

ROY THOMAS JOHN KAMMER

EDUCATION

The University of South Dakota

Vermillion, SD

Degree: Ed.D. in Educational Administration/Adult and Higher Education

Dates: [REDACTED]

Dissertation: Chief Student Affairs and Academic Affairs Officers' Perceptions of Counseling Centers' Value in Fulfilling Institutional Mission

Mount Marty College

Yankton, SD

Degree: Master of Arts in Pastoral Ministries (Graduated Magna Cum Laude)

Dates: [REDACTED]

The University of South Dakota

Vermillion, SD

Degree: Master of Arts in Educational Psychology and Counseling (CACREP Accredited)
Emphasis: Student Affairs Practice in Higher Education

Dates: [REDACTED]

The University of South Dakota

Vermillion, SD

Degree: Bachelor of Science in Allied Health

Major: Alcohol and Drug Abuse Studies

Minor: Biology

Dates: [REDACTED]

South Dakota State University

Brookings, SD

Major: Pre-Pharmacy

Dates: [REDACTED]

EMPLOYMENT & RELEVANT EXPERIENCE

Minnesota State University, Mankato – College of Allied Health and Nursing

Mankato, MN

Title: Interim Dean

Term: January 2026 – Present

- Oversee academic programs and maintain external accreditations
- Provide academic and administrative planning and budgeting
- Interpret and administer collective bargaining agreements
- Implement college and university policies
- Recruit, develop and evaluate faculty and staff
- Maintain positive student relations
- Fundraise and procure grants
- Maintain and develop external connections, advisory boards, collaboration and partnership
- Provide oversight for procurement and maintenance of college technology and facilities
- Promote, develop and encourage equity-minded and racially just programming and supports
- Mentor department chairpersons.
- Oversee public-serving disciplinary centers and services including the Blue Cross® and Blue Shield® of

Minnesota Center for Rural Behavioral Health, Greater Mankato Mental Health Hub, Center for Communication Sciences and Disorders, Public Dental Clinic, Maverick Family Nursing Simulation Center, Health Commons at Pond, Rec N' Read Program, Glen Taylor Nursing Institute for Family and Society, and Center for Sport and Performance Psychology.

Minnesota State University, Mankato – College of Allied Health and Nursing

Mankato, MN

Title: Interim Associate Dean

Term: May 2024 – January 2026

- Serve as Director of Clinical Operation to provide leadership to five public-facing clinics including the Rural Behavioral Health Clinic, Public Dental Clinic, Health Commons at Pond, Center for Sport and Performance Psychology, and Center for Communication Sciences and Disorders.
- Personnel management including oversight of college search and hiring for classified and unclassified employees in collaboration with the Dean of the College of Allied Health and Nursing, hiring support staff, Human Resources, Affirmative Action and Academic Affairs in the search and hiring process.
- Primary responsibility for IFO Article 22 evaluation (i.e., Professional Development Plan/Professional Development Report reviews) for all fixed-term and full professors.
- Collaborate with the CAHN Leadership Team, including attending meetings with the Dean and leading such in Dean's absence.
- Work with the Dean and departments on the implementation of college mission and vision, strategic planning, development of academic programs, academic planning and course scheduling, transfer pathways, and disciplinary and regional accreditation.
- Serve as the liaison to various local, state, and national partner organizations and accrediting bodies.
- Oversight of college student affairs and success initiatives including working in collaboration with the college Student Advising Center and acting as the point person for student concerns and grievances, responsible for investigation and informal resolution to such.
- Provide leadership and oversight of the College of Allied Health and Nursing's Equity 2030 initiatives across student success, academic programming, faculty development, employment, and retention; clinic operations; and other strategic initiatives.
- Collaborate with university and community partners to offer an annual Health Summit.
- Advise the College of Allied Health and Nursing Student Advisory Board.

Minnesota State University, Mankato – Department of Health Science

Mankato, MN

Title: Associate Professor of Health Science, Alcohol and Drug Studies

Term: August 2023 – May 2024

Title: Assistant Professor of Health Science, Alcohol and Drug Studies

Term: August 2021 – August 2023

- Prepare and instruct courses including:
 - HLTH 225: Introduction to Alcohol and Drug Studies
 - HLTH 240: Drug Education
 - HLTH 406: Ethics and Professionalism for Alcohol and Drug Professionals
 - HLTH 407: Pharmacology for Alcohol and Drug Professionals
 - HLTH 408: Theories and Methods for Alcohol and Drug Professionals
 - HLTH 456: Assessment and Diagnosis of Substance Use Disorders
- Serve as a member on department, college, and university committees
- Advise and mentor students
- Advise Students for Alcohol and Drug Education (SADE) pre-professional development group

University of Minnesota – College of Continuing and Professional Studies

St. Paul, MN

Title: Community Faculty Member/Teaching Specialist

Term: January 2021 – August 2024

- Teach graduate-level coursework in the Master of Arts in Professional Studies in Addiction Counseling and Master of Arts in Professional Studies in Integrated Behavioral Health programs

Minnesota Certification Board

Wyoming, MN

Title: Executive Director

Term: October 2020 – August 2021

- Oversaw the daily operations of the organization
- Built and supported internal and external processes related to credentialing alcohol and drug counselors, co-occurring disorder professionals, criminal justice professionals, prevention professionals, peer recovery professionals, and other related professionals
- Directed program development and marketing
- Maintained and developed policies and procedures to support the operations of the organization
- Provided leadership, team development, and direction to all staff
- Assessed training needs to design and coordinate specialized training to credential holders and potential applicants
- Collaborated with local, state, regional, and national stakeholders
- Administered a multi-year Minnesota Department of Human Services grant
- Managed the organization's operating budget
- Acquired grants and other external funding to advance the mission of the organization
- Represented the organization within the International Certification and Reciprocity Consortium governance structure

Hazelden Betty Ford Foundation

Center City, MN

Title: Addiction Counselor (On-call)

Term: January 2021 – August 2021

- Provided clinical services in coordination with the treatment team consistent with Hazelden Betty Ford Foundation's standards of care, policies, and procedures
- Facilitated and demonstrated communication of patient information to internal and external resources for patients according to Hazelden Betty Ford Foundation policy and procedures and consistent with Federal Confidentiality (CFR 42) and Health Information Portability and Privacy Act (CFR 45) and mandated reporting requirements

Hazelden Betty Ford Graduate School of Addiction Studies

Center City, MN

Title: Associate Professor and Dean/Dean of Students

Term: July 2013 – January 2021

- Provided leadership regarding daily operations of the graduate school including academic affairs, student services, enrollment management and admissions, and continuing education
- Implemented the school's strategic enrollment management plan including oversight of marketing, recruitment activities, admission, and retention/persistence measures
- Oversaw student services including orientation, disability services, career and credentialing services, student assistance, financial aid, registration/records, co-curricular activities, commencement, alumni association, etc.
- Supervised Graduate School Leadership Team
- Recruited, trained, and supervised core and adjunct faculty
- Ensured optimum learning outcomes through leadership of the school's academic programming including curriculum development and updating, program evaluation, course scheduling, faculty training and development, etc.

- Oversaw execution of the school's academic assessment plan and process improvement measures
- Ensured implementation of the school's strategic plan and operations plan including management of facilities
- Managed the school's general operating budget and temporarily restricted funds
- Led school's Operations Committee
- Chaired standing school committees including Admissions and Recruitment, Administration and Finance, Curriculum and Assessment, Information and Technology, and Faculty and Student Affairs
- Served as the primary conduct officer, assisted with coordination of Title IX investigations
- Served as policy custodian including policy development, implementation, monitoring, and compliance
- Reported on the operations of the school to the Provost, President, and Board of Governors
- Maintained faculty status with rank as Associate Professor since August 2016 and prior rank as Assistant Professor
- Served on the Senior Leadership Council for the Hazelden Betty Ford Foundation

Minnesota State University, Mankato – Department of Health Science

Mankato, MN

Title: Assistant Professor of Health Science, Alcohol and Drug Studies

Term: August 2006 – June 2013

- Tenured at the beginning of the Fall 2011 academic year
- Appointed with Associate Graduate Faculty Status to instruct graduate level courses and to supervise/serve on graduate level Thesis and Alternate Planned Papers committees
- Prepared and instructed courses including:
 - HLTH 101: Health and the Environment
 - HLTH 225: Introduction to Alcohol and Drug Studies
 - HLTH 240: Drug Education
 - HLTH 406/506: Ethics and Professionalism for Alcohol and Drug Professionals
 - HLTH 407/507: Pharmacology for Alcohol and Drug Professionals
 - HLTH 408/508: Theories and Methods for Alcohol and Drug Professionals
 - HLTH 451/551: Emotional Health and Stress
 - HLTH 456/556: Assessment and Diagnosis of Substance Use Disorders
 - HLTH 469/569: Co-Occurring Disorders
- Supervised students participating in 880-hour alcohol and drug counseling internships
- Coordinated an interdisciplinary academic program with approximately 120 majors and minors
- Served as a representative of the Alcohol and Drug Studies Program on Department of Health Science Committees including: Assessment Committee, Personnel Committee, Scholarship Committee, Graduate Committee, and Curriculum Committee
- Provided academic and vocational advising to program majors and minors
- Coordinated a comprehensive student application, screening, and admission process
- Managed and promoted program enrollment through networking, development of marketing materials, and maintenance of program webpage
- Supervised the Alcohol and Drug Studies Program graduate assistant
- Facilitated programmatic assessment and evaluation
- Maintained program standards to comply with licensure requirements established by state statute
- Administered the Alcohol and Drug Studies Program budget and endowment
- Advised Students for Alcohol and Drug Education (SADE) pre-professional development group
- Collaborated with students and community stakeholders to develop a collegiate recovery community

The University of South Dakota – Student Counseling Center

Vermillion, SD

Title: Prevention Specialist, Counselor

Term: August 2002 – August 2006 (Prior Terms: 05/00 – 07/01 & 07/98 – 03/00)

- Supervised staff and interns (undergraduate and graduate level) in the areas of prevention and

counseling

- Coordinated and delivered campus-wide alcohol, drug, and violence prevention and holistic health promotion services
- Coordinated assessment and evaluation of prevention services and conducted campus and community prevention needs assessments
- Provided a spectrum of mental health and alcohol/drug counseling services including individual therapy; crisis response; and educational, counseling, and treatment groups
- Coordinated a volunteer crisis response team including recruitment, screening, and training
- Facilitated and participated in case management and clinical supervision groups
- Coordinated with Judicial Affairs and Residential Life to provide services for policy violators including alcohol education classes, chemical use assessments, behavioral assessments, and referrals
- Marketed prevention programs to students, faculty, staff, community, parents, and alumni
- Developed and delivered comprehensive individual and group prevention education and early intervention curricula for campus, community, and region
- Served in leadership roles on regional, state, community, and campus task forces, coalitions, and committees as an advocate for counseling, prevention, and peer education
- Developed and disseminated comprehensive educational awareness campaigns and promotions
- Assisted in administration of an extensive contract for services grant including goal setting, tracking, auditing, evaluation, and report writing
- Fiscal administration and management of prevention and peer education budgets
- Coordinated a RADAR (Regional Alcohol and Drug Awareness Resource) Network site including the supervision of staff members that conduct alcohol/drug-related information searches for the campus, community, and region
- Secured funding for prevention programming through grant writing, networking, and fundraising
- Advised HELP (Health Enhancement Led by Peers), a multi-faceted, nationally recognized, student peer education group

