

DR. CALEB STEPHENS

LMSW, LMAC, LBSW

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- PROFESSIONAL SUMMARY -

Passionate and dedicated inclusion and engagement professional with extensive experience in creating and implementing programs and initiatives to promote diversity and equity. Strong communicator and collaborator with a deep understanding of student needs and concerns. Proven ability to engage students, faculty, and staff in meaningful conversations and initiatives to promote a supportive and inclusive campus culture.

Possesses exceptional knowledge of human behavior and performance, mental processes, and social work, and of research methods, techniques, and sources. Demonstrated ability to work collaboratively and improve behavior performance results and productivity, with the aptitude to effectively handle elevated levels of stress, emotionality, and ambiguity. Committed to staying current with the latest industry research findings.

Areas of expertise include:

Human Behavior in The Social Environment - Diagnosis; Kansas Client Placement Criteria (KCPC); Intersectionality; Social Work; Code of Ethics; Project Management; Data Analysis; Stakeholder Management; Diversity, Equity, and Inclusion (DEI); Program Development; Electronic Medical Records (EMRs); Electronic Health Records (EHRs); Budget Management; Change Management; Abnormal Psychology; Advanced Cognitive Science; Advanced Positive Psychology; Adverse Childhood Experiences (ACE); Applied Behavior Analysis; Evaluation & Diagnosis; Assessment with the use of DSM V; Development of Protocols & Assessment Tools; Employee Resource Groups (ERGs); Experimental Psychology; Forensic Psychology; History & Systems of Psychology; Human Diversity & Social Justice; Interpersonal Awareness; Multicultural issues; Research Measurement; Sensation & Perception; Social Welfare Policy & Programs; Statistical Package for the Social Sciences (SPSS); Study of the Family; Technical Documentation of Procedures; Test Administrator Conduct; Theories of Personality; Training & Facilitation.

- EDUCATION, LICENSURE & TRAINING -

EDUCATION

<i>Doctorate in Performance Studies: Activism as Performance – The University of Kansas</i>	2021
<i>Master of Social Welfare – The University of Kansas</i>	2014
<i>Bachelor of Science in Social Work – Bethel College</i>	2011

PROFESSIONAL LICENSURE

Kansas Behavioral Science Regulatory Board (BSRB):

- *Licensed Master of Social Work (LMSW)*
- *Licensed Master Addictions Counselor (LMAC)*
- *Licensed Baccalaureate Social Worker (LBSW)*

PROFESSIONAL TRAINING

- *Intersectionality*
- *Intrapersonal Conflict Resolution*
- *CPR, AED & First Aid*
- *Parent–Child Interaction Therapy*
- *Trauma Systems Therapy (TST)*
- *Parent Management Training (PMT)*
- *Trauma–Informed Care*
- *Verbal De–escalation*
- *Addictions & KCPC Trained (Substance Abuse Assessment)*

PUBLICATIONS & SPEAKING ENGAGEMENTS

Keynote Speaker: *Black Mental Health, Intentional Vulnerability, and Community*. Big 12 Conference. 2023; Kansas State University, Kansas.

Written dissertation: Stephens, C. (2021, November 26). *Eat, Protest, Lift: Cultivating and Performing Positive Black Self-Imagery in Resistance to White Supremacy*. Retrieved from University of Kansas ProQuest Dissertations Publishing. (28719296)

Dissertation film: Stephens, C. (Speaker). (2021). *Eat, Protest, Lift: Cultivating and Performing Positive Black Self-Imagery in Resistance to White Supremacy* [Film]. Retrieved from <https://app.frame.io/reviews/f37ce028-9c4d-4edb-bef4-febff368964f/be55779c-ade2-497c-ada4-54e84a14fee1>

Interview: Leigh, C. (Interviewer), & Stephens, C. (Interviewee). (2017). Validating Post-Election Grief: 15 Ways Black Women and Femmes Can Practice Self-Care. Retrieved from Simone Digital: <http://simonedigital.com/validating-post-election-grief-ways-black-women-andfemmes-can-practice-self-care>

- PROFESSIONAL EXPERIENCE -

RELEVANT EXPERIENCE

IdentiFight – Owner & Clinician

05/2014 – present

- Providing individual, family, and group therapy to clients, using a variety of evidence-based therapeutic approaches.
- Assessing clients' needs, strengths, and challenges, and developing individualized treatment plans to address their specific goals.
- Maintaining accurate and up-to-date records of clients' progress, including progress notes, treatment plans, and discharge summaries.
- Collaborating with interdisciplinary teams, including other medical professionals, educators, and community organizations, to provide comprehensive care and support to clients.
- Engaging in ongoing professional development activities to stay up to date with the latest clinical research and best practices in the field.
- Providing crisis intervention and emergency services to clients, including after-hours and weekend coverage, as needed.
- Conducting psycho-social assessments and making recommendations for appropriate interventions and referrals.
- Facilitating support groups and educational programs for clients, families, and communities.
- Providing community-based services, such as home visits and outreach efforts, to ensure that clients have access to needed services and resources.

