

**TRAVIS S. ANDREWS
CURRICULUM VITAE**

WORK ADDRESS: Department of Early Childhood,
Special Education, and
Counselor Education
237G Taylor Education Building
Lexington, KY 40506-0001

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EDUCATION

Ph.D. *North Carolina Agricultural and Technical State University*, Greensboro, North Carolina.
Rehabilitation Counseling and Counselor Education

M.A. *North Carolina Agricultural and Technical State University*, Greensboro, North Carolina.
Rehabilitation Counseling

B.A. *North Carolina Agricultural and Technical State University*, Greensboro, North Carolina.
Sociology

CERTIFICATIONS/ LICENSES (ALL ARE CURRENT)

Board Certified Tele-Mental Health Provider (BC-TMH)

Certification Number: 2423

Valid through 07/31/2025

Certified Rehabilitation Counselor (CRC)

Certification Number: 00112820

Valid through 09/30/2024

National Certified Counselor (NCC)

Certification Number: 1641564

Valid through 08/31/2026

Licensed Clinical Mental Health Counselor Supervisor (LCMHC-S), NC

Licensed Number: S8657

Valid through 06/30/2023

Licensed Professional Clinical Counselor Supervisor (LPCC-S), KY

Licensed Number: 264581

Valid through 12/31/2021

RESEARCH AREAS

Underrepresentation of African American males in counselor education programs, employment outcomes for people with psychiatric disabilities, school to work transition services for youth with learning disorders, post-secondary transition services for youth with psychiatric disabilities, and culturally responsive practice in rehabilitation and mental health counseling

ACADEMIC EXPERIENCE

University of Kentucky

R1: Doctoral University (highest research activity)

Department of Early Childhood, Special Education, & Counselor Education

Clinical Assistant Professor 2020 – present

Co-Director of Undergraduate Studies, Interdisciplinary Disability Studies 2020 – present

Clinical Fieldwork Coordinator 2020 – present

Department of African and African American Studies

Affiliate Faculty Status 2020 – present

COURSES TAUGHT

University of Kentucky

Counselor Education Department (CED)

Course Titles

CED 620	Assessment in Rehabilitation and Mental Health Counseling (3 credits) Fall 2020 Spring 2021
CED 650	Counseling Theories (3 credits) Fall 2020 Fall 2021
CED 660	Counseling Techniques (3 credits) Spring 2021 Spring 2022
CED 430	Practicum in Disability Studies (Practicum Class) (5 credits) Spring 2021
CED 615	Clinical Practice in Mental Health Counseling (3 credits) Summer 2021
CED 680	Mental Health Diagnosis and Treatment Planning (3 credits) Summer 2021

PUBLICATIONS

In-Review/Submitted for Publication/Book Under Contract

* *Shared co-first author contributions for Wilson and Andrews*

Harley, D.A., **Andrews, T. S.**, & Troop, C. L. (in review). Minority College student populations with disabilities and accommodations. In B. Kinyanjui (Ed.). *Disability and accommodations in higher education: A handbook for disability advisors*. Abingdon, UK: Taylor & Francis.

*Andrews, T.S., Wilson, K. B., Chao, Si-Yi. Rogers, K.G., & Carey, C. D., (in press). Perceived Discrimination and Gender. Journal of Rehabilitation Administration. [abstract, literature review, some discussion, conclusion] Peer Reviewed

*Andrews, T.S., Wilson, K. B., Chao, Si-Yi., Carey, C. D., & Rogers, K.G., (in press). Gender Identity, Humanity, & Advocacy. Journal of Rehabilitation Administration. [abstract, literature review, some discussion, conclusion] Peer Reviewed

* Wilson, K. B., Andrews, T.S., Chao, Si-Yi. & Brooks, M. (in press). Selecting a Primary Identity: Race and Gender. Journal of Rehabilitation Administration. [literature review, some discussion] Peer Reviewed

* Wilson, K. B., Andrews, T.S., Chao, Si-Yi. & Brooks, M. (in press). Perceived Discrimination Based on Race. Journal of Rehabilitation Administration. [some discussion] Peer Reviewed

