

TIMOTHY B. CONLEY, Ph.D., L.C.S.W., C.A.S.Timothy.Conley@YU.edu

406-240-6617

EDUCATION

Ph.D., Social Work <i>Boston College, Chestnut Hill, Massachusetts</i>	2001
Masters of Social Work <i>Syracuse University, Syracuse, New York</i>	1987
Bachelor in Arts, Liberal Arts <i>Williams College, Williamstown, Massachusetts</i>	1985
Associate in Arts, Liberal Arts <i>Northern Essex Community College, Haverhill, Massachusetts</i>	1983
High School Equivalency Certificate (G.E.D.) <i>Northern Essex Community College, Haverhill, Massachusetts</i>	1981

LICENSES & CERTIFICATION

Licensed Clinical Social Worker (MT# 697-LCSW)

Certified Addiction Specialist (C.A.S.), American Academy of Health Care Providers in the Addictive Disorders (1993 to present)

ACADEMIC EXPERIENCEYeshiva University, Wurzweiler School of Social Work, NY, NY**Assistant Clinical Professor of Social Work** **2017-present**

Developing and teaching MSW, DSW and Ph.D. courses including Addiction I, II and II; Psychosocial Pathology; Trauma and Interpersonal Violence; History of Social Welfare Policy. Developed and embedded a Certified Alcohol and Drug Abuse Counselor (CASAC) program in the MSW program and received approval by NY State Office of Addiction Supports and Services (OASAS). Student advising. Interim Director (summer 2019) of Online program, member of administration team; content and technical specialist for online social work program innovation; in-house trainer for Canvas Learning Management System and Zoom. Member of Curriculum Committee and Advanced Standing Admissions committee. Researching external funding opportunities and grant possibilities; grant application development partner.

University of Montana, Missoula, Montana**Research Affiliate, Department of Sociology** **2014-2016**

Maintaining involvement with student centered and correctional system research.

Associate Professor with Tenure, School of Social Work **2003 to 2014**

Providing teaching, research and service for the School. Promotion to Associate Professor in 2007; received tenure in 2009; sabbatical fall of 2011. Recognized by Division of Student Affairs for generous support of students, activities and programs in 2004 and 2005. Developed State approved Licensed Addiction Counselor training program (and affiliated practicum sites) in the School of Social Work for BSW and MSW students. Developed and taught School's first fully on-line course: Addictions Practice, graduate level. Secured > 500k (collectively) in external program evaluation research grants, contracts and training program funding. My 2010, DUI survey report was featured in University's bi-annual publication: Research View.

Taught graduate courses: Social Work (SW) in the Field of Addictions (developed); SW with Individuals and Families; SW with Groups and Communities; Advanced Integrated Practice (developed); Foundation Research; Psychopathology; Practice with Couples and Families; Practicum Seminar I and II. Reviewing and participating on committees for 5-7 graduate level portfolio document and oral presentations yearly.

Taught undergraduate courses: Addiction Studies; Introduction to SW Practice; SW with Individuals and Families; Practicum Seminar. Faculty developer and field liaison to addiction and mental health practicum sites. Review of 3-5 undergraduate competency exams yearly. Annual voluntary reviewer of abstracts/judge for the UM Conference on Undergraduate Research (2008-2014) and the Graduate Student and Faculty Research Conference. Reviewer and faculty student sponsor for the National Conference on Undergraduate Research 2010.

Committee work includes: University Research and Creativity 2008-2012; Technology Advisory;

Program Evaluation/Assessment; BSW and MSW Program committees; MSW Admissions; ad-hoc committees for specific task such as internships and scholarship applications.

Salem State College, Salem, Massachusetts

2002

Adjunct Professor, Graduate School of Social Work

Teaching Social Work Research (SWK707) for Spring 2002.

Endicott College, Beverly, Massachusetts

2001-2003

Adjunct Professor, Division of Arts and Sciences

Developed and implemented original new curriculum for undergraduate statistics courses fall and spring. Conducted senior seminar concurrent with 12 credit field placement for psychology and criminal justice students.

Northern Essex Community College, Haverhill, Massachusetts

1989-1992

Guest Instructor, Community Mental Health and Substance Abuse Counselor Training Program.

Continuing Education Trainer, New England

1990 - 2002

Created and conducted over a dozen new training seminars for professional Continuing Education Units (CEUs) for Social Workers, Nurses and Psychologists throughout New England.

FUNDED RESEARCH & CONTRACTS - UNIVERSITY OF MONTANA 2003-2015

(2013-2015) Department of Corrections, State of Montana. Evaluation of the implementation of federal grant for "SMART Probation: Reducing Prison Populations, Saving Money, and Creating Safer Communities." **\$50,000; \$12,500 ext.**

(2013) Fort Peck Tribes, DUI Court Program Evaluation Services. **\$3000** plus costs.

