

- Provide Substance Abuse Counseling to client populations infected or affected by HIV/AIDS including individuals, couples, families, ex-offenders, heterosexuals, gays and lesbians.
- Assessment and diagnosis, crisis intervention, treatment planning and review for individuals, couples, and groups.
- Determine client needs for specialized services including medical treatment, psychiatric care, psychological testing, inpatient and outpatient substance abuse or mental health programs.
- Quality Management/Audits - Federally regulated funders (Broward County Ryan White, Agency for Health Care Administration PAC Waiver, Department of Health - Substance Abuse, Health Resources and Services Administration (HRSA), Center of Disease Control and Prevention).

2010-2015 Clinical Counselor II, Care Resource, Fort Lauderdale, Florida

- Provide Mental Health and Marriage, Family, and Couples Counseling to clients and families infected or affected by HIV/AIDS
- Provide Substance Abuse Counseling to client populations infected or affected by HIV/AIDS including individuals, couples, families, ex-offenders, heterosexuals, gays and lesbians.
- Assessment and diagnosis, crisis intervention, treatment planning and review for individuals, couples, and groups.
- Determine client needs for specialized services including medical treatment, psychiatric care, psychological testing, inpatient and outpatient substance abuse or mental health programs.
- Quality Management/Audits - Federally regulated funders (Broward County Ryan White, Agency for Health Care Administration PAC Waiver, Department of Health - Substance Abuse, Health Resources and Services Administration (HRSA), Center of Disease Control and Prevention).

2014-Present Adjunct Faculty, Nova Southeastern University, Davie, Florida

- Substance Abuse Counseling
- Case Conceptualization and Treatment Strategies of Counseling
- Practicum in Mental Health Counseling
- Internship in Mental Health Counseling
- Introduction to Mental Health Counseling Techniques

2013-Present Adjunct Faculty, Barry University, Miami Shores, Florida

- Introduction to Mental Health Counseling (Graduate Level)
- Marital and Couple Counseling (Graduate Level)

2009-2010 Psychosocial Services Supervisor, Care Resource, Fort Lauderdale, Florida

- Supervised staff of 15 employees to facilitate the delivery of the agency's psychosocial services
- Coordinated hiring, training, and supervision of Psychosocial Services Department to include Mental Health providers and positions funded by Health Resources and Services Administration (HRSA) as a Federally Qualified Health Center (FQHC), Ryan White and Project AIDS Care Medical Case Managers, Housing Opportunities for Persons with HIV/AIDS (HOPWA) Case Management, Ryan White programs including Intake and Eligibility Coordinator and Treatment Adherence Counselors.
- Ensure compliance with standards of care, clinical and administrative procedures
- Develop and coordinate the identification, organization and assessment of resources for clients receiving psychosocial and related services
- Perform Quality Assurance and record reviews
- Coordinate, review and monitor all billings, budgets and contracts related to supervised programs
- Participate and facilitate site visits, monitoring visits and audits from funders
- Staff development, Education, and Training

2006-2008 Independent Real Estate Investor

1999-2005 Organization Development Specialist, Human Resources, Mercy Hospital Miami, Florida

- Administration/Reporting/Action Planning for Patient, Employee, Physician Satisfaction Surveys
- Leadership/Staff Course Development/Curriculum/Presentations (see teaching experience for course listings)
- Conducted Hospital Orientation/Computer Training
- Strategic Planning for Patient Satisfaction and Customer Service/Guest Relations
- Development of Leadership and staff training
- Development and implementation of Physician, Employee, and Patient Satisfaction surveys and the delivery of results to Board of Directors, Leadership team, and hospital employees

1996-1999 Senior Case Manager, Special Immunology Services, Mercy Hospital Miami, Florida

- Supervised Case Management staff under Medicaid Project AIDS Care
- Quality Assurance and Compliance
- Supervised Acute Inpatient Special Immunology Unit Case Management

- Coordinated discharge planning and utilization review for inpatient service resulting in maximum patient satisfaction, quality and continuity of care
- Managerial skills including: budgeting, grant writing, staff development
- Human Resource issues: hiring, training, orientation, training, and performance evaluations
- Identify and implement programs to meet client/community needs (AIDS Mastery Workshops, Support Groups)
- Counseling for chronic illness and grief counseling

1996-2002 AIDS Mastery Workshop

- Coordinator and brought to South Florida - AIDS Mastery Workshop was a weekend long workshops designed to help persons with HIV identify and work through psychosocial related issues
- Co-Facilitated ongoing workshops
- Fundraising and budgeting for workshops

TEACHING EXPERIENCE

2014-present Nova Southeastern University, Davie, Florida

Substance Abuse Counseling
Case Conceptualization and Treatment Strategies
Introduction to Mental Health Counseling Techniques
Counseling Internship
Counseling Practicum

2013-present Barry University, Miami Shores, Florida

Introduction to Mental Health Counseling
Marital and Couple Counseling

2009-present Care Resource, Fort Lauderdale, Florida

2017 De-escalation Techniques
2012 Mental health and Prenatal Care
2011 Mental health and Case Management
2010 Case Management for those living with HIV/AIDS
2010-2012 Healthy Relationships and HIV Disclosure
2009 Care for the Caregiver - Stress Management

1996-2005 Mercy Hospital, Miami, Florida

2003 Multicultural and Diversity Training
2003-2005 JCAHO Standards and Implementation
2003-2005 Computer Skills Training

2003-2005	HIPAA Confidentiality and Privacy Training
2003	HIPAA Train the Trainer
2003	HIPAA Train the Trainer Part II
2003	HIPAA Management Overview
2003	Management of Information/Improving Performance Measures
2002-2005	Employee Satisfaction
2002-2005	Performance improvement techniques
2002-2005	CPR Training
2002-2005	Employee Recognition
2002-2005	Staff Development
2002-2005	Care for the caregiver
2002-2005	Strategic Planning
2002-2005	Management Safety Update
2002-2005	Human Resource Team Building
2001-2005	Service Excellence/Rewards and Recognition
2001-2005	Customer Service Skills
2001-2005	Dealing with Angry Customer
2001-2005	Interpersonal Skills
2001-2005	Stress Management
2001-2005	Patient Satisfaction
2001-2005	Preceptor training
2001-2005	Core Values and Ethics
2001-2005	Communication Skills Series
2001	Time Management for Healthcare Professionals
2001	Balancing Work and Home
2001	Workplace Violence
1996-2002	AIDS Mastery Workshops

RELEVANT ADDITIONAL TRAINING

- Transgender Certification Training, International Transgender Certification Association (2015)
- Dialectical Behavioral Therapy Training (2015)
- Gottman Couples Counseling Training, The Gottman Institute Level I, II, and III (2015)
- DSM 5 Training (2013)
- Solution Focused Brief Therapy Training (2012)
- Assessment, Diagnosis and Treatment of Sex and Pornography Addictions in the New Media Frontier (2011)
- Substance Use Disorder Treatment for Lesbian, Gay, Bisexual, and Transgender Individuals Training (2010)
- Effective Therapy: Major Force in Enhancing Moral Intelligence (2010)
- Comprehensive Risk Counseling - Centers of Disease Control Training (2010)
- Healthy Relationships - Centers of Disease Control Training (2010)
- Comprehensive Risk Counseling: Choosing Life: Empowerment, Action, Results! - Centers of Disease Control Training (2010)
- Cultural Competency: Quality Care for LGBTQ Clients (2009)

Thomas A. Smith
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PROFESSIONAL MEMBERSHIPS

- American Counseling Association
- American Mental Health Counselors Association
- American Association for Marriage and Family Therapy, Clinical Fellow