

**AARON L. NORTON, LMHC, CRC, CAP, CFMHE**  
University of South Florida  
College of Behavioral and Community Sciences  
Department of Rehabilitation and Mental Health Counseling  
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## **EDUCATION**

- M. A. University of South Florida (Tampa, FL), 2007  
Master of Arts in Rehabilitation & Mental Health Counseling, magna cum laude
- B.A. University of South Florida (St. Petersburg, FL), 2002  
Bachelor of Arts in Psychology, magna cum laude
- A.A. St. Petersburg College (St. Petersburg, FL), 2000  
Associate of Arts in Psychology, magna cum laude

### *Additional Certificates*

- Florida State University, 2007  
“Supervisor’s Apprenticeship” program
- George State University Public Performance and Management Group, 2006-2007  
Certificate of Completion, Regional Institute for New Supervisors

## **LICENSES AND CERTIFICATIONS:**

- |  |           |
|--|-----------|
| Licensed Mental Health Counselor (LMHC)  | #MH9953   |
| Certified Addictions Professional (CAP)  | #3199     |
| Substance Abuse Professional (SAP; Florida Certification Board/IC&RC)                    |           |
| Commission on Rehabilitation Counselor Certification                                     |           |
| Certified Rehabilitation Counselor (CRC)   | #00101220 |
| National Board of Forensic Evaluators  |           |
| Certified Forensic Mental Health Evaluator (CFMHE)                                       | #000069   |
| International Certification & Reciprocity Consortium/Alcohol and Other Drug Abuse, Inc., |           |
| Internationally Certified Alcohol and Drug Counselor (ICADC)                             | #121164   |

## **PROFESSIONAL EXPERIENCE**

### **University of South Florida**

College of Behavioral and Community Sciences  
Department of Rehabilitation and Mental Health Counseling

- *Adjunct Professor* (2013-present)

### **Integrity Counseling, Inc.** (Largo, FL)

- *Psychotherapist* (private practice) (2006-present)

### **BayCare Behavioral Health** (St. Petersburg, FL)

- *Behavioral Health Therapist* (2009-2011)

### **Florida Department of Education, Division of Vocational Rehabilitation** (St. Petersburg, FL)

- Vocational Rehabilitation Supervisor (2005-2010)
- Senior Rehabilitation Counselor (2004-2005)

**Operation PAR, Inc./Therapeutic Community** (Largo, FL)

- Primary Counselor (2002-2006)

**Florida Department of Health** (St. Petersburg, FL)

- *Outreach Team Leader* (2002-2005)

**Fairwinds Treatment Center** (Clearwater, FL)

- *Mental Health Technician* (2001-2002)

**Operation PAR, Inc./Pinellas Juvenile Assessment Center** (Clearwater, FL)

- *Community Liaison* (2000-2001)

## **PUBLICATIONS**

### *Journal articles*

**Norton, A.** (2009, July-August). Address client myths about marijuana. *Addiction Professional*, 7(4), 32-34. [Available online: <http://www.addictionpro.com/article/address-client-myths-about-marijuana>]

**Norton, A.** (2009). Exploring the characteristics of high-functioning alcoholics. *Addiction Professional*, 7(4), 11. [Available online: <http://www.addictionpro.com/article/exploring-characteristics-high-functioning-alcoholics>]

**Norton, A.** (2008). A hidden effect of marijuana use, *Addiction Professional*, 6(4), 37-39. [Available online: <http://www.addictionpro.com/article/hidden-effect-marijuana-use>]

**Norton, A.** (2008). Disputing association between marijuana and death, *Addiction Professional*, 6(6), 8. [Available online: <http://www.addictionpro.com/article/disputing-association-between-marijuana-and-death>]

**Norton, A.** (2008, November). BPD and employment, *Florida Borderline Personality Disorder Association Newsletter*, HTML. Retrieved from <https://fbpda.wordpress.com/page/11/>

### *Other Media*

**Norton, A.** (2011-present). In Thought: Your source for wellness, tips, strategies, and news (BLOG). Available at [www.aaronlmhc.blogspot.com](http://www.aaronlmhc.blogspot.com)

## **PRESENTATIONS**

### *Professional Conferences*

**Norton, A.** (2015, February). *DSM-5, ICD-10, insurance, and third party payers: Oh, my!* Paper presented at the meeting of the Florida Mental Health Counselors Association, Orlando, FL.