(2013) Youth and District Court Services, Supreme Court Administration, State of Montana. Providing quantitative analysis of Juvenile Court Assessment and Tracking System (JCATS) to examine "Outcomes of Community Service Sentencing." **\$25,000**

(2013) Montana 13th Judicial District, DUI Court Program Evaluation Services. **\$3000**

(2012) Montana 9th Judicial District, Drug Court Program Evaluation Services. **\$5200**

(2012) Elkhorn and Nexus methamphetamine dependence treatment programs. Collaboratively funded program evaluation consultation for two 'methamphetamine related crime' prison-alternative programs; renewed by contracted programs from 2009 without Department of Corrections sponsorship. **\$10,000**

(2011-2014) Butte Silver Bow DUI Court Program Evaluator, Butte Montana. Program evaluation services for federally funded DUI treatment court. **\$10,000/year (40k)**

(2010) Department of Corrections, Montana State Prison, Deer Lodge Montana. Stress, Manipulation Resistance and Ethics. Two-day training for infirmary, dental clinic, counseling and unit/case management staff. Sole developer/presenter. **\$5,200**

(2010) Youth and District Court Services, Supreme Court Administration, State of Montana. Providing quantitative and qualitative research and program evaluation methods to examine youth court participant risk level relative to level of service across districts. **\$25,000**

(2009) Youth and District Court Services, Supreme Court Administration, State of Montana. Providing quantitative and qualitative research and program evaluation methods to examine youth court residential treatment facility placements and to identify disparate practices and formulate policies addressing potential disparities. **\$25,000**

(2009) Department of Corrections: Elkhorn and Nexus programs (renewal). Collaboratively funded program evaluation consultation for two 'methamphetamine related crime' prison-alternative programs. **\$10,000**

(2008-2009) Department of Corrections, Parole and Probation, State of Montana. Developing a 16-hour on-line training module: Addictions III. Offering previously developed modules on addictions, mental illness, diversity and violent offender management strategies. Principal developer. **\$22,300**

(2008) Drug Court Services, Supreme Court Administration, State of Montana. Initiating and coordinating centralized program evaluation services for Montana's

- statewide system of 12 drug courts to establish descriptive and predictive statistical models. **\$27,971**
- (2007) Department of Corrections: Elkhorn and Nexus programs. Collaboratively funded program evaluation consultation for two 'methamphetamine related crime' prison-alternative programs. **\$10,000**
- (2008) Youth and District Court Services, Supreme Court Administration, State of Montana. Providing quantitative and qualitative research and program evaluation methods to examine youth court residential treatment facility placements and to identify disparate practices and formulate policies addressing potential disparities. **\$25,000**
- (2007-2008) Department of Corrections, Parole and Probation, State of Montana. Developing two, 16-hour on-line training modules: Addictions II and Mental illness II. Offering these and previously developed modules on addictions, mental illness, diversity and violent offender management strategies to probation department staff online statewide. Principal developer. **\$134,841**
- (2006-2007) Department of Corrections, Parole and Probation, State of Montana. Developing and conducting four, 16-hour on-line training modules: addictions, mental illness, diversity and violent offender management strategies. Providing training to probation department staff online statewide. Principal developer. **\$131,600**
Contract amended for additional training \$13,400
- (2005-2007) Department of Corrections, Community Corrections, State of Montana. Program evaluation research study predicting outcomes for pre-release center program participants, 5 sites statewide. Co-principal investigator. **\$83,433**
- (2006) Department of Labor and Industry, State of Montana. Designed and conducted an internet survey of private adolescent treatment programs statewide to help develop regulatory board policy. Principal investigator. **\$2,500**
- (2005-2006) Department of Public Health & Human Services, Addictive and Mental Disorders Division, State of Montana. Revision of the Assessment, Course and Treatment (ACT) Instructor Manual for persons convicted of OUI; statewide training of licensed OUI program counselors. Co-funded by Montana's Department of Transportation. Sole author/provider. **\$10,000**
- (2004-2005) Department of Public Health & Human Services, Addictive and Mental Disorders Division, State of Montana. Program evaluation research design for the Meth-Free Montana prevention program. Principal investigator. **\$5,000**

