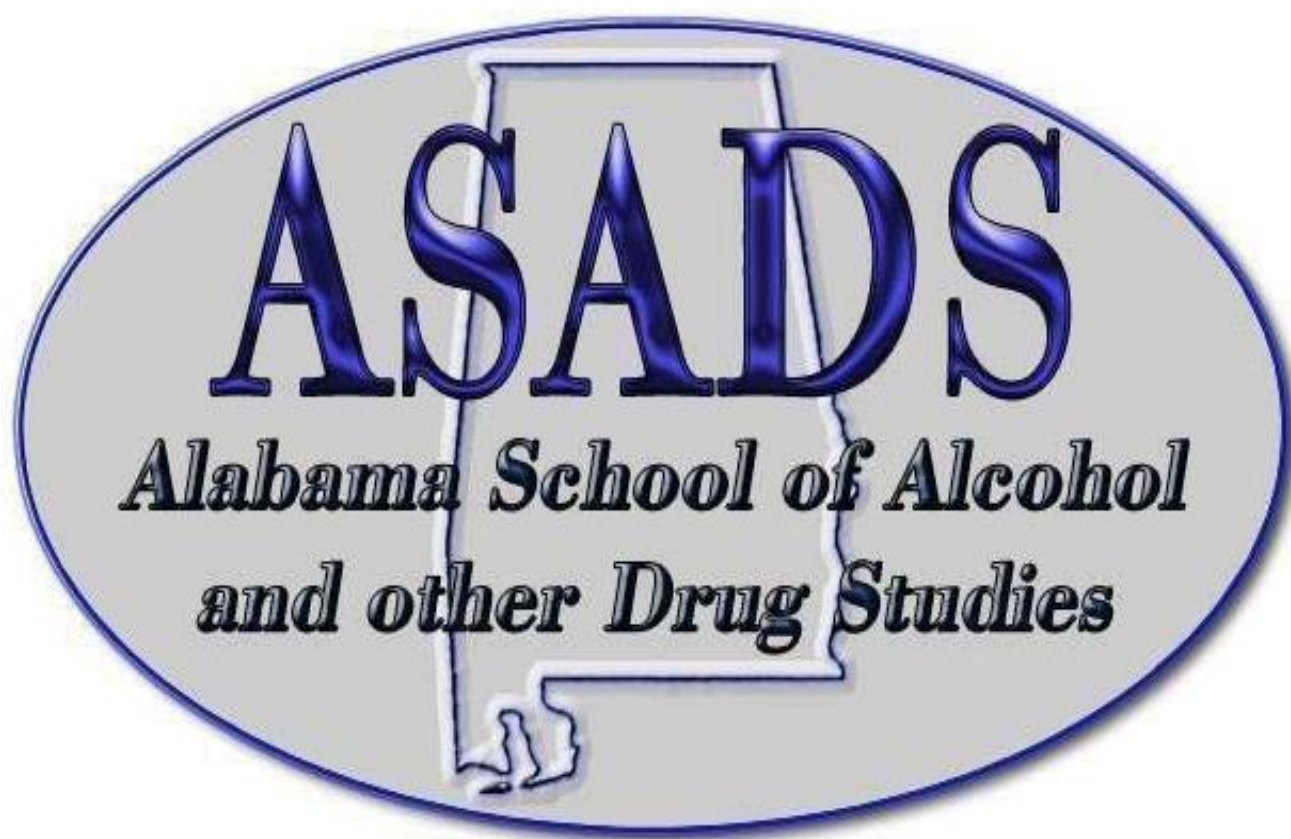


44th Annual



March 19 - 22, 2019

Bryant Conference Center
Tuscaloosa, AL

ABOUT THE 2019 PROGRAM



WHO SHOULD ATTEND

The **Alabama School of Alcohol and Other Drug Studies (ASADS)** is designed to meet the continuing educational needs of professionals involved in the enforcement, prevention, identification, assessment, treatment and rehabilitation of chemical dependency, including:

| | |
|-------------------------------------|---------------------------------|
| Certified Addiction Professionals | Child Protective Staff |
| Licensed Professional Counselors | Correctional Personnel |
| Court Referral Officers | DUI Program Staff |
| EAP Managers | Rehabilitation Specialists |
| Human Resource Professionals | Law Enforcement Professionals |
| Clergy | Nurses |
| Physicians | Prevention Specialists |
| Probation/Parole Officers | Psychologists |
| Educators | School Counselors |
| Community Corrections Professionals | Drug Education Coordinators |
| Social Workers | Substance Abuse Treatment Staff |
| Trauma Counselors | Court Referral Education Staff |

Whether you are new to the chemical addictions field or an experienced professional, represent a public or private organization, or work in other related areas, you will benefit personally and professionally from this major educational event. Please note **ASADS** offers courses on prevention, treatment, recovery and rehabilitation career fields.

2019 ASADS BOARD OF DIRECTORS and ADVISORY BOARD

| | |
|---|---|
| Angela Camp, <i>President</i> , Bradford Health Services | Joshlynn Edwards, Alabama Department of Public Health |
| Denise Shaw, <i>Vice President</i> , Administrative Office of Courts | Vanessa Goepel, University of Alabama |
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| Marcia Calender, Alabama Department of Youth Services | Samantha Patterson, Northwest AL Treatment Center |
| Eddie Clark, Ph.D., Troy University-Montgomery | Kristin Pettey, VA Medical Center Tuscaloosa |
| Dawn Daniel, AL Board of Nursing | Greg Snodgrass, Cumberland Heights |
| Lucy Douglas, WellStone Behavioral Health | |

GENERAL INFORMATION

TUITION

Deadline for early registration is **March 14, 2019**. Registrations will be accepted until the first day of the School; however, registrations post marked or faxed after March 14, 2019 will include an increased fee. Please see registration fees below.

Please Note: Many classes are filled prior to March 14. To ensure class of your choice register early!

EARLY Registration: March 14, 2019 and prior

| | |
|------------------|----------|
| 4 day attendance | \$420.00 |
| 3 day attendance | \$315.00 |
| 2 day attendance | \$210.00 |
| 1 day attendance | \$105.00 |

Registration: March 15, 2019 or after

| | |
|------------------|----------|
| 4 day attendance | \$425.00 |
| 3 day attendance | \$320.00 |
| 2 day attendance | \$215.00 |
| 1 day attendance | \$110.00 |

REGISTRATION INFORMATION

Participants may register online at www.asadsonline.com. We will also accept registrations by mail or fax for those who do not have internet access. Organizations may mail/fax a Purchase Order or Voucher for approval with names of participants identified. To request a registration form, contact the ASADS Office at 256-620-3304 or asadsalabama@gmail.com.

REGISTRATION PRIOR TO SCHOOL

When registering, please have your first, second and third choices for classes in mind. Every effort will be made to ensure participants are enrolled in their first choice, however, enrollment is limited and reservations are made on a first-come, first-serve basis. **ASADS** reserves the right to cancel any course for which minimum enrollment is not reached. If a course is cancelled and a transfer is not possible, a full refund of the tuition fee will be made.

ON-SITE REGISTRATION INFORMATION

We encourage you to register on-line prior to the School and as early as possible so that you may attend the class(es) you need or desire to take. Registration will be held in the lobby of the Bryant Conference Center. If you have self-payment, payment must be a part of your registration upon registration (See **"Week at a Glance"** schedule for registration opportunities).

CANCELLATIONS AND REFUNDS

Cancellations received after **March 6, 2019** will be subject to a 25% cancellation fee. No refunds are made after the program has begun. Participant substitutions are welcome. **ASADS** reserves the right to cancel or postpone classes in the case of a change or cancellation of an instructor.

FOOD AND REFRESHMENTS

Beverages and light snacks will be offered during break times. ASADS will provide lunch each class day.

HANDOUTS

ASADS has gone green! Therefore, **ASADS** will not provide copies of course handouts before or during the School. Participants may go to the **ASADS** website two weeks prior to the School start date to download and/or print handouts. Should an instructor be unable to provide his/her handouts for the **ASADS** website, the instructor will provide the handouts at the time of the course.

SPECIAL NEEDS

In accordance with the Americans with Disabilities Act, please contact Tom Mihokanich at (256) 595-2219 or email asadsalabama@gmail.com to let us know of any accommodation that might be needed so that we can assist you.

CONTINUING EDUCATION HOURS

The continuing education hours represent contact hours in an approved continuing education program. Participants can earn up to 27 contact hours if attending the entire School. Participants attending courses, as documented by daily attendance, will receive a certificate upon completion for each course attended. Specific information regarding course approvals is provided at **ASADS** website www.asadsonline.com.

The following bodies have approved the **ASADS** School for continuing education participation:

- Alabama Alcohol and Drug Abuse Association
- AL Alcoholism and Drug Counselor Certification Board
- Alabama State Board of Social Work Examiners-0502
- National Board of Certified Counselors-6600
- Marriage and Family Therapists
- Certified Rehabilitation Counselor
- Alabama Board of Nursing-ABNP 1475
- Alabama Psychological Association
- Alabama Board of Nursing Home Administrators



Alabama School of Alcohol and Other Drug Studies have been approved by NBCC as an Approved Continuing Education Provider, ACEP # 6600. Programs that do not qualify for NBCC credit are clearly identified. Alabama School of Alcohol and Other Drug Studies are solely responsible for all aspects of the program.

This program is sponsored by **ASADS** and the Alabama Psychological Association (aPA). The Alabama Psychological Association is approved by the American Psychological Association (APA) to sponsor continuing education for psychologists. aPA maintains responsibility for this program and its contents. This program is approved for credit hours for psychologists by aPA. Partial attendance, late arrival, or early departure will preclude the issuance of CE credits.



The Alabama Department of Rehabilitation Services is approved by the Commission on Rehabilitation Counselor Certification (CRCC) to sponsor continuing education credits for counselors. Sponsor number 00060639.



The Alabama Department of Rehabilitation Services is an approved RID CMP Sponsor. This activity has been awarded up to 27 CEUs in the content area of Professional Studies if attending the Deaf Track course (or 27 General Studies CEUs if attending other courses) by the Registry of Interpreters for the Deaf at the Little Content Knowledge Level for CMP and ACET participants. Activity #'s 0316-0319-01, 0316-0320-01, 0316-0321-01, 0316-0322-01, 0316-0319-02, 0316-0320-02, 0316-0321-02, 0316-0322-02, 0316-0319-03, 0316-0320-03, 0316-0321-03, and 0316-0322-03.

Participants are responsible for selecting courses that meet the requirements of their certifying body for contact hours and renewal needs. If there are questions regarding contact hours and requirements, please call your certifying body as listed above. If you have questions regarding the **ASADS** course content, contact Tom Mihokanich at (256)595-2219 or asadstommiho@gmail.com

CONTINUING MEDICAL EDUCATION

CREDIT DESIGNATION

The Medical Foundation of Alabama designates this live activity for a maximum of 27 *AMA PRA Category 1 Credit(s)*[™]. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

ACCREDITATION

This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Medical Association of the State of Alabama through the joint providership of the Medical Foundation of Alabama and the Alabama School for Alcohol and Other Drug Studies. The Medical Foundation of Alabama is accredited by the Medical Association of the State of Alabama to provide continuing medical education for physicians.

In order to receive full credit for the course participants must be present and ensure their signature is on all required course attendance sheets for the entire day. CME transcripts will be mailed to the physician by the Medical Association at the end of April .

LODGING

HOST HOTEL: Special arrangements have been made with the Hotel Capstone, which is also next to the Bryant Center, for participants at a special rate of \$120.00 for single, or double, plus tax. The hotel is located at 320 Bryant Drive, Tuscaloosa, Alabama 35401. Phone: (205) 752-3200 or 1-800-477-2262. Please indicate you are attending the **ASADS** School when making your reservation. This special room block and rate is reserved until **February 16, 2019**. The hotel reserves the right to discontinue the special rate after that date. You must bring your confirmation letter indicating you are registered for this School when you check in at the hotel to receive this special rate. One night's deposit is required when making your reservation.

ADDITIONAL HOTELS: Additional rooms are available close to the Bryant Conference Center. Please refer to the following:

Holiday Inn Express
(205)464-4000

Country Inns and Suite
(205)345-9999

Hampton Inn of Tuscaloosa
(205)553-9800

Comfort Inn
(205)345-1434

Fairfield Inn
(205)750-8394



SPECIAL COURSES

Tuesday - 8:15AM - 9:15AM

High in Plain Sight: Current Alcohol, Drug, and Concealment Trends and Identifiers

Presenter: Jermaine Galloway, B.S.

This course is for educators, prevention providers, coalition members, law enforcement, probation officers, school administration, treatment, counselors, and parents. This course covers alcohol and drug clothing, alcoholic energy drinks, alco-pops, alcohol and drug concealment methods and containers, drug paraphernalia, drug related music and groups, logos, stickers, new technology, youth party tendencies, party games, non-traditional alcoholic beverages, social networking sites, synthetic drugs, OTC drugs, inhalants, concentrates, E-cigarettes, and popular party drugs. This course can also cover common stash compartments that can be used to hide weapons inside everyday clothing containers and other items, in addition to the impact on traffic safety.

Wednesday - 8:15AM - 9:15AM

The Role of Honesty in Reducing Disparities

Presenter: Albert Gay, M.S.

According to the U.S. Department of Health and Human Services [HHS] Office of Minority Health, health equity is the attainment of the highest level of health for all people. However, an honest look at the data reveals that individuals from various cultural backgrounds are unable to attain their highest level of health. The reasons for these less than favorable outcomes require an honest look at society and the key roles of individuals and institutions that serve those individuals from various cultural backgrounds. In this course we will explore those causes and discover ways to create an environment that allows for possible attainment of better health and behavioral health outcomes from populations that have historically experienced disparities.