Chao, Si-Yi., Wilson, K. B., Andrews, T.S., Lusk, S. L., & Shengli, D. (in press). Disability Identity, Social Justice, and Advocacy. Journal of Rehabilitation Administration. [some discussion] Peer Reviewed

Chao, Si-Yi., Wilson, K. B., Andrews, T.S., Shengli, D., & Lusk, S. L., (in press). Difficult to Advocate for Disability Community: Ableism. Journal of Rehabilitation Administration. [some discussion] Peer Reviewed

BOOK CHAPTERS

Wilson, K. B., **Andrews, T. S.**, Chao, S., Levine A., & Harley D. A. (2022). The act of being yourself: Infusing humor in personal spaces. In K. Vaidya (Ed.), *Anticipation is everything: how do you know it is coming? Teach counseling with a sense of humor [Vol. 2]: Why (and how to) be a funnier and more effective counseling educator and laugh all the way to your institution*. The Curious Academic Publishing.

PROFESSIONAL PRESENTATIONS

Henderson, R., Levine, A., & **Andrews, T.** *Being antiracist is a verb.* Oral presentation at the 2021 NCRE Summer Conference (July 2021)

Wilson, K. B., & **Andrews, T. S.**, (May 2021). *Phenotype is everything: Understanding how one's race and gender can influence perceived discrimination.* Sponsored by the Department of Early Childhood, Special Education, and Counselor Education, University of Kentucky, Lexington, Kentucky

Andrews, T., Andrews, A., & Harvey, O. (2021, February 9). *Reach Out Mental Health Series: King's Mentality [webinar]*. Reach Out Network, Inc.

Andrews, T., Andrews, A., Andrews, S. (2021, June 14). *Mental Health Conversations: Being A Black & Minority Male in America [webinar]*. Student Services North Carolina Central University

Levine, A., & **Andrews, T.** (2020, September 3). *Towards antiracist and feminist pedagogy in counselor education [webinar]*. Southern Association for Counselor Education and Supervisors Professional Development Webinar Series. <http://www.saces.org/webinars>

Andrews, T. (2020, July 19). *COVID-19 and Racism: A Discussion of the Double Pandemic and the Effect of Systemic Oppression on Minority Communities [webinar]*. National Association of Multicultural Rehabilitation Concerns (NAMRC)

Andrews, T., & Richardson, C. (2019, October 21). *Serviceman to civilian.* National Career Development Association (NCDA), Houston, TX.

Andrews, T., & Richardson, C. (2019, October 21). *Stress on the spouse: Effects of PTSD on the family.* North Carolina Rehabilitation Association (NCRA), Cherokee, NC, United States

Andrews, T. (2019, May 28). *Spinning in circles: Generational trauma and the development of trauma in families.* Tennessee Counselor Association, Nashville, TN.

Andrews, A., & **Andrews, T.** (2017, May 25). *African American men: Mental health awareness.* St. Peter's Church and World Outreach Center, Winston-Salem, North Carolina, United States.

GRANTS

Wilson, K. B., Chao, Si-Yi, **Andrews, T. S.**, & Harley, D. (2021). *UK Online Marketing Grant:*

Counselor Education – MS. University of Kentucky, Teaching, Learning, & Academic & Innovation Center [Awarded \$5,000].

ADMINISTRATIVE/PROFESSIONAL EXPERIENCE

UNIVERSITY OF KENTUCKY

Lexington, Kentucky

Faculty Member, Counselor Education

July 2020 to Present

- Nationally Ranked Program: Rehabilitation Counseling Program ranked #9 in the nation among 100 programs.
- Departmental Services: Provided leadership for the Interdisciplinary Disability Studies undergraduate program (co- coordinator) and other services responsibilities.
- Online Courses: Taught, advise, and mentored distance learning undergraduate and master's students in degree programs offered online.
- Course Development: Engaged Rehabilitation Counseling faculty in program planning and course development (undergraduate).
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Clinical Fieldwork Coordinator, Counselor Education Program and Co-Director of Undergraduate Studies

