

Curriculum Vitae

Harry Hunter, Jr., PhD, MBA, MSW

Senior Lecturer

USC Suzanne Dworak-Peck School of Social Work

University of Southern California

Virtual Academic Center

harryhun@usc.edu

www.usc.edu/socialwork

ACADEMIC PREPARATION

PhD in Psychology, Harold Abel School of Psychology, Capella University, Minneapolis, MN

Concentration: Industrial/Organizational Psychology

Research: The title of this study was *Best Practices for Workplace Depression Screening*. This research identified and consolidated the best practices that companies have developed in organizational settings to deal with depression screening in the workplace. This research used the generic qualitative inquiry approach.

Master of Social Work, University of Michigan-Ann Arbor, Ann Arbor, MI

Master of Business Administration, Lawrence Technological University, Southfield, MI

Concentration: Human Resources

Bachelor of Arts, Armstrong State University, Savannah, GA

Major: Social Work

Associate in Science, Armstrong State University, Savannah, GA

Major: Mental Health Work

ACADEMIC EXPERIENCE

2012-Present

Senior Lecturer (2015 to present)/Adjunct Lecturer, University of Southern California

USC Suzanne Dworak-Peck School of Social Work, Virtual Academic Center (VAC)

I'm a Senior Lecturer of social work with the Virtual Academic Center, where I teach in both the Master of Social Work and Doctor of Social Work programs. I teach the following courses: Policy and Practice in Social Service Organizations (534), Advanced Social Policy (535), Leadership in the Social Work Profession and Organizations: Theory and Practice (611), Social Work and Business Settings (672), Policy and Advocacy in

Professional Social Work (536), Managing Diversity in a Global Context (681),); and Managing Innovation and Change (704). I also served as the lead VAC faculty member for Policy and Practice in Social Service Organizations (534). In this role, I coordinated the teaching responsibilities for approximately 15 clinical and adjunct faculty members.

2010-2011

Adjunct Faculty, Wayne State University, School of Social Work, Detroit, MI

Part-time faculty member teaching graduate course Social Work 7660: Human Behavior in the Social Environment to MSW students and online Social Work 3110: Diversity, Oppression and Social Justice too undergraduate BSW students in the Human Behavior in the Social Environment sequences.

Winter 2011

Adjunct Faculty, University of Detroit Mercy, College of Liberal Arts, Detroit, MI

Part-time faculty member teaching undergraduate students online on Sociology 2450: Conflict Management.

1989-1999

Adjunct Faculty, University of Detroit Mercy, School of Education and Health Service, Detroit, MI.

Part-time faculty member teaching undergraduate and graduate students on Managed Behavioral Healthcare, and Employee Assistance Programs.

PRIVATE PRACTICE

March 1, 2014-Present

Psychotherapist, St. John Providence Health System, Eastwood Clinics, 30701 Woodward Ave, Suite 200, Royal Oak, MI.

I work in private practice with Eastwood Clinics providing outpatient treatment services to mental health and substance abuse adult clients.

January 2, 1980 to December 31, 1985

Psychotherapist, Woodland Hills Center, Troy, MI.

I worked in private practice with Harvey Halberstadt, M.D. I provided individual, group, and didactic treatment services to both mental health and substance abuse adult patients.

January 2010 to December 2010

Outpatient Therapist, Advanced Counseling Services, Southfield, MI

Lead an eight-week anger management group therapy program for men and women 18 years and older, who have difficulty in their lives dealing with or controlling anger.

ADMINISTRATIVE APPOINTMENTS

State Office Administrator

Employee Service Program/Office of the State Employer

Lansing, MI

August 22, 1999-March 8, 2013

Administrative Duties:

As administrator of the Employee Service Program, I was responsible for planning, organizing, and directing employee assistance and traumatic incident stress management services, which provided professional and confidential assessments of personal and work problems affecting the work performance of state government employees.

Responsibilities also included oversight of clinical supervisor, professional staff, and support staff with regard to managed care for mental health and substance abuse; the program's financial rate and budget development, statewide customer service; policy and procedure development and monitoring; contract management; and information technology application.

During Fiscal Year 2000-2001, I also managed the State of Michigan Health Screening Division (HSD). The HSD was committed to promoting a healthier workforce and retiree group through early detection of potential health problems and increased awareness of lifestyle impact on health and well-being. Responsibilities included management oversight of staffing that included the operations manager, medical director, nursing supervisor, registered nurses, and support staff. I was responsible for HSD budget development and management, statewide customer service, policy and procedure development and monitoring, contract management, and information technology application.

Clinical Duties:

I provided individual employees with face-to-face and/or telephonic assistance in short-term problem resolution, assisted them in developing plans of action, provided pre-counseling assistance if necessary, made referrals for mental health or substance abuse treatment services, and/or made referrals to local community resources.

