014, April). *DSM-5 update for counselors and counseling students*. Webinar presented to the National Board of Forensic Evaluators, Ormond Beach, FL.
- Norton, A.** (2013, October). *DSM-5 update for VR counselors*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2013, October). *DSM-5 update for counselors & counseling students*. Presentation to the Suncoast Mental Health Counselors Association, Tampa, FL.
- Norton, A.** (2013, October). *DSM-5 update for Christian counselors & counseling students*. Presentation to the Network Institute of Christian Counseling, Clearwater, FL.
- Norton, A.** (2013, September). *DSM-5 update for rehabilitation professionals*. Presentation to Florida Agency for Persons with Disabilities, St. Petersburg, FL.
- Norton, A.** (2013, May). *DSM-5 update for VR counselors*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2009, April). *Prescription abuse update*. Presentation to Pinellas Juvenile Welfare Board and Alpha House, St. Petersburg, FL.
- Norton, A.** (2009, April). *Medical aspects of disability follow-up*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2013, March). *Substance use disorders: Implications for VR counselors*. Presentation to ServiceSource/Abilities of Florida, Successful Transitions Educational Series, Clearwater, FL.
- Norton, A.** (2010, November). *Emotion regulation and borderline personality disorder*. Lecture presented at the meeting of the Florida Borderline Personality Disorder Association, St. Petersburg, FL.
- Norton, A.** (2008, December). *Marijuana & youth: Use, abuse, and treatment*. Presentation to Pinellas Juvenile Welfare Board, St. Petersburg, FL.
- Norton, A.** (2008, November). *Chemical dependency: VR policy and best practices*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2008, October). *Getting the most out of your monthly coaching*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2008, October). *Alcoholism and depression*. Presentation to Nielsen Media Research, St. Petersburg, FL.
- Norton, A.** (2008, October). *Best practices for working with sexual minorities*. Presentation to Boley Centers for Behavioral Healthcare, St. Petersburg, FL.
- Norton, A.** (2008, September). *Medical aspects of disability follow-up*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.

- Norton, A.** (2008, June). *Best practices for working with sexual minority youth*. Presentation to Pinellas Juvenile Welfare Board, St. Petersburg, FL.
- Norton, A.** (2008, May). *Medical aspects of disability follow-up*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2008, April). *Out and about: Best practices for working with sexual minority youth*. Presentation to Pinellas Juvenile Welfare Board, St. Petersburg, FL.
- Norton, A.** (2008, January). *Medical aspects of disability follow-up*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2007, June). *Medical aspects of disability follow-up*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2007, March). *Medical aspects of disability follow-up*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2006, October). *Medical aspects of disability follow-up*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2001, July). *Drugs of abuse 101*. Presentation to Operation Par, Inc., Clearwater, FL.
- Norton, A.** (2001, June). *Drugs of abuse 101*. Presentation to Operation Par, Inc., Clearwater, FL.
- Norton, A.** (2001, May). *Drugs of abuse 102*. Presentation to Operation Par, Inc., Clearwater, FL.
- Norton, A.** (2001, April). *Drugs of abuse 101*. Presentation to Operation Par, Inc., Clearwater, FL.

#### *University Presentations*

- Norton, A.** (2018, February 22). *Introduction to Clinical Mental Health Counseling Profession*. Presentation to Health Sciences program at University of South Florida, Tampa, FL.
- Norton, A.** (2018, February 18). *Mental health and wellness*. Presentation to Sigma Kappa at University of Tampa, Tampa, FL.
- Norton, A.** (2017, October 24). *Integrated care and principles of personal change*. Lecture presented to iLINC/University of South Florida, Tampa, FL.
- Norton, A.** (2016, November). *Strategies for working with parents and students with mental health concerns*. Lecture presented to the University of South Florida, College of Education, School Counseling program, Tampa, FL.
- Norton, A.** (2014, April). *Motivational Interviewing 101*. Lecture presented to the University of South Florida, College of Behavioral and Community Sciences, Department of Rehabilitation and Mental Health Counseling, Tampa, FL.
- Norton, A.** (2014, April). *Motivational Interviewing 101*. Lecture presented to the University of South Florida, College of Education, Department of Counselor Education, Tampa, FL.