The University of South Dakota – IdEA Program

Vermillion, SD

Title: Instructor

Term: August 2004 – May 2006

- Instructed a 400 level Capstone Course for the Interdisciplinary Education and Action (IdEA) Program in the area of Ecology of Human Development
- Assisted students in identifying and integrating service-learning projects

St. Thomas More Newman Center

Vermillion, SD

Title: Coordinator of Outreach & Service Projects (Volunteer Position)

Term: September 2001 – August 2006

- Coordinated Spring Break Service Projects, including budget administration, fundraising, recruitment, development, promotion, education, and evaluation
- Networked with other campuses and local campus entities for support and recruitment of projects
- Coordinated student-based Outreach Team to provide retreats to local parishes and organizations

The University of South Dakota – Department of Residential Life

Vermillion, SD

Title: Assistant Director/Program Coordinator

Term: July 2001 – August 2002

- Supervised all programming graduate hall directors and ACUHO-I summer intern
- Coordinated, developed, and assessed needs for professional development of staff members
- Initiated, maintained, and evaluated comprehensive residence life programs to maximize educational, social, cultural, and interpersonal growth of students

- Developed and implemented a new residential life programming model
- Served as a hearing officer for the University Judicial System
- Coordinated and taught an accredited upper-level undergraduate Resident Assistant course
- Managed all departmental programming budgets
- Coordinated departmental Quality of Life, Benchmarking (EBI), and other assessments
- Created and designed departmental publications
- Advised a spectrum of student leaders and groups including Residence Hall Association Programming Committee, Residential Life Employee Recognition Committee, Resident Assistant Continuing Education Committee, and peer educators
- Coordinated Residential Tutors, a tutoring program designed to provide educational services to residence hall students in general core classes
- Facilitated a comprehensive recruitment agenda to enlist student staff
- Led departmental alcohol education and marketing efforts
- Provided crisis intervention to residence hall students

Big Brothers Big Sisters of Siouxland

Sioux City, IA

Title: Case Manager & Program Developer

Term: March 2000 – May 2000

- Assisted in developing a long-term educational/vocational mentoring program targeting post-secondary opportunities for adolescents
- Screened mentors and assessed children and families to create successful mentoring matches
- Completed comprehensive bio/psycho/social assessments of mentors and clients

The University of South Dakota National Youth Sports Program

Vermillion, SD

Title: Alcohol/Drug Prevention Specialist

Term: Summer 1999

- Coordinated alcohol and drug prevention/education for 200+ adolescents in a five-county area
- Developed a comprehensive curriculum focusing on target issues for the various age groups

Lutheran Social Services of Iowa

Hawarden, IA

Title: Residential Counselor

Term: April 1997 – March 2000

- Provided comprehensive, community-based client care to adolescents
- Participated in client development through, medication dispersal, leading group processing sessions, providing emotional and disciplinary support, and coordinating and participating in group activities
- Educated on issues including but not limited to adolescent development, alcohol/drug abuse, family interaction, coping skills, moral development, and self-esteem

Mount Marty College – Student Counseling Center

Yankton, SD

Title: Prevention Intern

Term: January 1998 – April 1998

- Assisted in conducting a campus wide needs assessment
- Coordinated the creation and development of a peer educator group
- Developed a social norms prevention program

PROFESSIONAL SERVICE & MEMBERSHIP (INTERNAL)

Current Membership

- **Comprehensive Academic Plan Committee**
Minnesota State University, Mankato (*September 2024 – Present*)
- **Faculty Improvement Grant/Sabbatical Committee**
Minnesota State University, Mankato (*September 2024 – Present*)
- **Assessment and Evaluation Sub Meet**
Minnesota State University, Mankato (*September 2024 – Present*)
- **Health Summit Advisory Board**
Minnesota State University, Mankato (*September 2024 – Present*)
- **Blue Cross Blue Shield Center for Rural Behavioral Health Mental Health Clinic - Steering Committee**
Minnesota State University, Mankato (*November 2023 – Present*)
- **Blue Cross Blue Shield Center for Rural Behavioral Health Leadership Team**
Minnesota State University, Mankato (*October 2023 – Present*)
- **College of Allied Health and Nursing Research and Innovation Committee**
Minnesota State University, Mankato (*September 2023 – Present*)
Co-Chairperson (*September 2023 – May 2024*)
- **College of Allied Health and Nursing Interprofessional Practice and Research Committee**
Minnesota State University, Mankato (*September 2022 – Present*)

Past Membership

- **Minnesota State University Association of Administrative and Service Faculty – ASF Negotiation Team**
Minnesota State University, Mankato (*July 2025 – August 2025*)
- **Higher Learning Committee Assurance Subcommittee**
Minnesota State University, Mankato (*March 2024 – October 2025*)
- **Comprehensive Admissions Review Committee**
Minnesota State University, Mankato (*September 2021 – May 2024*)
- **Department of Health Science Personnel Committee**
Minnesota State University, Mankato (*September 2021 – May 2024*)
- **University Assessment Team**
Minnesota State University, Mankato (*October 2022 – February 2024*)
- **Common Curriculum Committee**
Minnesota State University, Mankato (*December 2022 – May 2023*)
- **Behavioral Consultation Team**
Minnesota State University, Mankato (*October 2021 – May 2023*)
- **College of Allied Health and Nursing International Committee**
Minnesota State University, Mankato (*September 2021 – May 2022*)
- **Operations Committee**
Hazelden Betty Ford Graduate School of Addiction Studies (*November 2019 – January 2021*)
- **CACREP Accreditation Planning and Implementation Team**
Hazelden Betty Ford Graduate School of Addiction Studies (*January 2016 – January 2021*)
- **Accreditation Work Group**
Hazelden Betty Ford Graduate School of Addiction Studies (*November 2015 – January 2021*)
- **Technology Governance Committee/Business Working Group**
Hazelden Betty Ford Foundation (*November 2015 – January 2021*)
- **Accreditation Steering Committee**
Hazelden Betty Ford Graduate School of Addiction Studies (*June 2015 – January 2021*)
- **Strategic Enrollment Management Team**
Hazelden Betty Ford Graduate School of Addiction Studies (*April 2015 – January 2021*)
- **Enrollment Management Team**

- Hazelden Betty Ford Graduate School of Addiction Studies (*August 2013 – January 2021*)
- **Faculty and Student Affairs Committee**
Hazelden Betty Ford Graduate School of Addiction Studies (*August 2013 – November 2019*)
 - **Curriculum and Assessment Committee**
Hazelden Betty Ford Graduate School of Addiction Studies (*August 2013 – November 2019*)
 - **Administration and Finance Committee**
Hazelden Betty Ford Graduate School of Addiction Studies (*August 2013 – November 2019*)
 - **Administration and Finance Committee**
Hazelden Betty Ford Graduate School of Addiction Studies (*August 2013 – November 2019*)
 - **Information and Technology Committee**
Hazelden Betty Ford Graduate School of Addiction Studies (*August 2013 – November 2019*)
 - **Integrated Provider Project Work Team**
Hazelden Betty Ford Foundation (*July 2018 – August 2019*)
 - **Enterprise Organizational Data Governance Committee**
Hazelden Betty Ford Foundation (*August 2015 – December 2017*)
 - **Clinical Workforce Team**
Hazelden Betty Ford Foundation (*August 2013 – January 2017*)
 - **Online Degree Planning Curriculum Sub-team**
Hazelden Betty Ford Graduate School of Addiction Studies (*August 2013 – October 2015*)
 - **Academic Assessment and Evaluation Process Improvement Team**
Hazelden Graduate School of Addiction Studies (*February 2014 – February 2015*)
 - **Strategic Planning Workgroup**
Hazelden Graduate School of Addiction Studies (*March 2014 – December 2015*)
 - **Clinical Training Team**
Hazelden Betty Ford Foundation (*October 2013 – February 2014*)
 - **Core Faculty Process Improvement Team**
Hazelden Graduate School of Addiction Studies (*August 2013 – April 2014*)
 - **Student Conduct Board**
Minnesota State University, Mankato (*Fall 2010 – June 2013*)
 - **Behavioral Consultation Team**
Minnesota State University, Mankato (*Fall 2009 – June 2013*)
Co-Chairperson (*2011 – 2012 and 2012 – 2013 Academic Years*)
 - **Peer Faculty Reviewer**
Minnesota State University, Mankato
Center for Excellence in Teaching and Learning (*Fall 2007 – June 2013*)
 - **College of Allied Health and Nursing Interdisciplinary Committee**
Minnesota State University, Mankato (*Fall 2006 – June 2013*)
Chairperson (*2008 – 2009 June 2013*)
 - **University Appeals Committee**
Minnesota State University, Mankato (*Fall 2006 – June 2013*)
 - **Enrollment Management Steering Committee**
Minnesota State University, Mankato (*Spring 2012*)
 - **Health and Wellness Strategic Initiative**
Minnesota State University, Mankato (*3 years of service*)
Co-Chairperson (*2009 – 2010 Academic Year*)
 - **Alcohol and Other Drugs Policy, Lead Drafter**
Minnesota State University, Mankato (*2 years of service*)
 - **Alcohol Work Group**
Minnesota State University, Mankato (*2.5 years of service*)
 - **Search Committee Chairperson and Representative**
University of South Dakota
Served on and/or chaired various university search committees within Academic Affairs and Student Life (including but not limited to Asst. Director of Residential Life, Greek Life Coordinator, Admissions Counselor, Assistant Professor, and Graduate Assistants)

- **Action Task Force**
University of South Dakota (2 years of service)
- **Group of Nine Plus or Minus One Alcohol, Drug, and Violence Workgroup**
University of South Dakota (6 years of service)
- **Orientation Steering Committee**
University of South Dakota (5 years of service)
- **First Year Experience and Faculty Improvement Group Workgroup**
University of South Dakota (1 year of service)
- **University Health and Wellness Committee**
University of South Dakota (1 year of service)
- **Traffic and Safety Committee**
University of South Dakota (2 years of service)
- **Residential Life: Faculty/Staff Advisor**
Advised a residence hall floor and assisted in programming development. (2 years of service)

PROFESSIONAL SERVICE & MEMBERSHIP (COMMUNITY, STATE, REGIONAL & NATIONAL)

