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EDUCATIONAL BACKGROUND

Capital University Law School
Life Care Planner Program Columbus, OH
November 2017 – April 2018

North Carolina A&T State University Greensboro, NC
M.S., Mental Health Counseling - Rehabilitation Counseling May 2014
Post Masters Certificate in Rehabilitation Counseling & Behavioral Addictions

The University of North Carolina at Charlotte Charlotte, NC
B.A., Criminal Justice (Sociology minor) December 2011

PROFESSIONAL EXPERIENCE

Trio Consulting Solutions, LLC North Carolina
**Rehabilitation Counselor, Life Care Planner, Case Manager
and Expert Witness** 2015-Present

Provides medical and vocational services to individuals with disabilities to include case management, vocational assessments, job development, job placement, job analyses, job search, job seeking skills training, transferrable skills analysis, and labor market surveys, consulting with physicians, developing rehabilitation plans, analyzing medical records, and conducting research on medical related expenses and financial costs for injuries; Knowledge of insurance and workers compensation processes and legal implications; Review and analyze medical treatment provided in medical records; Partners with Human Resources at various corporations and small business to develop stay-at work initiatives and follows the return to work hierarchy for all cases; Lead, coach, and develop consultants regarding accommodations, job search, labor market, and file handling; Excellent written and verbal communication skills through medical report writing, presentation development for marketing, and collaboration with referral sources; Provides expert witness services to litigated cases.

Vocational Expert 2017 – Present
Serves as a Vocational Expert Witness for the Social Security Administration by providing occupational analysis based on the Dictionary of Occupational Titles and transferrable skills to determine work available in the national economy.

Promedica Verity Group Remote
Life Care Planner and Vocational Specialist January 2022 – May 2022
Prepare life care plans and vocational opinions.

Research and Planning Consultants, LP Remote
Life Care Planner and Vocational Consultant (Consulting Associate) May 2020 – March 2021
Prepare life care plans and vocational opinions for use in personal injury and employment litigation; meet with health care professionals in various fields to determine future care recommendations; research and obtain costs of recommended care; provide deposition and trial testimony when designated as a life care planner or vocational expert; attend marketing events as required.

Carolina Case Management & Rehabilitation Services, Inc. Charlotte, NC
Case Manager November 2015 - August 2016

Provided medical and vocational case management that may include any or all of the following: job analyses, labor market surveys, vocational assessments, counseling, and job placement services. Assisted with early intervention, reviews case records, reports, and evaluates client's medical status in order to recommend return to work; When conducting job analysis, used ergonomics to evaluate and recommend job modifications and ensure safety and compliance of policies and procedures; Reviewed and interpreted reports as it relates to enhancing outcomes of cases; Communicated effectively with all parties on assigned cases to include adjusters, attorneys, physicians, and case managers; Completed written documentation via case notes, letters, emails, bi-weekly or monthly reports; Provided expert opinion and testimony regarding skill level and physical and mental demands of occupations as well as characteristics of jobs and functional limitations of disabling conditions and impairments. Conducted transferable skills analyses utilizing Social Security Administration Guidelines. Utilized a variety of labor market information obtained electronically from North Carolina Department of Commerce, Employment Security Commission, United States Bureau of Labor Statistics and business patterns cited by the United States Bureau of the Census and provides expert opinion and testimony utilizing these resources. Maintained up-to date knowledge of industrial and occupational trends. Provided expert opinion and testimony regarding employment and wages in North Carolina. Maintained excellent working knowledge of the Dictionary of Occupational Titles, the Occupational Outlook Handbook, Guide for Occupational Exploration and Selected Characteristics of Occupations. Maintains a working knowledge of ADA Act and Section 504 of Rehabilitation Act as it relates to recommending workplace reasonable accommodations.

Hoover Rehabilitation Services, Inc

Charlotte, NC

Rehabilitation Specialist/Vocational Rehabilitation Counselor October 2014 – October 2015

Provided consultation and counseling services through face to face and telephonic interaction with physicians, medical providers, insurance adjusters, attorneys, the injured worker and their employer. conducted intake interviewing with injured/disabled or limited individuals which includes the assessment of the individual's vocational, medical, social, functional, and environmental factors in order to develop a plan to address those needs; determine transferability of skills, based upon the residual physical capacities, age, education, vocational history, and testing results; coordinated and oversaw the entire job development/career placement process; facilitated case management activities leading to vocational readiness, placement or retraining; conducted labor market surveys; review medical records and attend medical appointments; conducted detailed job analysis and job modification activities; when conducting job analysis, used ergonomics to evaluate and recommend job modifications and ensure safety and compliance of policies and procedures; worked with various injury groupings to consist of individuals who have sustained auto or work-related injuries, and possess residual limitations of a psychological/medical or physiological/medical nature.