- Norton, A.** (2014, January). *DSM-5 update for counselors and counseling students*. Lecture presented to the University of South Florida Departments of Rehabilitation & Mental Health Counseling, Counselor Education, and Social Work, Tampa, FL.
- Norton, A.** (2013, December). *DSM-5 update for counselors and counseling students*. Webinar presented to Argosy University, Tampa, FL
- Norton, A.** (2013, June). *Business aspects of counseling: Private practice*. Lecture presented to the University of South Florida, College of Behavioral and Community Sciences, Department of Rehabilitation and Mental Health Counseling, Tampa, FL.
- Norton, A.** (2013, April). *Motivational Interviewing 101*. Lecture presented to the University of South Florida, College of Education, Department of Counselor Education, Tampa, FL.
- Norton, A.** (2012, June). *Business aspects of counseling: Private practice*. Lecture presented to the University of South Florida, College of Behavioral and Community Sciences, Department of Rehabilitation and Mental Health Counseling, Tampa, FL.
- Norton, A.** (2012, June). *Business aspects of counseling: Private practice*. Lecture presented to the University of South Florida, College of Behavioral and Community Sciences, Department of Rehabilitation and Mental Health Counseling, Tampa, FL.
- Norton, A.** (2012, February). *Motivational Interviewing 101*. Lecture presented to the University of South Florida, College of Education, Department of Counselor Education, Tampa, FL.

#### *Community Presentations*

- Norton, A.** (2010, April). *Drugs and alcohol from your kid's perspective*. Member, Expert Panel. Lecture presented to the Palm Harbor University High School, Student Alcohol Reduction Project, Palm harbor, FL.
- Norton, A.** (2008, January). *Multiple sclerosis and depression*. Lecture presented to the St. Petersburg Neurology Group, MS Support Group, St. Petersburg, FL.
- Norton, A.** (2007, December). *Reparative therapy and ethics*. Lecture presented at the Human Rights Campaign Faith & Fairness Town Hall Meeting, St. Petersburg, FL.
- Norton, A.** (2003, September). *Prescription abuse and youth*. Lecture presented at the Trinity United Church of Christ, St. Petersburg, FL.

## **PROFESSIONAL ORGANIZATIONS**

|  |              |
|--|--------------|
| American Counseling Association  | 2012-Present |
| American Mental Health Counselors Association                              | 2011-Present |
| Southern Regional Director   | 2018-Present |
| Association for Counselor Education and Supervision (ACES)                 | 2018-Present |
| Association for Lesbian, Gay, Bisexual, & Transgender Issues in Counseling | 2012-2018    |
| Florida Mental Health Counselors Association                               | 2011-Present |
| President-Elect  | 2018-Present |
| Educational, Training Standards, & Continuing Education Committee, Chair   | 2014-Present |
| Annual Conference Committee  | 2013-Present |
| NAADAC, the Association for Addiction Professionals                        | 2007-Present |
| National Association of Lesbian & Gay Addiction Professionals (NALGAP)     | 2009-2014    |
| National Board of Forensic Evaluators                                      |              |
| Executive Director   | 2016-Present |
| Chair of Training Development & Implementation                             | 2015-Present |
| National Rehabilitation Association  | 2005-2010    |



|   |              |
|---|--------------|
| Suncoast Mental Health Counselors Association | 2011-Present |
| Chair of Public Relations Committee           | 2016-Present |
| Past President                                | 2015-2016    |
| President                                     | 2014-Present |
| President Elect                               | 2013-2014    |
| Search Committee                              | 2013-2014    |
| CEU Subcommittee                              | 2014-2015    |

