

Travis Andrews, Ph.D.

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Curriculum Vitae

Professor, consultant, and licensed professional counselor with specialized knowledge in counselor education, mental health, vocational rehabilitation, and evidence-based treatment approaches including Cognitive Behavioral Therapy (CBT) and Trauma Focused Cognitive Behavioral Therapy (TF-CBT). Hands-on experience in mental health, vocational, and rehabilitation counseling, clinical supervision, and forensic expert services. Licensed Mental Health Counselor Supervisor (LCMHC-S) in North Carolina, Licensed Professional Clinical Counselor (LPCC) in Kentucky, Certified Rehabilitation Counselor (CRC), Board Certified Tele-Mental Health Provider (BC-TMH), and Trauma-Focused Cognitive Behavioral Therapist (TF-CBT).

Selected Qualifications

- Graduate-level teaching experience in counselor education, both in-class and on-line, including curriculum development, assessment of student work, and engagement in scholarly research.
- Seasoned mental health and rehabilitation counselor with expertise in child development, adolescent behavioral disorders, trauma, and family therapy.
- Consultant specializing in case management and treatment plans, vocational and psycho-educational assessment, critical incident stress, trauma-focused therapy, and psycho-sexual harm to youth.

Education

Doctor of Philosophy in Rehabilitation Counseling and Counselor Education

North Carolina A&T State University, Greensboro, NC (CACREP Accredited)

Dissertation Title: "*Rehabilitation Counseling in Color: The Importance of African American Male Representation in CACREP-Accredited Counselor Education Programs*".

2020

Master of Science in Rehabilitation Counseling

North Carolina A&T State University, Greensboro, NC

2010

Bachelor of Arts in Sociology

North Carolina A&T State University, Greensboro, NC

2006

Certifications

Licensed Professional Clinical Counselor—264581

Kentucky Board of Licensed Professional Counselors, Frankfort, KY

2020

Board Certified Tele Mental Health Provider-2424

Center for Credentialing and Education, Greensboro, NC

2020

Certified Rehabilitation Counselor—00112820

Commission on Rehabilitation Counselor Certification, Schaumburg, IL

2019

TFCBT National Therapist Certification

Trauma-Focused CBT (TFCBT) Rostered

2017

Licensed Clinical Mental Health Counselor Supervisor—S8657

NC Licensed Professional Counselor Board, Greensboro, NC

2011

Teaching Experience

University of Kentucky, Lexington, KY Assistant Professor, Counselor Education

2020 – Present

Teach graduate-level courses and coordinate student practicum and internships. Utilize technological teaching platforms to deliver course material through distance learning and blended applications. Play a part in curriculum development, academic research, and program accreditation. Advise students and assess program-level student learning.

- Co-Director Undergraduate Interdisciplinary Studies Program
- Practicum and Internship Coordinator
- Member of Faculty Governance
- Conducting high-impact research in rehabilitation counseling leading to manuscript publications in top-tier journals, including Journal of Rehabilitation Administration.
- Courses include:
 - Counseling Theories
 - Assessment in Rehabilitation and Mental Health
 - Counseling Techniques
 - Practicum/Internship

North Carolina A&T State University, Greensboro, NC Guest Lecturer

2020 – 2020

- Qualitative Dissertation COUN 865 (Doctoral level)

North Carolina A&T State University, Greensboro, NC Teaching Assistant

2018 – 2019

Taught the following courses under Doctoral supervision:

- Theories and Methods of Counseling (2019)
- Practicum in Counselor Education (2018 – 2019)
- Multicultural Counseling (2018)
- Internship II (2018)

Consulting Experience

Andrews Counseling & Consulting, PLLC, North Carolina Principal, Counselor (2016- Present)

2016 – Present

Assess patients and cooperatively create goals and action plans for personal, professional, and return-to-work goals. Present suitable case management and clinical treatment to help clients access services. Advise, train, and deliver psycho-educational workshops to clinical professionals and mental health community organizations. Counsel

individuals using evidence-based therapy methods such as Cognitive Behavioral Therapy (CBT), Trauma Focused CBT, Motivational interviewing (MI) and Solution Focused. Offer counseling through Employee Assistance Programs (EAP). Inform EAP organizations (ComPsych, Magellan EAP, and Anthem EAP) on Critical Incident Stress Management. Minister specialized treatment services to traumatized youth such as Trauma Focused Therapy, Psychosexual Harm Evaluations.