PEER REVIEWED PUBLICATIONS

- Matz, A., Conley, T., Johanneson, N. (2018). What do Supervision Officers do? Adult Probation/Parole Officer Workloads in a Rural Western State. *Journal of Crime and Justice*. Volume 41, 2018 - Issue 3.
<http://www.tandfonline.com/doi/full/10.1080/0735648X.2017.1386119>
- Warner, C., Conley, T., Murphy, R., (2017). An examination of short-term cognitive change among male inmates participating in Steps to Economic and Personal Success (STEPS). *Criminal Behaviour and Mental Health*. Published online in Wiley Online Library (wileyonlinelibrary.com) DOI: 10.1002/cbm.2053
- Conley, T. (2014). Driving under the influence. *Encyclopedia of Criminology and Criminal Justice*. Bruinsma, Gerben; Weisburd, David (Eds.) Volume II, 647-651. Springer publishing.
- Conley, T., Allen, H., Stoeckel, E., (2013). The development of a standardized drug court data system in the rural western state of Montana. *Journal of Social Work Practice in the Addictions* 13(2), 127-142.
- Conley, T., Hill, K., Church W., Stoeckel, E., Allen, H. (2011). Assessing probation and community corrections workers' attitudes toward sex offenders using the Community Attitudes Toward Sex Offenders (CATSO) scale in a rural state. *Journal of Sexual Addiction and Compulsivity*. 18(2), 75-86.
- Conley, T., Murphy, C., Ewan, M., & Stoeckel, E. (2010). Rural social workers' priorities for professional development: Using an exploratory survey as assessment. *Professional Development: The International Journal of Continuing Social Work Education*, 13(1).
- Conley, T. (2010). Quantified disparity. *Reflections: Narratives of Professional Healing* 16(4).

- Conley, T., & Stoeckel, E. (2008). Song-poetry as an expression of responding to and coping with addiction counselor stress. *Journal of Poetry Therapy*, 21(4), 237-245.
- Conley, T., Schantz, D., Aronson, S., & Shea, S. (2008). Exploratory factor analysis of the Index for Training Need's interest scale with practicing rural social workers. *Professional Development: The International Journal of Continuing Social Work Education*, (11)2, 6-12.
- Conley, T. (2008). The Big Book. *Encyclopedia of Substance Abuse Prevention, Treatment, and Recovery*. New York: Sage.
- Conley, T. (2008). The Twelve Steps. *Encyclopedia of Substance Abuse Prevention, Treatment, and Recovery*. New York: Sage.
- Conley, T., Schantz, D., Shea, S., & Vaillancourt, M. (2006). Meeting the addiction education and continuing training needs of rural master's level social workers: Workforce development through social work education. *Professional Development: The International Journal of Continuing Social Work Education*, 9(1), 24-34.
- Conley, T. (2006). Court ordered multiple offender drunk drivers: The validity and reliability of rapid assessment. *Journal of Social Work Practice in the Addictions*, 6(3), 37-51.
- Conley, T., & O'Hare, T. (2006). Factorial validity of the Alcohol Use Disorders Identification Test: Drunk drivers vs. college students. *Journal of Social Work Practice in the Addictions*, 6(3), 25-36.
- Conley, T. (2005). Evaluating rapid assessment instruments (RAIs) in a practice setting: Use of Receiver Operating Characteristics (ROC) analysis. *The Journal of Evidence Based Social Work*, 2(1/2), 137-154. Published simultaneously in: Hilarski, C. (ed.) (2005). *Addiction, assessment, and treatment with adolescents, adults, and families*. Binghamton, NY: Haworth Social Work Press.
- Conley, T. (2001). Construct Validity of the MAST and AUDIT with multiple offender drunk drivers. *Journal of Substance Abuse Treatment*, 20(4), 287-295.

BOOK REVIEWS

- Conley, T., & Smith, J. (2014). Review of the book: Straussner, S.L.A. (Ed.) *Clinical Work With Substance Abusing Clients*, (2014). (3rd ed.). New York, NY: Guilford. *Journal of Social Work Practice in the Addictions*, (2014) 14, Issue 4, 421-424.
- Guest reviewer, pre-publication proof copy, Abell, N., Springer, D.W., Kamata, A. (2009) *Developing and validating rapid assessment instruments*, Pocket Guides to Social Work Research Methods series, Oxford University Press, honorarium.
- Conley, T. (2006). Review of the book: Walsh, J. (2006). *Theories for direct social work practice*. Belmont, CA: Thomson, Brooks Cole Publishing. *Research on Social Work Practice*, 16(5), 544-545.
- Conley, T., & Schantz, D. (2006). Review of the book: Holcomb, Z.C. (2006). *SPSS Basics: Techniques for a first course in Statistics*. Glendale, CA: Pycszak Publishing. *Research on Social Work Practice*, 16(5), 547-548.

