



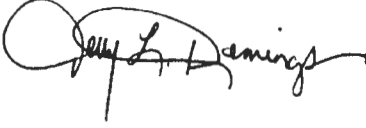
ORANGE COUNTY MAYOR

Jerry L. Demings

P.O. BOX 1393, 201 SOUTH ROSALIND AVENUE, ORLANDO, FL 32802-1393
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August 22, 2019

TO: Board of County Commissioners

FROM: Mayor Jerry L. Demings 

SUBJECT: Managerial Appointment
CONSENT AGENDA ITEM SEPTEMBER 10, 2019

It is my pleasure to appoint Dr. Thomas Hall as director of the Office for a Drug Free Community Division in the Health Services Department.

Dr. Hall comes to us from the University of Central Florida (UCF), where he was the associate director of Substance Use Disorders Prevention Services. In this position, he developed and implemented best practices related to health and wellbeing. Additionally, he managed substance use prevention, treatment, and recovery services for a UCF population of over 60,000 students. He provided leadership over university-wide substance use policies and community substance abuse prevention initiatives. Dr. Hall has been an active member of the Orange County Drug Free Coalition since 2004, served on the Heroin Advisory Task Force Education Subcommittee, and currently chairs the One Voice Underage Drinking Implementation Committee and the Higher Education Coalition Committee.

Dr. Hall received his doctorate in sociology in 2016 from UCF. In his new role, Dr. Hall will oversee all operations of the division, including our important initiatives related to the opioid epidemic.

Dr Hall's appointment will be effective September 23, 2019, at an annual salary of \$108,000. His resume is attached for your review.

ACTION REQUESTED: Confirmation of the Mayor's managerial appointment of Dr. Thomas Hall as Director, Office for a Drug Free Community Division, Health Services Department.

Attachment

cc: Byron W. Brooks, AICP, County Administrator
Danny Banks, Deputy County Administrator, County Administrator's Office
Yolanda G. Martinez, EdPhD., PhD., Director, Health Services Department

Thomas Virgil Hall

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1945 Crystal Downs Court
Oviedo, FL 32865

Office (407) 823-0869

E-mail: thomas.hall@ucf.edu

PROFESSIONAL SKILLS

- Program Administration
- Budget Development & Management
- Program Development
- Program Evaluation
- Research Methodology
- Networking/Consulting
- Mediation/Conflict Management
- Treatment of Mental Health & Addictions

EDUCATION

Ph.D. - Sociology (2016)

University of Central Florida, Orlando,

Emphasis: Research Methodology

Dissertation: Social & Behavioral Harms Associated with Alcohol Use

Research Focus: Campus Health & Wellness

M.S.W. - Social Work (1993)

Florida State University, Tallahassee, FL

Emphasis: Hospital Social Work

B.S. - Social Work (1992)

Saint Leo College, Saint Leo, FL

PROFESSIONAL CERTIFICATION

Licensed Clinical Social Worker-License number SW 4209 (1995)

RESEARCH INTERESTS

- Adolescent substance abuse prevention and treatment
- Health & Wellbeing
- Stigma associated with recovery
- Research Design
- Medical Sociology
- Medication Assisted Treatment (MAT)
- The effect of manipulating alcohol expectancies
- Permissive attitudes about substance use
- Co-Occurring substance use & mental health disorders

EMPLOYMENT (*Higher Education Administration*) _____

Associate Director, Substance Use Disorders Prevention Services 2004-Present University of Central Florida Orlando, FL
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Administration:

- Develop & implement best practices related to health and wellbeing.
- Manage substance use prevention, treatment, & recovery services for UCF population of over 60,000 students.
- Provide leadership for university-wide substance use related policies and campus/community substance use prevention initiatives.
- Oversee budget for program staffing and operational expenditures.
- Lead campus/community Substance Use Disorders Advisory Group.
- Responsible for compliance with licensing requirements to be recognized as a substance abuse treatment provider in the state of Florida.
- Responsible for compliance with the Accreditation Association of Ambulatory Health Care standards for Behavioral Health.