Current Membership

- **St. Peter Regional Treatment Center Community Liaison Committee** – Member (December 2023 – Present)
- **National Addiction Studies Accreditation Commission** – Immediate Past Chairperson (January 2024 – January 2025), Commissioner (January 2021 – December 2023), Reviewer (July 2018 – Present), Chairperson (January 2023 – January 2024), Interim Chairperson (October 2021 – March 2022), Advisory Board Member (October 2019 – January 2021), Accreditation Manual Revision Workgroup (May 2024 – Present)
- **Minnesota Board of Behavioral Health and Therapy** – Board Member (April 2018 – Present), Complaint Resolution Committee Member (April 2018 – Present), Member of Diversity, Equity, and Inclusion Committee (formerly Ad Hoc Committee on Diversity Training) (August 2019 – Present), Vice Chairperson (January 2020 – December 2020)
- **American Counseling Association** – Member (March 2018 – Present)
- **North Central Association for Counselor Education and Supervision** – Member (March 2018 – Present)
- **INCASE (International Coalition for Addiction Studies Education)** – Board Member (January 2017 – Present), Member (January 2014 – Present), Immediate Past President (October 2022 – December 2024), President (November 2020 – October 2022)
- **State of Minnesota Epidemiological Outcomes Workgroup** – Member (November 2014 – Present)
- **MARRCH: Minnesota Association for Recovery and Chemical Health** – Member (Spring 2011 – Present)
- **NAADAC: The Association for Addiction Professionals/Minnesota Association of Addiction Professionals (MNAP) formerly Greater Minnesota Association of Addiction Professionals (GMAAP)** Member (Summer 2010 – Present), Board Member (Summer 2010 – October 2019)
- **Minnesota Coalition for Addiction Studies Education (MNCASE)** (Fall 2006 – Present)

Past Membership

- **Minnesota Association of Addiction Professionals Rural Workforce Planning Committee** – Member (October 2022 – September 2024)
- **Human Services Background Study Eligibility Task Force** – Member (December 2021 – December 2022), Data Subcommittee (January 2022 – December 2022), Data Analysis Subcommittee (May 2022 – December 2022), Data Analysis Subcommittee Chairperson (May 2022 – December 2022)
- **NAADAC Editorial Advisory Committee for the Advances in Addiction and Recovery Magazine** – Member (April 2019 – June 2022)
- **Strategic Prevention Framework Advisory Council** – Member (January 2013 – 2021)
- **NASPA: Student Affairs Administrators in Higher Education Member** (1998 – 2021)

- **Minnesota Certification Board** – Board Member (*May 2013 – October 2020*), Treasurer (*January 2020 – October 2020*), Vice President (*June 2014 – June 2015*), President (*June 2015 – January 2018*)
- **JADE: Journal of Alcohol and Drug Education** – Peer Reviewer (*Fall 2011 – 2022*)
- **State of Minnesota Evidence Based Practices Workgroup** – Member (*Fall 2010 – Fall 2016*), Chairperson (*January 2013 – May 2016*)
- **Board of Behavioral Health and Therapy Tiered Licensure Workgroup** – Member (*May 2013 – Fall 2015*)
- **Community Social Services Program Review** – South Central College (*April 2014*)
- **Advisory Board Member** – Adolescent Treatment Center of Winnebago (*Fall 2007 – June 2013*)
- **Drug Court Steering Committee** – Blue Earth County (*Spring 2007 – June 2013*)
- **Science of Addiction Conference Planning Committee** – Mankato Area (*2011 – 2013*)
- **High Risk Drinking Coalition** – Blue Earth County (*2 years of service*)
- **The Network Addressing Collegiate Alcohol and Other Drug Issues** – Minnesota State/Territory Coordinator (*7 years of service*)
- **NASPA Region IV-E Health and Higher Education Knowledge Community Chairperson** (*1 year of service*)
- **Case Presentation Method Reviewer** – Minnesota Certification Board (*2 years of service*)
- **Minnesota Prevention Workforce Development Workgroup** – MN Prevention Resource Center and MN Chemical Health Division (*1 year of service*)
- **Greater Vermillion Area Coalition (GVAC) on Alcohol, Drugs, & Violence** (*6 years of service*)
- **Vermillion Area Tobacco Prevention Coalition** (*2 years of service*)
- **Clay County MADD Organization** (*1 year of service*)
- **Red Road Gathering Planning Committee** (*6 years of service*)
- **The BACCHUS Network** – State Coordinator for North Dakota and South Dakota (*4 years of service*)
- **South Dakota Prevention Network** – (*5 years of service*)
- **State Epidemiological Workgroup** – SD Division of Alcohol and Drug Abuse (*1 year of service*)
- **American Counseling Association (ACA)** (*3 years of membership*)
- **South Dakota Chemical Dependency Association (SDCDA)** (*2 years of membership*)
- **Regional Steering Committee Member** – Network of Colleges and Universities Committed to the Elimination of Drug and Alcohol Abuse, ND, SD, NE (*2 years of service*)
- **American College Personnel Association (ACPA)** (*2 years of membership*)
- **Association of College and University Housing Officers – International (ACUHO-I)** (*1 year of membership*)

CREDENTIALS – LICENSES & CERTIFICATIONS

- **Licensed Alcohol and Drug Counselor (LADC)**, Minnesota Board of Behavioral Health & Therapy
- **Certified Prevention Professional Reciprocal (CPPR)**, Minnesota Certification Board for Alcohol and Drug Professionals
- **Alcohol and Drug Counselor Reciprocal (ADCR-MN)**, Minnesota Certification Board for Alcohol and Drug Professionals
- **Licensed Professional Counselor (LPC)**, Minnesota Board of Behavioral Health & Therapy
- **Licensed Professional Counselor (LPC)**, South Dakota Board of Examiners for Counselors and Marriage and Family Therapists
- **National Certified Counselor (NCC)**, National Board for Certified Counselors

RESEARCH, ASSESSMENT, & EVALUATION

- **Unfinished Business: Examining Barriers to Obtaining Mental Health Licensure for Minnesota Graduates**
 Serve as principal investigator of a research collaboration between the Blue Cross Blue Shield Center for Rural Behavioral Health and Wilder Research to identify the barriers that graduates from master's-level mental health provider programs in Minnesota experience during the licensure process.

- **Overdose Prevention: Understanding Naloxone Training Efficacy**
Supervised a student-led research project to determine effectiveness of college student naloxone training and retention practices of naloxone kits
- **Rethinking the Impact of Workplace Triggers on Substance Use: A Qualitative Study of Bartenders in Recovery**
Assisted with study to explore the unique perspectives of people who are currently bartenders and who also identify as struggling with addictive behaviors.
- **Minnesota Substance Use Disorder Treatment Programs' Decisions Regarding Compensation of Practica and Internships**
Supervised a student-led research project survey program directors of substance use disorder treatment programs in Minnesota about organizational practices and factors that have influenced decisions regarding compensation of students.
- **Project Connect**
Assisted with collection and analysis of participant and facilitator pre/posttest and evaluation data for a Peer-to-Peer Mental Health Pilot Program Grant at Minnesota State University, Mankato
- **Human Services Background Study Evaluation Task Force**
Served as Chairperson of Subcommittee on Data Analysis and member of Subcommittee on Data to collect and analyze data related to the Human Services Background Study process to prepare a report to the Minnesota Legislature
- **Minnesota Peer Specialist Survey**
Served as the lead investigator for a statewide needs assessment funded through the Minnesota Department of Human Services to explore employment, training, cultural competency, and other topics related to workforce development for peer specialists
- **Hazelden Betty Ford Graduate School of Addiction Studies Survey of School Functioning**
Coordinate the distribution, analysis, and results distribution of the annual Survey of School Functioning for faculty and students
- **Hugh O'Brian Youth (HOBY) Leadership of South Dakota**
Coordinate the annual online evaluation process for youth leadership seminar participants.
- **Alcohol and Other Drugs Policy Attitudes Survey**
Served as the lead investigator of a five-year longitudinal survey to assess students' attitudes towards the implementation of Minnesota State University, Mankato's new Alcohol and Other Drugs Survey.
- **Online Alcohol and Drug Counselor Education**
Developed a survey for licensed alcohol and drug counselors to evaluate feasibility for and preference toward online education techniques related to academic training requirements for licensure in Minnesota.
- **Alternative Sanctions Research Group**
Served as a member of a research group to plan and research an adventure education-based alcohol education initiative.
- **Faith Formation 2020 Parish Survey**
Managed an online parish-wide survey and participated in focus group data collection related to assessing current faith formation initiatives and developing innovative faith formation needs to respond to the needs of the parish.
- **Medical Amnesty Policy Survey**
Served as the faculty advisor for a survey to assess Minnesota State University, Mankato student attitudes toward the possible implementation of a medical amnesty policy for alcohol and drug emergencies.
- **Co-Occurring Disorders Survey**
Co-developed and administered a survey on co-occurring disorders to a random sampling of students at Minnesota State University, Mankato.
- **Minnesota State University, Mankato Alcohol Summit Evaluation**
Developed the participant post-evaluation for a campus/community alcohol summit
- **Collegiate Counseling Centers Values and Roles Survey**
Developed and administered the survey to chief student affairs and academic affairs administrators at over 350 institutions.

- **Core Institute Faculty & Staff Survey**
Co-coordinated the administration of a Core Faculty and Staff Survey to faculty and staff of Minnesota State University, Mankato.
- **Tobacco Use of Students in Post-Secondary Institutions Survey – Revised (TUSPIS-R)**
Assisted in development of a comprehensive survey instrument to measure prevalence, attitudes, and other factors related to student tobacco use. Survey was adopted for a statewide study funded through the South Dakota Department of Health.
- **Core Institute Survey**
Coordinated the administration of a Core Survey to a random cluster population of university students in 2000 and 2004 to assess high-risk behaviors of students. As the coordinator, I was responsible for interpretation, maintenance, and dispersal of results.
- **Acute Alcohol Intoxication Training Research Project**
Administered and evaluated this program, leading to national publication in George Mason University’s Promising Practices Sourcebook due to the programs outstanding history, consistent collection of data, and overall effectiveness.
- **Contract for Service Program Evaluation**
Coordinated the evaluation of all Student Counseling Center programs including completion of monthly and annual reports to the South Dakota Division of Alcohol and Drugs.
- **Residential Life Surveys and Evaluation**
Coordinated the quality-of-life benchmarking assessments and resident assistant satisfaction surveys while serving as Assistant Director of Residential Life at The University of South Dakota.

GRANT WRITING, ADMINISTRATION & REVIEWING

- **Grant Reviewer – Minnesota Department of Human Services**
RFP# H5501-2000016638: Integrated Peer Training, *May 2025*
- **Substance Abuse and Mental Health Services Administration, Congressional Directed Spending Project - Center for Rural Behavioral Health - Mental Health Training Clinic – Award Number 1H79FG001384-01, *September 2024***
Served as Principal Investigator for award to support the development of a Mental Health Training Clinic to positively impact rural Minnesotans by increasing access to mental health services and increasing the number of mental health professionals eligible to practice in Minnesota. Grant award: \$1,000,000
- **Minnesota Department of Human Services – Grant Contract Number 246379, *May 2024***
Due to staffing transition, assumed Principal Investigator role for grant. Grant award: \$1,500,000.
- **Minnesota Department of Health – Health Professional Clinical Training Expansion Grant, *May 2024***
Due to staffing transition, assumed Principal Investigator role for grant. Grant award: \$75,000.
- **Grant Reviewer – Minnesota Department of Health**
2024 Community Clinics Grant Program, *April 2024*
- **Minnesota Department of Health – Minnesota Community-Based Substance Misuse and Suicide Prevention Coalition Grant, *March 2024***
Participated on a team to write grant application. Project not funded.
- **Minnesota Department of Human Services OERAC Evidence Based Opioid Response Services (EBORS)**
Contributed to authoring a grant for the Minnesota Certification Board to increase workforce with an emphasis on individuals from underrepresented communities, provide training to professionals to increase cultural competence, develop endorsements/micro-credentials related to cultural competence, and remove barriers to professional credentialing by providing scholarships for exams and credentials. Grant award: \$509,000.
- **Minnesota Department of Health (MDH) Office of Rural Health and Primary Care (ORHPC) Mental Health Cultural Community Continuing Education Trainers Grant, *November 2022***
Participated on a team to write and administer a grant to support provide training to increase the number of mental health professionals from communities of color and other underrepresented

communities become recognized as a supervisor to mental health practitioners who are seeking licensure. Grant award: \$103,000.