Alamance County Department of Social Services

Burlington, NC

Economic Program Specialist II

April 2013 – August 2013

Crisis Intervention Program Caseworker

August 2013 – December 2013

Interviewed clients to gather information, to secure medical, work history, and other income information, and to determine need and eligibility for human services; Verified information and investigated discrepancies. Assisted clients in retaining public assistance benefits by updating information in client file and state eligibility systems. Followed policies and procedures related to eligibility determination and redetermination. Used information technology to determine eligibility, to record notes, and to manage records. Conducted client assessment to identify barriers to employment, including work habits, lack of job search skills, lack of work skills and lack of supporting services, such as transportation or child care. Documented eligibility decisions and retained copies of client information, financial, psychological, medical, vocational, and court records in order to provide accountability for the expenditure of state and federal funds by recording information in case logs and client files. Provided clients with information about the availability of services and refers them to appropriate agencies or community programs.

CERTIFICATIONS/LICENSURE

- Licensed Clinical Mental Health Counselor (LCMHC), August 2019 – June 2025
North Carolina Board of Licensed Clinical Mental Health Counselors
License number: 15115
- Licensed Clinical Professional Counselor (LCPC), May 2019 – March 2025
Illinois Division of Professional Regulation
License number: 180.012225
- Licensed Clinical Addictions Specialist (LCAS), June 2018 – June 2024
North Carolina Addictions Specialist Professional Practice Board
License number: LCAS-20391
- Internationally Certified Advanced Drug and Alcohol Counselor (ICAADC), June 2018 – June 2024
International Certification and Reciprocity Consortium
Certification number: 809508
- Certified Life Care Planner (CLCP), May 2018 – April 2028
International Commission on Health Care Certification
Certification number: 1434
- Certified Rehabilitation Counselor since 2013 (CRC), October 2018 – September 2023
Commission on Rehabilitation Counselor Certification
Certification number: 00118460
- US Department of Transportation Substance Abuse Professional (DOT SAP)
Completed qualification training and passed exam via NAADAC, the Association for Addictions Professionals
- Nuclear Regulatory Commission Substance Abuse Expert (NRC SAE)
Completed qualification training and passed exam via Program Services Continuing Education

PUBLICATIONS

Sprong, M. E., Barden, H., Chang, H., & **Froneberger, D.** Ethics and assessment. In M. Sprong, & Davis, S. (Eds.), *The Substance Related Disorder Assessment: A Road Map to Effective Treatment Planning*. Dubuque, IA: Kendall Hunt Publishing.

PRESENTATIONS

Drugs and Crime: Treatment Considerations for Minority Juvenile Delinquents. *The Rehabilitation of Racial and Ethnic Minorities with Behavioral Addictions Conference*. Greensboro, NC, April 2014.

Including the Family: An Holistic Approach to Treating Addictions. *North Carolina A&T State University Fall Family Conference*. Greensboro, NC, October 2012.

TEACHING/RESEARCH EXPERIENCE

Purdue University Global (Formerly Kaplan University) Remote

Adjunct Faculty: Undergraduate Human Services February 2018 – May 2019

Teach undergraduate human services courses in a virtual environment while contributing to and engaging in instructional best practice for adult learners in an innovative, non-traditional university setting. Currently teaching HN200 Survey of Social Problems.

- Provide a learning environment that supports student success
- Teach synchronous or asynchronous seminars as assigned by school or program
- Maintain school-determined virtual hours per week for each class
- Development and posting of the class syllabi in the class Discussion Board
- Maintaining and submitting accurate and timely reports for student grades/progress.
- Enforcing student conduct policies as outlined in the University Catalog.
- Remain current with trends, techniques, and advances in distance learning.

Northern Illinois University

Graduate Research Assistant

DeKalb, IL
August 2017 – May 2018

Telehealth Research- Purpose of the project: to develop theoretically based educational materials and activities for the preparation of students and clinicians in the delivery of health care via telehealth through the development of interpersonal skills as well as proficiency with the operation of technology.

Provide research support to the project including the following:

- Summarize existing materials for patient-to-provider and provider-to-provider clinician preparation for delivery of health care via telehealth
- Propose learning objectives for educational activities for discussion by the research team
- Develop learning activities appropriate for pre-professional and continuing professional development of interpersonal skills with telehealth
- Identify assessment measures to be used for interpersonal skills with telehealth
- Develop learning exercises to pilot with CHHS graduate students and OSF clinicians.
- Pilot assessment measures of interpersonal skills with telehealth

North Carolina A&T State University

Visiting Teaching Assistant

Greensboro, NC
August 2015 – May 2017

Assisted Rehabilitation Counseling Program Coordinator with teaching, course development, and supervision duties for graduate level accredited program.