Hall & Associates – Clinician

01/2015 – 03/2022

- Conducted comprehensive assessments to diagnose mental health disorders and develop treatment plans.
- Administered and interpreted tests and assessments, such as IQ tests, personality tests, and depression scales.
- Developed and implemented mental health programs and services, such as support groups or educational workshops, and participated in program planning and administration.
- Provided individual, family, and group therapy to patients with a range of mental health conditions, using evidence-based practices.
- Collaborated with interdisciplinary teams such as other medical professionals and attorneys, to provide comprehensive and coordinated care for patients while also providing clinical supervision to other social work professionals and students.

- Maintained accurate and up-to-date patient EHRs and EMRs, documenting progress and treatment plans, and communicating with other members of the care team.
- Educated patients and their families about mental health conditions, treatments, and available resources, and providing support in navigating the healthcare system.
- Advocated for patients' needs and rights and working to ensure that their voices are heard in the healthcare system.
- Adhered to ethical guidelines, maintaining patient confidentiality, and ensuring that patients are treated with respect and dignity with the ability to work toward, and be sensitive to culturally competent practices.
- Maintained adherence to ethical and legal standards set by the National Association of Social Workers (NASW) or the National Association of Alcohol and Drug Abuse Counselors (NAADAC).
- Maintained good standing with the BSRB and sustain licensures through continuing education and fulfilling any other licensing requirements and kept up to date with the latest research and developments in mental health, and incorporated evidence-based practices into patient care.

University of Kansas – Public Speaking as Performance, Instructor

08/2017 – 04/2021

- Planned and organized assigned courses including syllabus preparation according to a standardized syllabus guide, textbook acquisition, media/technology needs and equipment requests, and maintaining the course web-based learning management system.
- Delivered lectures to undergraduate and graduate students and taught four to five 3-credit courses per year, on topics such as ancient history, postwar civilizations, and the history of third-world countries.
- Planned, evaluated, and revised curricula, course content, course materials, and methods of instruction; initiated, facilitated, and moderated classroom discussions.
- Provided six credit hours of capstone instruction toward students attaining program objectives academically equivalent to a dissertation; served on Doctor of Social Work program (DSW) student capstone committees.
- Oversaw adherence to all Council on Social Work Education and University of Kansas Office of Graduate Studies policies related to doctoral exams and doctoral committee structure.
- Administered exams and assignments including grading of assignments and reporting of course grades to the Office of the University Registrar.
- Conducted research in a particular field of knowledge and published findings in professional journals, books, or electronic media.
- Served as professional mentor to students and maintained regularly scheduled office hours to advise and assist students.
- Reviewed DSW applications for admission, mentored adjunct faculty, and participated in curriculum development when appropriate.
- Served on elected and appointed committees and participated in faculty and school business meetings.

Professional Treatment Services – Addictions Counselor

08/2014 – 12/2015

- Conducted thorough assessments of clients to determine the nature and extent of their addiction and other underlying behavioral, emotional, and mental health issues; developed individualized treatment plans for patients struggling with addiction to drugs, alcohol, and other behavioral disorders.
- Maintained accurate and confidential records of patient treatment progress, including treatment plans, progress notes, and other documentation required by state and federal regulations, and ensured compliance with industry standards.
- Conducted individual and group therapy sessions using evidence-based modalities such as cognitive-behavioral therapy, motivational interviewing, and relapse prevention, to help patients overcome addiction and maintain long-term recovery.
- Collaborated with other healthcare professionals and community resources to provide comprehensive care for patients.
- Educated clients and their families on addiction, its impact on physical and mental health, and effective strategies to prevent relapse and promote long-term recovery.
- Developed comprehensive treatment plans and interventions based on individual needs, goals, and preferences to support clients' recovery.

- Monitored clients' progress throughout the treatment process, identified barriers to recovery, and made necessary adjustments to treatment plans as required.
- Provided crisis intervention and support to clients and their families in times of need, offering guidance and resources as appropriate.
- Participated in ongoing professional development to stay up to date with new research, techniques, and best practices in addiction counseling.
- Maintained professional boundaries and ethical standards in all aspects of work, ensuring clients' confidentiality and privacy are respected.