- **Minnesota Department of Human Services: State Opioid Response Grant, January 2021**
Wrote grant proposal to increase culturally responsive peer recovery services through education, outreach, and credentialing. Project not funded.
- **Minnesota Department of Human Services: Peer Recovery Grant, August 2019 – August 2021**
Assisted in acquiring and administered a single source grant to build statewide peer recovery capacity through various tactics including development of a statewide competency exam, administration of a statewide survey, development of a peer-specific opioid curriculum, planning and facilitation of a statewide peer specialist conference. Grant award: \$640,000.
- **Evidence-based Practice Initiative: Opioid and Other Substance Use Disorders Proposal, May 2019**
Contributed to writing a grant to the State of New Jersey Department of Human Services Division of Mental Health and Addiction Services to deliver integrated and sustainable training in New Jersey for clinicians and supervisors to improve recovery outcomes using evidence-based modalities. Project not funded.
- **State of Minnesota Strategic Prevention Framework Advisory Council, January 2013 – 2021**
Member of advisory council for Substance Abuse and Mental Health Services Administration (SAMHSA) Center for Substance Abuse Prevention (CSAP) Strategic Prevention Framework State Incentive Grant and Strategic Prevention Framework Partnerships for Success Grant.
- **State of Minnesota Strategic Prevention Framework Evidence Based Practice Review Committee, March – April 2013**
Served as a member of an expert review committee to review strategic plans to determine appropriateness of evidence-based practices for consistency with grant guidelines
- **Community Grant Writing – HOBY South Dakota Development Committee**
Serve as a member of a development team that has successfully written and received funding through various community grants ranging from approximately \$250 to \$2500
- **State of South Dakota Division of Alcohol and Drug Abuse, 1998 – 2006**
Oversaw application, administration, evaluation, and fiscal management of an annual contract for services grant for prevention services for college students and community
- **Grant Reviewer – US Department of Education Office of Safe and Drug Free Schools (OSDFS) Prevention of High-Risk Drinking or Violent Behavior among College Students, April 2005**
- **South Dakota Department of Health Tobacco Coalition Grant, August 2005**
Received a \$10,000+ grant to develop and maintain a campus/community tobacco prevention coalition
- **Benedictine Service Fund Grant, Spring 2005 & Spring 2003**
Recurrent recipient of grants to assist funding for students to attend alternative spring break service projects
- **South Dakota Department of Health Education Grant, Spring 2005**
Secured an approximate \$5000 grant through the South Dakota Department of Health for student leaders to attend nationally recognized tobacco symposium for young adults
- **South Dakota Office of Highway Safety Injury Prevention Grant, Fall 2004**
Assisted in needs assessment for and development of a grant to reduce impaired driving by student leaders and professional as local, regional, and state level
- **South Dakota Office of Highway Safety Injury Prevention Grant, Fall 2003**
Received funding to pilot a Safe Rides program to increase safety of university and community members during peak times for high-risk driving
- **NCAA CHOICES Grant**
Coordinated grant writing for an approved \$30,000 three-year grant targeting high-risk behaviors in the student athlete population
- **South Dakota Tobacco Education Project Mini Grant**
Received the largest regional mini-grant to coordinate tobacco prevention and coalition building on The University of South Dakota campus

PUBLICATIONS

- Serafin, M., Vang, M., Kammer, R., Much, K., & Olson, M. (2025). Unfinished business: Examining barriers to obtaining mental health licensure among Minnesota graduates. Amherst H. Wilder Foundation – Wilder Research: Research Library.
- Kammer, R., Openshaw, C., Elson, K., & Paulson, J. (2024). Declining college enrollment, the pandemic, and the impact on the addiction profession. *Human Services Today*, 5(04), 21-23.
- Hellenbrand, M., Kammer, R.T., Much, K., Reif, C., & Follick, B. (2018). Student perceptions toward changes in a university's alcohol and other drugs policy. *College Student Affairs Journal*, 36(2), 97-109.
- Barton, T., Roget, N. A., & Hartje, J. (2016). Technology-based clinical supervision: Guidelines for licensing and certification boards. Reno, Nevada: National Frontier and Rural Addiction Technology Transfer Center, University of Nevada, Reno. (Contributor)
- Minnesota Department of Human Services. (2012). *Community workbook on evidence-based prevention*. (DHS Publication No. DHS-6644-ENG 11-12). St. Paul, MN: Minnesota Department of Human Services, Alcohol and Drug Abuse Division, Evidence-based Practices Workgroup. (Contributing Author)
- Kammer, R.T. (2007). Drug Use among College Students. *MGCA Connections: The Newsletter of the Mid-American Greek Council Association*, March 2007.
- Kammer, R.T. (2001). Acute Alcohol Intoxication Training. *Promising Practices Sourcebook*. George Mason University.

THESIS COMMITTEES – Chaired

- Wiltzius, P.E. (2010). *The influence of perceptions and peer expectancies of alcohol use in women enrolled at Minnesota State University, Mankato*. Unpublished master's thesis, Minnesota State University, Mankato.
- Moore, L. (2010). *The prevalence of, and relationships between, mental health disorders, substance use disorders, and identified drugs of choice: The study of an outpatient treatment setting for co-occurring mental health and substance use disorders*. Unpublished master's thesis, Minnesota State University, Mankato.

THESIS & ALTERNATIVE PLANNED PAPER COMMITTEES – Committee Member

- Dalyatov, G.K. (2013). *The Relationship between emotional intelligence and alcohol use among students at Minnesota State University, Mankato*. Unpublished master's alternative planned paper, Minnesota State University, Mankato.
- Lamont, C.L. (2012). *Establishing the most effective components of underage drinking prevention programs for adolescents*. Unpublished master's alternative planned paper, Minnesota State University, Mankato.
- Sirek, N.J. (2010). *Structural antecedents of organizational commitment: a study of police personnel*. Unpublished master's thesis, Minnesota State University, Mankato.
- Evans, D.N. (2008). *The relationship between gambling behaviors and academic performance*. Unpublished master's thesis, Minnesota State University, Mankato.

PRESENTATIONS

Presentations – 2026

- Kammer, R. (2026, February 17). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Return; Minneapolis, MN.

Presentations – 2025

- Kammer, R. (2025, December 9). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Return; Minneapolis, MN.
- Kammer, R., Tirado-Hernandez, C., & McCadden, T. (2025, October 13). *NASAC Accreditation Standards - Updates and Public Input Session* [Conference session]. NAADAC: The Association for Addiction Professionals Annual Conference; Seattle, WA.

- Kammer, R. (2025, September 23). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Return; Minneapolis, MN.
- Kammer, R. & Serafin, M. (2025, August 7). *Unfinished Business: Examining Barriers to Obtaining Mental Health Licensure among Minnesota Graduates* [Invited presentation]. State of Minnesota Advisory Council on Mental Health and Subcommittee on Children's Mental Health; Virtual.
- Kammer, R., Serafin, M., Much, K., & Vang, M. (2025, July 23). *Unfinished Business: Examining Barriers to Obtaining Mental Health Licensure among Minnesota Graduates* [Invited presentation]. Blue Cross and Blue Shield of Minnesota Center for Rural Behavioral Health at Minnesota State University, Mankato; Virtual.
- Kammer, R. (2025, May 22). *Ethical and professional behavior: Complaints and discipline* [Invited presentation]. Minnesota State University, Mankato - CSP 653 - Professional Issues in Mental Health Counseling and Family Counseling; Mankato, MN.
- Kammer, R. (2025, April 29). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Return; Minneapolis, MN.
- Kammer, R. & Serafin, M. (2025, April 7). *Unfinished Business: Examining Barriers to Obtaining Mental Health Licensure among Minnesota Graduates* [Invited presentation]. Mental Health America: Building and Paying for a Stronger Mental Health Workforce; Virtual.
- Kammer, R. (2025, February 4). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Return; Minneapolis, MN.

Presentations – 2024

- Kammer, R. (2024, December 3). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Return; Minneapolis, MN.
- Serafin, M., Vang, M., & Kammer, R. (2024, November 19). *Unfinished Business: Examining Barriers to Obtaining Mental Health Licensure among Minnesota Graduates* [Invited presentation]. Zero Suicide Learning Collaborative; Virtual.
- Serafin, M., Vang, M., & Kammer, R. (2024, October 14). *Unfinished Business: Examining Barriers to Obtaining Mental Health Licensure among Minnesota Graduates* [Invited presentation]. Minnesota State Epidemiological Outcomes Workgroup; Virtual.
- Kammer, R. (2024, September 28). *Understanding the Science Behind Treatment Models* [Invited presentation]. Minnesota Public Defender's Conference: Drugs and Alcohol: From Litigation to Transformation; Brainerd, MN.
- Kammer, R. (2024, September 18). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Return; Minneapolis, MN.
- Kammer, R. (2024, July 2). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Return; Minneapolis, MN.
- Kammer, R. (2024, April 16). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Return; Minneapolis, MN.
- Kammer, R. (2024, January 30). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Return; Minneapolis, MN.

Presentations – 2023

- Kammer, R. & Reading, E. (2023, October 8). *Addiction counselor education – Is educating the future of our profession in your future?* [Conference session]. NAADAC: The Association for Addiction Professionals Annual Conference; Aurora, CO.
- Kammer, R., Rosenfeld, J., Joseph, M., & Reading, E. (2023, October 7). *Creating college/ university standards in substance use disorder education: Becoming accredited through the National Addiction Studies Accreditation Commission (NASAC)* [Conference session]. NAADAC: The Association for Addiction Professionals Annual Conference; Aurora, CO.
- Kammer, R. (2023, September 26). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Path; Minneapolis, MN.
- Kammer, R. (2023, September 22). *Dealing with supervision challenges* [Invited presentation]. Minnesota State University, Mankato Multicultural Clinical Supervisor Training; Virtual.

