

FRANCES E. TACK

EDUCATION

Western Carolina University

Master of Science Degree in COMMUNITY COUNSELING, 1995

North Carolina State University

Bachelor of Science Degree in INDUSTRIAL ENGINEERING, 1985

ACADEMIC PROFESSIONAL EXPERIENCE

WEST VIRGINIA UNIVERSITY – Morgantown, West Virginia (August 2017 – Present)

Clinical Assistant Professor & Addictions Minor Coordinator – Department of Counseling

Duties: Teach addictions counseling courses provide clinical supervision to student interns and conduct internship site visits. Develop and administer an undergraduate clinical minor in addictions studies.

CENTRAL PIEDMONT COMMUNITY COLLEGE – Charlotte, North Carolina (August 2010 – May 2017)

Program Chair – Substance Abuse Program (January 2012 – present)

Duties: Provide administrative oversight of associate degree and four post-bachelors/post-master's degree certificates of study in substance abuse, including:

- Curriculum development, including creation of two new certificates and new online courses
- Program supervision of full-time faculty
- Hiring and supervision of part-time faculty
- Developing and coordinating internship sites
- Course planning
- Marketing, recruiting and program inquiries
- Grants (2 year ~\$200,000 ABC Grant currently pending)
- Scholarship coordination, including development of new \$1,000 annual scholarship

Instructor – Substance Abuse Program (August 2010 - present)

Duties: Teach a variety of substance abuse counseling courses both seated and online. Provide academic advising to students pursuing associate degree or certificates of study in substance abuse. Provide clinical supervision to student interns and conduct internship site visits. Courses taught:

SAB 110 – Substance Abuse Overview

SAB 120 – Intake and Assessment

SAB 125 – Case Management

SAB 220 – Group Therapy

SAB 230 – Family Therapy

WBL 115/125 – Internship Seminar

QUEENS UNIVERSITY OF CHARLOTTE – Charlotte, North Carolina (Summer 2015)

Adjunct Instructor – Department of Human Service Studies

Duties: Teach three-credit undergraduate survey course in substance abuse (HSS 352).

CENGAGE LEARNING

Consulting Reviewer for the text book, *Concepts of chemical dependency*, 8th ed. Cengage. (2013)

UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE – Charlotte, North Carolina (Spring 2001 – Fall 2003; Spring 2007; Summer 2009)

Adjunct Instructor – Department of Social Work

Duties: Teach three-credit undergraduate and graduate overview courses in substance abuse (SOWK 3090 and SOWK 7090).

ASHEVILLE-BUNCOMBE TECHNICAL COMMUNITY COLLEGE - Asheville, North Carolina (Spring 1998)

Adjunct Instructor - Social Service Associate Department

Duties: Taught three-credit hour course entitled Substance Abuse Overview (SAB 110).

WESTERN CAROLINA UNIVERSITY - Cullowhee, North Carolina (January 1994 - May 1995)

Counseling & Psychological Services (January 1995 - May 1995)

Counseling Practicum

Duties: Provide individual, couples and group counseling to campus students and their significant others. Conducted intakes and assessments, and provided referrals.

Department of Human Services (January 1994 - May 1995)

Graduate Research Assistant

Duties: Assist in the development, execution and analysis of a research project in human services consultation. Participated in writing grant, developing research design, producing research video, collecting data and writing article for publication.

CLINICAL PROFESSIONAL EXPERIENCE

PRIVATE SUPERVISION AND CONSULTATION PRACTICE – Charlotte, North Carolina (2015 – present)

Duties: Provide supervision to addictions professionals seeking their licensed clinical addictions specialist (LCAS) or Certified Clinical Supervisor (CCS) credential.

ANUVIA PREVENTION & RECOVERY CENTER – Charlotte, North Carolina (February 2008 – July 2010)

Assistant Director of Clinical Services (February 2008 – August 2010)

Duties: Manage three clinical teams, the IDDT/SACOT Team (which provides substance use disorder day treatment services to persons with severe and persistent mental illness), the Latino Services Team (which provides a continuum of substance use disorder treatment services to Spanish speaking clients) and the Drug Court Team. Coordinate clinical compliance with CARF, Medicaid, state and local LME requirements. Coordinate quality assurance activities for agency's clinical services. Act as Clients Rights Coordinator. Provide clinical supervision.