Thursday - 8:15AM - 9:15AM

Pain and Addiction

Presenter: Brent Boyett, D.M.D., D.O. DFASAM

The presentation will discuss the scientific evidence of opioid-induced hyperalgesia and how the rebound effect of opioid pain medication actually creates chronic pain. The lecture will discuss regional cultural variation in the way pain is perceived and the way that it is managed. The discussion will also consider the purpose of pain and the long-term effects of masking pain chemically.

Friday - 8:15AM- 9:15AM

Fired Up!

Presenters: Dr. Ryan Cate Gibson and Thea Harvey-Barratt, B.A.

This morning, we will explore how to stay motivated and excited at work. Most people enter drug and alcohol treatment professions because they have a passion for making a difference in people's lives. The day to day though can be challenging. It's easy to lose one's enthusiasm. This lively course will not only have you leaving ASADS feeling fired up, but provide you with tools that will help keep the energy going.

WEEK AT A GLANCE

| <u>MONDAY</u> | <u>TUESDAY</u> | <u>WEDNESDAY</u> <i>ASADS T-Shirt Day</i> | <u>THURSDAY</u> | <u>FRIDAY</u> |
|---|---|--|---|--|
| | 7:00 – 8:00AM REGISTRATION | 7:00 – 8:00AM REGISTRATION | 7:00 – 8:00AM REGISTRATION | 7:00 – 8:00AM REGISTRATION |
| | 8:15 – 9:15AM Welcome & Opening Course <i>High in Plain Sight: Current Alcohol, Drug, and Concealment Trends and Identifiers</i> | 8:15 – 9:15AM Welcome & Opening Course <i>The Role of Honesty in Reducing Disparities</i> | 8:15 – 9:15AM Welcome & Opening Course <i>Pain and Addiction</i> | 8:15 – 9:15AM Welcome & Opening Course <i>Fired Up!</i> |
| 4:00 – 6:00PM Registration Open | 9:15 – 9:30AM BREAK | 9:15 – 9:30AM BREAK | 9:15 – 9:30AM BREAK | 9:15 – 9:30AM BREAK |
| | 9:30 – 12:00NOON COURSES | 9:30 – 12:00NOON COURSES | 9:30 – 12:00NOON COURSES | 9:30 – 12:00NOON COURSES |
| | 12:00NOON – 1:00PM LUNCH | 12:00NOON – 1:00PM LUNCH <i>Carl Nowell Award</i> | 12:00NOON – 1:00PM LUNCH | 12:00NOON – 1:00PM LUNCH |
| | 1:00 – 3:00PM COURSES | 1:00 – 3:00PM COURSES | 1:00 – 3:00PM COURSES | 1:00 – 3:30PM COURSES |
| | 3:00 – 3:15PM BREAK | 3:00 – 3:15PM BREAK | 3:00 – 3:15PM BREAK | |
| | 3:15 – 4:45PM COURSES | 3:15 – 4:45PM COURSES | 3:15 – 4:45PM COURSES | |

COURSES AT A GLANCE

Participants need to select a first and second choice for the course they desire to attend on a specific day. The **ASADS** Board will work diligently to accommodate your need. However, courses are on a first come, first served basis and, occasionally the course may be full. All courses are designed to last a full day. **In order to receive full credit for the course participants must be present and ensure their signature is on all required course attendance sheets for the entire day.**

Tuesday Only

| |
|--|
| T1 - The Pain of Pleasure: A Pharmacist's Guide to Opioid Use Disorders for Prescribers and Other Healthcare Professionals (Part 1) |
| T2 - High in Plain Sight: Current Alcohol, Drug, and Concealment Trends and Identifiers |
| T3 - The Neurobiology of Addiction: The Addiction Process in Three Stages |
| T4 - Medication Assisted Treatment (MAT) Waiver Training This is an 8 hour course: Begins 8:00am -5:00pm |
| T5 - Identifying Needs, Clinical Approaches and Challenges in Serving with Deaf/Hard of Hearing Individuals with Substance Use Disorders |
| T6 - Cultural Competence for Prevention Newcomers |
| T7 - Stop Treading...Start Swimming |
| T8 - Ethical Decision-Making with Administrators, Clinicians and Peers |
| T9 - Reaching Further - A Guide To Maximizing Your Outreach Efforts. |
| T10 - Responsive Treatment of Opioid Use Disorder: Incorporating Medication in a Continuum of Care Model |
| T11 - Saving Our Boys to Save Our Girls |

Thursday Only

| |
|--|
| TH1 - The Pain of Pleasure: A Pharmacist's Guide to Opioid Use Disorders for Prescribers and Other Healthcare Professionals (Part 3) |
| TH2 - The Delivery of Office-Based Addiction Treatment (OBOT) in the 21st Century |
| TH3 - Neurobiology for Healthcare Professionals |
| TH4 - Trauma Informed Organizations: The Impact on Client Services |
| TH5 - Deafness and Youth, Discourse Analysis within Sign Language and the Substance Use Treatment Approach |
| TH6 - HIV/STI Update for the Prevention Specialist |
| TH7 - A Solid Framework for Leadership |
| TH8 - Ethics of Self-Care |
| TH9 - Understanding the Role of Gender Identity and Sexual Orientation in Addiction Treatment |
| TH10 - Nutrition & Exercise: Their Role in Recovery from Drug Addiction |
| TH11 - Suicide Prevention in Alabama |

Wednesday Only

| |
|---|
| W1 - The Pain of Pleasure: A Pharmacist's Guide to Opioid Use Disorders for Prescribers and Other Healthcare Professionals (Part 2) |
| W2 - Speaking of Suicide: Ethical Considerations for Professionals Working with Suicidal Individuals |
| W3 - Habilitation Versus Rehabilitation: Treating the Emerging Adult Population |
| W4 - I Have My Buprenorphine Waiver... Now What Do I Do With It? |
| W5 - Striving for Equity in Tobacco Prevention Programming and Online Suite of assessments related to Career, Substance Abuse and Mental Health Assessments in American Sign Language |
| W6 - Drug U: Current Trends, Cartels, and the Dark Net Continuum |
| W7 - The Language of Recovery: How to Share the Reality of Recovery in Professional Settings |
| W8 - Veterans and Veteran's Health Issues |
| W9 - A Cultural Humility Approach to Produce Positive Outcomes for Vulnerable Populations and People of Color |
| W10 - Tele-Behavioral Health: A Technological Approach to Counseling in Rural Communities |
| W11 - Roles of An Adolescent Counselor |

Friday Only

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| F1 - Becoming a Factor |
| F2 - Empathy, Authenticity, and Self-Care as an Addiction Professional |
| F3 - The Art and Science of Healing |
| F4 - What's the Relationship Between Addiction Professionals Attitudes and Beliefs and Stigma, Overdose and Unsuccessful Opioid Treatment? |
| F5 - Understanding the Impact of Language Dysfluency and Language Deprivation in Addiction Treatment |
| F6 - Creating a Vision of the Future: Interventions for Increasing Protective Factors of At-Risk Youth |
| F7 - Strategic Thinking and Acting |
| F8 - Professional Ethics |
| F9 - Trauma, A Growing Epidemic in Families: The Need for Treatment and Healing |
| F10 - Hello Darkness My Old Friend – Addressing Shame and Addiction in The Pursuit of Wellness |
| F11 - Presenting Evidenced Based Treatment Programs in an Incarcerated Population |

TUESDAY ONE-DAY COURSES

T1: The Pain of Pleasure: A Pharmacist's Guide to Opioid Use Disorders for Prescribers and Other Healthcare Professionals (Part 1)

Presenter: Merrill Norton, Ph.D.

Course Description:

The goal of treatment for opioid addiction or opioid use disorder (OUD) is remission of the disorder leading to lasting recovery. Recovery is a process of change through which individuals improve their health and wellness, live self-directed lives, and strive to reach their full potential. This Treatment Improvement Protocol (TIP) reviews the use of the three Food and Drug Administration (FDA)-approved medications used to treat OUD—methadone, naltrexone, and buprenorphine—and the other strategies and services needed to support recovery for people with OUD. **These are 3 different one day presentations to assist prescribers and other healthcare professionals a comprehensive training on the treatment of opioid use disorders from every perspective available in the state of Alabama.** Part 1 of this training will focus on an introduction to medications for opioid use disorder in treatment and addressing opioid use disorder in general medical settings.

Course Objectives:

After attending the course, a participant will be able to:

- learn the concepts of medications for Opioid Use Disorder (OUD) Treatment;
- address issues of Opioid Use Disorder (OUD) in General Medical Settings; and
- gain insight about Resources Related to Medications for Opioid Use Disorder (OUD) in Alabama.

T2: High in Plain Sight: Current Alcohol, Drug, and Concealment Trends and Identifiers

Presenter: Jermaine Galloway, B.S.

Course Description: This course is for educators, prevention providers, coalition members, law enforcement, probation officers, school administration, treatment, counselors, and parents. This course covers alcohol and drug clothing, alcoholic energy drinks, alcopops, alcohol and drug concealment methods and containers, drug paraphernalia, drug related music and groups, logos, stickers, new technology, youth party tendencies, party games, non-traditional alcoholic beverages, social networking sites, synthetic drugs, OTC drugs, inhalants, concentrates, E-cigarettes, and popular party drugs. This course can also cover common stash compartments that can be used to hide weapons inside everyday clothing containers and other items, in addition to the impact on traffic safety.

Course Objectives:

After attending the course, a participant will be able to:

- identify/recognize drug, alcohol and culture overview and various drug trends including marijuana strains, drug clothing, stash compartments, alcohol products, alcohol impairment and fake ID's;
- identify/recognize the impact of marijuana legalization and associated trends. Marijuana waxes, concentrates and oils along with non-traditional forms of marijuana;
- identify/recognize laced marijuana, drug clothing, stash compartments, over the counter drugs, and identifiers;
- identify/recognize drug Vape Pens and other devices; and drug terms and logos & review.

T3: The Neurobiology of Addiction: The Addiction Process in Three Stages

Presenter: Cardwell C. Nuckols, Ph.D.

Course Description:

Follow the progression (early to middle to chronic disease state) of Substance Use Disorders as they increase in chronicity. Disruption of neural functioning in three brain areas (prefrontal cortex, amygdala and nucleus accumbens) cause the predominant symptoms of addiction. Correlate the symptoms of addiction with the disruption of neural

functioning. This understanding will lead to a better awareness of how pharmacological and psychotherapeutic interventions assist in the recovery process.

Course Objectives:

After attending the course, a participant will be able to:

- discuss the neurobiological changes typically seen in the disease process of addiction;
- correlate neurobiological progression with symptom development; and
- describe how certain psychotherapies and pharmacotherapies aid in the recovery process.

T4: Medication Assisted Treatment (MAT) Waiver Training

This course is designed for MD, DO, PA, CRNP who are interested in becoming a 2000 Data Waived physician. This class will be held from 8:00am – 5:00pm to meet the 8-hour requirement.

Presenter: Alta DeRoo, MD, FACOG

Course Description:

This presentation is designed to train qualified physicians in dispensing or prescribing specifically approved Schedule III, IV, and V narcotic medications for the treatment of opioid addiction in an office-based setting. The goal of this training is to acquire the knowledge and skills needed to provide optimal care to opioid use disorder patients by providing: 1) an overview of opioid use disorder, 2) the efficacy and safety of buprenorphine, 3) process of patient selection, 4) clinical use of buprenorphine, 5) nonpharmacological interventions, 6) medical psychiatric conditions in opioid use disorder patients, office procedures, and 7) special treatment population. In total this eight hour training which will include eight separate modules and four case studies. Each of the speakers will be presenting for two hours. The remaining two hours is broken up over the four case studies. Designated by the DHHS, this training meets the eight-hour requirement and is designed for physicians to dispense buprenorphine in office practice for treatment of opioid use disorder. Participation in this training will provide physicians with a comprehensive overview of buprenorphine prescribing and its safe and effective use in an office-based setting. This training is designed for physicians and other primary care providers who are likely to treat opioid dependent persons in their practice, such as those in family practice, general internal medicine, psychiatry, pediatrics, adolescent medicine specialists, and Opioid Treatment Programs.

Course Objectives:

After attending the course, a participant will be able to:

- review addiction treatment in office-based practices;
- discuss the pharmacological treatments of opioid use disorder;
- determine what medical record documentation must be followed;
- discuss the process of buprenorphine induction as well as stabilization and maintenance techniques;
- describe how to take a patient history and evaluation; and
- review safety concerns and drug interactions.

T5: Identifying Needs, Clinical Approaches and Challenges in Serving with Deaf/Hard of Hearing Individuals with Substance Use Disorders

Presenters: Debra Guthmann, Ed.D and Kathryn Rose, BA, LADC

Course Description:

This course will discuss the various aspects of substance use dependency and how it impacts individuals who are Deaf or Hard of Hearing, or DeafBlind (DHHDB), barriers that the individuals face and unique characteristics of the population, clinical approaches and provide a current summary of the available specialized services and programming for residential, aftercare and sober living options. The course will also outline the DeafCan program and how they assist, mentor, and support individuals who are DHHDB who experience chemical dependency, mental illness and/or homelessness by offering community-based rehabilitation services, research information, current grant projects, clinical approaches, relapse prevention, aftercare and self-help group information as well as other resources available for DHH individuals.

Course Objectives:

After attending the course, a participant will be able to:

- identify clinical approaches that can be used with Deaf and hard of hearing individuals;
- participate in hands on clinical activities that can be replicated;
- receive information regarding available resources for DHHDB and SUD services from a specialized treatment program; and
- learn about treatment program and other resources available on a national basis.

T6: Cultural Competence for Prevention Newcomers

Presenter: Charon T Douglass, Prevention Consultant, CPM, LBSW

Course Description:

Prevention practitioners must understand the cultural context of the priority focus populations served. The behavioral health workforce must be willing to work within this context; based on community-based values and customs. The planning process includes practicing cultural competence to ensure that all members of a community are represented and included.