**Norton, A.** (2015, February). *Navigating through new terrain: Using DSM-5 and the 3rd Edition of ASAM Treatment Criteria to conduct quality substance abuse evaluations.* Paper presented at the meeting of the Florida Mental Health Counselors Association, Orlando, FL.

**Norton, A.** (2014, November). *DSM-5 update for mental health counselors.* Webinar presented at the meeting of the Florida Mental Health Counselors Association, St. Petersburg, FL.

**Norton, A.** (2014, August). *DSM-5, ICD-10, and third party payers.* Lecture presented at the meeting of the Florida Association for Child and Adolescent Counseling, Tampa, FL.

**Norton, A.** (2014, August). *DSM-5 update for mental health counselors.* Webinar presented at the meeting of the American Mental Health Counselors Association.

- Norton, A.** (2014, May). *Diagnosing depressive & bipolar disorders using DSM-5*. Lecture presented at the meeting of the Suncoast Mental Health Counselors Association, Tampa, FL.
- Norton, A.** (2013, April). *A wolf in sheep's clothing: Differentiating between addiction and medical opioid use in clients with chronic pain*. Lecture presented at the meeting of the ServiceSource and Tampa Bay Florida Rehabilitation Association, Clearwater, FL.
- Norton, A.** (2014, March). *Motivational interviewing 101 for rehabilitation professionals*. Lecture presented at the meeting of the Florida Chapter of International Association for Rehabilitation Professionals, St. Petersburg, FL.
- Norton, A.** (2014, February). *Navigating through new terrain: Using DSM-5 and the 3rd Edition of ASAM Treatment Criteria to conduct quality substance abuse evaluations*. Lecture presented at the meeting of the Florida Mental Health Counselors Association, Orlando, FL.
- Norton, A.** (2013, May). *What to do after graduation*. Lecture presented at the meeting of the Suncoast Mental Health Counselors Association, Tampa, FL.
- Norton, A.** (2013, November). *Motivational interviewing 101 for VR professionals*. Lecture presented at the meeting of the ServiceSource/Abilities of Florida, Clearwater, FL.
- Other Professional/Practitioner Presentations*
- Norton, A.** (2014, October). *DSM-5 update for mental health professionals*. Webinar presented to the Millennium Treatment Group Lake Worth, FL.
- Norton, A.** (2014, October). *Treatment considerations for borderline personality disorder*. Webinar presented to Total Recovery Now, Lake Worth, FL.
- Norton, A.** (2014, October). *DSM-5 diagnosis of bipolar and related disorders*. Webinar presented to Total Recovery Now, Lake Worth, FL.
- Norton, A.** (2014, October). *Navigating through new terrain: What's new with DSM-5 criteria for substance use disorders and the 3<sup>rd</sup> Edition of the ASAM Treatment Criteria in Clinical Practice* Webinar presented to The Living Solution, Delray Beach, FL.
- Norton, A.** (2014, August). *Progress, not perfection: Justification for care and documentation of continued stay criteria*, Webinar presented to Total Recovery Now, Lake Worth, FL.
- Norton, A.** (2014, August). *Navigating through new terrain: Implementing DSM-5 and ASAM Treatment Criteria 3rd Edition in substance abuse treatment programs*. Webinar presented to the Millennium Treatment Group, Lake Worth, FL.
- Norton, A.** (2014, July). *Motivational interviewing for vocational rehabilitation professionals*. Webinar presented to the Florida Department of Education, Division of Vocational Rehabilitation, Tallahassee, FL.
- Norton, A.** (2014, July). *DSM-5 update for mental health professionals*. Lecture presented to Tranquil Shores Drug Addiction Treatment Center, Madeira Beach, FL.
- Norton, A.** (2014, June). *Private practice symposium*. Lecture presented at the meeting of the Suncoast Mental Health Counselors Association, Tampa, FL.
- Norton, A.** (2014, April). *Navigating through new terrain: Implementing DSM-5 and ASAM Treatment Criteria 3rd Edition in substance abuse treatment programs*. Webinar presented to Total Recovery Now, Lake Worth, FL.
- Norton, A.** (2014, April). *DSM-5 update for counselors*. Presentation to the Suncoast Center for Community Mental Health, St. Petersburg, FL.