KVC Behavioral Health – Intensive In-Home Specialist

07/2014 – 08/2015

- Assisted in the organization's continued goal of accessing community resources to build a child welfare system, such as mental health providers, housing, and financial assistance programs, that address families' needs and improve their quality of life while prioritizing safety, security, and family focus.
- Conducted thorough assessments of families to identify their strengths, needs, and goals, and developed individualized treatment plans using a strengths-based approach to assist clients in developing goals and objectives, and address identified issues.
- Educated families on effective communication and problem-solving skills, parenting strategies, and stress-management techniques to enhance their coping skills and resilience.
- Provided intensive, short-term, in-home counseling services to children and families in crisis to stabilize and improve their emotional and mental well-being ensuring continued success following reintegration or adoption.
- Implemented evidence-based therapeutic interventions, such as cognitive-behavioral therapy and family systems therapy, to improve family functioning and resolve conflicts.
- Maintained accurate and confidential records of family progress, including treatment plans, progress notes, and other documentation required by state and federal regulations.
- Collaborated with other healthcare professionals and community resources to provide coordinated and comprehensive care to families.
- Provided crisis intervention and support to families in times of need, offering guidance and resources as appropriate.
- Demonstrated superior organization and time management skills, while also participating in ongoing professional development to stay up to date with new research, techniques, and best practices in family counseling.
- Maintained professional boundaries and ethical standards in all aspects of work, ensuring families' confidentiality and privacy are respected.
- Testified in court hearings and provided written updates to cases with court supervision.

TFI Family Services – Case Manager

06/2011 – 07/2014

- Initiated prompt, face-to-face responses to screened-in reports of alleged child maltreatment and conducted assessments that identified and addressed safety concerns by immediately developing and implementing safety plans.
- Completed genograms to locate available family support network then conducted diligent search efforts to find the child/family when unable to make contact.
- Partnered with child(ren) and parents in the development and utilization of the Family Functioning Agreement, Action Plan, and Family Plan to achieve desired individual and family-level outcomes.
- Collaborated with community partners to create systems of support for children and families.
- Ensured that frequency and quality of visits with children, fathers, mothers, and caretakers, are sufficient to ensure safety, permanency, and well-being.
- Identified the physical, educational, and mental/behavioral health needs of children, parents, and foster parents and ensures identified needs were effectively addressed.
- Ensured foster care placements and/or living situations are stable and in the best interests of the child(ren) and were consistent with achieving established permanency goal(s); Made concerted efforts to achieve

permanency for children promptly and consistent with regulations contained in the Adoptions and Safe Families Act.

- Ensured siblings in foster care were placed together unless a separation was necessary to meet one of the siblings' needs.
- Maintained child's connections to his or her neighborhood, community, faith, extended family, tribe, school, and friends.
- Promoted, supported, and otherwise maintained a positive and nurturing relationship between the child(ren) in care and their biological parents/caretakers by encouraging and facilitating activities and interactions beyond visitation.
- Implemented Solution Based Casework (SBC), and documented case management activities within periods established by policy.
- Embraced ongoing learning and professional development opportunities.

INTERNSHIPS

Douglas County Jail – Master's Practicum

06/2013 – 07/2014

- Recruiters like to see the arc of your career. Make sure your resume conveys how your responsibilities have increased from one stop to the next.
- Provided individual and group counseling services to inmates, addressing issues such as substance abuse, mental health, and family problems.
- Developed and implemented programs and activities to address the social, emotional, and behavioral needs of inmates, such as substance abuse treatment, anger management, and life skills training.
- Collaborated with jail staff, community agencies, and outside resources to provide comprehensive services to inmates, including case management, health care, and vocational training.
- Assessed the needs of inmates, developed individualized treatment plans, and monitored progress towards goal attainment.
- Maintained accurate and confidential records of all services provided to inmates, including progress notes and discharge summaries.
- Participated in interdisciplinary team meetings to coordinate care and collaborate with other service providers, such as medical and mental health professionals.
- Facilitated support groups and educational classes for inmates on topics such as coping skills, stress management, and addiction recovery.
- Provided crisis intervention and emergency counseling services as needed and collaborated with security staff to ensure the safety and well-being of inmates and staff.
- Keep abreast of current best practices and research in social work and criminal justice and recommended improvements to programs and services as needed.

- TECHNICAL SKILLS -

Zoom, Learning Management System (LMS) – Blackboard, Microsoft Office Suite including Outlook, Word, Power Point, Excel, and Teams.