## **AWARDS AND ACHIEVEMENTS**

|   |              |
|---|--------------|
| American Mental Health Counselors Association                           |              |
| Mental Health Counselor of the Year                                     | 2015-2016    |
| University of South Florida Rehabilitation and Mental Health Counseling |              |
| Adjunct Instructor of the Year  | 2017-2018    |
| Florida Mental Health Counselors Association                            |              |
| Lifetime Membership Award   | 2016-2017    |
| Counselor Educator of the Year  | 2015-2016    |
| Leadership Award  | 2015         |
| Florida Department of Education, Division of Vocational Rehabilitation  |              |
| Sapphire Award (8 x)  | 2004-2010    |
| Area 4 “Innovator Award”  | 2008         |
| Meritorious Performance Award   | 2006         |
| School-to-Work Unit 14C Achievement Award                               | 2005         |
| Operation PAR, Inc.   |              |
| Golden Eagle Award  | 2001, 2003   |
| Chi Sigma Iota International Honor Society (counseling)                 | 2007-Present |
| Pi Gamma Mu International Honor Society (social sciences)               | 2002         |
| Psi Chi International Honor Society (Psychology)                        | 2002         |
| Phi Sigma Theta International Honor Society                             | 2000         |
| Phi Theta Kappa Honor Society   | 2000         |
| All-American Scholar (United States Achievement Academy)                | 2000         |

## **TEACHING**

|  |          |              |
|--|----------|--------------|
| University of South Florida  |          |              |
| College of Behavioral and Community Sciences, Department of Rehabilitation and Mental Health Counseling [CORE- and CACREP-accredited Rehabilitation and Clinical Mental Health Counseling Program] |          |              |
| Counseling in Community Settings (Graduate)  | RCS 6409 | 2009-present |
| Fundamentals of Substance Abuse (Graduate)   | RCS 5450 | 2017         |
| Introduction to Counseling Professions (Undergraduate)   | RCS 4931 | 2013-2015    |
| Practicum in Counseling II (Graduate)  | RCS 6803 | 2016         |
| Principles and Practices of Personal Change (Graduate)   | RCS 6930 | 2015-present |
| Rehabilitation Counseling: Concepts/Applications (Grad.)   | RCS 5035 | 2017         |

## **PROFESSIONAL DEVELOPMENT**

### **2018**

American Mental Health Counselors Association

Advocacy Training (1 hour)

AMHCA Roundtable Discussion: Where We're Going (1 hour)

Forging a Shared Leadership Vision (8.5 hours)

Riding the Waves: An Introduction to Neuroscience-Informed CBT (1.25 hours)

Florida Mental Health Counselors Association (FMHCA)

Creativity in Cross-Cultural Supervision (2 hours)

Distance Counseling in Florida (2 hours)

FMHCA Annual Conference (21.5 hours)

Gottman Method Couples Therapy: What We Know About What Works and Doesn't Work in Relationships (2 hours)

Laws and Ethics 2018 (3 hours)

LGBTQ12-S: Then, Now, and Cultural Linguistic Context in Today's Therapy Setting (2 hours)

Qualified Supervisor Update Training (4 hours)

Harvard Medical School

CBT-I Clinician Training (unspecified)

National Board of Forensic Evaluators (NBFEE)

Child Custody Evaluation Certification Workshop (8 hours)

Computerized Application of the Psychosocial Report (1 hour)

Infantile Autism (2 hours)

National Guard Trained Crisis Responder (TCR) Course: Terrorism and Disaster Response (13 hours)

The Psychology of School Shooters (1 hour)

Testing for Forensic Populations (40 hours)

PESI, Inc.

Certified Clinical Trauma Professional: Two-Day Competency Conference (12.5 hours)

Suncoast Mental Health Counselors Association (SMHCA)

The Art of Effective and Ethical Mediation (3 hours)

Suicide Risk Factors and Prevention (3 hours)

Treating Psychological Conditions with Cannabinoid Medications THC and CBD (3 hours)

U.S. Journal Training, Inc.

39<sup>th</sup> Annual Training Institute on Behavioral Health and Addictive Disorders (18 hours)

## **2017**

Florida Mental Health Counselors Association (FMHCA)

Addressing Tobacco Use in Behavioral Health (2 hours)

Developing Your Inner Project Manager: Fostering an Environment of Productivity (2 hours)

Ethics and Social Media in the Digital Age (2 hours)

FMHCA Annual Conference (22.5 hours)

Facilitating Emergence: A Model for Launching Young Adults with Cognitive and Emotional Challenges (2 hours)

FMHCA 2017 Annual Conference (11.5 hours)

How to Have the Difficult Conversation You've Been Avoiding with Family, Coworkers, Parents, or Children (2 hours)

Integrative Psychotherapies: New Paradigms in Psychotherapy (2 hours)

Maternal Mental Health: What Therapists Need to Know (2 hours)

Navigating Professional Boundaries: From Telehealth to Portability (2 hours)