Course Objectives:

After attending the course, a participant will be able to:

- learn how to practice cultural competence throughout the planning process which is essential;
- recognize all community members who should be represented and included;
- understand risk and protective factors facilitate the understanding of the needs of the focus population;
- identify potential obstacles of the specific population; and
- learn how to conduct a forum and provide feedback on cultural competence that will impact prevention interventions.

T7: Stop Treading...Start Swimming

Presenter: Dr. Tammie McCurry, D.Min, HS-BCP

Course Description:

Oftentimes those in the healing profession, tread through life. Dealing with the day to day issues and challenges of others can become overwhelming. What happens when the physician gets sick? This course is designed to remind those in the helping profession to practice the time and stress management techniques they teach their clients. In utilizing these techniques, the helping professional will stop treading and start swimming through life.

Course Objectives:

After attending the course, a participant will be able to:

- identify the stress triggers in their life;
- gain a clearer picture of their priorities;
- be able to manage and control interruptions and behave more assertively;
- make better use of their time by making fewer lists; and
- allow themselves to say "No".

T8: Ethical Decision-Making with Administrators, Clinicians and Peers

Presenter: George S. Braucht; LPC, CPCS & CARES; Chief Mission Officer, Brauchtworks Consulting

Course Description:

Learn a trans-disciplinary ethical decision-making model to assist your agency in managing the dilemmas that occur due to the inherent clash among client rights, agency policies, funding commitments and community/public safety responsibilities. Bring your relevant professional codes of ethics (CRC, NAADAC, NASW, NBCC, etc.) to compare and contrast their principles.

Course Objectives:

After attending the course, a participant will be able to:

- list three fundamental principles of ethical decision-making from moral psychology;
- conduct vital incident review courses using an ethical decision-making worksheet to build multi-disciplinary collaboration among professionals with varied ethical behavior standards; and

- incorporate a Catalogue of Organizational Practices and Ethics (COPE) into your agency's new employee orientation and ongoing in-service trainings.

T9: Reaching Further - A Guide to Maximizing Your Outreach Efforts

Presenter: Denice Morris MS, MEd, CADC

Course Description:

This course is designed to provide creative outreach strategies for substance abuse treatment executives, clinicians or peers. It utilizes evidenced based models and techniques used in Alabama and other states. Combined with a brief overview of cultural competency and the indigenous leader model of outreach, the goal of this course is to equip members of the substance abuse community with the tools needed to capture hard to reach populations both culturally and geographically.

Course Objectives:

After attending the course, a participant will be able to:

- define outreach, how it benefits the individual, the agency and the community.;
- provide guidance regarding the delivery of outreach services in diverse cultures and overlooked geographical locations;
- understand best practices and the required elements of an outreach program; and
- learn how to develop an outreach activity for your agency.

T10: Responsive Treatment of Opioid Use Disorder: Incorporating Medication in a Continuum of Care Model

Presenters: Zach Ludwig, LPC/MHSP and Stefania Agliano, LMSW

Course Description:

This course will explore the utilization of Medication-Assisted Treatment (MAT) in a person-centered, responsive treatment model. Implementation of MAT poses challenges to providers in several ways. This course will explore some of these challenges—including practitioner bias, programmatic implementation, and process pitfalls—and propose possible solutions.

Course Objectives:

After attending the course, a participant will be able to:

- gain knowledge about opioid use disorder;
- understand relevant data about opioid use disorder and overdose;
- explore evidence-based options of MAT;
- define biases while learning ways to address these barriers;
- review clinical interventions relevant when working with MAT;
- explore the family component of treatment that incorporates MAT; and
- expand considerations needed for organizations when developing programming that provides care to patients on medications.

T11: Saving Our Boys to Save Our Girls

Presenters: Stefania Agliano, LMSW and Bryan Hall, LCSW

Course Description:

Many of the discussions, prevention/intervention programming, as well as front line assessments are designed to target either the victim (survivor) of sex trafficking or the buyer by addressing demand through legal interventions or educational programming. The missing component in the fight to eradicate trafficking is a lack of dialogue on services for the potential trafficker. As founders of I AM: The Empowerment Project we were called to action when we began to take a closer look at how pimps and traffickers were portrayed in the media, many times by the anti-trafficking community itself. We observed how young men who were gang involved, in juvenile detention facilities, involved in criminal activity and often difficult to engage were presented, discussed and treated. All too often these young men

were discarded and seen as having little worth as their crimes increased, as well as their age, and sadly these were frequently our most vulnerable youth who are marginalized due their race, socioeconomic status and lack of opportunities designed for success. It was clear that many of these young men were lost on the cradle to prison pipeline and more than likely going to enter the adult criminal system further sinking them into a life of crime and depravity. So we dared to create an avenue of prevention and intervention focused on our young men who participate in this heinous crime as the market facilitator engaging in highly abusive behaviors; I AM: Building A Healthy Male Identity. While females can be and are traffickers, this course is specifically focused on male perpetrators. Course participants will be given an overview on the importance of working with young men and boys and insights into the struggle of those who become involved in the crime of trafficking may face, including but not limited to, the mass marketing of hyper-masculinity, socioeconomic inequalities and institutionalized oppression. This course will allow participants to critically reflect further on how they assess trafficking cases potentially providing a new means of intervention to explore. We firmly believe that by helping our young men and boys to build a healthier sense of self we can potentially save our young women and girls from exploitation, trafficking and other forms of violence.

Course Objectives:

After attending the course, a participant will be able to:

- identify the complexities youth face that may lead them to trafficking.;
- articulate the impact that mass media has on young men, their development of the idea of masculinity and its correlation to exploitation and trafficking related behaviors; and
- list the techniques that could be used to connect with youth in an effort to assist youth in seeing their role in the abolition of buying sex (demand) and pimping (sexual exploitation of girls and women) by agreeing not to participate/condone that behavior.

WEDNESDAY ONE-DAY COURSES

W1: The Pain of Pleasure: A Pharmacist's Guide to Opioid Use Disorders for Prescribers and Other Healthcare Professionals (Part 2)

Presenter: Merrill Norton, Ph.D.

Course Description:

The goal of treatment for opioid addiction or opioid use disorder (OUD) is remission of the disorder leading to lasting recovery. Recovery is a process of change through which individuals improve their health and wellness, live self-directed lives, and strive to reach their full potential. This Treatment Improvement Protocol (TIP) reviews the use of the three Food and Drug Administration (FDA)-approved medications used to treat OUD—methadone, naltrexone, and buprenorphine—and the other strategies and services needed to support recovery for people with OUD. These are 3 different one day presentations to assist prescribers and other healthcare professionals a comprehensive training on the treatment of opioid use disorders from every perspective available in the state of Alabama. Part 2 of this training will focus on the pharmacotherapy for opioid use disorder.

Course Objectives:

After attending the course, a participant will be able to:

- gain a working knowledge of the Pharmacotherapy for Opioid Use Disorder (OUD);
- gain insight about Resources Related to Medications for Opioid Use Disorder (OUD) in Alabama.

W2: Speaking of Suicide: Ethical Considerations for Professionals Working with Suicidal Individuals

Presenter: Nancy Adams, M.ED, RID, CI/CT, CRC

Course Description:

Analysis has definitively shown that people being treated for substance use disorders are at a greatly elevated risk for suicide. Suicidal behavior is of the highest level of concern to counselors. Major ethical considerations must be considered when working with a suicidal individual which often evokes strong feelings in the helping professional. This course will illuminate the ethical and legal challenges that may arise when working with suicidal individuals, the complexities and ambiguities of a

client's experiences, and the personal, moral, ethical, and legal obligations for the professional. Codes of Ethics from the SAMSHA, APA, CRCC, ACA, NASW, and others will be discussed as case studies are explored.

Course Objectives:

After attending the course, a participant will be able to:

- address the counseling relationship and how ethical expectations and ethical boundaries keep clients and professionals safe from harm;
- discuss key ethical challenges in counseling suicidal individuals;
- examine current practice in dealing with ethical issues and how to utilize an ethical-decision making model; and
- explore ethical considerations related to counselor self-care, impairment, and service delivery.

W3: Habilitation Versus Rehabilitation: Treating the Emerging Adult Population

Presenter: Cardwell C. Nuckols, Ph.D.

Course Description:

A well-developed prefrontal cortex is a requirement for mature functioning. Unfortunately, many alcoholics and addicts who seek help lack the neurological tools to succeed. The clinician will notice that inside the mature physical frame exists a brain that is immature. Many of the 18-30-year-old heroin, cocaine and methamphetamine addicts present lacking top down control of affect, poor development of executive functioning and insecure attachments (relationships). A SPECT scan reveals hypoperfusion of the ventromedial prefrontal cortex (orbitofrontal cortex) upon patient admission. What does this mean? Is this due to the chronicity of the disease (prefrontal knocked off line) or is this a developmental issue requiring habilitation (neuroplastic development of the prefrontal cortices). This skills training event will help participants understand developmental delays in prefrontal development secondary to nonenriched environments including trauma and early alcohol/drug usage. Therapeutic techniques that positively impact prefrontal development secondary to neuroplasticity will be a major focus of this skills training event.

Course Objectives:

After attending the course, a participant will be able to:

- positively impact the patient's development of cognitive change from a concrete to a more formalized model;
- design an aggressive discharge or referral plan to facilitate continued positive development;
- assist the patient in emotional, cognitive and relational development utilizing approaches designed to facilitate neuroplasticity;
- assist the young adult in nurturing their spiritual self in the discovery of meaning in their life; and
- model the experience of a fair and consistent environment as they discover how a healthy family functions.

W4: I Have My Buprenorphine Waiver... Now What Do I Do With It?

Presenter: Alta DeRoo, MD, FACOG

Course Description:

Course is designed to assist the physician, PA or NP with putting their buprenorphine waiver to use. We will look at appropriate patient selection, risk mitigating documentation and preparing for the inevitable DEA inspection. We will review patients with comorbidities and appropriate level of care selection. We will also review practical ways to incorporate inductions into your practice or new practice treating Opioid Use Disorders.

Course Objectives:

After attending the course, a participant will be able to:

- review safety profile, risks and benefits of forms of all available buprenorphine products;
- patient selection, office induction and home induction;
- documentation to mitigate risks of buprenorphine prescribing;
- urine drug screen options and interpreting drug screens;
- buprenorphine in pregnancy;
- preparing for the inevitable DEA inspection; and
- everything you wanted to know but were afraid to ask: myths and street trends.

W5: Striving for Equity in Tobacco Prevention Programming and Online Suite of assessments related to Career, Substance Abuse and Mental Health Assessments in American Sign Language

Presenters: Debra Guthmann, Ed.D

Course Description:

The course will address the recent shifts in tobacco use, and the Hands-Off Tobacco, evidence-based anti-tobacco program for Deaf and Hard of Hearing (DHH) youth. The course will include sample lessons taken from the curriculum that was the result of a two-year grant developing and revising lessons to be used with DHH middle and high school students. The course will also address the translation and validation from English to ASL of several substance abuse, mental health and career screening tools. In addition, training will occur on how to use the online portal and accompanying training modules. A demonstration of the technology being used will be included as well as the ASL translated documents.

Course Objectives:

- After attending the course, a participant will be able to:
- describe tobacco knowledge and use patterns among Deaf and Hard of Hearing youth in Schools for the Deaf and mainstream settings;
- identify topic areas critical for inclusion in tobacco prevention education programs for Deaf and Hard of Hearing youth and methods for communicating this curriculum content; and
- demonstrate and describe the training materials that detail how to use the online portal application.

W6: Drug U: Current Trends, Cartels, and the Dark Net Continuum

Presenter: Derek Osborn, B.S.

Course Description:

Drug culture constantly evolves and changes through time while various factions remain constant. This course offers a comprehensive review of updated drug trends including new substances, potency and availability, the role of the cartels, and the seemingly inextinguishable force that is the "Dark Net."

Course Objectives:

After attending the course, a participant will be able to:

- demonstrate knowledge of current drugs and their availability;
- identify chemicals involved as well as common side effects;
- become aware and obtain a general understanding of how the dark net operates;
- examine societal acceptance vs. corporate acceptance of drugs and realistic expectations for the future; and
- become more motivated to continue and strive harder with prevention efforts.

W7: The Language of Recovery: How to Share the Reality of Recovery in Professional Settings

Presenter: Ed Johnson, M.Ed., MAC, LPC

Course Description:

Persons in Long-term Recovery are comfortable sharing the reality of their life in recovery with small groups at churches, civic clubs and community organizations. When it comes to speaking in front of Legislative Committees, City Councils, Regulatory Bodies and the media not so much. Combating stigma and discrimination at the local level is very important, however, helping to change the structural and systemic barriers that inhibit recovery is critical.

This didactic and experiential course is designed for help Certified Peer Support Specialists in Long Term Recovery develop the skills to allow them to appropriately convey the message of Recovery in professional settings.

Course Objectives:

After attending the course, a participant will be able to:

- articulate three key points required for speaking in professional settings;
- identify four phrases that are counter-productive when speaking in professional settings;
- prepare an oral statement to present in a professional setting; and

- demonstrate two skills for keeping the focus on recovery when speaking in professional settings.

W8: Veterans and Veteran's Health Issues

Presenters:

Randy Moore, DNP, RN

Joseph Moates, M.D.

Bridget Roop, Pharm.D.

Vanessa Hall

Cynthia S. Selleck, PhD, RN, FAAN

Course Description:

Alabama has approximately 440,000 Veterans living throughout the state and has deployed service members (both active duty and reservists) from all 67 counties to the wars in Iraq and Afghanistan. Military Veterans are a population with unique experiences and unique needs. Most receive care within their local communities rather than through the VA Health System. Clinicians and others interact with Veterans on a daily basis, usually without knowing it. This course will provide information on military cultural competency and the importance of identifying Veterans in your communities and clinical practices. Veterans are also at risk for chronic pain and the use and abuse of alcohol and other substances. The reasons for this will be discussed as well as the VA's focus on transforming pain care. Finally, the topic of military resiliency will be addressed and the importance of promoting resiliency before, during and after military service.

