

## Curriculum Vitae

**Harry Hunter, Jr., PhD, MBA, LMSW**  
 Clinical Assistant Professor  
**USC Suzanne Dworak-Peck School of Social Work**  
 University of Southern California  
 Virtual Academic Center  
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### 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. Qualitative interview study.

**Master of Social Work (MSW)**, University of Michigan-Ann Arbor, MI  
 Concentrations: Social Policy & Evaluation, and Community Organization

**Master of Business Administration (MBA)**, Lawrence Technological University,  
 Southfield, MI  
 Concentration: Human Resources

**Bachelor of Arts (BA)**, Georgia Southern University (Armstrong Campus),  
 Savannah, GA  
 Major: Social Work

**Associate in Science (AS)**, Georgia Southern University (Armstrong Campus),  
 Savannah, GA  
 Major: Mental Health Work

### POST DOCTORAL TRAINING

*L'E'cole Pratique de Service Social (EPSS)-2018*  
*Paris Summer School of Social Work*  
 Paris, France

*National Anger Management Association-2017*  
 Certified Anger Management Specialist –III  
 Chicago, Illinois

**USC SUZANNE DWORAK-PECK  
SCHOOL OF SOCIAL WORK  
ACADEMIC EXPERIENCE**

August 16, 2018-Present

**Clinical Assistant Professor**

**University of Southern California**

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

I teach the following courses: Strategic Innovations for the Grand Challenges (704), Leading & Managing Large Complex Systems (706), Managing Diversity in a Global Context (681), Social Work & Business Settings (672), and Policy & Advocacy in Professional Social Work (536).

August 15, 2015-August 15, 2018

**Senior Lecturer**

**University of Southern California**

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

I taught 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 Strategic Innovations for the Grand Challenges (704).

August 15, 2012-August 15, 2015

**Adjunct Lecturer**

**University of Southern California**

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

I taught 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 Managing Diversity in a Global Context (681).

**COMMITTEES AND LEADERSHIP SERVICE:**

- **DSW Curriculum Group (DCG).** I am a faculty member on the DSW Curriculum Group (DCG). The DSW program updated its governance structure in the 2019-2020 academic year to form the DSW Curricular Group. The DCG exists concomitantly with the Curriculum Council (CC) for the MSW program, maintaining a liaison relationship with the CC. The DCG adjusted the DSW curricular framework in several major ways that will begin in the fall of 2020. First, the program structure has been changed to require between seven (7) and nine (9) semesters for completion. Nine semesters (3 years) is the expected standard track; however, the program can be completed in as few as seven (7) semesters. Second, the capstone project will now be decoupled from specific courses and become a culminating activity in the curricular sequence.

- **DSW students' Qualifying Assessment committee** for Residency One, Spring April 9-10, 2020. As a member of the committee, I graded the oral defenses of fifteen (15) students for Cohort 9.
- **DSW Lead Instructors' Monthly Meetings.** I have met monthly with DSW lead instructors since the fall of 2017.
- **Faculty APR Subcommittee.** On November 15, 2019, I reviewed and scored the annual performance reviews of seven (7) faculty members.
- **COBI Fellowship Program:** In 2017, I served as the faculty member for the Department of Social Innovation & Change's COBI Fellowship Program. I was the faculty mentor for four (4) MSW students. We met for eight (8) Saturday sessions.
- **Lead Instructor.** I have been the lead instructor for the DSW course Strategic Innovations for the Grand Challenges (704) since the fall of 2017.
- **Lead Instructor.** I have been the lead instructor for the MSW course Social Work Practice in Workplace Settings (652) since August 16, 2018.
- **Lead VAC Instructor.** I have been the lead instructor for the MSW course Managing Diversity in a Global Context (681) since the spring of 2015.
- **Lead Instructor.** I was the lead instructor for the MSW course Policy and Practice in Social Service Organizations (534) from August 15, 2014, to August 15, 2016.
- **Council on Accreditation (COA), New York, NY: Volunteer professional site reviewer for COA,** which accredits social and human service agencies. **In 2020 and 2021, I participated in the following accreditation reviews of child , youth & family services agencies on the following dates:** January 27 through 28, 2020, in St. Louis, MO; May 25 through 27, 2021, in Lansing, MI; April 19 through 21, 2021 in Hampton, VA.