- Conceived and successfully opened private practice within two months, and exceeded estimated number of consumers within one year
- Served over 500 individuals with behavioral health issues in the first year
- Work effectively with a Governing Board, in community networking and public relations, speaking at conferences and meetings, managing multiple funding streams (both private and public), and ensuring a cohesive and productive work environment with high-quality outcomes
- Have obtained various contracts such as Behavioral Health Medicaid, private insurance paneling, Social Security Administration, Office of Vocational Rehabilitation, and Provider Consultation Agreements.
- Have become the lead organization through process evaluations, policy changes, and accreditation reviews

Vocational Expert (2017- Present)

Present expert opinion regarding individual's capacity to return to work. Testify at Social Security hearings as an approved expert witness. Foster relationships with judges, attorneys, non-attorney representatives, hearing reporters, and staff at the Office of Disability Adjudication and Review to facilitate collaboration.

- Comprehensive knowledge relative to Department of Labor vocational manuals and guidelines, including Dictionary of Occupational Titles (DOT), Selected Characteristics of Occupations Defined in the Revised Dictionary of Occupational Titles (SCO).
- Comprehensive knowledge of U.S. Census Bureau, Bureau of Labor Statistics, and various state employment agency data relative to vocational rehabilitation.

Specialized Consultative Services (SCS) (2020 – Present)

Provide specialized behavior intervention expertise, training, and technical assistance to family members, support staff and natural supports to meet the needs of clients with developmental disabilities who require long term intervention. As part of an expert team, utilize groups to meet the individual requirements of families. Review needs and design strategies and interventions to support clients and provide outcomes in the community. Train family and staff to implement strategies and review monthly to adjust as necessary.

- Deliver services through the Innovations Waiver or private pay, as a Cardinal Healthcare Innovations and Sandhills Behavioral Health provider.

Clinical Experience

Travis S. Andrews, LCMHC-S

2016 – Present

Licensed Clinical Mental Health Counselor Supervisor

Lead weekly supervision, monthly group, and individually supervise and mentor up to ten associate clinical counselors (LCMHC-A). Create training materials to teach new clinical counselors. Topics include therapeutic modalities, awareness of relationship violence, diversity, and cultural sensitivity, being a trauma-informed counselor, and counseling poor and ethnic families. Guide practitioners to assess clients' mental health, develop suitable treatments and make referrals. Ensure that practitioners comply with licensure and registration requirements. Ensure compliance, accuracy, and quality of clinical documentation.

Supervision practice guided by:

- Knowledge of culture as it refers to ethnicity, race, age, class, gender, sexual orientation, religion, immigration status, literacy, and mental or physical disability

- Exploration of how service delivery impacts supervisee's own culture
- Exploration about the unique cultural context and cultural history of the client
- A commitment to cultural competence as an on-going inquiry since culture is ever-changing

**Alternative Living Solutions, Inc., North Carolina
Vocational Rehabilitation Counselor (Consultant)**

2016 – Present

Advise people on social security to obtain employment and achieve financial independence. Employ various assessment tools to determine aptitude and interests to help individuals create career plans. Deliver workshops, training, and guidance on job search skills, resume and cover letter writing, and successful interviewing. Coordinate educational counseling, career enhancement, and employment placement services for individuals with disabilities.

- Manage program operation (Ticket-To-Work) per industry regulations, agency policies, and HIPPA guidelines
- Provide orientation to newly hired Vocational Rehabilitation Counselors
- Conduct individual work-related counseling sessions and assessments with clientele utilizing motivational interviewing/CBT

**VRE 4 Vets, LLC, North Carolina
Rehabilitation and Employment Counselor**

2017 – 2019

Counseled veterans and service members leaving active duty (under U.S.C. Title 38, Chapter 36) to prepare for, find, and keep suitable employment. Performed evaluation and assessments to determine vocational skills, interests, abilities, and rehabilitation goals. Coached clients to build education and career plans. Determined eligibility of individual applicants for services with close attention to medical documentation. Assessed interests, aptitudes, and disability needs to determine viably and mutually agreed upon goal for the Plan for Employment

- Partnered with local provider agencies to give the best possible contracted services with realistic goals and positive outcomes
- Consistently delivered at or above statistical goals in every category
- Cultivated positive and productive relationships with the Department of Vocational Affairs, leading to competitive job placements and participants in statewide hiring events

**MHN Government Services Inc, Iwakuni, Japan
Military Family Life Counselor**

2016 – 2017

Counseled and assessed needs of military service members and their families, advising on treatment plans. Applied knowledge of child development and therapeutic techniques to counsel clients, create action plans, and refer to appropriate resources. Led health and wellness presentations, training sessions, and a psychoeducation discussion group. Joined in health fairs, and child and youth focused activities on base.