Course Objectives:

After attending the course, a participant will be able to:

- apply military cultural competency to the care of Veterans, service members and their families;
- understand the importance of taking a military health history;
- recognize the scope of the problem and the unique behavioral and mental health needs of service members, veterans and their families; and
- identify opportunities to address these unique health care needs within the community.

W9: A Cultural Humility Approach to Produce Positive Outcomes for Vulnerable Populations and People of Color

Presenter: Albert Gay, M.S.

Course Description:

This training is designed to raise awareness of the power of the individual, organizations, and the prevention system to impact negative health and behavioral health outcomes that are associated with vulnerable populations and people of color. These disparities are the results of biases of individuals and discriminatory practices of institutions. Coalitions are the perfect vehicle to bring resources to vulnerable populations that have historically or newly experienced negative consequences of those discriminatory practices. By using culturally humility within the Strategic Prevention Framework, we can make a more equitable community where all populations can reduce substance use and achieve more positive outcomes.

Course Objectives:

After attending the course, a participant will be able to:

- examine the Power Structure and its relation to vulnerable populations and people of color;
- understand the impact of bias and discrimination on vulnerable populations and the resulting disparities and inequities;
- realize the need for Cultural Humility as an individual and Cultural Competence as an organization;
- understand how to use the Culturally and Linguistically Appropriate Services (CLAS) Standards to move organizations positively along the Cultural Competence Continuum;
- see the "Big Picture" of how to use the Public Health Approach and the Strategic Prevention Framework to reduce disparities and transform communities through systems change; and
- explore tools and resources to improve the positive outcomes for boys and young men of color.

W10: Tele-Behavioral Health: A Technological Approach to Counseling in Rural Communities

Presenters: Elana M. Parker Merriweather, Ed.S., NCC, LPC, CSOTS, DCC and Billy Sample

Course Description:

Access to substance abuse and mental health service providers is a barrier to treatment and care in rural communities throughout Alabama. The use of tele-behavioral health resources is an option for minimizing barriers to care for people who need comprehensive behavioral health services. This topic will provide an overview of how to offer tele-behavioral health programs to clients with substance abuse and mental health issues in rural communities. Information will be shared on how to develop the administrative, programmatic, and clinical infrastructure to launch behavioral health services to patients through the use of multimodal technological resources.

Course Objectives:

After attending the course, a participant will be able to:

- discuss the administrative and programmatic infrastructure that is needed to launch tele-behavioral health services in rural communities;
- explain programmatic considerations for clinical staff and consumers who are involved with the delivery and reception of distance therapy;
- explore the different methods of service delivery through distance therapy;
- identify technological considerations pertaining to audio visual equipment, connectivity, and privacy and safety protocols; and
- explain procedures to assess staff/consumer appropriateness for distance therapy in rural communities.

W10: Roles of An Adolescent Counselor

Presenter: Elizabeth Bush, MA. LMFT

Course Description:

As counselors, we can find ourselves feeling distant or disconnected from our clients., but throughout it all we are in a lifesaving role. This course will cover an array of topics that deal with counseling adolescents and engaging them in the treatment process.

Course Objectives:

After attending the course, a participant will be able to:

- understand basic strategies in working with adolescents;
- utilize games and activities to engage youth (wear comfortable clothing/shoes in order to participate in activities);
- identify ways to be a healthy counselor in order to prevent burnout ; and
- balance the roles of being an adolescent counselor.

THURSDAY ONE-DAY COURSES

TH1: The Pain of Pleasure: A Pharmacist's Guide to Opioid Use Disorders for Prescribers and Other Healthcare Professionals (Part 3)

Presenter: Merrill Norton, Ph.D.

Course Description:

The goal of treatment for opioid addiction or opioid use disorder (OUD) is remission of the disorder leading to lasting recovery. Recovery is a process of change through which individuals improve their health and wellness, live self-directed lives, and strive to reach their full potential. This Treatment Improvement Protocol (TIP) reviews the use of the three Food and Drug Administration (FDA)-approved medications used to treat OUD—methadone, naltrexone, and buprenorphine—and the other strategies and services needed to support recovery for people with OUD. These are 3 different one day presentations to assist prescribers and other healthcare professionals a comprehensive training on the treatment of opioid use disorders from every perspective available in the state of Alabama. Part 3 training will focus partnering addiction treatment counselors with clients and healthcare professionals and Alabama resources related to medications for opioid use disorder.

Course Objectives:

After attending the course, a participant will be able to:

- develop skills for partnering Addiction Treatment Counselors with clients and healthcare professionals;
- gain insight about Resources Related to Medications for Opioid Use Disorder (OUD) in Alabama.

TH2: The Delivery of Office-Based Addiction Treatment (OBOT) in the 21st Century

Presenters: Dr. Boyett, D.M.D., D.O. DFASAM and Dr. Stephen Taylor, M.D., M.P.H., F.A.S.A.M.

Course Description:

There is much more involved in the treatment addiction than simply prescribing Suboxone. Understanding the chronic disease model of addiction and coordinating evidence-based therapies in an integrated fashion is critical to achieve best outcomes. Fifty years of evidence and expert consensus supports a multidisciplinary approach with predetermined lines of collaboration delivered in a patient-centered model.

Course Objectives:

After attending the course, a participant will be able to:

- understand addiction as a primary, chronic disease of brain reward, motivation, memory and related circuitry that results in a chronic reward deficiency;
- understand the rebound effects of tolerance, dependency, opioid -induced hyperalgesia and chronic pain, and how many of our medications to treat physical and emotional pain, actually perpetuate the chronicity of the symptoms;
- understanding the inseparable connection between chronic pain and addiction;
- understand the pharmacology of full agonist therapy, partial agonist therapy and antagonist therapy in the treatment of opioid use disorder;
- understand that addiction is not a substance specific disease and it is not even specific to substances. “We do not treat addictions, we treat addiction”;
- understand how to implement a policy-driven contingency management approach in the office setting;
- understanding the essential role of psychotherapies such as CBT and motivational interviewing and enhancement in combination with MAT and understanding the basic concepts of these therapies; and

TH3: Neurobiology for Healthcare Professionals

Presenter: Cardwell C. Nuckols, Ph.D.

Course Description:

This practical training will assist clinicians in their understanding of brain origin and faulty circuits involved in commonly treated disorders such as addiction, PTSD, OCD, ASPD and depression. From this understanding, the clinician can better understand how wellness, psychotherapy and pharmacotherapy aid in the recovery of their patients. To just learn neuroanatomy is futile. To understand neurobiology as it relates to disorders and therapeutic intervention is exciting. Also of importance is the understanding of unconscious and conscious brain processes and how problems of development such as early life developmental trauma and early alcohol and drug usage interfere with the normal trajectory of prefrontal cortical development.

Course Objectives:

After attending the course, a participant will be able to:

- improve patient compliance by explaining the neurobiology of both the client’s condition and need for following through on the intervention;
- understand how many psychiatric disorders involve faulty circuits-problems with communication between various brain areas;
- explain the genetic and species-specific role of the unconscious brain and how it relates to addiction and trauma; and
- describe the functions of the prefrontal cortex (orbitofrontal cortex, anterior cingulate gyrus and dorsolateral prefrontal cortex) and how delayed development is associated with many clinical problems (ADHD and personality immaturity, for example).

TH4: Trauma Informed Organizations: The Impact on Client Services

Presenter: Dr. Katherine Pickens, LPC, CAADC

Course Description:

Trauma is a key challenge for many of clients. It is essential that client needs are understood and that they receive effective care that is designed just for them. Creating a trauma informed organization is critical to meeting this goal. Trauma-informed organizations “realize the widespread impact of trauma; recognize signs and symptoms of trauma; respond by fully integrating knowledge about trauma into policies, procedures, and practices; and seek to resist re-traumatization” (SAMHSA.gov). This course is designed to assist organizations in exploring their current trauma-informed status and equip them with strategies to move closer to becoming trauma-informed organizations.

Course Objectives:

After attending the course, a participant will be able to:

- participants will be able to explain key terminology to assist with understanding the nature of trauma and trauma informed care.;
- participants will explore the cultural norms of their organizations;
- participants will be able to identify and explain areas of strengths and weaknesses in addressing trauma informed criteria within their organization; and
- participants will learn strategies for becoming trauma-informed organizations.

TH5: Deafness and Youth, Discourse Analysis within Sign Language and the Substance Use Treatment Approach

Presenters:

Debra Guthmann, Ed.D

Brian McKenny, CI, CT, NIC, QMHI-S

Kent Schafer, MA, MSW, NCSP, ABD

Course Description:

Youth with hearing loss face language barriers in obtaining help. Services and support systems are geared towards spoken and auditory methods which invite further barriers. As a result of these barriers, students with hearing loss are more likely to engage in risky behavior, substance use, and self-harm instead of seeking help. Knowing about the provisions within the practicing profession is half the battle when it comes to addressing consumers with hearing loss. Contextual challenges of conducting practice will be explored as we focus on symptom reduction and improvement in functioning. We will also explore opportunities to empower kids to be meaningful engaged with healthier alternatives while they are isolated in the mainstream.

Course Objectives:

After attending the course, a participant will be able to:

- describe one reflection of behavior that may highlight the importance to be alert and help foster the healing relationship;
- describe difference between hearing and deaf risk factors when it comes to resiliency;
- present a convincing argument to their peers for the importance of recognizing how deficit thinking results in behavior manifestation for substance use; and
- discuss how common factors, not techniques may be more effective in the treatment approach for consumers with hearing loss.

TH6: HIV/STI Update for the Prevention Specialist

Presenter: Rick Meriwether, B.S.

Course Description:

This course will provide an overview of current developments in Sexually Transmitted Infection(s) (STIs)/HIV diagnosis and management to the lay person/professional especially those involved in the counseling & education of individuals living with a dual diagnosis, i.e. alcohol/drug addiction AND a STI, including HIV and/or HBV/HCV. Attendees will receive instruction on the nine most common STIs diagnosed in Alabama. Also, key Alabama laws regarding STIs/HIV will be discussed.

Course Objectives:

After attending the course, a participant will be able to:

- define/identify the following terms: abstinence, safer sex, risk reduction, HIV, AIDS, STI/STD;
- conduct a brief, accurate and sensitive assessment of an individual's sexual risk-taking behavior;
- discuss the epidemiology, clinical manifestations, diagnosis and treatment for following STIs: HIV, gonorrhea, chlamydia, syphilis, herpes, bacterial vaginosis, venereal warts, viral hepatitis and pubic lice; and
- discuss risk reduction/behavior change theories and models as they relate to STI/HIV infection.

TH7: A Solid Framework for Leadership

Presenters: Dr. Ryan Cate Gibson and Thea Harvey-Barratt, B.A.

Course Description:

Impact, Invest and Inspire your teams by developing a solid framework for Leadership. Today's leaders need to engage their teams, mentor new leaders, think and act strategically and reflect the principles of self-awareness that underlie 21st century responsiveness. In this interactive course we will use authentic scenarios and case studies to reinforce the strategies we will be outlining.

Course Objectives:

After attending the course, a participant will be able to:

- understand the benefits of empathy and persuasion as components of effective communication;
- identify key strategies in developing trust;
- inspire teamwork and responsive change management; and
- comprehend the basics of ethical leadership.

TH8: Self-Care: An Ethical Imperative for Professionals

Presenter: Nancy Adams, M.ED, RID, CI/CT, CRC

Course Description:

For professionals in the field of substance use/abuse to be at our best, it's imperative we take care of ourselves first. Every association's ethical code requires professionals to monitor their personal well-being to avoid professional impairment, burnout, vicarious trauma, and compassion fatigue. This course examines the complex ethical and legal links between self-care and professional competence.

Course Objectives:

After attending the course, a participant will be able to:

- gain an understanding of how maintaining personal well-being is an ethical responsibility that is directly related to competence;
- through hands-on activities, examine ethical dilemmas resulting from lack of self-care found in incidences of compassion fatigue, burnout, secondary trauma, and vicarious trauma among professionals;
- apply individual's professional association's code of ethics to the concept of self-care by developing a personalized self-care plan.

TH9: Understanding the Role of Gender Identity and Sexual Orientation in Addiction Treatment

Presenter: Ed Johnson, M.Ed., MAC, LPC

Course Description:

The hidden minority of Lesbian, Gay and Bisexual individuals come into treatment with issues related to shame and trauma above and beyond that which non-LGB patient present with. Transgender and Gender Non-Conforming Individuals have an additional level of issues. With both groups, these compounding issues, when left unaddressed result in unsuccessful outcomes. This didactic course will increase participant's knowledge of the issues of sexual minorities through the use of case studies and panel discussion.

Objectives:

After attending the course, a participant will be able to:

- discuss the differences between sex, gender, gender identity and sexual orientation;
- become familiar with Gender Dysphoria and its implications in treatment;
- list 2 manifestations of Minority Stress for LGBTQ Individuals;
- list 3 ways of becoming a more Trans Positive treatment center; and
- describe the criteria for Treatment programs to be considered “LGBT Tolerant”, “LGBT Accepting” and “LGBT Affirming”.

TH10: Nutrition & Exercise: Their Role in Recovery from Drug Addiction

Presenter: Lauryn Bryght, MBA

Course Description:

This course is designed for the drug abuse recovery professional. It is intended to improve the understanding of and ability to apply a set of accepted nutrition and activity standards/principles, which are expected to guide the behaviors and actions of both individuals and organizations working in the addiction recovery field.

Course Objectives:

After attending the course, a participant will be able to:

- provide appropriate nutrition/diet, activity and self-care/wellness recommendations to help recovery professionals integrate more nutrition practices and activity routines into the daily lives of those in or seeking recovery;
- identify the connection between nutrition deficiencies and the four addiction types: narcotics (including opioids), alcohol, stimulants (including crack and cocaine) and marijuana;
- learn the positive relationship between nutrition, exercise and self-care/wellness and recovery; and
- understand the importance of incorporating nutrition, exercise and self-care into the recovery counseling practice and in their role in preventing relapse.