- Kammer, R. (2023, August 1). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Path; Minneapolis, MN.
- Kammer, R. (2023, June 16). *Dealing with supervision challenges* [Invited presentation]. Minnesota State University, Mankato Clinical Supervisor Training; Virtual.
- Kammer, R. (2023, May 30). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Path; Minneapolis, MN.
- Kammer, R. (2023, May 19). *Dealing with supervision challenges* [Invited presentation]. Minnesota State University, Mankato Clinical Supervisor Training; Edina, MN.
- Kammer, R. (2023, April 14). *Assessment and Diagnosis of Substance Use Disorders in the College Student Population*. [Invited Presentation] Minnesota State University, Mankato Counseling Center Staff Training; Mankato, MN.
- Kammer, R. (2023, April 4). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Path; Minneapolis, MN.
- Kammer, R. (2023, February 7). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Path; Minneapolis, MN.

Presentations – 2022

- Kammer, R. (2022, November 19). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Path; Minneapolis, MN.
- Kammer, R. & Evans, G. (2022, October 25). *Removing workforce barriers while maintaining public protection: Updates from the human services background study eligibility task force* [Conference session]. Minnesota Association of Resources for Recovery and Chemical Health Annual Conference; St. Paul, MN.
- Kammer, R. (2022, October 10). *Human services background study eligibility task force data analysis* [Invited presentation]. Minnesota State Epidemiological Outcomes Workgroup; Virtual.
- Kammer, R. (2022, October 9). *Academic assessment in addiction counselor education* [Conference session]. NAADAC: The Association for Addiction Professionals Annual Conference; Indianapolis, IN.
- Kammer, R. & Baade, C. (2022, September 30). *An updated ethical code to guide the work of peer recovery specialists* [Invited presentation]. Minnesota Certification Board Peer Recovery Supervisor Training; Virtual.
- Kammer, R. & Kaplan, J. (2022, September 30). *Peer recovery specialist supervisor requirements & relevant rules and statutes* [Invited presentation]. Minnesota Certification Board Peer Recovery Supervisor Training; Virtual.
- Kammer, R. (2022, September 19). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Path; Minneapolis, MN.
- Kammer, R. (2022, July 19). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Path; Minneapolis, MN.
- Kammer, R. (2022, July 1). *Dealing with supervision challenges* [Invited presentation]. Minnesota State University, Mankato Clinical Supervisor Training; Edina, MN.
- Kammer, R. & Sommers, K (2022, June 10). *Dealing with supervision challenges* [Invited presentation]. Minnesota State University, Mankato Clinical Supervisor Training; Virtual.
- Kammer, R. (2022, May 24). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Path; Minneapolis, MN.
- Kammer, R. (2022, March 29). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Path; Minneapolis, MN.
- Kammer, R (2022, February 11). *Data analysis: Data set 2* [Committee presentation]. Human Services Background Study Eligibility Task Force; Virtual.
- Kammer, R. (2022, February 1). *Ethics and professionalism for veteran peer recovery specialists* [Invited presentation]. Warrior's Path; Minneapolis, MN.
- Kammer, R (2022, January 31). *Data analysis: Data set 1* [Committee presentation]. Human Services Background Study Eligibility Task Force – Subcommittee on Data; Virtual.

Presentations – 2021

- Kammer, R. (2021, December 2). Using leadership assessment and feedback for professional development [Invited presentation]. Briar Cliff Institute for Leadership & Advancement; Virtual.
- Kammer, R. (2021, November 23). Ethics and professionalism for veteran peer recovery specialists [Invited presentation]. Warrior's Path; Minneapolis, MN.
- Kammer, R., & Evers, M. (2021, October 25-27). An updated ethical code to guide the work of peer recovery specialists [Conference session]. Minnesota Association of Resources for Recovery and Chemical Health Annual Conference; St. Paul, MN.
- Kammer, R., & Townley, C. (2021, October 21-22). Power in prevention: Charged by an ethical workforce [Conference session]. Minnesota Program Sharing Conference; Virtual.
- Kammer, R. (2021, September 14). Ethics and professionalism for veteran peer recovery specialists [Invited presentation]. Warrior's Path; Minneapolis, MN.
- Kammer, R. (2021, July 23-34). Substance use disorder basics for mental health peers [Conference session]. Minnesota All Peer Conference; Virtual.
- Kammer, R., & Evers, M. (2021, July 23-24). An updated ethical code to guide the work of peer recovery specialists [Conference session]. Minnesota All Peer Conference; Virtual.
- Kammer, R. (2021, January). Peer recovery specialist certification in Minnesota [Invited presentation]. Peer Support Project ECHO; Virtual.

Presentations – 2020

- **Peer Recovery Support: What It Is and Why We Need It**
Hazelden Betty Ford Foundation, Let's Talk Webinar Series, *June 2020*
- **Addiction Counseling Professions**
Chisago Lakes High School Career Fair, *January 2020*

Presentations – 2019

- **Peer Recovery Specialist Certification in Minnesota**
Peer Support Project ECHO, *September 2019*
- **The Past, Present and Future of Cannabis from the Perspective of Evidence-Based Methodology**
MARRCH Shared Solutions Addiction Summit
- **An Overview of Addiction**
Minnesota State Patrol Annual Training, *August 2019*
- **Peer Recovery Specialist Credentialing in Minnesota**
Minnesota Recovery Connection, *April 2019*
- **Addiction Counseling Professions**
Chisago Lakes High School Career Fair, *January 2019*

Presentations – 2017

- **Professional Identity and Integrated Care (Panelist)**
MARRCH Fall Conference, *October 2017*
- **Building Administrator Buy-In and Engagement for Prevention**
Minnesota Partnerships for Success Grantees, *February 2017*

Presentations – 2015

- **Elements of Culturally Specific Peer Recovery**
Minnesota American Indian Institute of Alcohol and Drug Studies (MAIIDS), *August 2015*
- **Understanding Certification for Alcohol and Drug Professionals in Minnesota**
Adler University, *January 2015*

Presentations – 2014

- **Translating Evidence Based Practices in Prevention Across the Continuum of Care**
MARRCH Fall Conference, *October 2014*
- **Social Change Model of Leadership**
Hugh O'Brian Youth (HOBY) South Dakota Leadership Seminar, *June 2014*
- **Developing Message for Social Marketing, Social Norms Marketing, and Media Campaign**
Webinar Welcome and Content Introduction, MN Prevention Grantees and Coalition Coordinators, MN Department of Human Services, *February 2014*

Presentations – 2013

- **Developing the Right Succession Plan**
Hugh O'Brian Youth (HOBY) Leadership Training Institute, *August 2013*
- **Going Green at Your Seminar**
Hugh O'Brian Youth (HOBY) Leadership Training Institute, *August 2013*
- **Creating Effective Marketing Tools**
Hugh O'Brian Youth (HOBY) Leadership Training Institute, *August 2013*

Presentations – 2012

- **An Examination of Student Perceptions Toward Implementation of a University's Alcohol and Other Drug Policy**
Minnesota Program Sharing Conference, *October 2012*
- **Keeping Things Flowing: Seminar Operations**
Hugh O'Brian Youth (HOBY) Leadership Training Institute, *August 2012*

Presentations – 2011

- **Creating Effective Marketing Tools**
Hugh O'Brian Youth (HOBY) Leadership Training Institute, *August 2011*

Presentations – 2010

- **Working with Cooperating and Service Organizations**
Hugh O'Brian Youth (HOBY) Leadership Training Institute, *August 2010*
- **Training Your Seminar and CLeW Volunteers**
Hugh O'Brian Youth (HOBY) Leadership Training Institute, *August 2010*

Presentations – 2009

- **Unraveling the Mystery of Prevention in Higher Education**
Minnesota Program Sharing Conference, *October 2009*
- **Practical Management Skills: Effectively Leading Your Team from A Distance**
Hugh O'Brian Youth (HOBY) Leadership Training Institute, *August 2009*
- **Working Across the Generations**
Hugh O'Brian Youth (HOBY) Leadership Training Institute, *August 2009*
- **Foundations of Co-Occurring Disorders**
Tiwahe Wakan System of Care Grant Staff Training, *July 2009*
- **Challenging Traditional Beliefs on Tolerance**
Science of Addiction Conference, *May 2009*
- **Barriers to Effectively Treating Co-Occurring Disorders in the Collegiate Population**
NASPA Mental Health Conference - Effective Interventions for Student Mental Health on Campus: Collaboration and Community, *January 2009*

Presentations – 2008

- **Exploring the Implications of Medical Amnesty Policies on Campus**
Panelist, US Department of Education National Meeting on Alcohol and Other Drug Abuse and Violence Prevention in Higher Education, *November 2008*
- **Foundations of Substance Use Disorder Diagnostics and Placement**
Minnesota Rehabilitation Association Conference, *October 2008*
- **Creating Effective Marketing Tools**
Hugh O'Brian Youth (HOBY) Leadership Training Institute, *August 2008*
- **Working With Today's Young Adults: Generation Y**
Hugh O'Brian Youth (HOBY) Leadership Training Institute, *August 2008*
- **Making Special Events Fundraisers Profitable**
Hugh O'Brian Youth (HOBY) Leadership Training Institute, *August 2008*
- **Making The Connection: Co-Occurring Mental Health & Substance Abuse Disorders in the Collegiate Population (Alcohol and Drug Knowledge Community Sponsored Session)**
NASPA Annual Conference, *March 2008*
- **Making Change – Just for the Health of It**
Minnesota State University, Mankato Professional Development Day, *January 2008*

Presentations – 2007

- **Co-Existing Disorders: Substance Abuse and Mental Illness**
Featured Lecturer, Human Services Continuing Education Workshop, *October 2007*
- **OUTSTANDING Teambuilding & Leadership Development**
Hugh O'Brian Youth (HOBY) Leadership Training Institute, *August 2007*
- **Working With Today's Young Adults: Generation Y**
Hugh O'Brian Youth (HOBY) Leadership Training Institute, *August 2007*
- **Making Special Events Fundraisers Special & Profitable**
Hugh O'Brian Youth (HOBY) Leadership Training Institute, *August 2007*
- **Making the Connection: Co-Existing Mental Health & Substance Abuse Disorders in the Collegiate Population**
The BACCHUS Network Area IV Conference, *April 2007*

Presentations – 2006 and Prior

- **University Alcohol Summit Facilitator**
University of Wisconsin, Platteville Alcohol Summit, *October 2006*
- **Acute Alcohol Intoxication Training**
BACCHUS & GAMMA Peer Education Network Area IV Conference, *April 2005*
- **Science Based Prevention Initiatives in Higher Education**
South Dakota Department of Health University & College Health Workshop, *November 2003*
- **18 and Beyond: Tobacco Use on College Campuses**
South Dakota Tobacco Prevention Coalition Workshop, *October 2003*
- **Acute Alcohol Intoxication Training**
Weaving the Tapestry of Prevention Regional Conference, *June 2000*

SPECIALIZED TRAINING & WORKSHOP ATTENDANCE (*Abbreviated*)

Trainings – 2025

- **Ethics in Prevention Foundations: A Guide for Substance Abuse Prevention Practitioners,**
August 2025
- **Clinical Supervision Training,** *June 2025*

- **Ethics in Prevention Foundations: A Guide for Substance Misuse Prevention Practitioner**, *June 2025*