TECHNICAL REPORTS

- Conley, T., Lake S. (2017). Evaluation of the Elkhorn Treatment Center, a Boyd Andrew Community Services (BACS) Department of Corrections contracted program. Available from BACS, 60 S. Last Chance Gulch, Helena, MT 59601.
- Conley, T., Lake S. (2016). Evaluation of Nexus Treatment Center: A Community Counseling and Correctional Services (CCCS) Department of Corrections contracted program. Available from CCCS, 630 West Mercury St., Butte, MT 59701.
- Conley, T., Ware, J. (2016) Evaluation and Final Report, MT Co-occurring Capacity Building Project. Montana Children's Mental Health Bureau, 111 N Sanders, PO Box 4210. Helena, MT 59601-4210.
- Matz, A. K., Diallo, D., Coy, M., & Conley, T. (2016). Where does the time go? An examination of adult probation/parole officer workloads in Montana. Council of State Governments Justice Center, New York, NY. Montana Department of Corrections.
- Conley, T. (2015). Evaluation of Nexus Treatment Center: A Community Counseling and Correctional Services (CCCS) Department of Corrections contracted program. [Nexus Meth-treatment-program-eval-2015.pdf](#)

- Ware, J. E., Wenner, E., & Conley, T. B. (2014). State-wide, Multi-year Workforce Training Implementation Plan. Helena, MT: Department Public Health and Human Services. Children's Mental Health Bureau (CMHB).
- Conley, T., Cahill, P. (2013). Youth on Juvenile Probation in Montana Community Service and Recidivism, Calendar Year 2011: A Report Prepared for the Montana Supreme Court Office of the Court Administrator, p. 1-19.
See "UM Reports" at: http://courts.mt.gov/dcourt/yth_court/default.mcpX
- Conley, T., Spurzem, K., Evers, J. (2013). Evaluation of Montana's Residential Methamphetamine Treatment Programs: Elkhorn Treatment Center for Women Nexus Treatment Center for Men. On file with the Montana Department of Corrections and The University of Montana School of Social Work. January 9, 2013, p. 1-16.
- Spurzem, K., Conley, T., Shapiro, S., Hardy, S. (2011). To Drink is to Drive: Final Report to the Montana Legislature on Multiple Offender Drunk Drivers' Prevention Strategy Ideas. On file with University of Montana *and* online at:
www.cor.mt.gov/content/Issues/ToDrinkisToDrive.pdf
- Conley, T., Spurzem, K., Marsh, E. Hazlett J., (2011). Juvenile Offenders in Montana: risk level, probation status and recidivism, Fiscal Year 2009. State of Montana Supreme Court, Office of Court Administrator, p. 1-20. On file with OCA and University of Montana. See "UM Reports" at: http://courts.mt.gov/dcourt/yth_court/default.mcpX
- Conley, T., Shapiro, S., Spurzem, K., and Hardy, S. (2010) . Assessing Montana's multiple offender drunk drivers for prevention strategy ideas: Preliminary Report for the Law and Justice Interim Committee January 29th, 2010. On file with University of Montana and online at: www.cor.mt.gov/content/Issues/ToDrinkisToDrive.pdf
- Conley, T. (2010). Training for Ethics at Montana State Prison, Deer Lodge: A Final Written Summary Report (process analysis) of Assessment and Training Activities Provided To Montana State Prison Staff September 27-28, 2010, p.1-8. On file with Montana Department of Corrections.
- Conley, T. & Spurzem, K., (2010). Evaluation of Montana's Residential Methamphetamine Treatment Programs: Elkhorn Treatment Center for Women Nexus Treatment Center for Men. On file with the Montana Department of Corrections. June 15, 2010, p. 1-17.
- Conley, T., Dunlavey, M., Stoeckel, E., & Gallagher, M. (2009). Juveniles on probation in Montana: Assessing factors associated with the use of therapeutic treatment facilities, fiscal year 2008. State of Montana Supreme Court, Office of Court Administrator, p. 1-33. See "UM Reports" at: http://courts.mt.gov/dcourt/yth_court/default.mcpX
- Conley, T., Allen, H., & McGuire, K. (2009). Measuring the performance of Montana drug courts. State of Montana Supreme Court, Office of Court Administrator, p. 1-31.
http://courts.mt.gov/content/dcourt/yth_court/docs/fy-2007_report.pdf
- Balow, K., & Conley, T. (2008). A Report to the Montana Department of Corrections on Community Corrections Professionals' Attitudes Towards Sex Offenders. On file with the Montana Department of Corrections and The University of Montana School of Social Work. August 11, 2008, p. 1-14.
- Conley, T. (2008). Evaluation of Montana's Residential Methamphetamine Treatment Programs: Elkhorn Program for Women and Nexus Methamphetamine Treatment Center for Men. On file with the Montana Department of Corrections and The University of Montana School of Social Work. September 15, 2008, p. 1-15.
- Conley, T., Gallagher, M., & Evers, J. (2008). Assessing Factors Associated with the Use of Residential Treatment Facilities for Juveniles on Probation in Montana, Fiscal Year 2007. State of Montana Supreme Court, Office of Court Administrator, p. 1-23.
See "UM Evaluations" at: http://courts.mt.gov/dcourt/yth_court/default.mcpX
- Conley, T., and Evers, J. (2007). Racial Justice Pre-Test: Survey Results. Statistical report on file with the Missoula, MT, YWCA Racial Justice Task Force, p.1-7.
- Conley, T., & Schantz, D. (2006). Predicting and Reducing Recidivism: Factors Contributing to Recidivism in the State of Montana Pre-release Center Population and the Issue of Measurement: A report with recommendations for policy change. On file with the Montana Department of Corrections and The University of Montana School of Social Work. November 20, 2006, p. 1-20. Link to: [Predicting and Reducing Recidivism](#)
- Conley, T. (2006). Montana Board of Professional Alternative Adolescent Residential or Outdoor