**Courses Taught: University of Southern California, *USC* Suzanne Dworak-Peck School of Social Work, Virtual Academic Center (VAC)**

**Spring, 2021**

- Policy & Advocacy in Professional Social Work (SOWK 536: Sections 67015, 67016, 67019, & 67020)
- Strategic Innovations for the Grand Challenges (DSW 704: Sections 67700 & 67702)

**Fall, 2020**

- Policy & Advocacy in Professional Social Work (SOWK 536: Sections 67024, 67025)
- Strategic Innovations for the Grand Challenges (DSW 704: Sections 67700 & 67702)
- Leading & Managing Large Complex Systems (DSW 706: Section 67706)

**Summer, 2020**

- Leading & Managing Large Complex Systems (DSW 706: Sections 67708 & 67709)

**Spring, 2020**

- Strategic Innovations for the Grand Challenges (DSW 704: Sections 67702 & 67703)
- Leading & Managing Large Complex Systems (DSW 706: Sections 67708 & 67709)

**Fall, 2019**

- Policy & Advocacy in Professional Social Work (SOWK 536: Sections 67046, 67047, 67048 & 67049)
- Strategic Innovations for the Grand Challenges (DSW 704: Sections 67702 & 67703)

**Summer, 2019**

- Strategic Innovations for the Grand Challenges (DSW 704: Section 67701)

**Spring, 2019**

- Policy & Advocacy in Professional Social Work (SOWK 536: Sections 67026 & 67027)
- Strategic Innovations for the Grand Challenges (DSW 704: Section 67702)
- Leading & Managing Large Complex Systems (DSW 706: Section 67711)

**Fall, 2018**

- Policy & Advocacy in Professional Social Work (SOWK 536: Sections, 67086 & 67087)
- Social Work & Business Settings) SOWK 672: Sections 67255 & 67256)
- Strategic Innovations for the Grand Challenges (DSW 704: Section 67704)

**Summer, 2018**

- Policy & Advocacy in Professional Social Work (SOWK 536: Sections, 67038 & 67039)

**Spring, 2018**

- Policy & Advocacy in Professional Social Work (SOWK 536: Sections, 67036 & 67037)
- Strategic Innovations for the Grand Challenges (DSW 704: Sections 67702 and 67703)

**Fall, 2017**

- Policy & Advocacy in Professional Social Work (SOWK 536: Sections, 67083 & 67084)
- Social Work & Business Settings (SOWK 672: Section 67452)
- Managing Diversity in a Global Context (SOWK 681: Section 67600)
- Strategic Innovations for the Grand Challenges (DSW 704: Section 67702)

**Summer, 2017**

- Policy & Advocacy in Professional Social Work (SOWK 536: Sections: 67036 & 67037)
- Social Work & Business Settings (SOWK 672: Section 67401)
- Managing Diversity in a Global Context (SOWK 681: Section 67537)
- Managing Innovation & Change (DSW 704: Section 67564)
- Spring 2017
- Policy & Advocacy in Professional Social Work (SOWK 536: Sections: 67028, 67029, 67042, & 67043)
- Social Work & Business Settings (SOWK 672: Section 67390)
- Managing Diversity in a Global Context (SOWK 681: Section 67555).

**Spring, 2017**

- Policy & Advocacy in Professional Social Work (SOWK 536: Sections: 67028, 67029, 67042, & 67043)
- Social Work & Business Settings (SOWK 672: Section 67390)
- Managing Diversity in a Global Context (SOWK 681: 67555)

**Fall, 2016**

- Policy & Advocacy in Professional Social Work (SOWK 536: Sections 67094, 67095, 67096, & 67097)
- Social Work & Business Settings (SOWK 672: Section 67473)
- Managing Diversity in a Global Context (SOWK 681: Section 67632)

**Summer, 2016**

- Policy & Practice in Social Service Organizations (SOWK 534: Sections 67030, 67031, 67050, & 67051)
- Social Work & Business Settings (SOWK 672: Section 67471)
- Managing Diversity in a Global Context (SOWK 681: Section 67615)

**Fall, 2015**

- Policy & Practice in Social Service Organizations (SOWK 534: Sections 67040, & 67041)
- Social Welfare (SOWK 535: Sections 67268, & 67269)
- Social Work & Business Settings (SOWK 672: Section 67522)
- Managing Diversity in a Global Context (SOWK 681: Section 67665)

**Summer, 2015**

- Policy & Practice in Social Service Organizations (SOWK 534: Sections 67054, & 67055)
- Social Welfare (SOWK 535: Sections 67194, & 67196)
- Social Work & Business Settings (SOWK 672: Section 67460)
- Managing Diversity in a Global Context (SOWK 681: Section 67603)