- Norton, A.** (2014, April). *DSM-5 update for counselors and counseling students*. Webinar presented to the National Board of Forensic Evaluators, Ormond Beach, FL.
- Norton, A.** (2013, December). *DSM-5 update for counselors and counseling students*. Webinar presented to Argosy University, Tampa, FL
- Norton, A.** (2013, October). *DSM-5 update for VR counselors*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2013, October). *DSM-5 update for counselors & counseling students*. Presentation to the Suncoast Mental Health Counselors Association, Tampa, FL.
- Norton, A.** (2013, October). *DSM-5 update for Christian counselors & counseling students*. Presentation to the Network Institute of Christian Counseling, Clearwater, FL.
- Norton, A.** (2013, September). *DSM-5 update for rehabilitation professionals*. Presentation to Florida Agency for Persons with Disabilities, St. Petersburg, FL.
- Norton, A.** (2013, May). *DSM-5 update for VR counselors*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2009, April). *Prescription abuse update*. Presentation to Pinellas Juvenile Welfare Board and Alpha House, St. Petersburg, FL.
- Norton, A.** (2009, April). *Medical aspects of disability follow-up*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2013, March). *Substance use disorders: Implications for VR counselors*. Presentation to ServiceSource/Abilities of Florida, Successful Transitions Educational Series, Clearwater, FL.
- Norton, A.** (2010, November). *Emotion regulation and borderline personality disorder*. Lecture presented at the meeting of the Florida Borderline Personality Disorder Association, St. Petersburg, FL.
- Norton, A.** (2008, December). *Marijuana & youth: Use, abuse, and treatment*. Presentation to Pinellas Juvenile Welfare Board, St. Petersburg, FL.
- Norton, A.** (2008, November). *Chemical dependency: VR policy and best practices*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2008, October). *Getting the most out of your monthly coaching*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2008, October). *Alcoholism and depression*. Presentation to Nielsen Media Research, St. Petersburg, FL.
- Norton, A.** (2008, October). *Best practices for working with sexual minorities*. Presentation to Boley Centers for Behavioral Healthcare, St. Petersburg, FL.
- Norton, A.** (2008, September). *Medical aspects of disability follow-up*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.

- Norton, A.** (2008, June). *Best practices for working with sexual minority youth*. Presentation to Pinellas Juvenile Welfare Board, St. Petersburg, FL.
- Norton, A.** (2008, May). *Medical aspects of disability follow-up*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2008, April). *Out and about: Best practices for working with sexual minority youth*. Presentation to Pinellas Juvenile Welfare Board, St. Petersburg, FL.
- Norton, A.** (2008, January). *Medical aspects of disability follow-up*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2007, June). *Medical aspects of disability follow-up*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2007, March). *Medical aspects of disability follow-up*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2006, October). *Medical aspects of disability follow-up*. Presentation to Florida Department of Education, Division of Vocational Rehabilitation, Area 4 New Counselor Training, Tampa, FL.
- Norton, A.** (2001, July). *Drugs of abuse 101*. Presentation to Operation Par, Inc., Clearwater, FL.
- Norton, A.** (2001, June). *Drugs of abuse 101*. Presentation to Operation Par, Inc., Clearwater, FL.
- Norton, A.** (2001, May). *Drugs of abuse 102*. Presentation to Operation Par, Inc., Clearwater, FL.
- Norton, A.** (2001, April). *Drugs of abuse 101*. Presentation to Operation Par, Inc., Clearwater, FL.

#### *University Presentations*

- Norton, A.** (2014, April). *Motivational Interviewing 101*. Lecture presented to the University of South Florida, College of Behavioral and Community Sciences, Department of Rehabilitation and Mental Health Counseling, Tampa, FL.
- Norton, A.** (2014, April). *Motivational Interviewing 101*. Lecture presented to the University of South Florida, College of Education, Department of Counselor Education, Tampa, FL.
- Norton, A.** (2014, January). *DSM-5 update for counselors and counseling students*. Lecture presented to the University of South Florida Departments of Rehabilitation & Mental Health Counseling, Counselor Education, and Social Work, Tampa, FL.
- Norton, A.** (2013, June). *Business aspects of counseling: Private practice*. Lecture presented to the University of South Florida, College of Behavioral and Community Sciences, Department of Rehabilitation and Mental Health Counseling, Tampa, FL.
- Norton, A.** (2013, April). *Motivational Interviewing 101*. Lecture presented to the University of South Florida, College of Education, Department of Counselor Education, Tampa, FL.