Programs Membership Survey 2006. On file with the State of Montana Private Alternative Adolescent Residential or Outdoor Programs, Department of Labor and Industries, Business Standards Division. A methodologically sound internet based survey was constructed and sent to all programs on file with the Board. Dr. Conley reported the results to the PAARP executive board in person and results informed policy; Helena, MT June 15, 2006.

Conley, T. (2006). Findings from the NASW 2005 Membership Survey...or everything you always wanted to know about NASW, but were afraid to ask. *Montana News: The official Newsletter of the Montana Chapter National Association of Social Workers.*

ADDITIONAL PUBLICATIONS

Conley, T. (2001 to 2008). Electronic essay publications for the practice community previously posted at www.wellplace.com

- “The Distorted Face of Drunk Driving”
- “Pain Medication and Recovering Addicts”
- “The Addict as Scholar: Recovering Persons in College”
- “Alcoholism and Underlying Causes”
- “The story of the Moral”
- “Recovering Alcoholic, Stressful Winter Holiday”
- “Meetings Make Me Want to Drink”
- “Sexual Abuse and Recovery from Alcoholism”
- “The Summertime of Recovery”
- “Relapse” <http://www.wellplace.com/articles/relapse.asp>

PAPER, POSTER & TRAINING PRESENTATIONS

- Strausner, L.S., Conley, T. (2019). Opioids, Addiction Treatment, and the Impact on Children and Families Friday, Nov. 22, 2019. Yeshiva University Museum.
- Conley, T., Krause, D., Lamley, H. (2017) Montana’s Residential Methamphetamine Treatment Programs: 10 Years of Observations and Quantitative Outcomes. Montana Board of Crime Control Annual Prevention Conference, October 4-5, Helena Montana.
- Conley, T. (2017) What do Supervision Officers do? Adult Probation/Parole Officer Workloads in a Rural Western State 20th Annual American Association of Behavioral and Social Sciences (AABSS), Las Vegas, January, 2017.
- Conley, T. (2016). Song-Poetry as an Expression of Responding to and Coping with Addiction Counselor Stress. National Association of Alcohol and Drug Abuse Counselors (NAADAC). Minneapolis, MN. October, 2016.
- Matz, A., Diallo, D., Conley, T. (2015) An Examination of Probation/Parole Officer Workloads in Montana. Panel Presentation, American Society of Criminology annual conference. Washington D.C. November, 2015.
- Conley, T. (2014). Residential Methamphetamine Treatment Programs for Male and Female Offenders. Poster Presented at the Society for Social Work and Research annual conference. San Antonio TX, January 2014.
- Conley, T. (2013). “Addiction: It’s a mental illness beyond a reasonable doubt.” Invited presentation to Open Aid Alliance, Missoula, MT, (pro-bono work); 2 hour CE’s provided; May 23rd, 2013.
- Conley, T., Nauts, T., Rucks, M. (2013). The Co-Occurrence of Intimate Partner Violence and Substance Abuse. Professional and personal development series; training presented at the YWCA Pathways Shelter for domestic violence victims, Missoula, MT, 1-16-13.
- Franklin, K., Conley, T. (2012). LAC Online Education: Collaboration, Development and Preparedness. Oral presentation; Extended University Learning Institute (Xli). University of Montana, Missoula.
- Conley, T. (2011; 2010). “Addiction: It’s a mental illness beyond a reasonable doubt.” Invited presentation with honorarium for the Montana Law Enforcement Academy, Crisis Intervention Training (CIT), Saint Patrick’s Hospital and Health Center, Missoula, MT, October, 2010 and May/September, 2011.
- Conley, T. (2009). “Addictions in the Rural United States: The Case of Montana.” Guest lectures