COMMUNITY CHOICES, INC. – CASCADE Services, Charlotte, North Carolina (October 1998 – November 2007)

Director (October 2006 – November 2007)

Duties: Direct operations of gender specific women's perinatal/maternal substance abuse treatment program. Oversee staff of approximately 70 employees providing clinical, residential, case management, outreach and prevention services, including 36-bed residential program for women and their children. Manage \$4 million budget (revenue and expenditure management). Monitor outcomes and clinical integrity. Responsible for local/state/federal compliance, and grant, licensure and accreditation standards.

Clinical Manager (December 2003 – October 2006)

Duties: Managed two clinical teams: the day treatment program serving Work First and perinatal women with substance use disorders and their children; and, the treatment program serving Family Drug Court program participants. Also, supervised the evening Aftercare program, the Multifamily Therapy Group and the Integrated Co-Occurring Disorders initiative. Provided clinical supervision, processed and monitored all treatment-related Medicaid managed care authorizations, and developed program-wide policies and procedures.

Clinical Internship Coordinator (2003 - 2007)

Coordinated with educational institutions and supervised student interns from human services, psychology, counseling and social work programs from Winthrop University, Central Piedmont Community College, Queen's University, Johnson C. Smith University, Gardner-Webb University, and University of North Carolina at Charlotte.

Treatment Supervisor (May 2003 – December 2003)

Duties: Supervised treatment program for Work First, perinatal, Drug Court and homeless women with substance use disorders and their children. Supervised 9 clinical staff, carried out administrative duties, coordinated admissions and discharges, provided clinical supervision and conducted in-service training for staff.

Residential Supervisor (November 2000 – May 2003)

Duties: Supervised 26-bed therapeutic apartment program for Work First and perinatal women with substance use disorders and their children. Supervised 10 staff, carried out administrative duties, coordinated admissions and discharges, and conducted in-service training for staff.

Lead Substance Abuse Counselor (April 2000 – November 2000)

Duties: In addition to counseling duties, coordinated administrative activities of six member treatment team. Assisted supervisor with case assignments. Interfaced with contacts for various site needs including food service, landlord, water service, and laboratory for drug screens. Secured group coverage when staff members are absent and acted as primary treatment site contact.

Substance Abuse Counselor (October 1998 – March 2000)

Duties: Provided group and individual counseling to clients in women's perinatal substance abuse day treatment program. Facilitated therapy, educational and Dialectical Behavior Therapy skills training groups. Carried an individual case load, including many clients with co-occurring disorders, developed treatment plans, interfaced with other service providers, and participated in treatment team meetings.

PRIVATE SUPERVISION PRACTICE – Charlotte, North Carolina (2002 - 2003)

Provided clinical supervision to a practicing Master's-level counselor pursuing her LPC.

BLUE RIDGE CENTER - Area Mental Health Center, Asheville, North Carolina (August 1995 - June 1998)

Clinical Substance Abuse Counselor, Adult Crisis and Counseling Services (May 1997 - June 1998)

Duties: Provided outpatient individual and group counseling to clients with primary mental illness and primary substance abuse diagnoses; also worked extensively with dually diagnosed clients. Provided assessment, diagnosis, treatment planning, and case/medication management.

Substance Abuse Counselor II, Substance Abuse Services (May 1996 - May 1997)

Duties: Provided outpatient individual and group counseling to clients with primary substance abuse diagnoses, including assessment, diagnosis, treatment planning, and case/medication management. Taught education classes on substance abuse topics and led Dialectical Behavior Therapy (DBT) groups.

Interfaced with other treatment providers, provided referrals, worked with client families. Worked extensively with clients with co-occurring disorders.