July 2020 to Present

- Clinical Fieldwork Coordinator of the Counselor Education Program: Serve as coordinator of field work sites for graduate and undergraduate students, directing students' educational experiences in clinical settings and working collaboratively with field administrators, developing learning contracts with students, developing memorandum of understandings, and teaching undergraduate and graduate courses. Other related responsibilities include identifying and developing clinical placements, assisting in the training of clinical instructors, providing consultation and mediation as necessary to field instructors and agencies, monitoring and evaluating field placement sites, and evaluating student learning experiences.
- Co-Director of Interdisciplinary Disability Studies (IDS) Program: The Co-Director is the local representative and primary contact in the Counselor Education program. Duties included recruitment, admissions, advising, and evaluating students in the Counselor Education program.

ANDREWS COUNSELING & CONSULTING, PLLC (ACC)
(Private Practice)
North Carolina

Proprietor

January 2017 to July 2020

Co-owner, fiscal officer and responsible for the total operation of Andrews Counseling and Consulting, PLLC (ACC) that included hiring and training professional staff. ACC provided psychotherapy, vocational forensic consulting, and other consultation/training services to profit and non-profit organizations (e.g., local/state/federal organizations at all levels and business) in the United States:

- Created: A computerized system for intake interviews and recording client notes for psychiatric evaluations. Subsequently used in agencies to educate counselors.
- Public Relations: Work effectively with a Governing Board, in community networking and public relations, speaking at conferences and meetings, managing multiple funding streams (both private and public).
- Created: An operational manual that included all operations in the business.
- Evaluated: Program data to assist organizations to achieve better outcomes for underrepresented populations with disabilities; provided executive coaching to business organizations.
- Secured: Local/State/Federal contracts such as Behavioral Health Medicaid, private insurance paneling, Social Security Administration, Office of Vocational Rehabilitation, and Provider Consultation Agreements.

Vocational Expert (VE)

June 2017 to July 2020

- Present expert opinion regarding individual's capacity to return to work. Testify at Social Security hearings as an approved expert witness. Foster relationships with judges, attorneys, non-attorney representatives, hearing reporters, and staff at the Office of Disability Adjudication and Review to facilitate collaboration.
- Provide comprehensive knowledge relative to Department of Labor vocational manuals and guidelines, including Dictionary of Occupational Titles (DOT), Selected Characteristics of Occupations Defined in the Revised Dictionary of Occupational Titles (SCO).

NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY
Greensboro, North Carolina

Graduate Teaching Assistant

August 2018 to May 2020

- Assisted the professor in conducting and facilitating courses which included grading class papers and preparing lectures.
- Supervised graduate students in individual and group practicum courses.

- Assigned grades and monitored progress of students during the quarter.
- Assisted in the recruiting and retention of graduate students in the program.

TRAVIS S. ANDREWS, LCMHC-S

North Carolina

Licensed Clinical Mental Health Counselor Supervisor

July 2017 to July 2020

- Lead weekly supervision, monthly group, and individually supervise and mentor up to ten associate clinical counselors (LCMHC-A).
- Create training materials to teach new clinical counselors. Topics include therapeutic modalities, awareness of relationship violence, diversity, and cultural sensitivity, being a trauma-informed counselor, and counseling poor and ethnic families.
- Guide practitioners to assess clients' mental health, develop suitable treatments and make referrals.
- Ensure that practitioners comply with licensure and registration requirements. Ensure compliance, accuracy, and quality of clinical documentation.
- Supervision practice guided by:
 - Knowledge of culture as it refers to ethnicity, race, age, class, gender, sexual orientation, religion, immigration status, literacy, and mental or physical disability
 - Exploration of how service delivery impacts supervisee's own culture
 - Exploration about the unique cultural context and cultural history of the client
 - A commitment to cultural competence as an on-going inquiry since culture is ever-changing.

ALTERNATIVE LIVING SOLUTIONS, INC.

