

Thomas M. Workman, Jr., PhD, LPC, NCC, ACS

Education	<p>Ph.D. Counselor Education & Supervision Duquesne University (CACREP accredited) Dissertation: A Dynamic System: Restraints, Violence, Compassion Satisfaction, and Supervision</p> <p>M.S. Community & Agency Counseling California University of Pennsylvania (CACREP accredited)</p> <p>B.A. Psychology with a concentration in Industrial/Organizational California University of Pennsylvania</p>
Certifications	<p>Licensed Professional Counselor (LPC) National Certified Counselor (NCC) Approved Clinical Supervisor (ACS)</p>
Teaching Experience	<p>Franciscan University, <i>Assistant Professor</i>, August 2015 - Current 1235 University Blvd., Steubenville, OH 43952</p> <p>Duquesne University, <i>Adjunct Professor</i> August 2015 - Current 600 Forbes Ave., Pittsburgh, PA 15282</p> <p>Franciscan University, <i>Adjunct Professor</i> August 2014 – August 2015 1235 University Blvd., Steubenville, OH 43952</p>
Courses Taught	<p>Addiction Counseling (4) Adolescent Psychology (2) Counseling Theories (3) Educational Psychology (1) Human Growth & Development (7) Interviewing & Assessment (1) Therapeutic Techniques (1)</p>
Agency Trainings	<p>Cognitive Therapy of Substance Use Disorders Rational Emotive Behavior Therapy Boundaries in Ethics in Social Media CBT Supervision The Discrimination Model of Supervision in Residential Treatment Counseling Skills & Techniques Safe Crisis Management ® De-escalation & Intervention with Adolescents Evidenced-Based Treatment Planning Motivation Interviewing Prison Rap Elimination Act</p>
Professional Experience	

Independent Contractor *April, 2015 – Current*

- Provide policy development & implementation for psychiatric clinics & addiction treatment centers
- Quality assurance system development
- Assistance with credentialing & state licensing
- Clinical & administrative supervision
- Program evaluation & auctioning planning based in research

MS Legacy

April, 2015 - Current

Therapist

- Provide individual therapy & completed relevant documentation
- Conduct initial Biopsychosocial assessments & evaluative summaries
- Develop evidenced-based treatment plans & service modalities

Gateway Rehabilitation Center

May, 2011 – August, 2015

Clinical Manager

- Data-driven decision making
- Significantly increased annual census & budgetary surplus by developing standard operating procedures based on best-practices & statistical analyses
- Oversaw regulatory compliance
- Responsible for the selection, evaluation, & termination of employees
- Provided clinical & administrative supervision for therapists & supervisors
- Provided direct group & individual therapy

Abraxas Center for Adolescent Females

January, 2011 – May, 2011

Senior Treatment Supervisor

- Developed & implemented clinical programming & operational policy
- Performed frequent site & chart audits ensuring compliance with regulatory agencies
- Provided clinical supervision for Treatment Supervisors
- Responsible for the selection, evaluation, & termination of supervisory level positions
- Significantly reduced frequency of physical interventions through staff training & policy development

Abraxas Center for Adolescent Females

September, 2010 – Jan., 2011

Treatment Supervisor

- Researched & implemented best practice guidelines & evidenced-based approaches
- Provided individual & group clinical supervision for counselors & other direct care staff members
- Focused on the development of staff members through education, supervision, & role modeling of appropriate skills
- Responsible for the selection, evaluation, & termination of staff members

Pyramid Healthcare, Inc.

May, 2010 – September, 2010

Adolescent Counselor

- Facilitated group/individual sessions & completed related documentation
- Developed treatment plans using best practice guidelines
- Developed group material to meet needs of clients
- Maintained communication & relationships with referral sources
- Maintained client charts & audits of client charts

Abraxas Center for Adolescent Females

May, 2009 – May, 2010

Treatment Supervisor

- Researched & implemented evidenced-based approaches
- Provided individual & group clinical supervision for counselors & other direct care staff members
- Focused on the development of staff members through education, supervision, & role modeling of appropriate skills
- Responsible for the selection, evaluation, & termination of counselors & other care staff members

Abraxas Center for Adolescent Females

October, 2007 – May, 2009

Counselor

- Provided training and supervision for interns
- Facilitated group & individual counseling sessions
- Developed & implemented treatment plans

Next Step Foundation

Jan., 2007 – December, 2007

Client Coordinator/Consultant

- Completed intake assessments
- Facilitated weekly family interventions
- Presented progress reports for clients in federal & local courts as necessary
- Organized nightly client drug & alcohol testing

Research

- Conduct of program evaluation & data-driven decision making:
 - Therapist efficacy with population traits
 - Identifying clients at-risk for negative discharge
 - Clients most likely to make achievements & complete programming
 - Overall program success rates
- Professional perceptions of behaviors while making prognoses
- Predictors of relapse & recidivism
- Staff exposure to violence & restraints
- Adoptive parents and adoptees

Presentations

Workman, T. M. (2014, November). *Professional perceptions of the predictive validity of behavioral demonstrations on post-treatment outcomes with substance abusing youth in residential treatment*. Pennsylvania

Thomas M. Workman, Jr., PhD, LPC, NCC, ACS

Counseling Association, State College, Pennsylvania.

Workman, T. M. (2013, October). *Post-adoption depression: A case for recognition*. Duquesne University Graduate Research Symposium, Pittsburgh, Pennsylvania.

Publication Workman, T., Perry, E., & Thompson, C. (In press). Chapter 6: Group work theories. In W. J. Casile (Ed.), *Group work leadership instructor's manual*. Sage: Los Angeles, CA.

Currently working on publications related to dissertation.

Additional Certifications Safe Crisis Management® Instructor Certification
Dialectical Behavior Therapy
DDAP Clinical Supervision Certification
Stress in Adolescence Trainer

Specializations Substance Use Disorders, Trauma & Sexual Abuse, Conduct Disorder, Anxiety, Depression, PTSD, Bipolar, ODD, Borderline Traits, Self-Injurious Behavior, Crisis Intervention

Professional Memberships American Counseling Association (ACA)
Pennsylvania Counseling Association (PCA)

References *Attached on additional sheet*