TH11: Suicide Prevention in Alabama

Presenters: Betsy Cagle, B.A. and Danita Crear, DRPH

Course Description:

The number of suicides in the state of Alabama has risen steadily over the past 25 years and continues to rise with 834 lives lost in Alabama in 2017. Suicide knows no boundaries, can affect any age group, ethnicity or race, and has nothing to do with income or education. Suicide can become a tragedy for anyone, but suicide is preventable. This course will highlight current statewide suicide prevention initiatives, educate attendees on identifying a person in a suicidal crisis, and explain what to do in the aftermath of a suicide.

Course Objectives:

After attending the course, a participant will be able to:

- understand what is being done to combat rising suicide rates;
- become aware of the suicide prevention services and resources available in the state;
- learn how to recognize the warning signs of a person in suicidal crisis and get them help; and
- understand suicide prevention, and how important it is in the process of suicide prevention.

FRIDAY ONE-DAY COURSES

F1: Becoming a Factor

Presenter: Zina Cartwell, M.S.

Course Description:

The Becoming a Factor course will discuss the importance of combating risk factors by increasing the self-esteem protective factor. Increasing students' self-esteem decreases negative emotions, conduct disorders, favorable attitudes toward drugs, early substance use and antisocial behavior. Building self-esteem and confidence cultivates a positive diverse learning environment, responsibility, motivation and engagement.

Course Objectives:

After attending the course, a participant will be able to:

- increase knowledge about risk and protective factors,
- equip prevention facilitators with tools to build self-esteem in at-risk population, and;
- bridge the gap between facilitators and target population.

F2: Empathy, Authenticity, and Self-Care as an Addiction Professional

Presenter: Cary Hopkins Eyles, M.A., CAP

Course Description:

How do we engage in life wholeheartedly? Especially when we are exposed on a daily basis to the pain and struggle of our clients. Using certain practices to remain vulnerable, empathetic, and to participate in authentic self-care, we can be compassionate and connected as both people and as practitioners. In this course, we will dive into how to maintain – or gain – our sense of true self while working in this field of pain and trauma. We will explore empathy, how to strengthen this skill, and not burnout. We will identify what authenticity means and why it matters to us, our clients, and this work. We will use some of the work of Brené Brown and her research on shame, empathy, and vulnerability, as well as Jon Kabat-Zinn's work on mindfulness and paying non-judgmental attention to our emotions. Participants will practice skills in this course such as self-care planning, mindfulness, and identifying our barriers to vulnerability. They will leave with exercises they can do personally and with clients.

Course Objectives:

After attending the course, a participant will be able to:

- engage in a variety of self-care exercises that will identify personal strengths and interests to be authentic and beneficial in supporting their health and resiliency in their lives and professions;
- practice mindfulness techniques as part of their individual self-care plan and/or to model for clients;
- through review of the research of Brené Brown, understand the tenants of wholehearted living and why they are important to addictions professionals; and
- engage in wholehearted living practices with an understanding of why it is so critical we take care of ourselves first.

F3: The Art and Science of Healing

Presenter: Cardwell C. Nuckols, Ph.D.

Course Description:

Medicine started from art and progressed to science. Now it seems we have lost much of the art (the bedside manner) in favor of technology. It has been stated that as much as 50-75% of recovery from psychiatric (psychological) disorders such as depression is attributable to the various aspects of the relationship between therapist and patient including placebo effect. Thirty years of psychological research underlines the fact that the therapeutic relationship is the most important agent of change. Evidence-based approaches are important but without the creation of a healing relationship compliance is uncertain and effectiveness marginal, at best. This skills training event will help participants learn to take advantage of their natural healing potential. The neurobiology behind this potential will be explained in detail. This skill building training will increase your clinical effectiveness.

Course Objectives:

After attending the course, a participant will be able to:

- understand the relationship between the clinician and the patient as a dance of attachment;
- describe entrainment and why those with problems generally solve them on their own while in your presence;
- discuss how the patient's "expectations" are such an important aspect of healing; and
- discuss how the patient internalizes the clinician as a "secondary attachment figure" leading to neuroplasticity and maturity of the patient's brain.

F4: What's the Relationship Between Addiction Professionals Attitudes and Beliefs and Stigma, Overdose and Unsuccessful Opioid Treatment?

Presenter: Ed Johnson, M.Ed., MAC, LPC

Course Description:

If Addiction and Opioid Use Disorders (OUD) are “chronic medical conditions”, why do so many Addiction Professionals feel, that abstinence is the only appropriate treatment? Even if medication is used the belief is that patients won’t be in “recovery” until they are no longer taking medication. These attitudes and beliefs are resulting in increased stigma, unsuccessful treatment outcomes but most importantly increased overdose deaths. This course will facilitate participants examining whether their beliefs and behaviors are consistent with the concept of addiction as a chronic medical condition. It will allow participants to develop a more inclusive definition of “recovery”. Additionally, it will present the case that treating individuals with OUD in the same way patients with other chronic medical conditions are treated, reduces stigma, and increases treatment engagement but most importantly decreases overdose deaths.

Course Objectives:

After attending the course, a participant will be able to:

- increase their understanding of “chronic disease management”;
- review the neurobiology of opioid use disorders (OUD) and their treatment;
- define “recovery” and “successful treatment”;
- become familiar with the use of Naloxone and the concept of “Harm Reduction” in the context of OUD;
- correlate addiction professional’s misconceptions with patient overdose;
- list two ways people with OUD experience discrimination; and
- explore personal biases regarding the use of medication in addiction treatment.

F5: Understanding the Impact of Language Dysfluency and Language Deprivation in Addiction Treatment; and Residential Programs for Deaf and Hard of Hearing

Presenters:

Debra Guthmann, Ed.D

Steve Hamerdinger, M.A.

Makoto Ikegami, MSW, LCSW, ACSW

Course Description:

This course will examine how dysfluent language in general, and a phenomenon becoming known as Language Deprivation Syndrome (LDS), create tremendous barriers to successful treatment of addiction. LDS is almost exclusively an issue among deaf people and is virtually unknown and unacknowledged outside of the cadre of those who practice in the field of deaf mental health. Yet lack of understanding of this phenomenon results in ineffective, even harmful treatment. In addition, this course will provide information about a residential program, CaringWorks, for deaf and hard of hearing men at Hope House. Information will include the clinical approaches adapted by deaf staff members to work with deaf and hard of hearing program members.

Objectives:

After attending the course, a participant will be able to:

- define Language Deprivation Syndrome (LDS);
- become aware of how LDS renders traditional treatment approaches ineffective;
- identify strategies to mitigate the impact of LDS;
- identify the clinical approaches adapted by deaf staff members to assist deaf and hard of hearing people in their recovery journey; and
- discuss strategies to navigate the challenges when working with this population and assist in the preservation and development of the program.

F6: Creating a Vision of the Future: Interventions for Increasing Protective Factors of At-Risk Youth

Presenter: Elisabeth Claytor, M.A., NCC

Course Description:

This informational and experiential course will give counselors an opportunity to better understand the unique characteristics and challenges of at-risk youth and emphasize the importance of increasing protective factors that may serve as a form of prevention. An in-depth exploration of select creative interventions designed to improve future-oriented thinking and increase client self-efficacy will provide counselors with additional tools for working with this population.

Course Objectives:

After attending the course, a participant will be able to:

- understand the characteristics and challenges of the at-risk population;
- recognize the importance of protective factors and how they contribute to prevention;
- understand the importance of improving self-efficacy in at-risk youth;
- discuss the rationale for using career-focused, creative interventions;
- recognize the value of career assessments in working with at-risk clients; and
- utilize creative interventions aimed at building client self-efficacy and self-awareness.

F7: Strategic Thinking and Acting

Presenters: Dr. Ryan Cate Gibson and Thea Harvey-Barratt, B.A.

Course Description:

In this introduction to organizational strategic thinking we will focus on finding and developing opportunities to create value by identifying short term and long-term goals that increase innovation and capacity. We provide an interactive collaborative, setting for participants to examine a wide range of issues and apply new skills in relevant topics.

Course Objectives:

After attending the course, a participant will be able to:

- understand how strategic thinking is different from tactical thinking;
- know the benefits of strategic thinking;
- develop specific techniques for thinking more strategically; and
- learn how to analyze a situation, develop strategic goals, define strategies for success.

F8: Professional Ethics

Presenter: Eddie Albright, MS, LPC, MAC

Course Description:

Ethical practices and guidelines. Review of differences between morals and ethics. Appropriate boundaries and relationships establishing boundaries and professional relationships with clients. Professional practices at work. Strategies for dealing with ethical dilemmas. Confidentiality, case work, record keeping. Review of ethical violations and ramifications. Exercises in real ethical dilemmas and solutions. Will highlight areas of NBCC, CRC, Social work and substance abuse code of ethics.

Course Objectives:

After attending the course, a participant will be able to:

- develop a thorough understanding of how ethics are distinguished from morals;
- identify strategies for dealing with ethical dilemmas encountered in treatment;
- describe ethical principles related to confidentiality, record keeping, mandatory reporting, and informed consent;
- recognize inappropriate relationships with clients;
- identify potential ramifications of ethical violations; and
- discuss ethics and technology.

F9: Trauma, A Growing Epidemic in Families: The Need for Treatment and Healing

Presenter: Dr. Lucy Cannon, Ed.D., LCSW, CCDP-D

Course Description:

Victims of trauma are oftentimes mentally and emotionally devastated over various types of trauma events. "Traumas can cause traumatic stress responses in family members with consequences that ripple through family relationships and impede optimal family functioning." (Collins, K. et.al, 2010) Mental health professionals have spent a great deal of time providing treatment for victims of trauma with limited inclusion of family members. Participants will learn how to recognize the signs and symptoms of trauma in families and how to treat mental health and substance abuse issues that impact these families.

Course Objectives:

After attending the course, a participant will be able to:

- understand how sources (e.g. social media, television, YouTube, etc.) and events cause trauma to victims and family members;
- identify victim's signs and symptoms of trauma from a mental health, physical, co-occurring disorders, and emotional perspective;
- learn secondary signs and symptoms of trauma from family members perspectives;
- learn various reasons why it is necessary to provide trauma informed treatment for victims and family members;
- learn two recommended assessment tools that is helpful to determine the needs of traumatized victims and family members; and
- learn the necessity of writing person-centered treatment plans that include goals and objectives that address victims and family trauma.

F10: Hello Darkness My Old Friend – Addressing Shame and addiction in The Pursuit of Wellness

Presenter: Marc Pimsler, MA, MAC, NCC, CCS, ACRPS, CYT, RRT-CP

Course Description:

As a universal experience shame can be looked at as a gatekeeper to wellness. Shame has the power to color the filters through which we experience the world. This is not only true of our clients but is also true for us as helping professionals. Participants will look at the developmental process of shame and how the powerful experience of shame impacts active addiction, treatment, as well as active recovery. Shame can be one of the largest obstacles to recovery and yet we haven't had many tools for addressing it. In this course participants will gain a better understanding of how to frame shame as well as address it. Participants will review current research surrounding shame and shame resilience. Participants will receive experiential group and individual ideas to address shame in clients in the context of substance use disorder treatment.

Course Objectives:

After attending the course, a participant will be able to:

- gain a deeper understanding of both shame and guilt from a neurocounseling perspective;
- learn how to provide education/treatment around shame and addiction; and
- gain tools in addressing shame in the context of substance use disorder treatment.

F11: Presenting Evidenced Based Treatment Programs in an Incarcerated Population

Presenter: Bruce Kimble, MS, LPC-S, AADC, ICCADP-D

Course Description:

Presenting Treatment Programs to the most vulnerable population of incarcerated individuals. The "Powerlessness" of an incarcerated/prison population in the state of Alabama, treatment milieus and modalities that are actually making a difference in the incarcerated population of Alabama, and the changing face of "Recidivism."

Objectives:

After attending the course, a participant will be able to:

- identify what is the actual meaning of "Evidenced Based.";
- increase understanding of the vulnerability of the incarcerated populations in terms of treatment consumers;
- to understand treatment modalities that are being offered in the State of Alabama; and
- understand "Recidivism."

PRESENTER BIOGRAPHIES

Nancy Adams

Nancy Adams, M.Ed, CRC, RID: CI/CT is a training specialist with more than 20 years' experience in the field of rehabilitation as a certified rehabilitation counselor, certified sign language interpreter, employment specialist, course presenter, and master mentor. She earned her Master's degree in rehabilitation counseling from Auburn University and the Master Mentor Certification through Troy University. As an active community participant, she has served in leadership roles with numerous disability-related organizations. She serves on the Alabama Licensure Board for Interpreters and Transliterators and the Alabama School of Alcohol and Other Drug Studies as a board member representing the profession of vocational rehabilitation. She is a member of the National Rehabilitation Association, the Registry of Interpreters for the Deaf, the Association for Supporting People in Employment First, and the Alabama Governor's Committee on the Employment of People with Disabilities. Her professional interests are in self-care, counseling ethics, cultural awareness, mentoring, American Sign Language, sign language interpreting, and instructional systems design for adult learners.

Stefania Agliano

Stefania M. Agliano, LMSW received her graduate degree at Fordham University and has worked in child welfare services and child protection for over twenty-five years. Ms. Agliano is co-founder of I AM Training and Consultation Group LLC and currently works in the field of child welfare in a supervisory capacity. Ms. Agliano has been a contributing member of efforts to eradicate trafficking inclusive of the development of various training curriculums, training hundreds of child welfare staff, law enforcement officers, probations officers and community providers on the local and national level. Ms. Agliano has co-authored and facilitated national prevention programming aimed at educating participants on various topics inclusive of sexual exploitation designed for adolescents, young adults and families under the umbrella of I AM: The Empowerment Project. Ms. Agliano is an adjunct faculty member and teaches at the college level.