- Norton, A.** (2012, June). *Business aspects of counseling: Private practice*. Lecture presented to the University of South Florida, College of Behavioral and Community Sciences, Department of Rehabilitation and Mental Health Counseling, Tampa, FL.
- Norton, A.** (2012, June). *Business aspects of counseling: Private practice*. Lecture presented to the University of South Florida, College of Behavioral and Community Sciences, Department of Rehabilitation and Mental Health Counseling, Tampa, FL.
- Norton, A.** (2012, February). *Motivational Interviewing 101*. Lecture presented to the University of South Florida, College of Education, Department of Counselor Education, Tampa, FL.

#### *Community Presentations*

- Norton, A.** (2010, April). *Drugs and alcohol from your kid's perspective*. Member, Expert Panel. Lecture presented to the Palm Harbor University High School, Student Alcohol Reduction Project, Palm harbor, FL.
- Norton, A.** (2008, January). *Multiple sclerosis and depression*. Lecture presented to the St. Petersburg Neurology Group, MS Support Group, St. Petersburg, FL.
- Norton, A.** (2007, December). *Reparative therapy and ethics*. Lecture presented at the Human Rights Campaign Faith & Fairness Town Hall Meeting, St. Petersburg, FL.
- Norton, A.** (2003, September). *Prescription abuse and youth*. Lecture presented at the Trinity United Church of Christ, St. Petersburg, FL.

### **PROFESSIONAL ORGANISATIONS**

National Board of Forensic Evaluators	
Mentor	2015-Present
Suncoast Mental Health Counselors Association	
President	2014-Present
President Elect	2013-2014
Search Committee	2013-2014
Florida Mental Health Counselors Association	
Educational, Training Standards, & Continuing Education Committee, Chair	2014-Present
Annual Conference Committee	2013/4-2014-/5
CEU Subcommittee	2014-2015
American Counseling Association	2012-Present
American Mental Health Counselors Association	2011-Present
NAADAC, the Association for Addiction Professionals	2007-Present
National Association of Lesbian & Gay Addiction Professionals (NALGAP)	2009-2014
Association for Lesbian, Gay, Bisexual, & Transgender Issues in Counseling	2012-Present
National Rehabilitation Association	2005-2010

### **AWARDS AND ACHIEVEMENTS**

Florida Mental Health Counselors Association	
Leadership Award	2015
Florida Department of Education, Division of Vocational Rehabilitation	
Sapphire Award (8 x)	2004-2010
Area 4 "Innovator Award"	2008

Meritorious Performance Award	2006
School-to-Work Unit 14C Achievement Award	2005
Operation PAR, Inc. Golden Eagle Award	2001, 2003
<i>Honor Societies</i>	
Chi Sigma Iota International Honor Society (counseling)	2007-Present
Pi Gamma Mu International Honor Society (social sciences)	2002
Psi Chi International Honor Society (Psychology)	2002
Phi Sigma Theta International Honor Society	2000
Phi Theta Kappa Honor Society	2000
All-American Scholar (United States Achievement Academy)	2000

## **TEACHNG**

University of South Florida

College of Behavioral and Community Sciences, Department of Rehabilitation and Mental Health Counseling [CORE- accredited Rehabilitation Counseling Program]

Counseling in Community Settings (Graduate)	RCS 6409	2009-present
Introduction to Counseling Professions (Undergraduate)	RCS 4931	2013-present

## **PROFESSIONAL DEVELOPMENT (Last two years only listed in full)**

### **2015**

Florida Mental Health Counselors Association (FMHCA) Conference

Continuing Education Certificate of Attendance (8.5 MHC)

National Board of Forensic Evaluators

Psychopathic Personality Inventory-Revised (4 MHC)

Continuing Training for Forensic Mental Health Evaluators (8 MHC)

Network Institute of Christian Counseling

Forensic Mental Health Evaluation (3 MHC)

U.S. Journal Training, Inc.