- at Fordham University and Long Island University Schools of Social Work, NYC, April 2009.
- Conley, T. (2009). "The Culture of Alcohol in Rural Areas." Connecting Our Youth and community: Building Protective Factors for the Future Conference. Hamilton, MT. March 12, 2009. Conference presentation of student-developed material.
- Conley, T., & Allen, H. (2008). What We are Learning About Montana's Drug Courts. War Bonnet Inn, Butte, Montana, August 20-22, 2008.
- Conley, T. (2008). Ethnicity as a Predictor of Recidivism in Montana's Prerelease Centers. Intersecting Interests: Tribal Knowledge and Research Communities conference. University of Montana, April 16, 2008.
- Schantz, D., & Conley, T. (2007). Evidence based workforce assessment and training: A government-university continuing education partnership. Annual Program meeting of the Council on Social Work Education. San Francisco, CA, October 2007.
- Conley, T. (2006). Social work assessment of Substance Use Disorders for the non-specialist. A 1/2 day training presented at the Montana State Chapter of NASW Annual Conference. Fairmont Hot Springs, MT, April 8, 2006.
- Conley, T., & Ewan, M. (2006). NASW Survey 2005: Guide for the vitality and effectiveness of the Montana Chapter. Montana State Chapter of NASW Annual Conference. Fairmont Hot Springs, MT, April 8, 2006.
- Conley, T., & Schantz, D. (2006). Surveying Rural LCSWs Using the Index of Training Needs. Presented at the Society for Social Work and Research annual conference. San Antonio TX, January 2006.
- Conley, T., & Schantz, D. (2006). Meeting the Addiction Education and Training Needs of Rural Master's Level Social Workers. Presented at the Annual Program meeting of the Council on Social Work Education. Chicago, IL, February 2006.
- Conley, T. (2004). Membership Survey Results: A brief report to the Montana Association of Addiction Service Providers. Annual conference of the National Association of Alcohol and Drug Abuse Counselors. West Yellowstone, MT.
- Conley, T., & Schantz, D. (2004). Speaking Out on Addiction: Results of a statewide survey of LCSWs in Montana. Presented at the Annual Conference of the State Chapter of NASW. Helena, MT, November 13, 2004.
- Conley, T., & Mullaly, R. (2004). Role Challenges for EAP in Violence in the Workplace Cases. Training presented at The Summer Institute for Addiction and Prevention Studies, sponsored by The Mountain West Addiction Technology Transfer Center. Las Vegas, NV, July 2004.
- Conley, T. (2003). Establishing Optimal Cut Points for Rapid Assessment Instruments in a Practice Setting: Effective Use of Receiver Operating Characteristics. Poster presented at Society for Social Work and Research annual conference. Washington, D.C., January 2003.
- Conley, T. (2002). Factorial validity of the Alcohol Use Disorders Identification Test (AUDIT) with drunk drivers emergency room patients, and colleges students. Oral presentation at Society for Social Work and Research annual conference. San Diego, CA, January 2002.
- Conley, T. (2001). Construct validity of the MAST and AUDIT with multiple offender drunk drivers: Results of a preliminary analysis. Oral presentation at Society for Social Work and Research annual conference. Atlanta, GA, January 2001.
- Conley, T. (1999). SPSS: an overview for beginning and intermediate users. Presented at Boston College Graduate School of Social Work. Boston, MA, fall 1999 and 2000.
- Conley, T. (1991). Critical issues in treating the substance abuser: Existentialist philosophy and the 12 Steps of Alcoholics Anonymous. Drug and Alcohol Use Disorders Conference sponsored by the Massachusetts Medical Society.
- Conley, T. (1990). Issues in self disclosure: The recovering counselor in the treatment process. National Organization of Human Services Education Annual Conference.

TESTIMONY AND EXPERT WITNESS ACTIVITIES

- Conley, T. (2015). Measuring Treatment Programs – From Models to Evaluation. 1.25 hour training presented to the Children, Families, Health, and Human Services Interim Committee of the Montana State Legislature, November 19, 2015.
- Conley, T., Allen, S. (2015). Behavioral Health and Substance Use Programming: Background and best practices; Montana programs, capacities, and needs. Montana State Legislature Sentencing Commission, Helena, MT, November 17, 2015.

- Conley, T. (2012). Chair: Brainstorming a Montana Addiction Educator's Consortium. Public Meeting at Montana Department of Labor and Industry, Helena, MT February 16, 2012
- Conley T., & Shapiro, S., (2010). Law and Justice Interim Committee of the Montana State Legislature. Individual testimony concerning multiple offender drunk drivers in Montana.
- Conley, T. (2007). Law and Justice Interim Committee of the Montana State Legislature. Panel member testimony concerning management of the mentally ill and substance abusing offender in the Department of Corrections pre-release centers.
- Conley, T., & Schantz, D. (2007). Report to the Montana State Legislature Joint Committee on Corrections and Public Safety. Legislative testimony concerning our program evaluation research study predicting outcomes for pre-release center program. January 11, 2007.
- Conley, T., & Wilkinson, J. (2007). Montana Public Defenders Commission. Testimony concerning M.S.W. training and legal scope of practice in Montana. July 27, 2007.