Neuropsychological Evaluations: An Under-Used Tool in Mental Health Counseling Practice (2 hours)

Transitioning to ICD-10: What it Means for the Diagnosis of Mental Disorders (2 hours)

Use of Motivational Interviewing to Broaden Your Skills with Your Clients (2 hours)

Working with Kinky Clients (2 hours)

National Board of Forensic Evaluators (NBFEE)

Business Practices in Forensic Mental Health Evaluation (2 hours)

Certified Forensic Mental Health Evaluation Workshop (8 hours)

Infantile Autism (2 hours)

Mass-Media Crisis Intervention: How Counselors Can Partner with Media to Stabilize People After Community Shootings (2 hours)

Testing for Forensic Populations: 2016-2017, Phase 2: Tests for Child Abuse, Sexual Abuse, Substance Abuse, and Child Custody Evaluations (10 hours)

Testing for Forensic Populations: 2016-2017, Phase 3: Intelligence and Adaptive Behavior Tests (10 hours)

Testing for Forensic Populations: 2016-2017, Phase 4: Risk Assessment, Anger, Psychopathy, and Sexual Violence (10 hours)

Rogers Memorial Hospital/Rogers Behavioral Health

Diagnosis, Assessment and Treatment of OCD: A Primer for Professionals (6 hours)

Suncoast Mental Health Counselors Association (SMHCA)

Bridging the Gap: Strengthening the Treatment Team (3 hours)

Batters Intervention Program: A Process of Holding the Batterer Accountable (3 hours)

Complicated Grief (3 hours)

Confidentiality and Duty to Warn: Ethical and Legal Implications (3 hours)

Humor and Healing (3 hours)

Mindfulness: Training for Well-Being (3 hours)

Private Practice Symposium (3 hours)

U.S. Journal Training, Inc.

38<sup>th</sup> Annual Training Institute on Behavioral Health & Addictive Disorders (18 hours)

## **2016**

American Mental Health Counselors Association (AMHCA)

AMHCA Annual Conference (4.5 hours)

Florida Gulf Coast University, Counseling & Psychological Services

Scared Stiff: High-Speed, Drug-Free Treatment for Anxiety Disorders (6 hours)

Florida Mental Health Counselors Association (FMHCA)

Victims of Domestic Violence: Substance Abuse Co-Occurring (2 hours)

- Florida Legislative Policy Discussion: Grassroots Involvement, Interactions Between State and Federal Mental Health Policy, Currently Filed Bills, and the State of the LMHC Scope of Practice in Florida (2 hours)
- Best Practice in Clinical Supervision (2 hours)
- FMHCA 2016 Board Retreat (11 hours)
- Forensic Evaluation: Countering the Cataclysmic Collapse of the Licensed Professional Counselors Profession (2 hours)
- Suicide Prevention: Assessment and Care of At-Risk Clients (2 hours)
- How to Create a Six Figure Private Practice (2 hours)
- Role for Clinical Mental Health Counselors in Integrated Medicine (2 hours)
- The Dance of Addiction: The Complexity of Addictive Disorders (2 hours)
- FMHCA Annual Conference (7.5 hours)
- HIV/AIDS Update (2 hours)
- NAADAC, the Association for Addiction Professionals
  - Motivational Interviewing with Criminal Justice Populations (1 hour)
- National Board of Forensic Evaluators (NBFE)
  - Testing for Forensic Populations, Phase 1: Overview of Forensic Testing Instruments, Malingering, and Competency (14.25 hours)
  - Comprehensive Overview & Certification Program in Testing Instruments (40 hours)
  - Forensic Training Interview & Analysis (24 hours)
  - Training Towards the NBFE Forensic Mental Health Evaluators Certification (8 hours)
  - Fact vs. Expert Witness (1.5 hours)
- Suncoast Mental Health Counselors Association (SMHCA)
  - An Introduction to Grief and Loss Counseling (3 hours)
  - Treating Trauma (3 hours)
  - Batterer's Intervention Program: A Process of Holding the Batter Accountable (3 hours)
  - Building Resilience: Introduction to the Heart Brain & Hart Math Resilience Advantage Techniques (3 hours)
  - Working with the Court System: Tips for Collaborating as Counselors (3 hours)
  - Neuroscience/Neurobiology: Implications for Clinical Practice (3 hours)
- U.S. Journal Training, Inc.
  - 37<sup>th</sup> Annual Training Institute on Behavioral Health & Addictive Disorders (21 hours)
- 2015**
- American Counseling Association (ACA)
  - DSM-5/ICD-10 (1 hour)
  - ACA Annual Conference (12.5 hours)
- American Substance Abuse Professionals (ASAP)
  - SAP Refresher Course (12 hours)
- Florida Mental Health Counselors Association (FMHCA)
  - Counseling & Advocacy for Individuals with Disabilities (2 hours)
  - Importance of Legislative and Grassroots Lobbying and the Current State of the LMHC Scope of Practice (2 hours)