Trainings – 2024

- **Grief & Loss Across the Lifespan: Clinical Applications Training**, *November 2024*
- **Rural Mental Health Training**, *August 2024*
- **Working Within Rural Communities: The Unique Benefits and Challenges for Substance Misuse Prevention Professionals**, *May 2024*
- **Your Brain on Food**, *April 2024*
- **Building Bridges: Fostering Community-Campus Collaboration for Substance Use Prevention**, *April 2024*
- **Clinical Training Day**, *January 2024*

Trainings – 2023

- **SPF Application for Prevention Success Training**, *July 2023*
- **Foundations in Substance Misuse Prevention in Higher Education TOT**, *May 11, 2023*
- **Foundations in Substance Misuse Prevention in Higher Education**, *April 2023*
- **Deep Dive Into Prevention Ethics - Confidentiality and Ethical Obligations**, *June 1, 2023*
- **Deep Dive Into Prevention Ethics - Nature of Services Part 2**, *May 4, 2023*
- **Deep Dive Into Prevention Ethics - Nature of Services Part 1**, *April 6, 2023*
- **Deep Dive Into Prevention Ethics – Integrity**, *March 02, 2023*
- **Deep Dive Into Prevention Ethics – Competency**, *February 2, 2023*
- **ASAM Integration: Six Dimensional Assessment Through the Continuum**, *January 23-March 13, 2023*

Trainings – 2022

- **Self-Care as an Ethical Responsibility**, *December 2022*
- **Ethics for Counselors**, *November 2022*
- **Peer Recovery Specialist Supervisor Training**, *September 2022*
- **Recent Science on Cannabis and What This Means for Prevention and Prevention Professionals**, *August 2022*
- **Clinical Supervisor Training**, *June 30-July 1, 2022*
- **The Bi-Sexual Client: Trauma-Focused Care**, *June 2022*
- **Responding to Microaggressions**, *February 2022*
- **Understanding Barriers to Equity and Belonging**, *January 2022*

Trainings – 2021

- **Ketamine: Risk or Relief for People with SUDs?**, *August 2021*
- **Demystifying Acceptance and Commitment Therapy**, *May 2021*
- **Clinical Supervisor Training**, *May 2021*
- **Supporting Recovery from Opioid Use: A Peer’s Guide to Person-Centered Care**, *March 2021*
- **An Overview of Sexual Addiction Treatment and Recovery**, *March 2021*
- **Professional Ethics Annual Compliance**, *March 2021*
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Trainings – 2020

- **Beyond Ideology: A Deep Dive Into Cultural Considerations When Working With Co-occurring Disorders**, *November 2020*
- **Field Supervision of the Graduate Counseling Student**, *November 2020*

- **TIC, SUD, and Trauma: Exploration of Symptoms and Self**, *September 2020*
- **Advanced Concepts of ASAM Assessment**, *August 2020*
- **Anti-Racist Pedagogy and Counselor Education Webinar**, *July 2020*
- **Higher Learning Commission Effective Administrators Workshop**, *June/July 2020*

Trainings – 2019

- **Ruffalo Noel Levitz Strategic Enrollment Planning Executive Forum**, *December 2019*
- **Motivational Interviewing: An Introduction**, *August 2019*
- **Evidence-Based Treatment Planning**, *May 2019*
- **Changing Public Attitudes About Addiction: When Science is Not Enough**, *April 2019*
- **Minnesota Change Leader Academy**, *April 2019*

Trainings – 2018

- **Integrating Person Centered and Recovery Language into Substance Use Treatment**, *December 2018*
- **Why Does It Keep Happening? Ethics and Boundaries in Behavioral Health During the Time of the Me Too Movement**, *November 2018*
- **Evidence-Based Treatments for Co-occurring Substance Use Disorders and Trauma**, *October 2018*
- **Stackable Credentials, Microcredentials, and Badges: Create Revenue Opportunities That Enhance Educational & Career Opportunities for Your Students**, *November 2018*
- **Getting from What If? to What to Do**, *August 2018*
- **Assessment versus Research. What is the Difference? Why Does it Matter? NASPA Webinar**, *March 2018*
- **Personality Disorders and Addiction – Dealing with Difficult Clients**, *March 2018*
- **Hazelden Betty Ford Leadership Academy**, *April 2017 to March 2018*
- **Working with Refugee and Immigrant Populations**, *February 2018*
- **The Department of Education to Increase Focus on Data Security: Are You Ready, Husch Blackwell Issues in Higher Education Webinar Series**, *January 2018*

Trainings – 2017

- **Web Accessibility: Shoring Up Your Institution’s Website, Husch Blackwell Issues in Higher Education Webinar Series**, *November 2017*
- **Therapeutic Alliance and Treatment Outcomes: Helping Clinicians Maximize Effectiveness**, *November 2017*
- **Hearing Loss 101**, *October 2017*
- **National Frontier and Rural Addiction Technology Transfer Center (NFAR-ATTC) Training of Trainers**, *September 2016*
A training to learn delivery of curriculum titled *New Ethical Dilemmas in the Digital Age* to be disseminated to additional audiences
- **Ethics and Boundaries**, *August 2017*
- **New Ethical Dilemmas in the Age of Technology Webinar**, *July 2017*
- **Diving Deep Into Clery Compliance, Husch Blackwell Issues in Higher Education Webinar Series**, *July 2018*
- **Ethics in Prevention**, *June 2017*
Eight hour training to address ethical dilemmas for prevention professionals
- **Addressing Needs of Adolescents in Recovery**, *May 2017*
- **Shared Governance: Changing with the Times, Association of Governing Boards Webinar**, *April 2017*
- **CACREP Self-Study Workshop**, *February 2017*

Trainings – 2016

- **BASICS (Brief Alcohol Screening and Intervention of College Students) Training, June 2016**
A training to learn delivery of a brief motivational intervention for high-risk college students that uses alcohol screening and feedback to reduce problem drinking by enhancing motivation to change
- **Addiction: Diagnosis, Neurobiological Causes, and Treatment Principles, April 2016**
- **The Way of Our People, March 2016**
A workshop to learn culturally respectful approaches for American Indian clients

Trainings – 2015

- **Adverse Childhood Experiences and Historical Trauma: Recovery in the African American Community, November 2015**
- **Hazelden Betty Ford Graduate School of Addiction Studies Clinical Supervision Institute, October 2015**
An institute focused on promoting effective clinical supervision related to evidence-based practices, featuring Scott Miller discussing Feedback Informed Treatment
- **Hazelden Betty Ford Leadership Development Institute, September 2015**
Strategies for strategic transformation including seeing waste, continuous improvement, standard work, and PDCA
- **Microaggressions: A Campus Climate Conversation, September 2015**
A webinar led by Maura Cullen to explore microaggressions on campus and explore best practices for establishing an inclusive campus culture
- **National Frontier and Rural Addiction Technology Transfer Center (NFAR-ATTC) Training of Trainers, August 2015**
A training to learn delivery of curriculum titled *Technology-Based Supervision: Extending the Reach of Clinical Supervisors* to be disseminated to additional audiences
- **Hazelden Betty Ford Leadership Development Institute, April 2015**
Strategies for effective employee recruitment include applicant screening and behavioral based interviewing
- **National Frontier and Rural Addiction Technology Transfer Center (NFAR-ATTC) Certification and Licensing Board Members Meeting on Technology-based Clinical Supervision, April 2015**
A workshop of professionals affiliated with credentialing boards to discuss the delivery of technology-based clinical supervision

Trainings – 2014

- **Hazelden Betty Ford Graduate School of Addiction Studies Clinical Supervision Institute, July 2014**
An institute focused on promoting effective clinical supervision related to evidence-based practices, featuring Donald Meichenbaum discussing Cognitive Behavioral Therapy
- **Hazelden Betty Ford Leadership Institute, May 2014**
Strategies for creating a culture of high performance

Trainings – 2013

- **Making A Difference in Student Learning: Assessment as a Core Strategy, July 2013**
A Higher Learning Commission workshop focused on assessing student learning and designing a project to improve student learning on campus
- **Recovery Oriented System of Care (ROSC) 101, April 2013**
A workshop describing the emerging shift from acute care (AC) models of intervention into severe and persistent alcohol and other drug (AOD) problems to models of sustained recovery management (RM) and the call to create recovery-oriented systems of care (ROSC)

- **Co-Occurring Disorders Symposium: Emerging Practice Challenges and Strengths, January 2013**
A practitioner-based training focusing on the implementation of evidence-based practices for treating co-occurring disorders
- **Best Practices in Online Course Pedagogy, January 2013**
A retreat devoted to sharing and exploring current best practices in online teaching and learning

Trainings – 2012

- **Minnesota Strategy Selection Learning Community – MN Strategic Prevention Framework (SPF) State Incentive Grant (SIG) Evidence-Based Practices Workgroup, December 2012**
A training on choosing and implementing evidence-based prevention practices
- **Treating Mental Illness in Drug Court Participants – Blue Earth County Drug Court, November 2012**
A training on implementing best practices for co-occurring disorders to participants in drug courts
- **Cultural Diversity Workshop – Waverly New Beginnings, August 2012**
A workshop on cultural competency principles, cultural identity development models, intercultural communication strategies, and culturally relevant strategies for treatment settings
- **If You Build It, They Will Come: Building and Sustaining Effective Campus Recovery Programs, August 2012**
A Department of Education training of building and sustaining recovery communities on college and university campuses
- **Ethics and Professional Practice – Waverly New Beginnings, May 2012**
A social work perspective on ethical principles and how they relate to the addictions field as well as a focus on dual relationships in rural areas
- **The Tale of Drugs. The Web of Deceit – Fountain Centers, May 2012**
A workshop on perspectives toward the prevention field and the latest trends in illicit drug use by young people
- **Back 2 Basics Area of Narcotics Anonymous Public Relations Workshop, May 2012**
A training to provide accurate and current information about Narcotics Anonymous to addictions professionals and other collaborators/supporters of services provided by Narcotics Anonymous
- **Minnesota Association of Resources for Recovery and Chemical Health (MARRCH) Opiate Summit, March 2012**
A summit aimed at the basics of opiate addiction and trends as well as perspectives on medication-assisted therapy as it relates to opioid treatment

Trainings – 2011

- **Vicarious Trauma and Resilience, December 2011**
A 15-hour online course sponsored by Continuing Medical Education (CME) Resource
- **Ethics for Counselors, December 2011**
A 6-hour online course sponsored by Continuing Medical Education (CME) Resource
- **Sexual Addiction, December 2011**
A 5-hour online course sponsored by Continuing Medical Education (CME) Resource
- **Decreasing Stress and Enhancing Resilience: Helping Yourself and Your Patients Cope, Survive, and Thrive – Fountain Centers, October 2011**
A workshop on the application of Attention and Interpretation Therapy
- **Professional Ethics Training – Waverly New Beginnings, August 2011**
A six-hour training on ethics as they relate to the Minnesota Rules of Professional Conduct
- **Cultural Diversity Training – Waverly New Beginnings, February 2011**
A six-hour training on Native American culture, trauma, and healing

- **Center for Excellence in Teaching and Learning – Students Consulting on Teaching Learning Community, *Spring 2011***
Participated in a learning community of faculty members and student teaching scholars to advance each other's knowledge of best practices in teaching