Clinical

- Provide clinical supervision for Licensed Clinical Registered Interns.
- Provide therapy for students who present with co-occurring substance abuse and mental health diagnoses.
- Provide clinical supervision for all program staff.

Campus Collaboration:

- Partnership with UCF Title IX Coordinator: Strategies to prevent sexual assault.
- Partnership UCF Police Department: Training for officers to administer Narcan—an antidote for opiate overdoses.
- Partnership with UCF Fraternity and Sorority Life department: Develop new risk management initiatives.
- Student Health Services department: Train primary care providers to screen new patients for alcohol use disorders.
- Partnership with Housing and Residence Life department: Ask-Listen-Act, training RAs to recognize signs of substance abuse, and sexual violence.
- Partnership with Housing and Residence Life department: Host weekly after-hours substance-free options in campus residential communities.
- Partnership with First Year Experience (FYE) department: Develop substance-free activities for first year students enrolled in the summer semester.
- Partnership with First Year Experience (FYE) department: Infusion of Opiate, Stimulant & Benzodiazepine abuse prevention curriculum into selected academic courses.

Community Collaboration:

- Orange County Mayor's Office: Partnered to create the Underage Drinking Task Force and the Heroin Task Force. Over 2 million dollars in state and federal grants were awarded to support sustainable alcohol abuse prevention programming in Orange County Florida.
- Co-chair of the Underage Drinking Task Force Implementation Committee.
- Co-chair of the Heroin Task Force Prevention Education Implementation Committee.
- Member of the Orange County Drug-Free Coalition Board of Directors.

Director	Healthy Campus Coalition Florida Southern College Lakeland, FL	2000-2004
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Administration:

- Directed substance abuse prevention and treatment programs and services.
- Provided leadership for campus-wide alcohol use related policies and campus health promotion initiatives.
- Director of Housing & Residence Life.
- Director of Fraternity & Sorority Life.

Clinical:

- Provided substance abuse and mental health counseling.

Campus & Community Collaboration:

- Partnered with the Recreation and Wellness Center to develop the Healthy Campus Coalition.
- Partnered with Florida colleges and universities to promote best practices for substance abuse prevention.
- Developed a campus/community responsible hospitality initiative.
- Co-authored higher education section of the white paper, *Florida CAN- Changing Alcohol Norms*, at the request of the Florida Office of Drug Control.
- Partnered with the U.S. Department of Education Higher Education Center to implement underage drinking prevention best practices in the state of Florida.
- Selected to the Leadership Lakeland class of 2004. Partnered with community leaders to promote health and wellness initiatives.
- Board member of Friends Together – a nonprofit HIV prevention and advocacy organization.

EMPLOYMENT (Hospital Based)

Social Worker	Oncology Psychosocial Specialist Lakeland Regional Medical Center Lakeland, FL	1998-2000
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Administration:

- Developed and managed Arts in Medicine program and emotional support services for oncology patients and clinical providers.

Clinical:

- Provided psychotherapy for terminally ill patients and their families.
- Provided emotional support to oncology unit physicians and nurses.
- Initiated pet therapy and arts in medicine program.

Community Collaboration:

- Board member of the local American Cancer Society.
- Board member of the Early Childhood Learning Center.

Coordinator	IOP Substance Abuse Treatment Winter Haven Hospital Winter Haven, FL	1996-1998
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Administration:

- Directed Substance Abuse Intensive Outpatient Treatment Program.

Clinical:

- Provided intensive outpatient treatment services for nurses mandated by the Intervention Project for Nurses (IPN).
- Provided intensive outpatient treatment services for patients mandated by Federal Probation, and employee assistance programs.
- Provided marriage and family therapy.
- Provided mental health therapy for adolescents.

Coordinator	Inpatient Adolescent Hospital Program Lakeland Regional Medical Center Lakeland, FL	1993-1996
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Administration:

- Directed inpatient hospital program.
 - o Supervision of professional staff.
- Director of the Bethany Center – a support group for bereaved children.
- Community spokesperson for adolescent inpatient mental health treatment program.