FMHCA Retreat: Ethical, Legislative, & Professional Advocacy Priorities for Mental Health Counselors (6 hours)

Mindful Psychotherapeutic Practice (2 hours)

Department of Health Webinar for Students and Clinicians (2 hours)

PTSD Remediation Using EEG Feedback (2 hours)

Counseling for Trauma and Addictive and Related Disorders: Fundamental Issues and What the Latest Research Tells Us (2 hours)

FMHCA Annual Conference (8.5 hours)

Gottman Institute

Gottman Couples Therapy Level 3 Training (24 hours)

National Board of Forensic Evaluators

Forensic Testing/Assessments, Phase I (10 hours)

Recognizing the Difficult Questions While Avoiding the Unfortunate Responses (1.5 hours)

Psychopathic Personality Inventory-Revised (4 hours)

Continuing Training for Forensic Mental Health Evaluators (8 hours)

Network Institute of Christian Counseling

Forensic Mental Health Evaluation (3 hours)

U.S. Journal Training, Inc.

36<sup>th</sup> Annual Training Institute on Behavioral Health & Addictive Disorders (21 hours)

Suncoast Mental Health Counselors Association

Imago Therapy: Getting the Love You Want (3 hours)

Introduction to Individualized Couples Therapy (3 hours)

Private Practice Symposium (3 hours)

Evidence-Informed Skills for Counseling Military Veterans (3 hours)

Social & Emotional Learning: A Framework for Success (3 hours)

Ethics & Boundaries (3 hours)

Prevention of Medical Errors (3 hours)

## 2014

Florida Mental Health Counselors Association (FMHCA) Conference

Continuing Education Certificate of Attendance (17.5 hours)

Professional Certification Opportunities and Processes; What Makes an Effective Therapist; Legal and Insurance Changes Affecting Healthcare Providers; You Don't Know What I've Seen! A Culturally Sensitive Approach to Bolster Resilience and Address Soldiers'

Resistance to Counseling; Personality Disorders in the DSM-5: Navigating the Current and Alternative Model for Personality Disorders; Using DSM-5 for Quality Clinical Assessment, Diagnosis & Treatment Plans; KEYNOTE SESSION: Dispelling the CACREP Myths; Qualified Supervisor Training

International Association of Rehabilitation Professionals

Returning to Work: Challenges and Solutions (3.5 hours)

National Board of Forensic Evaluators

MMPI-2/PAI Testing & Assessment (8 hours)

Testing and Assessment for the Forensic Mental Health Evaluator:

An Introductory Workshop (24 hours)

How to be a Dangerous Expert Witness (8 hours)

Training towards the NBFEE Forensic Mental Health Evaluators Certificate (8 hours)

ServiceSource

Spring Training Conference (3 hours)

Substance Use Disorders: Implications for the Vocational Rehabilitation Counselor (3 hours)

Suncoast Mental Health Counselors Association  
Counseling Individuals with Disabilities (3 hours)  
Private Practice Symposium (3 hours)  
Playful Supervision (3 hours)  
Difficulty Cases: A Process of Collaboration (3 hours)  
Treating Sexual Dysfunctions and Disorders (3 hours)  
The Affordable Care Act (ACA): Impact on the Field of Clinical  
Mental Health Counseling (3 hours)  
The Collaborative Divorce: A Healthier Alternative for Families and  
Helping Domestic Violence Victims through Divorce/Separation  
University of South Florida Department of Mental Health Law & Policy  
Florida Forensic Examiner Training, Adult Competency (21 hours)  
U.S. Journal Training, Inc.  
35<sup>th</sup> Annual Training Institute on Behavioral Health & Addictive Disorders  
(21 hours. Includes 2 CEU: Recognition and Prevention of Medical Errors: Skills for Mental  
Health & Substance Abuse Staff)