Training Institute on Behavioral Health & Addictive Disorders (21 MHC)

Suncoast Mental Health Counselors Association

Prevention of Medical Errors (3 MHC)

### **2014**

Florida Mental Health Counselors Association (FMHCA) Conference

Continuing Education Certificate of Attendance (17.5 MHC)

Professional Certification Opportunities and Processes; What Makes an Effective Therapist; Legal and Insurance Changes Affecting Healthcare Providers; You Don't Know What I've Seen! A Culturally Sensitive Approach to Bolster Resilience and Address Soldiers' Resistance to Counseling; Personality Disorders in the DSM-5: Navigating the Current and Alternative Model for Personality Disorders; Using DSM-5 for Quality Clinical Assessment, Diagnosis & Treatment Plans; KEYNOTE SESSION: Dispelling the CACREP Myths; Qualified Supervisor Training

International Association of Rehabilitation Professionals

Returning to Work: Challenges and Solutions (3.5 CRC)

National Board of Forensic Evaluators

MMPI-- 2/PAI Testing & Assessment (8 NBCC)

Testing and Assessment for the Forensic Mental Health Evaluator:

An Introductory Workshop (24 NBCC)

How to be a Dangerous Expert Witness (8NBFE)

Training towards the NBFEE Forensic Mental Health Evaluators Certificate (8NBFE)

ServiceSource

Spring Training Conference (3 CRCC)

Substance Use Disorders: Implications for the Vocational Rehabilitation Counselor (3 CRCC)

Suncoast Mental Health Counselors Association

Counseling Individuals with Disabilities (3 MHC)

Private Practice Symposium (3 MHC)

Playful Supervision (3 MHC)

Difficulty Cases: A Process of Collaboration (3 MHC)

Treating Sexual Dysfunctions and Disorders (3 MHC)

The Affordable Care Act (ACA): Impact on the Field of Clinical  
Mental Health Counseling (3 MHC)

The Collaborative Divorce: A Healthier Alternative for Families and  
Helping Domestic Violence Victims through Divorce/Separation

University of South Florida Department of Mental Health Law & Policy

Florida Forensic Examiner Training, Adult Competency (21 CEU)

U.S. Journal Training, Inc.

Training Institute on Behavioral Health & Addictive Disorders

(21 MHC; 21FCB. Includes 2 CEU: Recognition and Prevention of Medical Errors: Skills for  
Mental Health & Substance Abuse Staff)

## **2013**

American Counseling Association (ACA)

DSM-5: Depressive Disorders, Anxiety Disorders, Bipolar disorders,  
ASD/Autism/Asperger's; Personality Disorders (5 MHC; 5 CRCC)

American Healthcare Academy

Adult, Child, Infant CPR/AED

Florida Mental Health Counselors Association (FCMHA) Conference

Qualified Supervisor Training: 2 Day Workshop (16 MHC)

NAADAC

Webinar – Understanding and Utilizing the ASAM Placement Criteria (1 hr)

Network Institute of Christian Counseling, Inc.

Intersubjective Approach to Christian Counseling (2 MHC)

Premier Education Solutions

Using the DSM-5 for Revolutionizing Diagnosis & Treatment (6.25 MHC)



ServiceSource

Ethics in Action (3MHC; 3 CRCC)

Suncoast Mental Health Counselors Association

Advances in Trauma Treatment & Accelerated Resolution Therapy A.R.T. (3 MHC)

It's Our Duty: Reintegration, Resilience, and Well-being (8 MHC)

Creative Techniques in Counseling Children (3 MHC)

Sharpening Your Clinical Skills: Transitioning to DSM-5 (3 MHC)

Historical Roots of Spirituality for All (3 MHC)

Using a Family Model of Wellness (3 MHC)

Testing and Assessment for LMHCs (3 MHC)

EFT – Emotional Freedom Techniques: Cutting Edge Techniques to Transform Your Practice (3 MHC)

U.S. Journal Training, Inc.

Training Institute on Behavioral Health & Addictive Disorders (21 MHC; 21FCB)