- Delivered a range of teaching and assessment activities towards delivery of rehabilitation counseling subjects at graduate level.
- Applied departmental processes related to advising/mentoring
- Supported faculty research projects and engage in research
- Assisted with development of new material for department courses to include forensic rehabilitation
- Contributed to the development of appropriate teaching materials to ensure content and methods of delivery met learning objectives
- Participated in assessment process using a variety of methods and techniques and provided effective and appropriate feedback to students to support their learning
- Assisted with the supervision of students in rehabilitation counseling and clinical mental health practicum and internship

CLINICAL EXPERIENCE

Private Practice (Trio Consulting Solutions, LLC)

Clinical Therapist (Mental Health & Substance Use Disorders)

Huntersville, NC

January 2015 - Present

Provides mental health and substance use disorders assessments, counseling services and treatment plans; provides co-occurring and dual diagnosis counseling services; Provides critical incidence stress debriefing (CISD), solution-focused and short-term therapy via Employee Assistance Programs (EAP); Provides Department of Transportation Substance Abuse Professional (DOT SAP) and Nuclear Regulatory Commission Substance Abuse Expert (NRC SAE) assessments; Monitors mandatory referrals for EAP; Provides effective case management services to ensure clients are linked to appropriate resources; Independent provider of counseling services for NeuroRestorative, a leading provider of subacute and post-acute rehabilitation services for people of all ages with brain, spinal cord and medically complex injuries, illnesses, and other challenges.

Rockwell Development Center

Licensed Professional (contract)

Mooresville, NC

September 2015 – February 2016

Completed 12 hours of on-site therapy and consultation weekly to the adolescent residents of our Level III residential facilities. The consultation included clinical supervision of the qualified professional; individual, group, and family therapy services; involvement in child and adolescent specific treatment plans; conducted mental health and substance use disorder treatment; overall program needs.

Pride of North Carolina (Formerly Melange Health Solutions)

Charlotte, NC

Community Support Team – Clinical Team Lead

May 2015 – October 2015

Provided direct clinical interventions to each beneficiary to include individual therapy; behavioral interventions such as modeling, behavior modification, behavior rehearsal; designated the appropriate team staff to beneficiary; provided clinical expertise and guidance to CST members; worked with dual-diagnosis beneficiaries individually to address substance use and mental health disorders; provided clinical supervision of all members of the team; managed a team of qualified professionals and provide coaching and leadership; facilitated weekly team meetings; monitors and evaluates the services, interventions, and activities provided by the team.

Alternative Living Solutions

Charlotte, NC

Vocational Rehabilitation Counselor (part time)

September 2014 – January 2015

Outpatient Therapist (part time)

January 2015 – July 2015

Assessment Therapist (per diem)

September 2015 – December 2015

Analyzed information from interviews, educational documents, medical records, consultation with other professionals, and diagnostic evaluations, in order to assess clients' abilities, needs, and eligibility for ticket to work (TTW) service; arranged for physical, mental, academic, vocational, and other evaluations to obtain information for assessing clients' needs and developing rehabilitation plans; collaborated with clients' families to implement rehabilitation plans; discussed options and goals with clients using a person centered approach; confer with physicians, psychologists, and other professionals to develop and implement rehabilitation plans; develop and maintain relationships with community resources; provided outpatient substance abuse and mental health counseling to include individual and group therapy.

Monarch

Gastonia, NC

ACTT Substance Abuse Professional

August 2014 – October 2014

Provided service coordination for individuals with mental health and substance abuse issues and is responsible for developing, with the other team members, the overall service plan; Functioned as a member of a multi-disciplinary team to develop and implement treatment goals; Documented participant activities and write progress notes that reflect participant activities, goals, interventions, and outcomes; Acted as a liaison with the program after hours on a daily basis through exchange of participant information; Completed substance abuse comprehensive assessments and screenings to determine stage of change and treatment; Ensured immediate and appropriate interventions are provided in response to changes in mental status which may put individuals at risk; Provided case management duties; Monitored symptoms and medication compliance; Provide individual and group substance abuse treatment.

PROFESSIONAL MEMBERSHIPS

- International Association of Rehabilitation Professionals (IARP)
- NAADAC, the Association for Addictions Professionals
- Addictions Professionals of North Carolina

HONORS & AWARDS

- Northern Illinois University College of Health and Human Services (CHHS) Dean's Strategic Initiatives Award (Spring 2018)
- Visiting Guest Speaker at University of District of Columbia for the Foundations of Rehabilitation Counseling Course in October 2017
- Northern Illinois University Telehealth Research Scholarship Recipient (2017 – 2018)
- N.C. A&T Rehabilitation Counseling and Behavioral Addictions Scholar (2012 – 2013)
- Rehabilitation Services Administration Scholarship Recipient (2012 – 2013)