Trainings – 2009

- **Center for Excellence in Teaching and Learning Best Practices in Online Teaching Learning Community, *Fall 2009***
Participated in a learning community of faculty members to advance each other's knowledge of best practices in teaching online
- **Setting Clear and Ethical Boundaries with Clients, *November 2009***
A ten-hour online continuing education course from the Healthcare Training Institute
- **Interventions for Anxiety Disorders with Children and Adults, *December 2009***
A one-hour continuing education course from the Healthcare Training Institute
- **An Introduction to Mindfulness Meditation, *December 2009***
A one-hour online continuing education course from Peachtree Professional Education, Inc.
- **MSU, Mankato Leadership Institute, *September 2008 to May 2009***
A selective nine-month training to prepare participants for leadership in higher education
- **Center for Excellence in Teaching and Learning Rubric Group, *September 2008 to February 2009***
Comprehensive and interactive training on redesigning course using an integrated method

Trainings – 2008

- **A Provider's Introduction to Substance Abuse Treatment for Lesbian, Gay, Bisexual, and Transgendered (LGBT) Clients, *September 2008***
Trained to effectively provide services to LGBT clients
- **Working with Hispanic, Latino, Latina Clients, *September 2008***
Critical skills regarding clinical service provision for this population
- **The Biennial Review Regional Workshop, *March 2008***
Coordinated a regional workshop to educate higher education professional on EDGAR 86 requirements
- **Ethics Training for Addictions Professionals, New Beginnings at Waverly, *February 2008***
Completed training on current legal and ethical issues for alcohol and drug counselors
- **Center for Excellence in Teaching & Learning Integrated Course Design Workshop, *June 2008***
Comprehensive and interactive training on redesigning course using an integrated method
- **Rule 25: Assessing & Placing Clients with Chemical Use Problems, *January 2008***
Completed training in compliance with qualifications for conducting Rule 25 Assessments

Trainings – 2007

- **Center for Excellence in Teaching and Learning Certificate II, *Fall 2007***
Trained in advanced curriculum development and classroom delivery techniques
- **Faculty Peer Reviewer Training, *October 2007***
Trained by the Center in Excellence in Teaching and Learning to evaluate and provide feedback to faculty members on their teaching style
- **Case Presentation Method Evaluator Training, *June 2007***
Trained by the Minnesota Certification Board to be a reviewer of case studies and oral examinations for applicants completing the International Certification & Reciprocity Consortium for Alcohol and Other Drug Abuse, Inc method for credentialing
- **The Network Regional Training: Evaluate Campus Program & Keep Your Sanity, *June 2007***
Assisted in planning and participated in training on developing and implementing comprehensive evaluation measures for institutions of higher education
- **Center for Excellence in Teaching and Learning Certificate I, *Fall 2006 & Spring 2007***
Trained in effective curriculum development and classroom delivery techniques

Trainings – 2006

- **Substance Abuse Prevention Specialist Training (SAPST) of Facilitators, November 2006**
Trained to be a facilitator of the SAPST curriculum
- **Desire 2 Learn Training, Fall 2006**
Completed four modules of training on D2L, a complete online learning system
- **Substance Abuse Prevention Specialist Training, June & July 2006**
Participated in training of foundations of prevention principles
- **WebCM Software Training, January 2006**
Participated in university training to utilize web development software

Trainings – 2005

- **South Dakota Department of Health Tobacco Coalition Training, August 2005**
Participated in state-sponsored training to develop a community-based tobacco coalition
- **Bystander Intervention on Theory and Training for Student Affairs Professionals, May 2005**
Completed advanced training to learn methods to engage students in bystander interventions to constructively confront health-related behaviors of other students
- **IMPACT Facilitator, February 2005**
Trained to serve as a facilitator for IMPACT (Influence, Motivation, Purpose, Action, Community, and Trust), a values-based program to assist Greek student in making positive changes in their own lives and in their chapters
- **eListen Software Training, January 2005**
Participated in university training to utilize online survey development software

Trainings – 2004

- **BASICS (Brief Alcohol Screening Intervention for College Students), June 2004**
Completed training to become a BASICS facilitator and trainer of trainers for the BASICS curriculum

Trainings – 2003

- **Models for Change: Applying Theory to Practice in Efforts to Reduce Alcohol Abuse on College Campuses and In Communities, June 2003**
Participated in training on implementing evidence-based prevention theories
- **IMPACT Facilitator Training, January 2003**
Trained to serve as a facilitator for IMPACT (Influence, Motivation, Purpose, Action, Community, and Trust), a values-based program to assist Greek student in making positive changes in their own lives and in their chapters

Trainings – 2001

- **Life Skills Management Training (Created by Earnie Larsen), June 2001**
Certified to teach the Life Skills Management program, a course designed to teach a system of understanding the living patterns that have led us to be “stuck” and provide tools to move out of and beyond that fixation
- **Spirituality in Student Affairs: A NASPA On-line Professional Dev. Series, November 2001**
Completed on-line training series regarding current theories and trends in spirituality development
- **Understanding American Society of Addiction Medicine (ASAM) Placement Criteria Training, February 2001**
Completed training of the application of ASAM criteria in placing alcohol and drug clients in appropriate needs-based services
- **The Corrective Thought Process Training, February 2001**

Participated in training of clinically responding to clients who function with a criminal thought process

- **North American Interfraternity Conference (NIC) Alcohol Summit, February 2001**
Trained by NIC to serve as a facilitator in a on-campus alcohol summit to mobilize leaders in the Greek community to serve as change agents in alcohol prevention

Trainings – 2000

- **Prime for Life (Prevention Resource Institute), October 2000**
Trained by Prevention Resource Institute to utilize various prevention curricula including Prime for Life: On Campus Talking About Alcohol
- **Technology & Prevention: Working Together for Results, June 2000**
Participated in skills-based training on implementing technology in comprehensive prevention programming
- **Cognitive Behavioral Approach to Substance Abuse and Addiction Counseling with Diverse Populations Teleconference, January 2000**
Completed training to advance cognitive behavioral therapy skills relevant to working with alcohol and drug clients

Trainings – 1999

- **Nonviolent Crisis Intervention (Crisis Prevention Institute), August 1999**
Trained to provide welfare, care, safety, and security in potentially violent situations
- **Walking the Talk, August 1999**
Trained to facilitate and train other facilitators for this parent-based prevention program
- **Advancing Clinical Skills: Unmasking Adolescent Substance Abuse, March 1999**
Participated in clinical training on effectively providing substance use services to adolescents
- **Higher Education Center Team Training, May 1999**
Completed the Higher Education Center on Alcohol and Drug Prevention's training curriculum for mobilization of task forces
- **Higher Education Center Coalition & Task Force Building, March 1999**
Completed the Higher Education Center on Alcohol and Drug Prevention's training curriculum for development of task forces and coalitions

Trainings – 1998

- **Certified AIDS/HIV Pre/Posttest Counselor Training, August 1998**
Certified by the South Dakota Center for Disease Control
- **Alcohol Skills Training Program, May 1998**
Specialized training for interventions with high-risk drinking college students

CONFERENCE PARTICIPATION (*Abbreviated*)

Conferences – 2026

- **American Association of State Counseling Boards, February 2026**

Conferences – 2025

- **NAADAC: The Association for Addiction Professionals Annual Conference, October 2025**
- **2025 Collaborative Care Institute Conference, February 2025**
- **American Association of State Counseling Boards, February 2025**

Conferences – 2024

- **NAADAC: The Association for Addiction Professionals Annual Conference, *October 2024***
- **Minnesota Rural Health Conference, *June 2024***
- **Minnesota Association of Resources for Recovery and Chemical Health (MARRCH) Spring Conference, ASAM Train the Trainer Track, *April 2024***

Conferences – 2023

- **Minnesota Association of Resources for Recovery and Chemical Health (MARRCH) Annual Conference, *October 2023***
- **NAADAC: The Association for Addiction Professionals Annual Conference, *October 2023***
- **Counseling Regulatory Boards Summit, *August 2023***

Conferences – 2022

- **Minnesota Association of Resources for Recovery and Chemical Health (MARRCH) Annual Conference, *October 2022***
- **NAADAC: The Association for Addiction Professionals Annual Conference, *October 2022***
- **Counseling Regulatory Boards Summit, *August 2022***
- **Health & Biomedical Sciences Summit, *March 2022***

Conferences – 2021

- **Minnesota Association of Resources for Recovery and Chemical Health (MARRCH) Annual Conference, *October 2021***
- **Minnesota Program Sharing Conference, *October 2021***

Conferences – 2020

- **Minnesota Association of Resources for Recovery and Chemical Health (MARRCH) Annual Conference, *October 2020***
- **Minnesota Program Sharing Conference, *October 2020***
- **NAADAC: The Association for Addiction Professionals Annual Conference, *October 2020***

Conferences – 2019

- **Minnesota Association of Resources for Recovery and Chemical Health (MARRCH) Annual Conference, *October 2019***
- **NAADAC: The Association for Addiction Professionals Annual Conference, *October 2019***

Conferences – 2018

- **Minnesota Association of Resources for Recovery and Chemical Health (MARRCH) Annual Conference, *October 2018***
- **NAADAC: The Association for Addiction Professionals Annual Conference, *October 2018***
- **National Conference on Addictive Disorders, *August 2018***

Conferences – 2017

- **NAADAC: The Association for Addiction Professionals Annual Conference, *September 2017***
- **National Frontier and Rural Technology Summit, *July 2017***
- **Higher Learning Commission 2016 Annual Conference, *April 2017***

Conferences – 2016

- **NASPA Small Colleges and Universities Institute**, *June 2016*
- **Minnesota Association of Resources for Recovery and Chemical Health (MARRCH) Spring Conference**, *April 2016*
- **Higher Learning Commission 2016 Annual Conference**, *April 2016*

Conferences – 2015

- **Minnesota American Indian Institute of Alcohol and Drug Studies (MAIIDS)**, *August 2015*
- **National Conference on Addictive Disorders**, *August 2015*
- **NAATP (National Association of Addiction Treatment Providers) Annual Leadership Conference**, *May 2015*
- **National Conference for Behavioral Health Conference**, *April 2015*
- **NASPA Alcohol and Other Drug Abuse Prevention Conference**, *January 2015*

Conferences – 2014

- **Minnesota Association of Resources for Recovery and Chemical Health (MARRCH) Fall Conference**, *October 2014*
- **40th Annual Minnesota Program Sharing Conference**, *October 2014*
- **NAADAC: The Association for Addiction Professionals Annual Conference**, *September 2014*
- **17th Annual Shutting Off the Tap to Teens and Young Adults Conference**, *August 2014*
- **Council of Graduate Schools Summer Workshop**, *July 2014*
- **Council of Graduate Schools New Deans Institute**, *July 2014*
- **Minnesota Center for Mental Health 2014 Minnesota Mental Health Spring Conference: Innovative Interventions for Co-Occurring Disorders**, *March 2014*