I also was administrator of the State of Michigan Statewide Critical Incident Stress Management Program. In addition, I provided group defusing or debriefing sessions designed to validate and normalize acute stress reactions and accelerate recovery. I am

certified in the following critical incident stress management services: basic, advanced, and individual crisis.

For Management/Work Unit consultations, I provided consultations on some of the most common work-related problems, such as organizational change, job stress, dealing with difficult people, and conflicts with colleagues. In the area of educational sessions, I developed and presented sessions designed to provide employees and managers with information, support, and resources to reduce stress, deal with depression, cope with change and transitions, and improve their overall mental health. Specific topics that I developed and presented included the following: Take Charge by Managing Your Stress, Handling Difficult Employee Behaviors, Working Beyond Conflict, Coping with Change, The Value of Mental Health Anonymous Screenings, Work/Life Balance, and Best Practices for Workplace Depression Screening.

In addition, I am an expert on workplace depression screening. I completed my doctoral dissertation on best practices for workplace depression screening. I worked with State of Michigan leadership to secure funding for a confidential, anonymous, self-assessment tool to help employees and family members to identify mental health conditions such as depression, alcohol abuse, posttraumatic stress disorder, anxiety, eating disorders, and adolescent depression.

I also led the implementation of an online systematic stress management program that teaches employees how to cope more effectively with stress. The program was designed to prevent and minimize stress-related difficulties. I also helped to develop and implement an online information and resources to assist employees in managing the demands of work and personal life. Topics included family, child care, elder care, physical fitness/wellness, mental fitness, financial services, domestic violence, and legal services.

Administrator and Chief Operating Officer

Harbor Oaks Hospital

New Baltimore, MI

July 27, 1998-August 1, 1999

Harbor Oaks Hospital is a 64-bed psychiatric hospital, located in New Baltimore, MI. The hospital serves adults, adolescents, and children with acute emotional psychiatric problems. It provides inpatient, partial/day, dual diagnosis, substance abuse detoxification, and intensive outpatient treatment programs. As chief operating officer, my responsibilities included fiscal management of a hospital that generates approximately \$15 million per year. Staff under my direct supervision included the medical director, assistant administrator/ director of nursing, director of marketing, director of support services, human resources coordinator, and director of the business office.

Other duties included management of an employee workforce of 109, serving as chair of key hospital committees, holding monthly meetings with department heads, and monitoring and complying with city and state license requirements. I also ensured that the hospital departments met JCAHO accreditation standards; managed existing contracts with managed care insurance companies; handled contract negotiations; developed standards of performance; evaluated performance; initiated and/or made recommendations for personnel actions; and ensured the efficient, economic, and quality performance of health care services.

Director of Behavioral Medicine

Health Alliance Plan

Southfield, MI

September 6, 1994-June 30, 1998

The Health Alliance Plan Coordinated Behavioral Health Management (CBHM) provides managed behavioral health services to 530,000 HAP members, including such groups as Ford Motor Company, Chrysler Corporation, and General Motors Corporation. CBHM provides round-the-clock behavioral medicine services through an extensive provider network throughout southeastern Michigan; Flint; and Toledo, Ohio. As director, my responsibilities included fiscal management of a \$1,339,949 yearly budget; utilization and quality management programs; round-the-clock telephonic triage services; case management; planning and sponsoring network providers' orientation and training sessions; responding to member and provider grievances; new business development/contracts; benefit interpretation; working knowledge of HMO, PPO, and POS products; management of existing contracts and capitation reimbursement, employer/EAP contacts, EAP services; responsibility for the CBHM department meeting National Council on Quality Assurance accreditation standards; and completion of the Greater Detroit Area Health Council request for information surveys. Human resource management responsibilities included staff recruitment and hiring, employee training and development, performance management and review, coaching, staff supervision, and disciplinary actions.

Executive Director

Intake, Assessment and Referral Center, Inc.

Flint, MI

August 17, 1993-September 5, 1994

The Intake, Assessment and Referral Center, Inc. (IARC) is the designated central diagnostic and referral agency for Genesee County (Pop. 424,000) and is a non-profit corporation 501© (3). It is licensed by the State of Michigan Department of Community Health, Center for Substance Abuse Services, and is regulated by the Genesee County Commission on Substance Abuse Services. IARC provides preauthorization for indigent and Medicaid clients, case management/monitoring, and follow-up services.

As executive director, my responsibilities included fiscal management of a \$600,000 yearly budget, monthly updates at the board of directors' meetings, monitoring of and compliance with state and county funding requirements, compliance with state license requirements, organizational planning, input to strategic planning, marketing, agency representative to community and government officials, and fund raising. Human resource management responsibilities included performance management and review, coaching, disciplinary actions, staff supervision, staff recruitment and hiring, employee training and development, salary administration, benefits administration, employee safety and health, and other services.