**Spring, 2015**

- Social Welfare (SOWK 535: Sections 67264, 67265, 67278, & 67279)
- Social Work & Business Settings (SOWK 672: Section 67484)
- Managing Diversity in a Global Context (SOWK 681: Section 67651)

**Fall, 2014**

- Policy & Practice in Social Service Organizations (SOWK 534: Sections 67158 , 67159, 67044 & 67045)
- Social Welfare (SOWK 535: Section 67329)
- Social Work & Business Settings (SOWK 672: Section 67528)

**Summer, 2014**

- Social Welfare (SOWK 535: Sections 67330, & 67331)
- Leadership in the Social Work Profession & Organizations (SOWK 611: Sections 67578, 67579, 67586, & 67587)
- Social Work & Business Settings (SOWK 672: Section 67528)

**Summer, 2014**

- Social Welfare (SOWK 535: Sections 67238, & 67239)
- Leadership in the Social Work Profession & Organizations (SOWK 611: Sections 67564, 67565, & 67569)

**Fall, 2013**

- Social Welfare (SOWK 535: Sections 67304, & 67305)
- Leadership in the Social Work Profession & Organizations (SOWK 611: Sections 67542, 67543, 67544, & 67545)

**Summer, 2013**

- Policy & Practice in Social Service Organizations (SOWK 534: Sections 67148 & 67149, 67044 & 67045)
- Social Welfare (SOWK 535: Section 67235 & 67236)
- Leadership in the Social Work Profession & Organizations (SOWK 611: Sections 67428 & 67429)

**Spring, 2013**

- Policy & Practice in Social Service Organizations (SOWK 534: Sections 67146 & 67147, 67050 & 67051)

### **Fall, 2012**

- Policy & Practice in Social Service Organizations (SOWK 534: Sections 67358 & 67359, 67362 & 67363)

### **Summer, 2012**

- Social Welfare (SOWK 535: Sections 67538 & 67539)

### **Fall, 2012**

- Policy & Practice in Social Service Organizations (SOWK 534: Sections 67726 & 67727)

2010-2011

**Adjunct Professor**, Wayne State University, School of Social Work, Detroit, MI  
Adjunct 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 to undergraduate BSW students in the Human Behavior in the Social Environment sequences.

Winter 2011

**Adjunct Professor**, University of Detroit Mercy, College of Liberal Arts, Detroit, MI  
Adjunct faculty member teaching undergraduate students online on Sociology 2450: Conflict Management.

1989-1999

**Adjunct Professor**, University of Detroit Mercy, School of Education and Health Service, Detroit, MI.  
Adjunct faculty member teaching undergraduate and graduate students on Managed Behavioral Healthcare, and Employee Assistance Programs.

### **OTHER PROFESSIONAL ACTIVITIES**

- August 31, 2011, elected as a **Member of the Society for Industrial and Organizational Psychology**
- 2019-present: Editorial Board, **Journal of Workplace Behavioral Health**
- 2021-present: Consulting Editor, **Social Work-A journal of the National Association of Social Workers**

### **PRIVATE PRACTICE**

March 1, 2014-March 31, 2019

**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 mental health outpatient treatment services to 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 clients.

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/State of Michigan

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.

## **INVITED PRESENTATIONS**

- L’E’cole Pratique de Service Social (EPSS), Paris, France, “Social Isolation of Older Adults” on July 20, 2018
- Wayne State University, School of Social Work, “Best Practices for Workplace Depression Screening workshop on December 7, 2016
- University of Michigan, Faculty & Staff Assistance Program, “Moving beyond Conflict” (faculty & staff workshop on February 22, 2016).

- United Auto Workers, 2015 Civil and Human Rights Conference, “Working beyond Conflict” workshop.
- 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” (faculty workshop on February 15, 2013).
- Michigan Department of Corrections, “Take Charge by Managing Your Stress,” presented in 2003.

## COMMUNITY INVOLVEMENT

- **Citizens’ District Council:** A resident of Detroit’s historic Brush Park community, I 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* (3<sup>rd</sup> 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, *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.

## PUBLICATIONS

Hunter, H., O'Leary, V., Denes, S., & Ginn, L.D. (2020). More than meals: An international innovative social impact project for France. *Health & Social Work*, 45(1), 59-61.

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

Hunter, H. (2011). EAPs and primary care physicians. *EA Report Brown Bagger*, 14(12), 1-3.

## **LICENSE**

MSW-Clinical and Macro license-MI