Substance Abuse Counselor II, Neil Dobbins Detoxification Center (November 1995 - May 1996)

Duties: As only Center counselor, provided individual and group counseling to clients admitted to inpatient, medical non-hospital detoxification program, including assessment, diagnosis, treatment planning, and case management. Also, taught education classes on substance abuse topics.

Counseling Intern, Substance Abuse Services (August 1995 - November 1995)

Duties: Provided outpatient individual and group counseling to clients with primary substance abuse diagnoses, including assessment, diagnosis, treatment planning, and case management. Worked primarily in intensive outpatient program for women (including incarcerated clients), leading education, living skills and activities groups, and co-leading therapy groups.

OTHER PROFESSIONAL EXPERIENCE

CAROLINA POWER & LIGHT COMPANY, Raleigh, North Carolina (February 1987 - August 1993)

Project Telecommunications Analyst (August 1992 - August 1993)

Duties: Developed strategic and tactical plans for the telecommunications system for Carolina Power & Light Company, including development of technical plans for wireless, telephone and network applications.

Senior Specialist - Management Systems (January 1990 - August 1992)

Duties: Supported senior management in the areas of long-range and business planning, general management consulting services, performance analysis and reporting, budgeting/cost control, and special projects. Coordinated development of the Customer & Operating Services Group's \$259 million budget and five-year business plan.

Senior Industrial Engineer (January 1990)

Industrial Engineer (August 1987 - January 1990)

Associate Industrial Engineer (February 1987 - August 1987)

Duties: Provided work management support to Group management at all levels. Support activities included installation of computerized work management systems (including management interviews, system database work, and training), development of engineered labor standards, and methods improvement studies.

BURLINGTON INDUSTRIES, INC. (June 1985 - January 1987)

Quality Engineer, Society Hill Plant, Society Hill, South Carolina

Duties: Evaluated and facilitated improvement of product quality throughout the manufacturing plant. With team, developed and managed project portfolio consisting of over one hundred quality improvement projects.

Industrial Engineer Trainee, Brighton Plant, Shannon, Georgia

Duties: Trained in measurement techniques and standards implementation, and assisted in wage administration and cost reduction.

PUBLICATIONS

- Morrow, D.F. & Tack, F.E. (2014). The case of Ruth and Janice. In C. W. LeCroy (Ed.), *Case studies in social work practice*. 3rd Edition. Hoboken, NJ: John Wiley & Sons.
- Tack, F. E. & Morrow, D. F. (2014). Mental health case consultation. In A. M. Dougherty (Ed.), *Case studies in human services consultation*. 6th Edition. Pacific Grove: Brooks/Cole.
- Tack, F. E. & Morrow, D. F. (2008). Mental health case consultation. In A. M. Dougherty (Ed.), *Case studies in human services consultation*. 4th Edition. Pacific Grove: Brooks/Cole.
- Boyd, S. A., Morrow, D. F., Shobe, M. A., & Tack, F.E. (2007). Lessons learned from an innovative university-community agency collaboration: The development of a direct practice training for child welfare and mental health social workers. *Professional Development Journal*, 9(3), 140-152.
- Tack, F. E. & Morrow, D. F. (2007). Mental health case consultation. In A. M. Dougherty (Ed.), *Case studies in human services consultation*. 3rd Edition. Pacific Grove: Brooks/Cole.
- Tack, F. E., Dougherty, A. M. & Morrow, D. F. (2007). Group consultation with a university counseling center. In A. M. Dougherty (Ed.), *Case studies in human services consultation*. 3rd Edition. Pacific Grove: Brooks/Cole.
- Tack, F. E. & Morrow, D. F. (2004). Mental health case consultation. In A. M. Dougherty (Ed.), *Case studies in human services consultation*. 2nd Edition. Pacific Grove: Brooks/Cole.
- Tack, F. E., Dougherty, A. M. & Morrow, D. F. (2004). Group consultation with a university counseling center. In A. M. Dougherty (Ed.), *Case studies in human services consultation*. 2nd Edition. Pacific Grove: Brooks/Cole.
- Dougherty, A. M., Henderson, B. B., Tack, F. E., Deck, M. D., Worley, V. & Page, J. R. (1997). The relation of level of facilitative conditions, consultant experience, and stage of consultation to consultees' perceptions of the use of direct confrontation. *Journal of Educational and Psychological Consultation*, 8(1), 21-40.
- Dougherty, A. M., Tack, F. E., Fullam, C. B. & Hammer, L. A. (1996). Disengagement: A neglected aspect of the consultation process. *Journal of Educational and Psychological Consultation*, 7(3), 259-274.
- Tack, F. E. & Hayes, L. (1995). Mental health case consultation. In A. M. Dougherty (Ed.), *Case studies in human services consultation*. Pacific Grove: Brooks/Cole.
- Tack, F. E. & Dougherty, A. M. (1995). Group consultation with a university counseling center. In A. M. Dougherty (Ed.), *Case studies in human services consultation*. Pacific Grove: Brooks/Cole.