Group Vice President

Eastwood Clinics of the St. John's Health Care Corporation
Detroit, MI
January 1, 1990-May 15, 1993

I was hired as a therapist with Eastwood Clinics in 1981. During this time, I provided inpatient, outpatient, and day treatment services to chemically dependent adult clients and their immediate family members. I was promoted to assistant director of the Inpatient Substance Abuse Program at Doctors Hospital in 1983 and then promoted again to regional director in 1984. In 1990, I was appointed group vice president in charge of hospital-based management contracts at Detroit Osteopathic Hospital, Detroit Riverview Hospital, Redford Community Hospital, Brent General Hospital, and Botsford General Hospital.

I also had direct administrative responsibility for the Eastwood Clinics halfway houses for men, Conner Houses I and II, and the Older Adult Intensive Outpatient Chemical Dependence Treatment Program. Responsibilities included overseeing the Eastwood Clinics budget for these programs (approximately \$2 million per year), hospital contract compliance, contact person with hospital executives, compliance with JCAHO accreditation and state license standards, input in strategic planning and development, grant writing, marketing program to EAPs and insurance company representatives. Human resources management responsibilities included staff recruitment, staff training and development, employee training and development, performance management and review, coaching, staff supervision, and disciplinary actions.

Inpatient Clinical Director

Harbor Light Salvation Army Substance Abuse Treatment Program
Detroit, MI
September 7, 1976 to January 1, 1980

I was hired as a social work student intern with the Salvation Army Harbor Light Center in 1976. During this time, I served on the Utilization Review Committee, developed policies and procedures, grant writing and conducted substance abuse research. I later was promoted to the position of Clinical Director for the Inpatient Substance Abuse Treatment Program. This program served adult men and women who were homeless and

mandated by the courts to participate in a one-year program that consisted of: substance abuse counseling, vocational rehabilitation, housing, social services, onsite GED classes and alcohol and drug abuse monitoring.

HONORS

- Volunteer of the Month, Council on Accreditation (January 2013).
<http://coanet.org/volunteers/volunteer-profiles/>
- Spirit of Detroit Award presented on June 15, 1983, by the City Council of Detroit, Michigan, in “Recognition of exceptional achievement, outstanding leadership, and dedication to improving the quality of life.”
- Certificate of Tribute from Michigan Governor Jennifer Granholm for “his outstanding contributions in conjunction with the 2007 State Employees Charitable Campaign.”
- Who’s Who Among Students in American Universities & Colleges. In “recognition of outstanding merit and accomplishment as a student at Armstrong State University, 1974-75.”

GRANTS DEVELOPED AND AWARDED

The Detroit Women’s/Children’s Alcoholism Project for the Salvation Army Harbor Light Center in January 1979. The annual yearly award was \$319,338 from the Detroit Health Department.

Eastwood Clinics/Older Adult Day Treatment Chemical Dependency Program in October 1986. The annual yearly award was \$85,000 from the Detroit Health Department.

CONFERENCE PRESENTATIONS

- Michigan Department of Corrections, “Take Charge by Managing Your Stress,” presented in 2003.
- Eastern Michigan University, School of Social Work Faculty, “Providing Evidence-Based Practices in Working with Substance-Abusing Women and Their Children Who Are Vulnerable and Living in Poverty,” presented on February 15, 2013
- United Auto Workers, 2015 Civil and Human Rights Conference, “Working Beyond Conflict” workshop.

COMMUNITY INVOLVEMENT

- **Citizens' District Council:** A resident of Detroit's historic Brush Park community, Hunter served a three-year elected term starting on April 8, 2014 as a representative on the Citizen's District Council, which functioned as a planning advisory board for designated urban renewal areas in the city.
- 2002-Present
Team leader for the Council on Accreditation, New York, NY, for the EAP Accreditation Program. The team leader manages and coordinates all site visit activities for his/her assigned team. The team leader is ultimately responsible for the team's performance and ensures that the team functions in accordance with the Peer Reviewer Code of Conduct. The team leader is responsible for providing each organization with an objective, professional, and quality review of their programs and services.
- *Who's Who in Black Detroit* (3rd ed.) for 2009. The *Who's Who* publications recognize African American men and women who have made their mark in their specific occupations or professions, or in service to others in the community.
- 1981-2009
Board of Directors, National Council on Alcoholism and Other Dependencies of the Greater Detroit Area. I have served as board treasurer.
- 1996-1998
Board member for BABES (Beginning Alcohol and Addictions Basic Education Studies), an agency that provides substance abuse prevention services for children.
- 1995-1998
Michigan Department of Community Health. Advisory Board for Substance Abuse Services.
- 1996-1998
Oakland County Department of Public Health. Advisory Board for Substance Abuse Services.

PUBLISHED MANUSCRIPTS

Hunter, H. (2011). EAPs and primary care physicians. *EA Report Brown Bagger*, 14(12), 1-3.
Retrieved from <http://www.oehc.uchc.edu/EAP/BrownBags/Dec2011brownbagger.pdf>

Hunter, H. (2014). What is effective leadership? *Journal of Employee Assistance*, 44(4), 14-15, 28.

LICENSE

MSW-Clinical and Macro license-MI