CONTINUING EDUCATION

- Chestnut Health Systems Global Appraisal of Individual Needs (GAIN). Program Management and Evaluation Training (PMET). Coursework Certification, Online March, 2014
- The DWI Court Planning Initiative (DCPI) Training Programs Springfield, Missouri, September, 2013.
- National Drug Court Institute (2011). Rethinking Drug Court Responses to Client Behaviors: Incentives and Sanctions. Boston, MA. October, 2011

EDITORIAL BOARDS, INVITED GUEST REVIEWS, TASK FORCES AND MEMBERSHIPS

- President, Board of Directors, "Express to Speak", a new 501 c3 non-profit youth empowerment organization. 2016 to present
- Sorenson Impact Center, David Eccles School of Business, University of Utah. 2016 review of Social Innovation Fund Pay for Success RFP: Competition for Service Providers.
- American Evaluation Association; member 2014-2017.
- Member: American Academy of Health Care Providers in the Addictive Disorders (member since 1993). Served on task force reviewing standards, 2007-2009.
- Guest Reviewer: The Journal of Sexual Aggression July 2015 "Factors Impacting Attitudes Toward Sex Offenders: The Role of Conservatism and Knowledge."
- State of Montana's Comprehensive Highway Safety Plan (CHSP) Implementation Team for Emphasis Area #2: "to Reduce Statewide Alcohol- and Drug-Impaired Fatal and Incapacitating Injury Crashes" (2013-2014).
- Task Force: Management Information System task force, Montana Office of Court Administrator, Drug Court Program (2012).
- External tenure review for portfolio's, Indiana University Northwest, College of Health and Human Services (2011).
- Guest reviewer for article "Alcohol- and Drug-Involved Driving in the United States: Methodology for the 2007 National Roadside Survey" Evaluation Review, (2011).
- Review Board Member: Journal of Social Work Practice in the Addictions 2005 to present
- Member: Academy of Correctional Health Professionals 2008-2015.
- Public member: State of Montana LAC Board for ethics complaints 2009-2015.
- Guest reviewer for the article "Evaluation of alcohol and other drug use and the influence of social desirability: direct and camouflaged measures" European Journal of Psychological Assessment, 2009.
- Assistant Editor: Research on Social Work Practice, 2005-2008.
- Assistant Editor: Journal of Evidence Based Social Work: Advances in Practice, Programming, Research and Policy 2005 – 2008.
- Workshop: Building Partnerships in Rural Mental Health Workforce Development, a workshop in Phoenix, AZ (March 4-5, 2005).
- President, board of directors, Community Care underage substance abuse treatment program: 2004-2007.
- Board of Directors, Western Montana Addiction Services (Turning Point), 2004-2008; president of the board 2005-2008. Re-joined board as regular member, 2013 for one year.
- Task Force: Governor's methamphetamine task force, Billings, MT (Summer 2004; appointed)
- Task Force: Missoula County DUI task force, Missoula, MT (2004 – 2008).

Member: Society for Social Work and Research (**1998 to 2013; 2015**).

Member: Council on Social Work Education (**1998-2008**). Reviewer for 2007 APM submissions.

Member: National Association of Social Workers (**1987-2012**).

DIRECT SOCIAL WORK PRACTICE EXPERIENCE

Clinical and Research Consulting, PLLC, Missoula, MT

2012-2019

Partner in active corporation. Providing clinical services and professional social work supervision. Senior Researcher conducting social work program evaluation outcome studies. Focus included substance abuse, mental health and correctional treatment populations. Investigating evidence base practices in real world settings.

Contracts included:

- Butte Silverbow DUI Court; Providing funder-required model fidelity and program evaluation services to rural Montana treatment court, (**2010-present**). Collaborated on “Adult Drug Court Discretionary Grant Program” application from Bureau of Justice Assistance, secured \$311,000 for the next 3 year cycle.
- The Pacific Institute, Seattle WA. Contracted to research evidence for the efficacy of “Steps to Economic and Personal Success” (STEPS) implementation at Montana State prison; partnering with Montana State University, Department of Sociology. Also consulting on start-up of “The Indigenous Institute,” (**2014-2017**).
- Community Counseling and Correctional Services (CCCS), Butte, MT. Evaluation of Nexus Treatment Center: A Department of Corrections contracted nine-month residential chemical dependency treatment program, (**2016-2017**).
- Boyd Andrew Community Services, Helena, MT. Evaluation of Elkhorn, a Department of Corrections contracted nine-month residential chemical dependency treatment program, (**2017**).
- Clinical services arrangements with MT health insurance companies including Blue Cross and Blue Shield, Montana Co-Op, Pacific Source, Allegiance, First Choice, Medicaid and HELP.
- Montana State University (Department of Sociology and Anthropology), Contracted Services Agreement. Provide technical consulting on criminological research to Assistant level faculty, (**2015 and 2016**).
- Children’s Mental Health Bureau, State of Montana in partnership with the Chemical Dependency Bureau and 4 contracted agencies statewide. State Adolescent and Transitional Aged Youth Treatment Enhancement and Dissemination Implementation Cooperative Agreement, (SYT-I). Collaborated on RFP. Conducting program evaluation of a three year, \$760,000 per year implementation grant “Transitioning Youth at a Healthy Age,” (**2015-2016**).
- Children’s Mental Health Bureau, State of Montana; Western Montana Addiction services; and Intermountain, a child serving agency. These three interrelated contracts were for program evaluation of a three year, \$2.8-million-dollar Substance Abuse and Mental Health Services Administration, State Adolescent Treatment Enhancement and Dissemination (SAT-ED) grant: The Montana Co-occurring Capacity Building Project. Responsible for data collection, analysis, compliance reporting; management consulting, (**2013-2016**).
- Montana Department of Corrections, Missoula Assessment and Sanctions Center. Developing orientation and pre-treatment programming for population of 140, (**2016**).
- Fort Peck Tribal DUI Court; and 9th Judicial District Felony Drug Court. Providing funder-required model fidelity and program evaluation services to rural Montana’s treatment courts, (**2013-2015**).
- Consumer Direct Personal Care, LLC. “Recovering From Mental Illness” peer mentoring program. Conducting an evaluation/outcome study focusing on statistically predictive models of completion rates and recidivism, (**2014-2015**).
- Algoma University, Sault Ste. Marie, Ontario Canada. Providing advice and statistical consultation to assist Algoma University in evaluating the effectiveness and predictive

validity of the Algoma University Skills Assessment (AUSA) in measuring learning outcome achievement for numeracy, literacy, and academic skills, (2014).

- Consulting Clinical Supervisor** **2006-2019**
Missoula, Montana
Providing individual and group supervision to social workers and addiction counselors preparing for licensure in the state of Montana. Currently mentoring a junior colleague on an innovative non-profit start up Xpress to Speak, and adolescent services model.
- Full Time Self-Employed Clinical Social Work Practitioner (LCSW)** **1991-2003**
Danvers and Newburyport, Massachusetts
Providing individual and group psychotherapy to addicted and mentally ill clients. Functioned as a consulting clinical and social work field placement supervisor to a non-profit agency. Secured a three year contract with the U.S. Postal Service for EAP case management and provided services for up to 15 postal workers per week. Held a 6 year contract with ComPsych Inc. of Chicago to provide full EAP services to 5500 General Electric Aircraft Engine Division employees, Lynn, MA; drug free workplace coordinator.
- National Library of Addictions** **2001-2002**
Brookline, Massachusetts
Program Development Consultant. Supported development of a non-profit education and training library. Stimulated and coordinated growth of education and training programs for addiction treatment professionals and the community. Hired and supervised support staff.
- Optum Employee Assistance Programs (Formerly IHR)** **1991 -1996**
Baltimore, Maryland
New England Regional Coordinator. Administered complete Employee Assistance Programs to several accounts with employee populations exceeding 3500. Provided work place wellness and stress management seminars and conducted supervisory training and consultation. Conducted assessment, evaluation and referral for clients with a wide range of clinical issues.
- Behavior Associates, The Delphi Center** **1989 - 1991**
Danvers, Massachusetts
Director. Managed a behavior therapy practice's business including: accounting, hiring clinicians and consultants, marketing, and coordinating quality assurance policies. Provided individual and group psychotherapy for chemically dependent individuals.
- Middlesex County Hospital** **1987-1989**
Waltham, Massachusetts
Senior Counselor at a fourteen-day court ordered inpatient treatment program for multiple offender drunk drivers. Clinical responsibilities included assessment, evaluation, and diagnosis of chemical dependency and facilitating short term group therapy. Developed and taught new psycho-educational classes. Served as a member of the Treatment Review Team formulating special clinical interventions for non-compliant cases. This became the site of my doctoral dissertation work in 2001.

PERSONAL INTERESTS, HOBBIES AND ACTIVITIES

Tennis: USTA member, level 3.5

Up-hill mountain bike climbing

Cross country Nordic skiing

Open water swimming, ocean/lakes; Body oard surfing

Wilderness area front country day hiking

United States Chess Federation, past member

Massachusetts Chess Association, Life Member

International internet chess club member (stansco.com), active as "Quantified Theory"

Piano, 12 string, 6 string and harmonica singer/songwriter hobbyist. (see: Conley, T., & Stoeckel, E. (2008). Song-poetry as an expression of responding to and coping with addiction counselor stress. *Journal of Poetry Therapy*, 21(4), 237-245).

2015 full studio production CD "When Angels Play With Sin."

<https://www.amazon.com/When-Angels-Play-With-Sin/dp/B015D2VE5E>