North Carolina

Vocational Rehabilitation Counselor (Contractor)

May 2016 to July 2018

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

VRE 4 VETS, LLC

North Carolina & Virginia

Rehabilitation and Employment Counselor (Contractor)

June 2016 to July 2019

- Counseled veterans and service members leaving active duty (under U.S.C. Title 38, Chapter 36) to prepare for, find, and keep suitable employment.
- Performed evaluation and assessments to determine vocational skills, interests, abilities, and rehabilitation goals.
- Coached clients to build education and career plans.
- Determined eligibility of individual applicants for services with close attention to medical documentation.
- Assessed interests, aptitudes, and disability needs to determine viably and mutually agreed upon goal for the Plan for Employment
- Cultivated positive and productive relationships with the Department of Vocational Affairs, leading to competitive job placements and participants in statewide hiring events

MHN GOVERNMENT SERVICES, INC.

Iwakuni, Japan

Military Family Life Counselor

June 2016 to June 2017

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

ANDIXON COUNSELING AND COMMUNITY SERVICES, LLC

North Carolina

Clinical Director

May 2013 to April 2016

- Supervised all outpatient mental health services, overseeing treatment plans and outcomes.
- Created program objectives in collaboration with the program operator and established productivity goals for clinical staff.
- Built high-performing team of 12 clinical staff to achieve program goals. Identified staff development needs and delivered training as required.
- Created and employed marketing strategies to produce successful referral process
- Engaged in monthly peer consultation with practice providers to address clinical and administrative processes

- Provided clinical and administrative training, skills, and supervision to new staff and interns
- Provided ongoing supervision to staff therapists
- Collaborated with staff Psychiatrist, LMO and community partners to ensure continuity of services

GUESS COMMUNITY SERVICES, LLC
Greensboro, North Carolina

Intensive In-Home Mental Health Clinical Supervisor

May 2011 to April 2013

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

Mental Health Case Manager

June 2006 to May 2011

- Conducted needs assessments to deliver immediate interventions, and designed client-driven goals.
- Orchestrated client care and services in collaboration with program and agency personnel.
- Documented all patient information including service plans, treatment reports, and progress notes
- Quickly responded to crisis situations when severe mental health and behavioral issues arose
- Referred clients to other programs and community agencies to enhance treatment processes

CLINICAL EXPERIENCE SUMMARY

Over eleven years of clinical (diagnosing and treating a variety of mental and emotional illnesses) experience at University of Kentucky, Andrews Counseling and Consulting Services, PLLC (proprietor), and North Carolina A&T State University.

SERVICE

- **Service to the University**

Department

Member, Faculty Search Committee, Visual Impairments (VI) Program (2021). As a member of this committee, I reviewed curriculum vita's and interviewed potential candidates for the assistant/associate professor in visual impairments position.

Member, Faculty Search Committee, Early Childhood, Special Education and Counselor Education (2021). As a member of this committee, I reviewed CVs and interviewed potential candidates for the department chair position.

College

Member, College Name Change Task Force Committee, College of Education (2021). As a member of this committee, I obtain feedback from department of proposed name changes, reviewed next steps with committee members upon selection

- **Service to the Profession**

CACREP Site Review Team Member

Serves as volunteer team member site reviewer for the Council for Accreditation of Counseling and Related Educational Programs (CACREP) in the United States (2021-Present)

COMMITTEE WORK

National Association of Multicultural Rehabilitation Concerns

Member, Board of Directors (2021-2023)

Co-chair, Fundraising Committee (2021)

Lexington Urban League Young Professionals

Advocacy Committee (2021)

PROFESSIONAL DEVELOPMENT

National Council for Behavioral Health, Certified Instructor Training on Mental Health First Aid. (2021)

PROFESSIONAL MEMBERSHIPS

Kentucky Counseling Association (KCA) (2021 – Present)

National Association of Multicultural Rehabilitation Concerns (NAMRC) (2020 – Present)

International Association of Rehabilitation Professionals (2019 – Present)

Association for Counselor Education and Supervision (Southern Region) (2019 – 2020)