Eddie Albright

Eddie Albright has been with the Alabama Department of Rehabilitation Services for the last twenty-four (24) years and is currently a Senior Counselor. Eddie has been a field supervisor for the past two (2) years. He received his BSW in Social Work and his Master's degree in Agency Counseling from Jacksonville State University. Mr. Albright is also an Adjunct Psychology teacher at Gadsden State Community College and currently serving as a Board Member of the Alabama Alcoholism and Drug Counselor Certification Board.

Brent Boyett

Dr. Brent Boyett was trained as a general dentist and is board certified in Family Medicine as a physician. He practiced both dentistry and primary care medicine until he discovered his passion in the field of addiction medicine in 2008. He became board certified in Addiction Medicine and is a forward-thinking speaker, researcher, and leader in addiction medicine. He has been recognized as a distinguished fellow by the American Society of Addiction Medicine. As a researcher, Dr. Boyett has served as principal investigator in several clinical trials and has also served as a clinical advisor for the pharmaceutical industry aiding in the development of new treatment options for addictive disorders.

Dr. Boyett is the founder and chief medical officer of Pathway Healthcare, a nationally recognized leader in the field of outpatient addiction medicine. He is a public speaker dedicated to educating the healthcare community, as well as the general public, on the disease model of substance use disorders and helping to remove the stigma of addiction. Dr. Boyett is a former president of the Alabama Osteopathic Medical Association and the immediate past president of the Alabama Society of Addiction Medicine (ALSAM). In his role with ALSAM, his top priorities include the effort to fully implement Parity Law and to bring addiction medicine into the mainstream of the healthcare system to improve access to care for patients in need. In 2017, Dr. Boyett was appointed by Alabama Governor Robert Bentley to serve on the Governor's Task Force on Opioid Addiction and Abuse. This committee is made up of leaders from the state's criminal justice system, public and mental health systems and medical profession with the assignment of combating Alabama's opioid abuse crisis.

George Braucht

As a Licensed Professional Counselor and Certified Professional Counselor Supervisor, George's core experience includes psychotherapy; clinical supervision and peer performance support; program evaluation, research and continuous quality improvement. Along with teaching psychology and facilitating trainings in behavioral health and social justice interventions, he currently enjoys consulting with behavioral health and criminal justice agencies on process and outcome improvement initiatives. In 2010 George co-founded the Certified Addiction Recovery Empowerment Specialist (CARES) Academy for peer recovery coaches. He serves on the Board of the Georgia Association of Recovery Residences, is a Charter Board Member of the National Alliance for Recovery Residences, is Curriculum Director and Faculty with the Recovery Outcomes Institute and Recovery People's Recovery Residence Manager Training, and he is a Certified Trainer with the Heart and Soul of Change Project whose Partners for Change Outcome Management System (PCOMS) is listed in the SAMHSA's National Registry of Evidence-based Programs and Practices.

Lauryn Bryght

In addition to losing 97 pounds herself, Lauryn has helped her clients lose hundreds of pounds, learn nutrition basics and implement healthy habits that enable them to maintain their weight loss, thus achieving optimal health. She is certified as a Health Coach by The College of Nursing at Villanova University, Center for Obesity Prevention & Education (COPE). Lauryn owns and operates a nationwide health coach practice to which she brings her nearly 10 years of weight loss and maintenance experience and can often be found sharing her story as inspiration to others, not only to large groups but also while standing in line at a coffee shop or grocery store! Lauryn has a Masters degree in Business Administration from Santa Clara University, over 20 years of experience in the real estate and banking industries and most recently can be found spending some of her free time learning the farming and cattle ranching industries.

Elizabeth Bush

Mrs. Bush is a returning ASADS presenter. She attended the University of Mobile and received a Bachelor's of Science Degree in Psychology and Religion with a concentration in Youth Ministry. Mrs. Bush also received her Masters of Art degree in Family and Marriage Counseling from the University of Mobile. She is a Licensed Marriage and Family Therapist and has previously been named the Alabama Council of Community Mental Health Boards Clinician of the Year. Mrs. Bush has worked in DYS, Substance Abuse, and Mental Health settings. She has been in private practice since 2014. Mrs. Bush resides in Castleberry Alabama with her husband and two children.

Betsy Cagle

Elizabeth (Betsy) J. Cagle, BA has a B.A. in Human Performance with a concentration in Exercise Science under the School of Business, Applied Sciences and Education with a minor in French. She is employed with the Alabama Department of Public Health, Injury Prevention Branch Health Educator Senior: Injury Prevention Programs Manager/Injury Prevention Branch Director. She Manages prevention programs and activities of the Injury Prevention Branch. Federally funded programs include: Rape Prevention and Education (2013 – present), Youth Suicide Prevention and Education Program (2013-present), Child Passenger Safety (2018-present), Eye Health (2016-2018).

Dr. Lucy Cannon

Dr. Lucy Roberts-Cannon is the CEO/Owner of LEJ Behavioral Health Services, LLC (Consulting and Training business) in Metropolitan Atlanta, Georgia. Dr. Roberts-Cannon was the former Clinical Director of Lutheran Services of Georgia Behavioral Health Services Program. She has worked in various inpatient and outpatient mental health and substance abuse settings in the states of Kentucky, Indiana, Alabama, Arkansas, and Georgia. She also provided mental and health and substance abuse counseling services to military families in Camp Zama, Japan. She has managed mental health programs in Alabama, Georgia, and Indiana. She is currently a Visiting Professor at DeVry University in Stockbridge, Georgia. She teaches undergraduate and graduate students in the business field. She is also an Adjunct Professor at Clark Atlanta University School of Social Work, Atlanta, Georgia. She is a speaker/facilitator for Department of the Navy Reserve, Yellow Ribbon Program and she also serves as a Consultant for the Department of the Navy Reserve and is very instrumental in helping our returning soldiers and family members with connecting to mental health and substance abuse services. She currently serves as the Vice President of the Georgia School of Addiction Studies Board and she is also a member of the Southeastern Institute for Chemical Dependency Board of Directors.

Zina Cartwell

Zina Cartwell, author, motivational speaker and program developer. Ms. Cartwell established the motivational speaking company: I Heard You Cry for Help LLC in 2015. She is the developer and facilitator of the “Why Am I So” self-esteem program. The program is geared towards young adults, ages 11-18, to help build confidence and positive esteem. Zina Cartwell received her BS in Criminal Justice from Faulkner University, BS in Ministry from Ministry International and MS in Human Services from Capella University. She is a Certified Prevention Manager and International Certified Prevention Specialist, with over 13 years’ experience in drug prevention, case management, program development, counseling and public speaking. She is the author of “I Heard You Cry for Help” and “Why Am I So?” I Heard You Cry for Help is a book of Christian Poems. Why Am I So is a fictional book written from adolescents’ perspective on the following topics: self-esteem, anger, ADHD, sexuality and depression.

Elisabeth Claytor

Elisabeth Claytor is a National Certified Counselor from the Shoals area in North Alabama. She graduated with her Master of Arts in Clinical Mental Health Counseling from the University of North Alabama and soon discovered a passion for working with at-risk adolescents after having the opportunity to work with the population in both outpatient addictions treatment and in a community college setting. She enjoys using a strengths-based approach and expressive arts interventions to help clients increase self-efficacy and move toward a greater awareness of self. She is currently the Assistant Director of the Career Center at the University of North Alabama where she develops programs, practices career counseling, and facilitates groups for a diverse student population.

Danita Crear

Danita Crear, DRPH holds a degree from CAPELLA UNIVERSITY Doctor of Public Health and Master of Science. She works as an Epidemiologist for the Alabama Department of Public Health. She also has worked for UAB as ROI Specialist where she processed requests for release of information from Electronic Health Records (EHR) by abstracting and disseminating protected health information as prescribed by company policies and procedures and safeguarded and protected the patient’s privacy by adhering to HIPAA guidelines and company policies

Alta DeRoo

Dr. Alta DeRoo has been an attending physician at Naval Medical Center San Diego, Walter Reed National Military Medical Center, Naval Hospital Camp Lejeune and currently at University of Virginia School of Medicine. Addiction medicine became a passion of hers after seeing the number sailors and soldiers returning from war with substance use disorders. She retired from over 20 years of honorable service to the US Navy. Dr. DeRoo is board certified by the American Board of Addiction Medicine (ABAM), as well as the American Board of Obstetrics and Gynecology. Dr. DeRoo also leads an Office Based Opioid Treatment program (OBOT) through her Community Services Board in Culpeper, VA. She has been a previous medical director of two methadone clinics in NC and VA. Dr. DeRoo is a contributor to publications regarding opioid use disorders among pregnant women and lectures frequently on addiction medicine topics on a local and national level. She serves as the regional clinical champion for the education of physicians regarding buprenorphine waiver training for the state of Virginia. She is also the secretary for the Virginia Chapter of the American Society of Addiction Medicine.

Charon Douglass

Charon Douglass has more than 30 years’ experience in the Substance Abuse Prevention Field, including an acting Prevention Director at a Community Mental Health Center for more than 20 years; State and National adjunct training experience; Founding member and officer of a community grassroots coalition; and a graduate of Leadership Alabama. She is currently a Prevention Consultant for the Alabama Department of Mental Health since March, 2008.

Cary Hopkins Eyles

Cary Hopkins Eyles, MA, CAP, is the Assistant Director of the UTC Coordinating Center for North American Universities in the Mental Health Law & Policy department at the University of South Florida, as well as the Coordinator for the

International Consortium of Universities for Drug Demand Reduction (ICUDDR). She has more than 12 years of experience running programs in non-profit organizations for persons with substance use and mental health disorders – criminal justice programs, residential treatment, and outpatient programs. She was also a director of training; she has trained nationally, at statewide Florida conferences, and internationally. Her research, presentations, and training courses focus on a range of criminological, behavioral health, and practitioner wellness areas including: typologies of offenders in school shootings, the juvenile death penalty, gender specific addiction treatment, trauma-informed care in behavioral health, motivational enhancement and stages of change, domestic violence, co-occurring capable care, authentic self-care for addictions professionals, and mindfulness. She is a registered yoga teacher with over 20 years of yoga experience.

Jermaine Galloway

Officer Jermaine Galloway is a nationally and internationally recognized presenter, a four time national award winner, and an international award winner. Galloway is a national expert in alcohol and drug trends and is a resource for those involved with prevention, education and enforcement. Officer Galloway began his Idaho law enforcement career in 1997 and has more than 20 years' experience in alcohol and drug education, enforcement and prevention. Officer Galloway currently dedicates thousands of hours to community scans, research and substance abuse identification in large and rural communities across the country. Officer Galloway currently provides nationwide training to coalition members, law enforcement, educators, youth, counselors, probation, treatment, health professionals, judges, university officials, and community members. Over the last three years, Officer Galloway has trained more than 120,000 people nationally and internationally. Once in a specific community, Officer Galloway frequently conducts a community scan – working his way through several of the local alcohol & drug promotion retail locations. He also interviews hundreds of individuals at various festivals, events and retail locations. Galloway trains on several different alcohol and drug topics, including: drug trends, alcohol and energy drinks, underage drinking, e-cigarettes & vaping, synthetic drugs, marijuana concentrates / dabbing, marijuana extraction labs, EDM events, inhalants, party patrols, fake ID's, party drugs, over-the-counter drugs, cough medicines, herbal drugs, designer drugs, physical signs and symptoms, the influence of drug legalization, marijuana edibles, stash compartments, drug concealment methods, alcohol and drug clothing, logos, and identifiers.

Albert Gay

Albert Gay, M.S. is a national trainer and consultant in the field of substance use prevention. Over the years, he has worked on many Substance Abuse and Mental Health Services Administration (SAMHSA) projects and currently works within Indiana University's School of Public Health as an Education and Training Specialist and Research Associate. In this position, he coordinates substance use and HIV prevention strategies and trainings. Nationally, he has trained the behavioral health workforce, the United States military, and diverse population groups and community coalitions in the Strategic Prevention Framework. Within his local community, Albert has been a coordinator for a Communities That Care coalition; and currently, he is the chair of a county council and a key stakeholder for a city wide coalition (both of which are Drug Free Communities Coalitions). Besides prevention, his other areas of interest include youth work, faith-based initiatives, mental health promotion, social justice, cultural competence, historical trauma, organizational development and strategic planning.

Ryan Cate Gibson

Ryan Cate Gibson is the CEO of Holistic Performance Group. She has spent thirty (30) years developing programming and curriculum for mental health systems, supported employment, and tertiary start-ups, internationally and around the US. Community development has been at the core of her international work resulting in collaborative programs for underserved women and immigrants in Oman and Italy. She is also a documentary filmmaker and author, and multi-lingual educator who has lectured at the University of Alabama at Huntsville.

Debra Guthmann

Deb Guthmann, Ed.D., NIC, is the founding Director of the Minnesota Chemical Dependency Program for Deaf and Hard of Hearing Individuals which is one of the first inpatient treatment programs for Deaf and Hard of Hearing Individuals in the country. Dr. Guthmann worked for 17 years as the Director of Pupil Personnel Services at the California School for

the Deaf in Fremont, California where she was responsible for admissions, clinical services, IEP implementation and due process. Dr. Guthmann is the Co-PI for a NIDILRR funded grant with Wright State University, Dayton, Ohio which is focusing on the validation of mental health, substance abuse and career related screening tools in American Sign Language. She is also working with the University of California, Los Angeles (UCLA) on a state grant to develop e-cigarette prevention materials for Deaf and Hard of Hearing youth. Dr. Guthmann is currently teaching online classes for the Alabama Department of Mental Health services focusing on substance abuse as it relates to the Deaf and Hard of Hearing community. Dr. Guthmann has made over 200 national and international presentations, written numerous articles and several book chapters focusing on ethical issues, substance abuse and treatment models to use with the Deaf and Hard of Hearing. Dr. Guthmann is completing a book chapter which focuses on Deaf individuals who have mental health and substance abuse issues and are currently incarcerated. Dr. Guthmann has also been involved in the development of a number of materials including an Anti-Tobacco Curriculum, HIV Prevention Curriculum, a training DVD for clinicians and is currently working on materials focusing on e-cigarette prevention. Dr. Guthmann has also served on a number of national and state boards and is a past President of the American Deafness and Rehabilitation Association (ADARA).