Clinical:

- Individual and Group Psychotherapist
- Member of the Critical Incident Stress Debriefing Team (CISD) – a team of first responders who debriefed individuals exposed to a workplace injury, death, and natural disaster.
- Provided play therapy for children 4-7 years old.

Community Collaboration:

- The Junior League of Greater Lakeland – funding agency for the Bethany Center.

CONCURRENT EMPLOYMENT (*Consultation*) _____

Administrative

- 2014-16 Evaluator for the SAMHSA Drug Free Communities Grant awarded to Orange County Fl.
- 2012-16 Coordinator for the Department of Children and Families Partnership for Success Grant awarded to Orange County Florida.

CONCURRENT EMPLOYMENT (*Instruction*) _____

Adjunct Faculty	College of Education University of Central Florida Orlando, FL	2010-12
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Instruction- Undergraduate courses

- *"Introduction to Peer Education- Drugs, Sex & 3 Credit Hours"* Required class to become a Health Promotion Peer Educator.

Adjunct Faculty	School of Social Work University of Central Florida Orlando, FL	2010-12
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Instruction- Graduate courses

- *"Interventions with Substance Abusers"* Exploration of Substance Abuse Treatment theories, intervention techniques and support group dynamics.
- *"Theories and Techniques of Group Therapy"*- Group work theories, interventions and techniques applied to persons with emotional, social and psychological problems.

Adjunct Faculty	College of Education Webster University Lakeland, FL	1999-2004
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Instruction- Graduate courses

- *"Theories and Techniques of Group Therapy"*- Group work theories, interventions and techniques applied to persons with emotional, social and psychological problems.
- *"Marriage and Family Therapy"*- Theories, interventions and techniques applied to the dynamics of Marriage and Family Therapy.
- *"Conjoint Counseling"*- Theories, interventions and techniques applied to the dynamics of counseling couples.
- *"Family Systems Theory"*- Exploration of theories related to Structural and Strategic Family therapy.

HONORS AND RECOGNITION

Recipient of SAMHSA tech-based challenge to prevent high-risk drinking among college students (2013).

U.S. Department of Education Model Program designation for Exemplary Alcohol Prevention Programs Targeting College Students (2010).

Outside the Classroom Prevention Excellence Award, Highest Honors for the University of Central Florida (2008).

Florida Council on Compulsive Gambling-Monsignor Dunne Education Award (2007).

Webster University Outstanding Counseling Faculty Award (2005)

Who's Who Award for the prevention of under-age alcohol use in the state of Florida (2004).

LEADERSHIP

National

Appointed to the Drug Enforcement Office (DEA) workgroup on emerging issue in drug use prevention among college students (2017 to present).

American College Health Association (ACHA) representative to the Coalition of Higher Education Associations for Substance Abuse Prevention (2016-2018).

Appointed to the American College Health Association (ACHA) Population Level health data warehouse subcommittee (2017 to present).

American College Personnel Association (ACPA), Directorate Chair of the Commission for Alcohol and other Drug Issues (2006-2010).

State

Chair of the Florida Higher Education Alliance for Substance Abuse Prevention (2008-2010).

Member of the Florida Higher Education Alliance for Substance Abuse Prevention (2003-2011)

Community

Orange County Heroin Prevention Taskforce (2015 to present).

Co-chair of the Orange County One Voice Underage Drinking Task Force Implementation Committee (2009 to present).

Co-coordinator of the Orange County Underage Drinking Task Force (2008-2009).

Chair of the Higher Education Committee for the Orange Drug-Free Coalition (2006 to present).

Board member of the Orange County Drug-Free Coalition (2005 to present).

Board member of Friends Together-HIV Education and Advocacy (2005-2013).

Campus

Co-Chair Health Promotion Committee (2012-14).

Co-Chair of the Smoke-Free UCF Initiative (2010-13).