### **2013**

American Counseling Association (ACA)  
DSM-5: Depressive Disorders, Anxiety Disorders, Bipolar disorders,  
ASD/Autism/Asperger's; Personality Disorders (5 hours)  
American Healthcare Academy  
Adult, Child, Infant CPR/AED  
Florida Mental Health Counselors Association (FMHCA) Conference  
Qualified Supervisor Training: 2 Day Workshop (16 hours)  
NAADAC  
Webinar – Understanding and Utilizing the ASAM Placement Criteria (1 hour)  
Network Institute of Christian Counseling, Inc.  
Intersubjective Approach to Christian Counseling (2 hours)  
Premier Education Solutions  
Using the DSM-5 for Revolutionizing Diagnosis & Treatment (6.25 hours)  
ServiceSource  
Ethics in Action (3 hours)  
Suncoast Mental Health Counselors Association  
Advances in Trauma Treatment & Accelerated Resolution Therapy A.R.T. (3 hours)  
It's Our Duty: Reintegration, Resilience, and Well-being (8 hours)  
Creative Techniques in Counseling Children (3 hours)  
Sharpening Your Clinical Skills: Transitioning to DSM-5 (3 hours)  
Historical Roots of Spirituality for All (3 hours)  
Using a Family Model of Wellness (3 hours)  
Testing and Assessment for LMHCs (3 hours)  
EFT – Emotional Freedom Techniques: Cutting Edge Techniques to Transform Your  
Practice (3 hours)  
U.S. Journal Training, Inc.  
34<sup>th</sup> Annual Training Institute on Behavioral Health & Addictive Disorders (21 hours)

### **2012**

American Substance Abuse Professionals  
Substance Abuse Professional (SAP) Refresher Course (12 hours)

Ce-classes.com

Aggression Control: Recognition, Proactive Approaches and Diffusion (2 hours)

Network Institute of Christian Counseling

Synchronizing the Divided Heart; Insights in Same-Sex Attraction and Gender Identity Issues (2 hours)

Suncoast Mental Health Counselors Association

Rapid Resolution Therapy: Learn About How to Heal the Emotional Wounds of Trauma & PTSD (3 hours)

Using Psychodynamic Action Methods in Private Practice (3 hours)

Medical Errors (3 hours)

Sorting Styles: How to Build Better Relationships (3 hours)

Problem Gambling: The Biggest Secret (3 hours)

Compassion Fatigue: The Importance of Self-Care (3 hours)

Ethic & Boundaries: Revised for 2013 (3 hours)

U.S. Journal Training, Inc.

33<sup>rd</sup> Annual Training Institute on Behavioral Health & Addictive Disorders (21 hours)

## **2011**

American Heart Association

Basic Life Support

Netsmart University

Addictions, Series B Diagnosis and Treatment, Part A (1 hour)

Addictions, Series B Diagnosis and Treatment, Part B (1 hour)

Infectious Diseases and the Relationship of Drug Use to Their Spread (1 hour)

Network Institute of Christian Counseling

Tax Issues for Counselors (2 hours)

Suncoast Mental Health Counselors Association

Are Effective Counselors Born or Made? Clinical Effectiveness & Tools that Best Serve Your Clients (3 hours)

EMDR—Trauma Resolution & Beyond (3 hours)

PTSD—A NLP Approach (3 hours)

What Mental Health Counselors Need to Know About Capacity—Legally Clinically (AKA Elder Law Attorneys Can Be Fun) (3 hours)

U.S. Journal Training, Inc.

32<sup>nd</sup> Annual Training Institute on Behavioral Health & Addictive Disorders (21 hours)

## **2010**

Essential Learning

Best Practices: Behavioral Support & Intervention (2 hours)

Fl. Dept. of Education, Division of Vocational Rehabilitation

Statewide Supervisor Training (13.75 hours)

Netsmart University

Ethics I, Part B: Decisions Involving Therapist & Patient (1.5 hours)

AIDS in the Workplace v.1 (1 hour)

Ethics Series (1.5 hours)

Dual Diagnosis, Part 2, Version 2 (3 hours)

Dual Diagnosis, Part 1, Version 2 (3 hours)  
Domestic Violence I, Part A (1.5 hours)  
Domestic Violence I, Part B (1.5 hours)  
Crisis Intervention and Risk Management (3 hours)  
Cultural Diversity—A Primer (3 hours)  
Violence in the Workplace, v.2 (1 hour)  
OSHA Basic First Aid, v. 2 (1 hour)  
Domestic Violence II, Part B (1.5 hours)

PESI, Inc.