PRESENTATIONS

- Tack, F. E. (2016). The relational model and substance use disorder treatment. Training presented to the clinical staff of Choices for Recovery. Charlotte, NC.
- Tack, F. E. (2016). Tobacco-free champions: Advocacy in action. Panel presentation at the Mecklenburg County Health Department's Tobacco-Free Behavioral Health Summit. Charlotte, NC.

Tack, F. E. (2016). Families in recovery. Training presented at the Annual National Recovery Month Family Fun Day sponsored by Trinity Counseling Services. Charlotte, NC.

Tack, F. E. (2016). DSM-5 substance use disorders. Guest lecture at Winthrop University MSW Program. Rock Hill, SC.

Tack, F. E. (2016). Lean in: Taking your next steps as a therapist. Keynote address for the Pfeiffer University Marriage and Family Therapy Program Graduation Banquet. Charlotte, NC.

Tack, F. E. (2016). Women and addiction. Guest lecture at University of North Carolina at Charlotte Department of Counseling. Charlotte, NC.

Tack, F. E. (2015). Substance use disorders and the DSM-5. Training presented for Addiction Professionals of North Carolina. Charlotte, NC.

Tack, F. E. (2015). DBT Skills for wellness in recovery. Training presented at the University of North Carolina at Charlotte's McLeod Institute on Substance Use Disorders. Charlotte, NC.

Tack, F. E. (2015). DSM-5 substance use disorders. Guest lecture at Winthrop University MSW Program. Rock Hill, SC.

Tack, F. E. (2014). Essential knowledge for working with Gay/Lesbian clients. Guest lecture at Queen's University Human Services Program. Charlotte, NC.

Tack, F. E. (2014). The new millennium: Women in the helping professions. Keynote address for the National Social Work Month Luncheon sponsored by Florence Crittenton Services. Charlotte, NC.

Tack, F. E. (2014). Counseling LGBT couples. Guest lecture at Pfeiffer University Marriage and Family Therapy Program. Charlotte, NC.

Tack, F. E. (2014). Relapse prevention. Training delivered to the social work team at Charlotte Family Housing. Charlotte, NC.

Tack, F. E. (2013). Working with LGBT families. Training delivered to the social work team at Charlotte Family Housing. Charlotte, NC.

Tack, F. E. (2013). Working with LGBT clients. Guest lecture at Pfeiffer University Marriage and Family Therapy Program. Charlotte, NC.

Tack, F. E., Lopez, T. & Krikorian, P. (2013). Domestic violence and diverse populations. Day-long training delivered to regional domestic violence professionals. Florence Crittenton Services. Charlotte, NC.

Tack, F. E. (2013). Working with LGBT clients: The supervision perspective. Training delivered to the Supervisors Support Network. Charlotte, NC.

Tack, F. E. (2013). Marijuana: Safe or sinister. Presentation to members of ManUp, the Minority Male Mentoring Program at Central Piedmont Community College. Charlotte, NC.

Tack, F. E. (2012). Essential knowledge for working with Gay/Lesbian clients. Guest lecture at Queen's University Human Services Program. Charlotte, NC.