Bryan Hall

Bryan Hall II, LCSW received his graduate degree from the University of Connecticut School of Social Work and has worked in child welfare, adult probation services and law enforcement in excess of seventeen years. Mr. Hall's clinical background consists of treating adolescents with persistent legal issues and/or mental health disorders. Mr. Hall is the co-founder of I AM Training and Consultation Group LLC. Mr. Hall has been an active contributor of efforts to eradicate sex trafficking including training hundreds of probations officers, social workers and providers. Mr. Hall has been instrumental in the development and facilitation of prevention programming aimed at educating participants on various topics inclusive of sexual exploitation designed for adolescents, young adults and families under the umbrella of I AM: The Empowerment Project. Mr. Hall is an adjunct faculty member and teaches at the college level.

Vanessa Hall

Vanessa Hall is the Executive Director of the Southern Alabama Area Health Education Center (AHEC) in Brewton, Alabama. She is an Air Force veteran having served 15 years as an avionics technician, radiologic technologist, instructor/trainer, and manager. While serving, Vanessa achieved the rank of Master Sergeant (E-7) and was stationed in Mississippi, Japan (twice), California, Texas, and Florida. In 2002, she deployed in support of Operation Enduring Freedom in Southeast Asia. After her separation from the Air Force in 2013, she served as a Radiology Clinical Instructor at Gulf Coast State College in Panama City, Florida. Vanessa has a Master's Degree in Human Services Counseling and a Certificate in Military Resilience from Liberty University in Virginia. She holds a national certification from the American Registry of Radiologic Technologists and is a member of the American Society of Radiologic Technologists. Her work with AHEC has allowed her opportunities to work with health care professionals, students, veterans as well other community-based organizations.

Steve Hamerdinger

Steve Hamerdinger has been the Director of the Office of Deaf Services at the Alabama Department of Mental Health since January 2003. Before this, he was the Director of the Office of Deaf and Linguistic Support Services at the Missouri Department of Mental Health, a position he held for ten years. Mr. Hamerdinger has an M.A. in Counseling of the Deaf from Gallaudet University. Named "Deaf Person of the Month" in November 2008 by Deaf Life magazine, he provides consultation and training on mental health and deafness nationally and internationally. He was appointed by SAMHSA in 2009 as one of the two United States representatives to the International Initiative for Mental Health Leadership (IIMHL) Network on Mental Health and Deaf Individuals. He has been an adjunct faculty member of several college programs and a visiting lecturer at the University of Missouri and the University of Kansas, was a frequent presenter at Psychiatric Grand Rounds at the University of Missouri at Kansas City, School of Psychiatry, and is currently a clinical instructor at the University of Alabama at Birmingham School of Medicine, Department of Psychiatry. He was the first Reba Hill Memorial Lecturer on Pediatrics at the Baylor University Medical School. Currently serving on the Board of Directors of the National Association of the Deaf, he is a Past-President of the American Deafness and Rehabilitation Association, which honored his more than 14 years of work on the board by presenting him with their Fredrick Schreiber Service award in 2015. His nearly 40 years of work in the field has led to being awarded the Alice Cogswell award for

service to deaf people by the Gallaudet Alumni Association. He was presented with the Knight of the Flying Fingers award from the National Association of the Deaf in 2016. That same year, he was presented with a Resolution from the Alabama House of Representatives and a proclamation from the Governor of Alabama recognizing his life's work.

Thea Harvey-Barratt

Thea Harvey-Barratt is the treasurer and training director of Holistic Performance Group. Thea has invested time and energy as an executive and entrepreneur in businesses as diverse as an international non-profit, a retreat center, and in musical theatre for the last thirty (30) years. She manages projects, finances, and personnel, and organizes events. She is a retreat leader and certified holistic health coach.

Makoto Ikegami

Makoto Ikegami is a licensed clinical social worker for the states of Pennsylvania, New Jersey, Florida, and Georgia. Currently, Mr. Ikegami is working as an ASL Therapist for one of CaringWorks's residential programs, Hope House, which is for men who are seeking recovery from addiction. Mr. Ikegami's responsibility at Hope House includes assessment, psycho-education, and individual and family psychotherapy for deaf and hard of hearing members. Prior to joining CaringWorks, Mr. Ikegami worked for 8 years at PAHrtners Deaf Services providing case management and outpatient therapy to deaf and hard of hearing people with mental health concerns. Mr. Ikegami received his MSW from Gallaudet University in 2009.

Ed Johnson

Ed Johnson obtained a Bachelor's Degree from Auburn University and a Master's Degree in Clinical Counseling from the Citadel. Ed has been with the Southeast Addiction Technology Transfer Center (Southeast ATTC) located at the National Center for Primary Care, Morehouse School of Medicine in Atlanta since March 2010 and currently is the Director of Training and Technical Assistance. For the previous twenty (20) years, he held various clinical positions at Charleston Center (Charleston County Department of Alcohol and Other Drug Abuse Services) in Charleston, South Carolina, working in the Opioid Treatment Program (OTP) and HIV Early Intervention Service. He has provided numerous trainings in the Southeast on Recovery-Oriented Systems of Care, Professional Ethics, HIV/Addiction, Opioid Use Disorders/Treatment and issues related to Lesbian, Gay, Bisexual and Transgender (LGBT) Individuals and Addiction and Clinical Supervision. He is currently credentialed/licensed as a Master Addiction Counselor (MAC), a Certified Clinical Supervisor (CCS), and a Licensed Professional Counselor (LPC).

Bruce Kimble

Bruce Kimble has been in the substance abuse treatment field since 1983. Bruce Kimble holds a Master's Degree in Counseling from Jacksonville State University, and is a Licensed Professional Counselor (LPC), as well as a Licensed Clinical Supervisor. He has an Advanced Alcohol and Drug Counselor Certification (AADC) and an Internationally Certified Co-Occurring Disorder Diplomat (ICCADD-D). Bruce has served as President of the Alabama Alcohol and Drug Abuse Association on three occasions, and a board member for multiple terms. Recently Bruce has been appointed to the Governor's Board for the Alabama Counsel on Opioid Misuse and Addiction, as well as the State Prevention Advisory Board (SPAB). Currently Bruce is the Drug Treatment Program Supervisor for the Alabama Department of Corrections.

Zach Ludwig

Zach Ludwig is the Director of Clinical Record Logistics and Continuing Education for Bradford Health Services. He is a Licensed Professional Counselor in Alabama, a Licensed Professional Counselor with Mental Health Service Provider designation in Tennessee, and a Licensed Mental Health Counselor in Florida. He has experience working with adults, adolescents, and families of those struggling with substance use disorders and has worked for Bradford since 2011. He worked as a primary counselor and clinical program director at one of Bradford's outpatient locations in Tennessee prior to assuming a position as Corporate Director of Clinical Programs from 2016 through 2018. In his current role he is part of a team that develops and provides oversight for clinical services and provides continuing education to staff across Bradford Health Services locations.

Dr. Tammie McCurry

Dr. Tammie McCurry serves as the Executive Assistant to the Associate Commissioner of Mental Health and Substance Abuse Services and the Director of Quality Improvement and Risk Management for the Alabama Department of Mental Health. Dr. McCurry is a graduate of Jacksonville Theological Seminary where she received the Doctor of Ministry in Christian Counseling degree. She also holds an Associate's Degree in Criminal Justice, a Bachelor's Degree in Social Science, and a Master's Degree in Marriage and Family Therapy. She has authored one book, *Building the Unbreakable Bond*, and co-authored two books, *Bruised But Not Broken* and *Silence*. She is certified by The Professional Woman Network as a Diversity Trainer. She is also certified by Life Innovations as a Marriage Enrichment Facilitator. She is a licensed evangelist in the Churches of God in Christ. She is the Founder and CEO of Tau Rho Mu Christian Sorority, an organization which focuses on developing women into Proverbs 31 Women through education, empowerment, and mentorship. She has been married to her best friend Michael for over 30 years and they have six daughters and two amazing grandsons. In her leisure time, she enjoys writing, reading, and spending time with her family.

Brian McKenny

Brian McKenny, CI, CT, NIC, QMHI-S, is the Region V Interpreter Coordinator for the Alabama Department of Mental Health's Office of Deaf Services. He is recognized as a Qualified Mental Health Interpreter Practicum Supervisor pursuant to chapter 580-3-24 of the Code of Alabama, and maintains certificates of interpretation and transliteration, as well NAD-RID National Interpreter Certification – NIC, from the Registry of Interpreters for the Deaf. Brian is a Sign Language Proficiency Interview (SLPI) Evaluator, Council of Organizations Serving Deaf Alabamians (COSDA) Interpreter of the Year and he is a contributing author to the Interpreting in Mental Health Settings standard practice paper for the RID. Brian has presented at the local, regional, and national level on topics of interpreting in mental health, addictions recovery, and ethics.

Rick Meriwether

Richard Meriwether is currently serving as a Field Coordinator/Health Educator with the Alabama AIDS Education and Training Center (AETC), an initiative of Medical and Advocacy Outreach (MAO) of Alabama. He had been employed with the University of Alabama at Birmingham (UAB), Department of Medicine, Division of Infectious Diseases, as a Program Manager/Health Educator/Trainer beginning in 1994. Prior to his employment with UAB, he was employed by the Alabama Department of Public Health, STI/HIV/AIDS Divisions, as a Disease Intervention Specialist in the STI/HIV program. He has worked in several areas of STI/HIV prevention and control, i.e. epidemiology, research, surveillance, education, clinical/medical/community relations, etc. His work has allowed him opportunities for working with several medical entities, as well as community-based organizations in the areas of prevention education on both the individual and community-based levels.

Elana M. Parker Merriweather

Elana currently serves in the capacity of Director of Behavioral Health for Medical Advocacy and Outreach/Copeland Care Clinic. She is responsible for the integration of behavioral health services including substance abuse and mental health services into Ryan White Care settings. Elana works to develop the administrative, programmatic and clinical infrastructure for the integration of comprehensive behavioral health services to patients with co-occurring disorders. Previously, Elana worked at the Alabama Department of Public Health for 15 years where she served as a Health Services Administrator, AIDS Service Coordinator, Program/Training Coordinator, and Public Health Educator for the HIV/AIDS Division, Cancer Screening Division, Office of Minority Health, Office of Women's Health and Center for Emergency Preparedness. Elana has maintained an ongoing commitment of service to minority and underserved communities that have been impacted by social and health disparities. Elana has a background of service delivery to people living with chronic health conditions, individuals who are impacted by substance abuse and mental illness, incarceration and offender issues, individuals with disabilities, and homeless individuals. Elana has served as a trainer at numerous local, statewide and national conferences to address behavioral health issues including substance abuse, mental health, health disparities, and specialized topics that impact social and minority communities. Elana has acquired an Ed.S. in Clinical Mental Health Counseling from Alabama State University. Elana also received an M.Ed. in Community Agency Counseling and a Bachelors of Business Administration Degree in Marketing from the University of Montevallo. Elana is a member of the Alabama Alcohol and Drug Abuse Association, Alabama Counseling Association, National Association of

Forensics Counselors, and Chi Sigma Iota National Honor Society. Elana serves as a volunteer therapist with Give an Hour where she works with military service workers and families on issues occurring in the military culture. Elana has served as a presenter in multiple ASADS Conferences during the last 10 years.

Joseph Moates

Dr. Mike Moates received his undergraduate degree in biomedical engineering from Vanderbilt University and his medical degree from the University of Alabama at Birmingham. He did his post-graduate training in internal medicine at Vanderbilt University in Nashville, Tennessee. Followed by a combined research and clinical fellowship at Vanderbilt, Dr. Moates served on the faculty at Baylor College of Medicine in Houston and as a Staff Physician at the Houston VA Medical Center where he was involved in both basic and clinical diabetes research. He is currently a full-time Staff Physician at the Birmingham VA Medical Center where he is actively involved in the management of patients in primary care. Since 2017 Dr. Moates has been a consultant with the Office of Patient Centered Care and Cultural Transformation and Clinical Champion for Whole Health at the Birmingham VA. In that role, his approach to treating chronic pain and reducing opioid reliance, utilizes a Whole Health model whereby emphasis is placed on self-care and holistic integrative modalities.

Randy Moore

Randy Moore has been a Registered Nurse since 1993. He has been nationally certified as both a Certified Emergency Nurse (CEN) and a Critical Care Registered Nurse (CCRN). He received his Master's degree in 2004 as a Clinical Nurse Specialist with a focus on Emergency Nurse & Trauma. He worked mostly in either Emergency Nursing or Critical Care for the first 15 years of his career. The first half of his nursing career was spent as member of the U.S. Navy Nurse Corps and has worked in San Diego (twice), Guam, Beaufort, S.C., and completed a tour in Iraq serving in a Forward Surgical Hospital (Anbar province) in 2006. I began my academic career at UAB SON in 2009 at the rank of Clinical Instructor. I completed my Doctorate in Nursing Practice in 2012 and was promoted to Assistant Professor in 2013. He has an interest in Veterans' health, Post Traumatic Stress Disorder, substance abuse, and evidenced based adjuvant therapies for his patient population.

Denice Morris

Denice attended Tuskegee University and Miles College receiving her bachelors in Criminal Justice and later received a double masters from the University of West Alabama in Counseling Psychology and Adult Continuing Education. She began her career in the substance abuse treatment field at the Aletheia House in Birmingham, AL in 2004. She has also served as Clinical Supervisor and later Director of Substance Abuse, Vocation and Re-entry services at Gadsden Correctional Facility in Tallahassee, FL. Her current occupation is with the Alabama Department of Mental Health Substance Abuse Division as a program manager for certified substance abuse treatment facilities across the state.