Chair of the Alcohol Task Force (2010 to present).

Co-Chair of the Biennial Review Committee (2006-13).

Member of the Departmental Review Committee (2006-2009).

Member of the President's Game Day Task Force (2006-2008).

Member of the Institutional Review Board (2005-12).

Member of the President's Alcohol Use Policy Task Force (2005-06).

PUBLICATIONS

Book Chapters:

- Hall, Thomas (2019) "Marketing and Persuasion" in Anderson, David S. (2019) *Leadership in Drug and Alcohol Abuse Prevention: Insights from Long-Term Advocates*. New York: Routledge Publishers.
- Hall, Thomas (2019) "Sober Privilege - I'm Not Bad. I'm Drawn That Way. The Public Personal of Substance Use Disorders" in Anderson, David S. (2019) *Leadership in Drug and Alcohol Abuse Prevention: Insights from Long-Term Advocates*. New York: Routledge Publishers.
- Hall, T., & DeRicco, B. (2016). Substance Dependence and Recovery: Trading Stigma for Success. In D. Anderson (Ed.), *Wellness Issues for Higher Education: A Guide for Student Affairs and Higher Education Professionals*. New York, NY: Routledge/Taylor & Francis Group.
- Anderson, D & Hall, T. (2015). Prescription and Illicit Drug Use. In D. Anderson (Ed.), *Wellness Issues for Higher Education: A Guide for Student Affairs and Higher Education Professionals*. New York, NY: Routledge/Taylor & Francis Group.
- Hall, T. (2015). Alcohol Interventions: Disease Models vs. Harm Reduction. In J. Wright (Ed.), *"International Encyclopedia of Social and Behavioral Sciences"* (2nd ed.). Oxford, UK: Elsevier.
- Hall, T., & Hess, A. (2015). Thorstien Veblen (1857-1929). In J. Wright (Ed.), *"International Encyclopedia of Social and Behavioral Sciences"* (2nd ed.). Oxford, UK: Elsevier.

Refereed Journal Articles:

- Dunn, M. E., Fried-Somerstein, A., Flori, J. N., Hall, T. V., & Dvorak, R. D. (2019, April 22). Reducing Alcohol Use in Mandated College Students: A Comparison of a Brief Motivational Intervention (BMI) and the Expectancy Challenge Alcohol Literacy Curriculum (ECALC). *Experimental and Clinical Psychopharmacology*. Advance online publication. <http://dx.doi.org/10.1037/pha0000290>
- Neuberger, L., Hall, T., & Vaduva, A. (2015). "Smokers Are Still Going to Smoke": Formative Research for a Florida-Based, Smoke-Free Campus Campaign. *Florida Communication Journal*, 43(1), 9-28.
- Baird, A., Campanaro, C., Eisele, J., Hall, T., & Wright, J. (2014). 'How Can We Stay Sober?' Homeless Women's Experience in a Substance Abuse Treatment Center. *Society*, 51(4), 404-407.
- Dotson, K., Herring, D., Dietz, A., Shah, M., Hall, T., Bowers, C., ... & Dunn, M. (2014). The Expectancy Challenge Alcohol Literacy Curriculum (ECALC): Implementation of a Digital Translation with High School Students. In *Alcoholism-Clinical and Experimental Research* (Vol. 38, pp. 126A-126A). 111 River St., Hoboken 07030-5774, NJ USA: Wiley-Blackwell.
- Lawrence, Shawn, Hall, Thomas, Lancey, Pat. (2012). The Relationship between Alcohol Consumption, Tailgating and Negative Consequences. *Journal of Child & Adolescent Substance Abuse*, 21(3), 222-237.
- Alfonso, J., Hall, T., & Dunn, M.E. (2013). Feedback-based Alcohol Interventions for Mandated Students: An Effectiveness Study of Three Modalities. *Clinical Psychology & Psychotherapy*, 20(5), 411-423.
- Lawrence, Shawn, Abell, Eileen, Hall, Thomas. (2010). Protective Strategies and Alcohol use among College Students: Ethnic and Gender Differences. *Journal of Ethnicity and Substance Abuse*, 9(4), 284-300.