- Provided age-appropriate activities-based programs to young children and adolescents on topics such as identifying feelings, problem-solving, bullying, conflict resolution, self-esteem, coping with deployment and reunification, sibling/parental relationships, anger and time management, separation from parent (s), divorce, health and wellness/self-care, and other related
- Provided consultations, training, and educational presentations/workshops for parents, school staff, child-care professionals, and other community groups on topics such as child development, behavioral management, burnout and self-care, effects of deployment and reunification on children and youth, recognizing behavioral indicators of stress in children and youth
- Advised on behavioral and psychotherapeutic training and education programs and materials requested by military personnel and commanders

**Counseling Wellness & Health, PLLC, North Carolina
Clinical Director**

2013 – 2016

Supervised all outpatient mental health services, overseeing treatment plans and outcomes. Created program objectives in collaboration with the program operator and established productivity goals for clinical staff. Built high-performing team of 12 clinical staff to achieve program goals. Identified staff development needs and delivered training as required.

- Created and employed marketing strategies to produce successful referral process
- Engaged in monthly peer consultation with practice providers to address clinical and administrative processes
- Provided clinical and administrative training, skills, and supervision to new staff and interns
- Provided ongoing supervision to staff therapists
- Collaborated with staff Psychiatrist, LMO and community partners to ensure continuity of services

Guess Community Services Inc., North Carolina
Intensive In-Home Mental Health Clinical Team Lead

2011 – 2013

Performed Clinical Comprehensive Assessments (CCA) for children and adolescents with behavioral disorders and collaborated with client and family to create Person Centered Plans (PCP) to determine treatment goals. Referred families to community resources. Mobilized team to complete administrative functions such as scheduling, client notification, documentation entry, including client and team meeting documentation.

- Coached families in managing behavior, communicating, and coping through weekly therapy sessions.

Guess Community Services Inc., North Carolina
Mental Health Case Manager

2009 – 2011

Conducted needs assessments to deliver immediate interventions, and designed client-driven goals. Checked progress toward desired outcomes in weekly sessions. Orchestrated client care and services in collaboration with program and agency personnel.

- Executed appropriate risk-assessment and mitigation strategies
- Guided clients in understanding illnesses and treatment plans
- Documented all patient information including service plans, treatment reports, and progress notes
- Quickly responded to crisis situations when severe mental health and behavioral issues arose
- Referred clients to other programs and community agencies to enhance treatment processes

Service

Board Member – National Association of Multicultural Rehabilitation Concerns (NAMRC)

Elected
 2021- 2023

Committee Member – Name Change College Task Force

University of Kentucky, College of Education
 2020

NBCC-International Mental Health Facilitator

Belize City, Belize
 2019

President Elect – North Carolina Association for Humanistic Counseling. (NCAHC)

Appointed by NCAHC President
 2019- Present

Professional Organizations

- National Association of Multicultural Rehabilitation Concerns (NAMRC)
- American Counseling Association
- Association for Counselor Education and Supervision (Southern Region)
- Licensed Professional Counselor Association of North Carolina
- International Association of Rehabilitation Professionals

Conferences and Presentations

- Towards Antiracist and Feminist Approaches to Counselor Education, SACES, 2020
- Panelist, Mental Health Conversations: Being A Black & Minority Male in America, North Carolina Central University – WebEx, 2020
- Panelist, COVID-19 and Racism: A Discussion of the Double Pandemic and the Effect of Systemic Oppression on Minority Communities. National Association of Multicultural Rehabilitation Concerns (NAMRC) – Zoom, 2020
- Panelist, Amidst the Pandemic and Protests: An Emotional Check- In, Elon First Baptist Church (Zoom), 2020
- Counseling Practicum/Internship Workshop, North Carolina A&T State University, 2019
- Stress on the spouse: Effects of PTSD on the family, North Carolina Rehabilitation Association, 2018
- Serviceman to Civilian, National Career Development Association, 2018
- Generational trauma and the development of trauma in families, Tennessee Counselor Association, 2018
- African American men: Mental health awareness, Keynote: St. Peter’s Church and World Outreach Center, 2017