Merrill Norton

Dr. Merrill Norton is a Clinical Associate Professor at the University of Georgia College of Pharmacy with his specialty areas to include psychopharmacology and addiction pharmacy. He has also been a faculty member of the Fairleigh-Dickinson University Postdoctoral Training Program in the Masters of Psychopharmacology, Alliant International University of San Francisco College of Psychology, University of Georgia School of Continuing Education, and Berry College in the areas of Psychopharmacology and Addiction Pharmacy. His area of specialty in addiction pharmacy is the management of chronic pain in the addicted patient. Dr. Norton completed his undergraduate and graduate work at the University of Georgia College of Pharmacy. He accomplished a 3 year addiction medicine fellowship under the direction of Douglas Talbott MD at Ridgeview Institute and has state, national, and international credentials in the treatment of mentally ill/addicted/chronic pain individuals. Recently, Dr. Norton received an Emmy from the National Academy of Television Arts & Sciences' Southeastern Chapter for his work on the Spanish language documentary Prescription Drugs, Legally Dangerous. The award was presented to a collaboration of experts in the field of addiction pharmacy and medicine for their participation and contributions to the production, which describes the dangers of prescription drug abuse in Latino populations. Winning in the Topical (Environmental) category, the documentary was produced by CETPA (Clinic for Education, Treatment and Prevention of Addiction), Georgia's first and only Latino behavioral health agency providing counseling and prevention services, along with the Univision Network, the 5th largest television network in the U.S. Dr. Pierluigi Mancini, CETPA's founder and executive producer of the documentary, expressed his gratitude to

Dr. Norton for his contributions to the documentary. "Dr. Norton was able to clearly articulate the effects and dangers of prescription drugs regardless of whether the drug was administered for medical or nonmedical use. He did so in a way that our intended audience could understand. We could not have asked for a better expert." Dr. Norton also was honored by the Georgia Addiction Counselors Association in receiving the prestigious Distinguished Service Award for 2015. The award is bestowed on individuals for recognition of their long term support and commitment to the treatment and welfare of those affected by alcohol and drug addiction in Georgia and nationally. Dr. Norton's efforts of educating thousands of behavioral health practitioners nationally to the disease states of substance use disorders and his dedication to the early prevention and intervention of addictive disease in Georgia's families makes him a person uniquely qualified for this award. Also, Dr. Norton was the 2009 recipient of the Georgia School of Addiction Studies (GSAS) Excellence in Addiction Treatment Individual Achievement Award "for his unselfish dedication to the treatment of addicted families, not only in the state of Georgia, but nationally." Dr. Norton was recognized by the GSAS Board of Directors for the ongoing development of undergraduate and graduate curriculum and drug research in the area of addiction pharmacy. His book, *The Pharmacology of Psychoactive Chemical Use, Abuse, and Dependence*, and his DVD series, "The Hijacking of the Brain" have been used to train thousands of mental health professionals nationally; they have become the standards of teaching excellence in the addiction treatment profession. His new books, *The Pharmacology of Substance Use Disorders* and *The Practitioners' Guide to Opioid Use Disorders* were released in 2018.

[CC Nuckols](#)

Dr. Cardwell C. Nuckols is described as "one of the most influential clinical and spiritual trainers in North America." He has served the behavioral medicine field for over 40 years and for the last 25 years is considered one of the leading experts in the world on addiction and recovery. Dr. Nuckols is widely published, having authored more than 65 journal articles, 30 books and workbooks, 50 DVDs, CDs and videos, and 25 audiotape series. His latest book is entitled *Finding Freedom Through Illumination: Realizing Christ Consciousness*. His previous publication is a best seller entitled *The Ego-Less SELF: Achieving Peace and Tranquility Beyond All Understanding*. Dr. Nuckols' first book *Cocaine: Dependency to Recovery* is also a trade best seller, as are, his booklets *Quitting Heroin*, *Quitting Alcohol* and *Quitting Marijuana* (Hazelden). He is the author of the book *Healing an Angry Heart* (HCI) and video *Chalk Talk on Drugs with Father Martin* (Kelly Productions). Dr. Nuckols' background includes advanced work in such areas as medical research, pharmacology, neurobiology and psychology. His personal spiritual path has involved studies into various spiritual traditions predominately early Contemplative Christianity.

[Derek Osborn](#)

Derek Osborn, CPS is a native of Tuscaloosa who earned his B.S. in Criminal Justice with a concentration in Law and the Courts from UT Chattanooga. He is a former Court Referral Officer and has been a moderator of new CRO's for the Administrative Office of Courts in Montgomery. Derek has been the Executive Director of the Parents Resource Institute for Drug Education (PRIDE) of Tuscaloosa since October 2013 and is a Certified Prevention Specialist for the State of Alabama. He has been a featured presenter at multiple conferences throughout the State as well as on the national circuit including the CADCA Mid-Year Institute. Derek is a member of the AADAA Board of Directors and is a huge advocate of prevention.

[Katherine Pickens](#)

Dr. Katherine Pickens is a Licensed Professional Counselor with 20 years of experience in several areas of counseling including mental health, substance abuse, school counseling and family services. Katherine earned a Bachelor of Interdisciplinary Studies and a Masters of Arts in Counseling from Wayne State University. Additionally, Katherine earned a Ph.D. in Multidisciplinary Human Services from Capella University. She also holds a certification in Alcohol and Drug Addiction. Katherine worked as Program Director of Human Services at the CT/PH campuses of Baker College in Michigan. Currently, Katherine works at the Alabama Department of Mental Health as the Project Director for the Alabama Opioid STR grant. As Clinical Director of Katherine R. Pickens Counseling Services, she specialized in helping her clients understand and apply therapeutic strategies that created positive change. She has presented at conferences and conducted trainings in several sectors including k-12 schools, colleges, community agencies, churches and national organizations. She enjoys spending time with her family and volunteering with her sorority, Sigma Gamma Rho Sorority,

Inc. in the community. Research interests include cultural diversity and competency, trauma informed care, leadership, communication and co-occurring disorders.

Marc Pimsler

Since 2004 Marc Pimsler has worked in a variety of counseling and consulting capacities. Marc serves as the Chief Creative Officer for MVP Consulting. Marc is as passionate about doing clinical work, as he is counselor education and supervision. Marc maintains a private practice where he serves individuals and families in need, specializing in addressing addiction, shame and trauma. Marc is excited about the release of his first book Facilitated Growth Experiential Activities for Recovery & Wellness. Marc was the 2010 Georgia new counselor of the year for the Georgia Addiction Counselor Association and has been recently inducted into the 2017 National Board for Certified Counselors Minority Fellowship Program – focused in Addictions. He is certified as a national master addictions counselor, nationally certified counselor, certified clinical supervisor, certified yoga and meditation teacher, and is a certified practitioner and trainer with the Institute for Rapid Resolution Therapy. Marc has been intensely trained in multi modal experiential therapy as well as psychodrama. Marc is passionate about recovery, both his own as well as his clients', believing that sometimes all we need is a helping hand and a fresh perspective. Grounded in the belief system that everyone has the capacity to recover, Marc brings humor, spirituality, and creativity to everything he is involved in.

Bridget Roop

Bridget Roop is the VISN 7 Academic Detailing Pharmacist for Birmingham and Tuscaloosa VA Medical Centers. She graduated from Auburn University Harrison School of Pharmacy in 2007 and completed a PGY1 Residency at the Birmingham VA Medical Center the following year. In 2008, Bridget began working as an inpatient Clinical Pharmacy Specialist. Her areas of coverage included general medicine, neurology, and medical surgery. Bridget also worked in the geriatric consult clinic and chaired the BVAMC Medication Error Committee. Bridget started her new position in Academic Detailing in January 2016.

Kathryn Rose

Kathryn Rose, BA, LADC. Is currently employed at UMMC Fairview Substance Abuse Program serving Deaf and Hard of Hearing Individuals and has 21 years of experience working with Deaf, Hard of Hearing and DeafBlind individuals. She is a graduate of St Catherine's college in Medical and Mental Health Interpreting and has a BA from Metropolitan State University in Psychology with a focus on Mental Health and Deafness. Kathryn also completed her Alcohol and Drug Counselor (ADC) coursework from Metropolitan State University. Kathryn provides clinical supervision and management for staff of residential programs and community outreach through Deaf Can Inc. which is a community based program offering sober living support. Currently, she is an active state commissioner on the Commission of Deaf, DeafBlind, and Hard of Hearing Minnesotans (MNCDHH) and a representative on the Deaf and Hard of Hearing Services Division (DHHSD) Advisory Committee. Kathryn enjoys weekends at her cottage in northwest Minnesota as well as hiking, swimming and fishing.

Billy Sample

Mr. Sample is the Telehealth Resource Center Program Manager for Medical Advocacy and Outreach. After multiple years in Retail Management and tech support, Mr. Sample became the Technology Information and Services trainer for Office Depot, while serving as a Store Manager in Montgomery, Alabama. Mr. Sample's training zones included all of the State of Alabama and West Georgia. Mr. Sample taught all new Office Depot Technology Department staff members how to complete diagnostics and repair work on computers that customers brought in, as well as teaching the new staff members how to help determine a customer's needs when buying new technology to ensure a proper technological solution. When Medical Advocacy and Outreach began their search for an IT Director, they came to the place that they had trusted for several years for their Technology purchases and hired Mr. Sample to fill that need. Mr. Sample has spent the last 7 years with MAO, maintaining the technology infrastructure for the agency, while developing strong relationships with outside technology vendors to improve and expand their Telehealth Network. MAO currently has one of the State of Alabama's most robust Telehealth Networks and is currently the only agency state wide to use telehealth for Direct Patient care. Mr. Sample currently trains and assists medical organizations nationwide develop and deploy their own telehealth strategy. Mr. Sample, in his current role with MAO, provides technical guidance and follow on

training and support for Medical and Administrative personnel. He has traveled all across the southeast tabling at multiple conferences and providing on-site expertise to agencies in all stages of their own telehealth program implementation.

Kent Schafer

Kent Schafer started his career with his first master's in Alcohol and Substance Abuse from University of Illinois at Springfield. He worked with deaf adults and adolescents who were dealing with addiction or require prevention education. He transitioned with a focus on youth in his second master's in Special Education/Psychology from University of Wisconsin at Whitewater. He is a nationally certified school psychologist. He consults on mental health policy and interventions to a variety of youth-based programs. You can find him on the road to a doctoral degree at the University of Alabama with the support from Alabama Department of Mental Health and their Office of Deaf Services. When not working in the field of mental health to serve any deaf consumers that request help, he can be found somewhere chucking round plastic objects towards metal encaged baskets in the sport called disc golf or spending time with his wife and six-year-old daughter.

Sherie Schaffer

Sherie Schaffer has been in the substance abuse treatment field since 2001. Sherie holds a Master's Degree in Counseling from Jacksonville State University. She is a Licensed Professional Counselor (LPC) and a Supervising LPC (LPC-S). She is also a National Certified Counselor (NCC) and a certified Alcohol and Drug Counselor (ADC). Sherie is currently serving as Director of Contract Unit Programs with Bradford Health Services in Birmingham, AL where she oversees the operation of three hospital-based detox programs managed by Bradford. She has also served as the Opiate Treatment Coordinator in which she has facilitated the incorporation of medications in addiction treatment throughout Bradford's levels of care. Prior to her employment with Bradford Health Services, she was employed by The Bridge, Inc. as a program manager for one of their adolescent residential programs. She began her career at Calhoun Treatment Center where she worked as a counselor before serving as their Clinic Director for over three years.

Cynthia Selleck

Cynthia Selleck is Professor and Associate Dean for Clinical and Global Partnerships at UAB School of Nursing, a position she has held since October 2010. In this role, she oversees practice and partnership initiatives for the School of Nursing. Dr. Selleck also holds an appointment as Professor in the Department of Family and Community Medicine at the University of Alabama School of Medicine and serves as Director of the Alabama Statewide Area Health Education Center (AHEC) Program. In addition to her interest in primary care, care of medically underserved populations and social justice issues, Dr. Selleck has a particular interest in educating community providers on Veterans and Veteran's health issues. Dr. Selleck received her bachelor's in nursing from Emory University, her master's as a Family Nurse Practitioner from Vanderbilt University, and a PhD in nursing from UAB.

Stephen Taylor

Dr. Stephen Taylor is board-certified in general psychiatry, child and adolescent psychiatry, addiction psychiatry, and addiction medicine. In his 24 years of practice experience, and as a national thought-leader, educator and presenter, Dr. Taylor's life's work and greatest passion has been to help teenagers and adults avoid or overcome the devastating disease of addiction and co-occurring general psychiatric disorders. Dr. Taylor is currently in his 12th season as the Medical Director of the Player Assistance and Anti-Drug Program of the National Basketball Association (NBA) and the National Basketball Players Association (NBPA). Dr. Taylor also serves as the Chief Medical Officer of the Behavioral Health Division of Pathway Healthcare, where he is an integral part of Pathway's mission to open and operate outpatient addiction treatment offices in Texas, Louisiana, Mississippi, and Tennessee, as well as five offices in Alabama. Dr. Taylor is a certified Medical Review Officer (MRO) and serves on the Board of the Directors of the Medical Review Officer Certification Council (MROCC). He has been recognized as a Fellow of the American Society of Addiction Medicine (ASAM) and is also a member of the American Psychiatric Association (APA), the American Academy of Child and Adolescent Psychiatry (AACAP) and the American Academy of Addiction Psychiatry (AAAP). Dr. Taylor is

currently the President of the Alabama Society of Addiction Medicine (ALSAM). An honors graduate of Harvard College, with a Master of Public Health degree from the Harvard School of Public Health, and a medical degree from Howard University College of Medicine, Dr. Taylor completed residency training in pediatrics, psychiatry and child and adolescent psychiatry at the Albert Einstein College of Medicine/Bronx Municipal Hospital Center, and then completed a fellowship in addiction psychiatry at New York University School of Medicine/Bellevue Hospital Center in Manhattan.