- Tack, F. E. (2011). Essential knowledge for working with Gay/Lesbian clients. Guest lecture at Queen's University Human Services Program. Charlotte, NC.
- Tack, F. E. (2010). Counseling Lesbians. Guest panel member at University of North Carolina at Charlotte Department of Counseling.
- Tack, F. E. (2009). Last Call for alcohol: Youth Summit. Guest panel member at Charlotte Mecklenburg Drug Free Coalition/SPIDA Annual Youth Summit. Charlotte, NC.
- Tack, F. E. (2008). Working in the field of Substance Abuse. Guest panel member at University of North Carolina at Charlotte Department of Counseling. Charlotte, NC.
- Tack, F. E. (2008). Counseling Lesbians. Guest panel member at University of North Carolina at Charlotte Department of Counseling. Charlotte, NC.
- Tack, F. E. (2007). Women's substance abuse services. Guest lectures at Queen's University Human Services Program. Charlotte, NC.
- Tack, F. E., & Morrow, D. F. (2007). Lesbian and Gay couples: A lived experience. Guest lecture at University of North Carolina at Charlotte Department of Counseling. Charlotte, NC.
- Tack, F. E. (2007). Prenatal drug exposure & women's substance abuse. Training presented to substance abuse and child welfare workers as part of Mecklenburg County's ACT I training series. Charlotte, NC.
- Tack, F. E. (2007). The Relational Model in substance abuse treatment. Training presented to staff of CCI/CASCADE Services. Charlotte, NC.
- Tack, F. E. (2006). Clinical supervision in a women's treatment program. Guest lecture at Winthrop University MSW Program. Rock Hill, SC.
- Tack, F. E. (2006). Women's Substance Abuse Services. Guest lectures at Queen's University Human Services Program. Charlotte, NC.
- Tack, F. E. (2006). Clinical supervision in substance abuse. Full, week-long training track presented at the 20th Annual Addiction: Focus on Women Conference. Hendersonville, NC.
- Morrow, D. F. & Tack, F. E. (2006). An empowerment approach for working with Gay and Lesbian clients. Carolinas Field Instruction Institute. Winthrop University. Rock Hill, SC.
- Tack, F. E. (2006). Prenatal drug exposure & women's substance abuse. Training presented to substance abuse and child welfare workers as part of Mecklenburg County's ACT I training series. Charlotte, NC.
- Tack, F. E. & Muller, M. (2006). Substance abuse, women and vocational issues. North Carolina Women Work Annual Conference. Asheboro, NC.
- Tack, F. E. (2005). Women's substance abuse services. Training presented at the 18th Statewide Community Support/Targeted Case Management Conference. Charlotte, NC.
- Tack, F. E. (2005). Clinical supervision in substance abuse. Full, week-long training track presented at the 19th Annual Addiction: Focus on Women Conference. Hendersonville, NC.