SELECTED PRESENTATIONS AND WORKSHOPS

Hall, T., Desprez, M., Koenick, R. (2019). "A Century of Prevention." Program Session Presented at the EverFi Annual Research Summit, June 10-13, Nashville, Tenn.

Hall, T., Izarry, M. (2019). "Orienting New Professionals to the Changing Landscape of ATOD prevention." Program session presented at the Annual Meeting of the American College Health Association, May 31-June 3, Denver, CO.

Hall, T., Timpf, K., Anderson, D. (2019). "Sober Privilege—How Bias Shapes Access to Treatment & Recovery Services on Campus." Program session presented at the NASPA Alcohol, Other Drug, and Violence Prevention Conference, January 16-18, Washington, D.C.

Walsh, A., Hall, T. (2017) "Collegiate Recovery in YOUR Community—Sustainable, Symbiotic Success." 8th National Collegiate Recovery Conference, July 11-13, Washington D.C.

Hall, T. (2017). "Do Survey Questions About Alcohol-Related Harms Miss the Mark? Program Session presented at the Georgia Summit on Alcohol & Other Drug Prevention and Interpersonal Violence, May 16-17, Athens, Georgia.

Timpf, K., Hall, T. (2017). "Breaking Up is Hard to Do: Why We Need a Paradigm Shift in the College Student Drinking Narrative." Program session presented at the NASPA Alcohol, Other Drug, and Violence Prevention Conference, January 19-21, Austin, Texas.

Hall, T. (April/May 2016) "Responsible Retailer Training." All Walgreen's Shift Leaders were required to attend half-day training program. Orlando, FL.

Hall, T. (June 2016). "Making the Case for a Campus AOD Czar: Implementing the ONDCP National Drug Control Strategy on Campus." Program Session Presented at the EverFi Annual Research Summit, June 16-17, Washington, D.C.

Hughes, C. E., Epstein, J. A., Hall, T., Ingraham, K. M., & Hughes, D. E. (2016). "Enhancing protective role-playing behaviors through avatar-based scenarios." 4th International Conference on Serious Games and Applications for Health (IEEE SeGAH), May 11-13, Orlando, FL.

Hall, T. (May 2015) "Screening, Brief Intervention and Referral to Treatment (SBIRT) - Training community organizations that work with 12-17 year olds (Boys & Girls Club staff, youth league coaches, pediatricians etc.) how to assess for alcohol abuse and refer to community alcohol prevention/intervention providers." Orlando FL.

Shah, M., Dietz, A., Dotson, K., Herring, D., Hall, T., Bowers, C., ... & Dunn, M. (June 2014). "Development of A Web-Based Parent Education Program to Reduce Risky and Underage Alcohol Use Among High School Students." Conference paper at the Research Society on Alcoholism, At Bellevue, WA.

Donley, A.M., Strickhouser, S.M., Hall, T., Kleinberger, J., & Newman, R. (April 2014). "Campus Climate Surveying at UCF with iPads and Random Sampling Techniques." Poster presentation at the Southern Sociological Society annual conference in Charlotte, NC.

Hall, T. (May 2013). "Implementation of the Expectancy Challenge Alcohol Literacy Curriculum." One day workshop presented to the Illinois Higher Education Center. Bloomington, IL.

Dunn, M.E., Hall, T., Dietz, A.R., Somerstein, A.B., & Schreiner, A.M. (April 2013). "The Expectancy Challenge Alcohol Literacy Curriculum (ECALC): An Effective Single Session Program to Reduce Risky Alcohol Use." Poster presented at the inaugural Building Healthy Academic Communities Summit in Columbus, Ohio.

Donley, A.M., Strickhouser, S.M., Hall, T., Kleinberger, (June 2013). "The Orange County Partnership for Success Grant: Current Findings and Future Initiatives." Poster presentation at the annual Office of Undergraduate Research's Summer Research Academy at the University of Central Florida.