Risk Assessment & Mental Status Exam (6 hours)

U.S. Journal Training, Inc.

31<sup>st</sup> Annual Training Institute on Behavioral Health & Addictive Disorders (21 hours)

## **2009**

Cross Country Education

Prolonged Exposure Therapy for PTSD (6 hours)

Florida Certification Board

SAP Homestudy (12 hours)

Florida Dept. of Education, Division of Vocational Rehabilitation

Statewide Supervisor Training (14.25 hours)

Area 4 ACED Training (5 hours)

NRA by the Bay (2.5 hours)

Headquarters Supported Employment Training (2.5 hours)

Institute for Integral Development

30<sup>th</sup> Annual Training Institute on Behavioral Health & Addictive Disorders (21 hours)

Medscape

Pathophysiology and Slow Wave Sleep (0.25 hours)

Operation PAR, Inc.

Verbal De-Escalation (2 hours)

PsyCare

Florida Laws and Rules Consortium; HIV/AIDS Workshop (3 hours)

Florida Mental Health Laws and Rules (8 hours)

## **2008**

Cross Country Education

Attachment and Emotional Regulation Brain-Based Interventions Across the Lifespan (6 hours)

Florida Dept. of Education, Division of Vocational Rehabilitation

State Supervisor and Rehab Technician Training (13 hours)

Statewide Supervisor and Rehab Ethics (3.5 hours)

Communications Coordinator & Employer Liaison Training (10.75 hours)

Area 4 EAT Training (2.75 hours)

Ticket to Work Program Training (3 hours)

Statewide Supervisor Training (14.25 hours)

Florida Institute for Continuing Professional Development

Dialectical Behavior Therapy Workshop (12 hours)

Institute for Integral Development

29<sup>th</sup> Annual Training Institute on Behavioral Health & Addictive Disorders (21 hours)

Medscape



Depression: Lifestyle and Complementary Therapy to Promote Healthy Moods in Teens (.75 hours)

**PESI**

Cognitive Behavioral Treatment (7.5 hours)

Mindfulness: The Practice of Compassionate Presence (7.5 hours)

**Stephen Ministries**

The Stephen Series Leader's Training Course (4.2)

**2007**

**Florida Dept. of Education, Division of Vocational Rehabilitation**

Statewide Supervisor Training (16.25 hours)

Supervisor Apprentice Training – Modules 3 &4 (7 hours)

Area 4 Wide Training Eating Right and Living Well (3 hours)

Supervisor Apprentice Training (3.5 hours)

Conflict Resolution Training Program (6.5 hours)

The Training You Cannot Bypass (2.5 hours)

Area 4 Regional Training (9 hours)

Regional Institute for New Supervisors, Session 3 (24 hours)

Everyday Ethical Decisions and Considerations for Counselors: Let's Talk! (24 hours)

Medical Training Workshop (4 hours)

Crisis Management & De-Escalation Training (6.5 hours)

**Institute for Integral Development**

28<sup>th</sup> Annual Training Institute for Behavioral Health & Addictive Disorders (19 hours)

**2006**

**Florida Dept. of Education, Division of Vocational Rehabilitation**

Orientation to Supported Employment (18 hours)

Area 4 Regional Training (10 hours)

New Supervisor Training (3 hours)

Triannual VR Supervisor Training (14.25 hours)

Manatee County's 10 Year Plan to End Chronic Homelessness

New VR Supervisor Training (14 hours)

Triannual VR Supervisor Training (14 hours)

**Operation PAR, Inc.**

Motional Enhancement Therapy/Cognitive Behavioral Therapy/Family Support Network (21 hours)

HIV/AIDS with Update (2 hours)

**2004**

**Florida Certification Board**

Florida Specific Written Review Course (16 hours)