Conferences – 2013

- **Minnesota Association of Resources for Recovery and Chemical Health (MARRCH) Fall Conference**, *October 2013*
- **2nd Annual Co-Occurring Disorders Conference: The Future is Now: Integrating Client Oriented Services**, *April 2013*
- **Hugh O'Brian Youth (HOBY) Leadership Training Institute**, *August 2012*

Conferences – 2012

- **2nd Annual Case Management Roundtable Conference**, *November 2012*
- **Minnesota Program Sharing Conference**, *October 2012*
- **Hugh O'Brian Youth (HOBY) Leadership Region H Regional Training**, *October 2012*
- **Hugh O'Brian Youth (HOBY) Leadership Training Institute**, *August 2012*

Conferences – 2011

- **Hazelden Youth and Addiction Conference**, *November 2011*
- **Minnesota Association of Resources for Recovery and Chemical Health (MARRCH) 42nd Annual Conference**, *September 2011*
- **Hugh O'Brian Youth (HOBY) Leadership Training Institute**, *August 2011*
- **24th Annual Northwest Conference on Behavioral Health and Addictive Disorders**, *June 2011*

Conferences – 2010

- **Hugh O'Brian Youth (HOBY) Leadership Training Institute**, *August 2010*

- **Minnesota State University Science of Addiction Conference, *May 2010***

Conferences – 2009

- **NASPA Region IV-E Conference, *November 2009***
- **Minnesota Program Sharing Conference, *October 2009***
- **Hugh O’Brian Youth (HOBY) Leadership Training Institute, *August 2009***
- **Minnesota State University Science of Addiction Conference, *May 2009***
- **The Network Addressing Collegiate Alcohol & Other Drug Issues Spring Meeting, *March 2009***
- **NASPA Mental Health Conference - Effective Interventions for Student Mental Health on Campus: Collaboration and Community, *January 2009***

Conferences – 2008

- **US Department of Education National Meeting on Alcohol and Other Drug Abuse and Violence Prevention in Higher Education, *November 2008***
- **Hugh O’Brian Youth (HOBY) Leadership Training Institute, *August 2008***
- **Networking for Change: Recovery & Education, *August 2008***
- **NASPA – Student Affairs Administrators in Higher Education Annual Conference, *March 2008***

Conferences – 2007

- **National Meeting on Alcohol and Other Drug Abuse and Violence Prevention in Higher Education, *October 2007***
- **National Forum for Senior Administrators, *October 2007***
- **Hugh O’Brian Youth (HOBY) Leadership Training Institute, *August 2007***
- **3rd Annual Upper Plains Summer Institute, *August 2007***
- **The BACCHUS Network Area IV Conference, *April 2007***
- **The Network Addressing Collegiate Alcohol & Other Drug Issues Spring Meeting, *March 2007***

Conferences – 2006

- **University of Minnesota College Health Summit: Tobacco, Alcohol, & Other Drug Use Among College Students, *November 2006***
- **Hugh O’Brian Youth (HOBY) Leadership Training Institute, *August 2006***
- **BACCHUS & GAMMA Peer Education Network Area IV Conference, *April 2006***

Conferences – 2005

- **BACCHUS Network Peer Education Network General Assembly, *November 2005***
- **Hugh O’Brian Youth (HOBY) Leadership Training Institute, *August 2005***
- **Native American Prevention Program Sharing Conference, *July 2005***
- **Facing the Challenge: Methamphetamine Use in the United States, *June 2005***
- **SD Chemical Dependency Association Spring Conference, *April 2005***
- **BACCHUS & GAMMA Peer Education Network Area IV Conference, *April 2005***
- **4th National Tobacco Symposium on Young Adults, *March 2005***

Conferences – 2004

- **BACCHUS & GAMMA Peer Education Network General Assembly, *November 2004***
- **South Dakota Department of Health College Tobacco Symposium, *October 2004***
- **Hugh O’Brian Youth (HOBY) Leadership Training Institute, *August 2004***
- **BACCHUS & GAMMA Peer Education Network Area IV Conference, *April 2004***
- **Building Leadership & Commitment to End Sexual Assault Conference, *March 2004***

Conferences – 2003

- **BACCHUS & GAMMA Peer Education Network General Assembly, November 2003**
- **South Dakota Tobacco Prevention Coalition Conference & Workshop, October 2003**
- **Sixth Annual National Conference on the Social Norms Model, July 2003**
- **South Dakota Governor's Summit on Methamphetamine, August 2003**
- **BACCHUS & GAMMA Peer Education Network Area IV Conference, April 2003**
- **South Dakota Chemical Dependency Association Spring Conference, April 2003**

Conferences – 2002

- **BACCHUS & GAMMA Peer Education Network General Assembly, November 2002**
- **BACCHUS & GAMMA Peer Education Network Area IV Conference, April 2002**

Conferences – 2001

- **Catholic Campus Ministry Association Conference, December 2001**
- **BACCHUS & GAMMA Peer Education Network General Assembly, November 2001**

Conferences – 2000

- **Catholic Campus Ministry Association Conference: A Gathering of the Church in Higher Education for the Third Millennium, December 2000**
- **Weaving the Tapestry of Prevention Regional Conference, June 2000**

Conferences – 1999

- **Campus Community Chemical Health Conference, February 1999**
- **Governor's Conference for Alcohol and Drug Abuse Professionals, August 1999**

Conferences – 1998

- **Governor's Conference for Alcohol and Drug Abuse Professionals, August 1998**
- **Youth Substance Abuse and Violence: Connections in Prevention, August 1998**

HONORS & RECOGNITIONS

- **International Coalition for Addiction Studies Education – Fast Starter Award, October 2018**
- **Financial Stewardship Award, Hazelden Betty Ford Foundation, April 2018**
- **Student Services - Extraordinary Award, Fall 2005**
First ever recipient of this division-wide award for extraordinary performance in the area of student affairs
- **Addiction Professional of the Year, September 2005**
Recognized for performance as an outstanding prevention & treatment professional at the annual Southeast South Dakota Red Road Gathering
- **BACCHUS & GAMMA National Advisor of the Year Award, Fall 2004**
Received national recognition as a 2004 Advisor of the Year for outstanding leadership in advising peer educators
- **Advisor of the Year Nominations**
Recurrent nominations by various students at local and region levels for recognition as an outstanding advisor
- **The Peer Educator Publication**

Assisted student peer educators in developing multiple programs at the University of South Dakota, which have been published in the Peer Educator, a nationally recognized publication on peer education issues

- **National Residence Hall Honorary Spotlight of the Month**, *February 2002*
Received recognition through student nomination for outstanding leadership within the residence hall system
- **National Residence Hall Honorary Advisor of the Month**, *December 2001*
Received recognition through student nomination for outstanding advising within the residence hall system
- **National Collegiate Alcohol Awareness Week Award**, *November 2001*
Received one of ten national awards recognizing outstanding comprehensive and collaborative prevention efforts on The University of South Dakota campus

COMMUNITY SERVICE & INVOLVEMENT

Hugh O'Brian Youth (HOBY) Leadership of South Dakota, *January 2004 to Present*

- Leadership Seminar Volunteer (planning, operations, and trainer), *January 2004 to Present*
- Corporate Board Secretary, *August 2014 – August 2020, August 2023 – Present*
- Corporate Board Member at Large, *August 2020 – August 2023*
- Corporate Board Vice President, *August 2012 – August 2014*
- Corporate Board Vice President, *August 2012 – August 2014*
- Corporate Board Member, *July 2011 – July 2012*
- Corporate Board President, *July 2004 to August 2006*
- Leadership Seminar Group Facilitator, *June 2004*

Hugh O'Brian Youth (HOBY) Leadership - International

- Field Operations and Program (FOP) Committee, *September 2013 to August 2016*
 - Volunteer Chairperson, *August 2015 to August 2016*
 - Curriculum Script Writing Workgroup, *September 2015 to August 2016*
 - Sustainable Growth Sub-Committee, *September 2015 to August 2016*
 - Phase Introduction Revision Workgroup, *September 2014 to March 2015*
- Regional Project Director for the HOBY West Region, *August 2006 to June 2014*
 - Provided technical assistance and training in the areas of corporation compliance, fundraising, and development to a multistate region.
- Chairperson, HOBY Training Institute, *2009*
- Vice Chairperson, HOBY Training Institute, *2008*
 - Assisted in the facilitation of an international four-day Training Institute for HOBY key volunteers and staff.

St. Peter's Catholic Church, *July 2013 to May 2016*

- Youth Ministry Volunteer, *April 2014 to May 2016*
- Stewardship Committee, *July 2014 to December 2016*
- Confirmation Instructor, *October 2014 to May 2016*

Mankato YMCA Brother Sister Program Mentor, *October 2007 to June 2013*

- Served as a mentor to a local youth

St. John the Baptist Parish, *March 2007 to June 2013*

- Faith Formation 2020 Task Force, *August 2011 to May 2012*
- Faith Formation 2020 Task Force Co-Chairperson, *August 2011 to December 2011*
- Generations of Faith Catechist, *2008 – 2009*
- Confirmation Catechist
- Mission Trip Lead Facilitator, *2007 and 2008*
- Lector and Eucharistic Minister

Minnesota State University, Mankato Newman Center, February 2008 to May 2010

- Campus RENEW Coordinator
- Implemented and advised a campus-wide small group faith sharing initiative

Big Friend Little Friend of Clay & Union Counties

- Served as a member of the Board of Directors, *February 2005 to August 2006*
- Served as a mentor to a local adolescent, *March 2003 to August 2006*

St. Thomas More Newman Center, August 1998 to August 2006

- Participated in faith-based activities including serving at soup kitchens, getaway retreats, lector training sessions, and other facets of Christian life
- Volunteered as co-facilitator of RCIA (Rite of Christian Initiation of Adults), a program for adults entering the Roman Catholic faith.

Leadership Vermillion, September 2002 to May 2004

- Participated in a civic leadership development program designed to introduce future community leaders to the key institutions, issues, and people in the civic and political life of the community
- As an alumnus assisted with coordination of programming for current members and served on Leadership Promotes Vermillion Committee to encourage collaborative promotion of the university and community

Hugh O'Brian Youth (HOBY) Leadership of Nebraska, June 2003

- Served as a group facilitator for HOBY Leadership Seminar

Big Brothers Big Sisters of Siouxland, March 1999 to 2002

- Served as a mentor to Siouxland adolescents

Mission Trips/Service Projects

- St. Vincent Mission (David, KY), *Spring 2010*
- St. Rose Outreach and Recovery (Bay St. Louis, MS), *Spring 2009*
- Winnebago Indian Reservation (Winnebago, NE), *Summer 2008*
- Howard Area Community Center (Chicago, IL), *Summer 2007*
- The Port Ministries (Chicago, IL), *Spring 2006*
- Sharing and Caring Hands & Recovery Resource (Minneapolis, MN), *Spring 2005*
- Seton House AIDS Hospice (Denver, CO), *Spring 2004*
- L'Arche Community (Clinton, IA), *Spring 2003*
- Rosebud Indian Reservation (Rosebud, SD), *Spring 2002*
- L'Arche Community (Clinton, IA), *Spring 2001*