Roberts, K., Hall, T. (May 2012). "Prehypertension in the College Student Population: A Review of the Literature and Presentation of a Novel Multidisciplinary Program for the Treatment of Prehypertension." Program session presented at the Annual Meeting of the American College Health Association. Chicago, IL.

Hall, T., Dunn, M. (May 2011). "The Digital Generation: Leveraging Technology to Reduce High-Risk Drinking." Two-day workshop presented to the Illinois Higher Education Center. Bloomington, IL.

Hall, T. (October 2008) CASA- Conference "How to Stop Wasting the Best and Brightest: Substance Abuse at America's Colleges and Universities." Panel member for: A Public Affair: The Role of Community, moderated by Mike Barnacle, Political Analyst MSNBC New York, NY.

Bong, M., Hall, T., Burkett, C. (September 2008). "Families, Community and Law Enforcement Working Together." Program session presented at the Annual Meeting of the Florida Statewide Prevention Conference. Orlando, FL.

Hall, T., Rayco, H. (June 2008). "War on I-4: Florida's Approach to Tackling High-Risk Drinking on Campus." Program session presented at the Annual Meeting of the American College Health Association. Orlando, FL.

Lancey, P., Hall, T. (May 2008). "Data Driven Planning and Action-Linking Assessment and Strategic Planning for Promoting Healthy Behavior." Program session presented at the Annual Meeting of the Association for Institutional Research. Seattle, WA.

DeRicco, B, Hall, T., (March 2008). "Professional Development Needs of Prevention Professionals." Program session presented at Annual Meeting of the National Association of Student Personnel Administrators. Boston, MA.

Lucey, R., DeRicco, B., Hall, T. (February 2008). National Dissemination Meeting on Model Programs. Two-day workshop sponsored by the U.S. Department of Education's Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevention. Dallas, TX.

Hall, T., Lancey, P. (January 2008). "Linking Assessment and Strategic Planning to REAL Action." Poster session presented at the National Association of Student Personnel Administrators Meeting on Alcohol. Tampa, FL.

Dunn, M., Hall, T. (January 2008). "Greater Access to Proven Strategies- A Service Delivery Research Project." Program presented at the National Association of Student Personnel Administrators Meeting on Mental Health. Tampa, FL.

Hall, T., Siva, J., DeBenedittis, P. (January 2008). "Collegiate Alcohol Literacy Curriculum- An Evidence-Based Educational Intervention." Program presented at the National Association of Student Personnel Administrators Meeting on Alcohol. Tampa, FL.

Burkett, C., Bong, M., Hall, T. (August 2007). "Project Graduation- A Collaborative Approach to Addressing Underage Drinking." Program presented at the National Center for Underage Drinking Enforcement 9th Annual National Leadership Conference. Orlando, FL.

Hall, T. (May 2007). "College Students and Gambling: What We Know and What We Need to Do." Program presented at the Florida Council on Compulsive Gambling Annual Meeting. Orlando, FL.

Alfonso, J.A., Hall, T., Dunn, M. (February 2007). "Feedback Based Alcohol Interventions for Mandated Students: Comparing Individual, Group, and Electronic Formats." Poster session presented at the National Association of Student Personnel Administrators Meeting on Alcohol. Atlanta, GA.

GRANT FUNDING

SAMHSA, Tech-Based Challenge to Prevent High-Risk Drinking Among College Students (2013).

U.S. Department of Education, Models of Promising, Effective and Exemplary Prevention Programs (2010).

U.S. Department of Education, Collegiate Alcohol Literacy Curriculum (2008).

Florida Department of Children and Families, Statewide Core Survey Project (2008).

PROFESSIONAL AFFILIATIONS

American College Health Association (ACHA)

National Association of Student Personnel Administrators (NASPA)

American College Personnel Association (ACPA)

Association of Recovery in Higher Education (ARHE)

Southern College Health Association (SCHA)