**Florida Dept. of Education, Division of Vocational Rehabilitation**

Functional Limitations of Psychiatric Disabilities: Ins & Outs of Informed Choice: Tools for Ethical Decision-Making (6 hours)

**Florida Dept. of Health**

Basic HIPPA Privacy Training (3 hours)

**Medscape**

Comprehensive Management of Behavioral Disturbances in Dementia (1 hour)

American Psychiatric Association 156<sup>th</sup> Annual Meeting – Special Topics (Comorbidity w/ Substance Abuse (.5 hours)

Disulfiram and CBT Reduce Cocaine Dependence (.25 hours)

UMDNJ

Spotlight on Remission: Achieving and Evidence-Based Goal in Depression and Anxiety Disorders (1.25 hours)

**2003**

Florida Alcohol & Drug Abuse Association (FADAA)

Adolescent Chemical Dependency (4 hours)

Florida Dept. of Health

Infection Control Manual (1 hours)

Operation PAR, Inc.

Driver Safety Training: Transportation

Clinical Documentation (6.5 hours)

Why Methadone Works! (2 hours)

Treatment Plan Training ( 2 hours)

Co-Occurring Disorders (2 hours)

Therapeutic Communities of America Skills (6 hours)

HIPPA for Behavioral Confidentiality and Privacy for the Behavioral Healthcare Providers with 42 CFR, Part 2 (2 hours)

Quarterly Training (2 hours)

Verbal De-Escalation (2 hours)

Drugs of Abuse: Opiates, Cocaine, Methadone (2 hours)

Drugs of Abuse: Club Drugs (2 hours)

Drugs of Abuse: Tobacco and Other Drugs (2 hours)

**2002**

Florida Dept. of Health

Computer Systems Overview Basic Training Direct Course (6.5 hours)

EARS Basic Training Direct Course (2 hours)

Operation PAR, Inc.

Confidentiality/Medical Records (1.5 hours)

Risk Management/Safety (1.5 hours)

Performance Improvement (1 hours)

Verbal De-Escalation (2 hours)

HIV/AIDS (4 hours)

Drugs of Abuse 103: Designer Drugs, Opiates, PCP (2 hours)

Effective Group Counseling Strategies & Techniques (3 hours)

Drugs of Abuse 101 & 102 (4 hours)

**2001**

Florida Alcohol & Drug Abuse Association (FADAA)

Home Study Course in HIV/AIDS (4 hours)

Home Study Course in Substance Abuse Treatment with Criminal Justice Offenders (5 hours)

Home Study Course in Drug Trends: Marijuana, Cocaine, and Club Drugs (2 hours)

Home Study Course in Pharmacology (4 hours)

Home Study Course in Relapse Prevention (3 hours)

Juvenile Welfare Board of Pinellas County

Confronting and Replacing Negative Behavior in Youth (7.5 hours)

Families at Adolescence: Understanding Parent-Child Transitions (3 hours)

Therapeutic Intervention of Sexually Abused Children (7.5 hours)

Sexuality, Contraceptive Use and Pregnancy Among Our Youth (7.5 hours)

Outcomes-Based Drug Prevention (7.5 hours)

Operation PAR, Inc.

Drugs of Abuse 101 (2 hours)

Drugs of Abuse 102 (2 hours)

Domestic Violence (2 hours)

Drugs of Abuse 103 (2 hours)

Ethics: Policy and Standards (2 hours)

Spotlight on Prevention (3 hours)

Drugs of Abuse 104 (2 hours)

**2000**

Juvenile Welfare Board of Pinellas County

This Child is a Teenager (3 hours)

Out on the Street: Drug Update (3 hours)

Operation PAR, Inc.

Confidentiality/Ethics (1.5 hours)

Verbal De-Escalation (2 hours)

Safety and Risk Management (1.5 hours)

Performance Improvement (1 hours)

Infection Control (1 hours)

HIV/AIDS with Update (4 hours)

Ethics/Standards (2 hours)

Domestic Violence (2 hours)

Sexual Abuse & Trauma (2 hours)

Performance Improvement (1.5 hours)

Performance Improvement (2 hours)

Sexual Abuse & Trauma (2 hours)

Dual Diagnosis 101 (2 hours)

Dual Diagnosis 202 (2 hours)