- Tack, F. E. (2005). Women's substance abuse services. Guest lectures at Queen's University Human Services Program. Charlotte, NC.
- Tack, F. E. (2005). DBT: Use of skills training in addictions treatment. Training with staff of CCI/CASCADE Services. Charlotte, NC.
- Tack, F. E. (2005). Prenatal drug exposure & women's substance abuse. Training presented to substance abuse and child welfare workers as part of Mecklenburg County's ACT I training series. Charlotte, NC.
- Tack, F. E. (2003). Substance abuse overview. Guest lecture at University of North Carolina at Charlotte MSW Program.
- Tack, F.E. (2003). Dialectical Behavior Therapy skills training overview. Training presented to staff of Mecklenburg County CASCADE Services. Charlotte, NC.
- Tack, F. E. (2001). Substance abuse and the Gay/Lesbian client. Guest lecture at University of North Carolina at Charlotte MSW Program. Charlotte, NC.
- Tack, F. E. (2001). The Relational Model and client interaction. Training presented to staff of Hope Haven. Charlotte, NC.
- Tack, F. E. (2000). Introduction to Dialectical Behavior Therapy skills training. Guest lecture at University of North Carolina at Charlotte MSW Program. Charlotte, NC.
- Tack, F. E. (2000). Substance abuse and the Gay/Lesbian client. Guest lecture at University of North Carolina at Charlotte MSW Program. Charlotte, NC.
- Tack, F. E. (1999). Introduction to Dialectical Behavior Therapy skills training. Training presented to staff of Mecklenburg County CASCADE Services. Charlotte, NC.
- Tack, F. E. (1999). Bio-psycho-social-spiritual aspects of substance abuse. Guest lecture at University of North Carolina at Charlotte MSW Program. Charlotte, NC.
- Tack, F. E. (1997). Key concepts in working with substance abuse clients. Guest lecture at Asheville-Buncombe Technical Community College Social Services Program. Asheville, NC.
- Tack, F. E. & Morrow, D. F. (1997). Diversity in the helping professions: Working with Gay and Lesbian clients. Guest lecture at Asheville-Buncombe Technical Community College Social Services Program. Asheville, NC.
- Tack, F. E. (1996). Diversity in the helping professions: Working with Gay and Lesbian clients. Guest lecture at Asheville-Buncombe Technical Community College Social Services Program. Asheville, NC.
- Tack, F. E., Moon, L., & Bean, A. (1995). Multicultural issues in counseling. Poster presentation at North Carolina Counseling Association Annual Conference, Raleigh, NC. Presentation won first place.
- Tack, F. E. (1995). Analog research design in human services. Presentation at Western Carolina University Graduate Research Symposium. Cullowhee, NC.

HONORS AND AWARDS

Recipient, 2016 Art of Prevention Award - Addiction Professionals of North Carolina

Recipient, 2015 Eyes on You Award – Central Piedmont Community College

Recipient, 2013 Advising Excellence Award - Central Piedmont Community College

Recipient, 2013 Return to Industry Program - Central Piedmont Community College

Recipient, 1994-1995 Graduate Study Grant - Western Carolina University

Recipient, 1994 Leadership Training Fellowship - North Carolina Counseling Association

Member, Chi Sigma Iota - International honor society for the counseling profession

Member, Phi Kappa Phi - National honor society for superior scholarship for all academic disciplines

Member, Pi Gamma Mu - International honor society for social sciences

Member, Tau Upsilon Alpha – National honor society for human services

PROFESSIONAL SERVICE

Board Member – Center for Prevention Services Board of Directors (2014 - 2017)

Board Member – McLeod Institute Advisory Board, University of North Carolina at Charlotte (2005 – 2010; 2012-2017)

Board Member – Pfeiffer University (Charlotte Campus) Substance Abuse Advisory Board (2014 – 2017)

Board Member - Mecklenburg County Health Department’s Tobacco-Free Behavioral Health Advisory Board (2017)

Board Member – Cengage Learning Counseling & Social Work Advisory Board (2016 – present)

Board Member – Cengage Learning Technology Advisory Board (2016 – present)

Board Member – Collegiate Recovery Community Advisory Board, Central Piedmont Community College (2015 – 2017)

College Committees – served on numerous committees at Central Piedmont Community College, including Drug Free College, Institutional Effectiveness, Critical Core Initiative, Safe Zone, Bookstore and Cultural Awareness committees (2010-2017)

LICENSES, CERTIFICATIONS & PROFESSIONAL MEMBERSHIPS

Advanced Alcohol & Drug Abuse Counselor #17-332; renewal 9-30-19 (WVCBAPP)

Certified Clinical Supervisor #17-332 S; renewal 9-30-19 (WVCBAPP)

Licensed Clinical Addictions Specialist #675; renewal 1-1-19 (NCSAPPB)

Certified Clinical Supervisor #338; renewal 7-1-19 (NCSAPPB)

Licensed Professional Counselor #2763; renewal 6-30-18 (NCBLPC)

National Certified Counselor #43981; renewal 9-30-21 (NBCC)

Member – NAADAC: The Association for Addiction Professionals

Member – West Virginia Association of Alcoholism and Drug Abuse Counselors (WVAADAC)