



PERSONNEL AND BENEFITS COMMITTEE

Lincoln Parish Police Jury

Tuesday, November 08, 2022 at 6:30 PM

Jack Beard Room | 910 North Trenton Street, Ruston, LA 71270

AGENDA

In compliance with the Americans With Disabilities Act, individuals needing special accommodations during this meeting should notify the Lincoln Parish Police Jury at 318-513-6200 at least three working days before the meeting.

COMMITTEE MEMBERS

Joe Henderson, Chair; TJ Cranford, Logan Hunt, Milton Melton, Sharyon Mayfield

Call to Order

Invocation

Approval of Agenda

Announcements

Old Business

New Business

1. Announce Vacancy on Lincoln Parish Fire Protection District #1 (Two-Year Appointment)
2. Appoint Dr. Tiffany Bates to the North East Delta Human Services Authority for a Three Year Term to expire December 31, 2025
3. Appoint Mr. Tony Young to the North East Delta Human Services Authority for a Three Year Term to expire September 30, 2025

Other Business

Adjournment



Mental Health • Addiction Disorders
Developmental Disabilities

November 1, 2022

Mr. Doug Postel
Parish Administrator
Lincoln Parish Police Jury
100 West Texas Avenue
Ruston, LA 71270

Dear Mr. Postel;

This letter is to inform you that I will be retiring from the Board of Directors of the Northeast Delta Human Service Authority. The effective date will be December 31, 2022.

It has been my privilege to serve Lincoln Parish and the Northeast Delta Region since being appointed by the Police Jury in 2013, serving the last 5 years as Chairman. I am confident that Dr. Tony Young and Dr. Tiffany Bates will provide significant contributions to the Board during their terms of service.

Also, on behalf of the Board of Directors, I would like to express our gratitude for the support of the police jury for our programs. The Lincoln Parish Police Jury is one of only 2 of our region's 12 parishes that provides financial support, and more importantly, provides exemplary support for our services for persons with mental health disorders, addictive disorders and developmental disabilities.

Regards,

Michael K. Shipp, M.Ed., CDRS
Chairman, Board of Directors

Enclosure

c Dr. Monteic Sizer
Delores Harris



Mental Health • Addiction Disorders
Developmental Disabilities

November 1, 2022

Mr. Doug Postel
Parish Administrator
Lincoln Parish Police Jury
100 West Texas Avenue
Ruston, LA 71270

Dear Mr. Postel;

This letter is to request the appointment of ***Dr. Tiffany Bates; P.O. Box 1814; Ruston, LA 71273*** to the Board of Directors of the Northeast Delta Human Services Authority (NEDHSA). This nomination will fill the vacancy that will occur as a result of my retirement from the Board effective December 31, 2022. If approved by the Police Jury Dr. Bates' term would be for three years, commencing January 1, 2023 and running through December 31, 2025. Her Curriculum Vitae is enclosed for your review.

I feel that Dr. Bates will be a great fit for our Board and will be an excellent representative of Lincoln Parish.

Thank you very much for your time and consideration regarding this matter. Please feel free to contact me at personally at 318.245.7361 or mshipp1426@gmail.com if you have any questions.

Regards,

Michael K. Shipp, M.Ed., CDRS
Chairman, Board of Directors

Enclosure

c Dr. Monteic Sizer
Delores Harris

CURRICULUM VITA

Tiffany L. Williams Bates, Ph.D., NCC, NCSC, LPC-S
 P.O. Box 1814
 Ruston, LA 71273
 318-434-1844
 dr.tiffanybates@gmail.com

EDUCATION

Ph.D., Sam Houston State University, 2014, Counselor Education

M.A., Xavier University of Louisiana, 2001, Mental Health Counseling

B.A., Grambling State University, 1996, Psychology

CERTIFICATIONS:

National Certified Counselor—National Board of Certified Counselors, 2003

National Certified School Counselor—National Board of Certified Counselors, 2004

Certified Guidance Counselor –Louisiana State Department of Education, 2004

Certified School Counselor—Texas State Board for Educator Certification, 2007

LICENSES:

Licensed Professional Counselor Supervisor—Louisiana State Board of Professional Counselors, 2012

Licensed Professional Counselor—Louisiana State Board of Professional Counselors, 2003

Licensed Professional Counselor —Texas State Board of Examiners of Professional Counselors, 2006

Licensed Professional Counselor Supervisor —Texas State Board of Examiners of Professional Counselors, 2008

PROFESSIONAL EXPERIENCE

TEACHING AND LEADERSHIP EXPERIENCE:

Louisiana Tech University, Assistant Professor, September 2012- Present

Sam Houston State University, Instructor, Summer 2008

Sam Houston State University, Teaching Assistant, January 2007- January 2008

SCHOOL COUNSELING EXPERIENCE:

Grambling State University, Laboratory High School Counselor, August 2010 – May 2012

Coldspring Oakhurst Consolidated Independent School Dist., Counselor, Aug 2007 - May 2010

Grambling State University, Student Counseling Center Counselor, January 2005 - May 2006

New Orleans Public Schools, Guidance Counselor, December 2001 - January 2005

PRIVATE PRACTICE EXPERIENCE:

Rain To Rainbow Counseling & Consulting, Private Practitioner, July 2006; July 2014 - Present

Olatunji & Associates, Counselor Intern, August 1999 – May 2001

PROFESSIONAL PRESENTATIONS:**2021**

Bates, T., Growe, R., Sprott, K. (2021). *Academic Regression Among Underprivileged Students During COVID-19*. Research Association of Minority Professors Conference. -Virtual

Bates, T., Reed, E, Mayo, S., White, K. (2020). *The Narrative Study of Educators During COVID-19 Pandemic*. Research Association of Minority Professors Conference. -Virtual

2020

Bates, T. (2020). *Resilience*. Let Us Dream Triennial Conference Social Panel. -Virtual

Mayo, S., Woodard, S., Bates, T., Sprott, K. (2020). *Understanding Cultural Competency: Stress and Mental Health Among African American Children*. Research Association of Minority Professors Conference. -Austin, TX

2019

Bates, T. (2019). *What have we learned and what comes next*. Law Enforcement Mental Health Symposium: Alternatives to the Prison Pipeline, Part 2 –Ruston, LA

Bates, T. (2019). Let Us Dream Conference Social Panel -Louisiana Tech University -Ruston, LA

2017

Bates, T. (2017). *Foundation of Faith, Family, & Friends*. National Alliance on Mental Illness Louisiana Annual State Conference–Baton Rouge, LA

Bates, T. (2017). *What have we learned and what comes next*. Law Enforcement Mental Health Symposium: Alternatives to the Prison Pipeline –Ruston, LA

Bates, T. (2017). *What we know and what comes next*. Faith-Based Behavioral Health Summit –Ruston, LA

2014

Bates, T. (2014). *The Survival Experiences of Black Women in New Orleans during and after Hurricane Katrina: A narrative inquiry through the lens of Resilience*. American Educational Research Association Special Interest Group, Research on Women and Education Conference –New Orleans, LA

Pierce, L., & Bates, T. (2014). *Discourse and Narratives from Counselor Educators: Preparing students for practicum and internship*. Arkansas Counseling Association Conference –Hot Springs, AR

Keynote Speaker:

Bates, T. (2020). Bates, T. (2019). *Youth Crisis*. Liberty Hill Baptist Association Congress of Christian Education Youth Program, Liberty Hill Baptist Association, Inc. –Grambling, LA

Bates, T. (2017). *Focus on Health –Mental Illness*. Liberty Hill Baptist Association Woman's Auxiliary Program, Liberty Hill Baptist Association, Inc. –Grambling, LA

Bates, T. (2017). *Stronger Together*; Highlight of Mental Illness. Educational Seminar, Mt. Zion Baptist Church #2 –Dubach, LA

Bates, T. (2017). *Masking Mental Illness*. National Alliance on Mental Illness –Ruston, Lincoln Parish Library Community Room –Ruston, LA

Bates, T. (2017). *Unity*. National Sorority of Phi Delta Kappa Inc. Teach-A-Rama -Minden, LA

Bates, T. (2017). *Because I Love You*. Pleasant Grove Baptist Church, Soup Supper –Ruston, LA

Bates, T. (2016). *Mental Health Matters*. Department of Children and Family Services –Ouachita Parish –Monroe, LA

REVIEWER

Journal –National Council of Professors of Educational Administration Publications

Textbook –Classroom Guidance for Prevention, Accountability, and Outcomes by Jolie Ziomek-Daigle

COURSES TAUGHT

Louisiana Tech University

Assistant Professor, Department of Psychology and Behavioral Sciences,

COUN 400 –Introduction to Counseling

COUN 460 –Behavioral Counseling

COUN 500 –Principles and Administration of Guidance Services

COUN 501 –Advanced School Counseling

COUN 513 –Career Information/Lifestyle Development

COUN 516 –Introduction to Group Process

COUN 517 –Counseling Children and Adolescents

COUN 518 -Counseling Techniques

COUN 527 –Addiction Counseling

COUN 534/535 –Practicum/Internship

PROFESSIONAL ORGANIZATIONS:

American Counseling Association, Member

Chi Sigma Iota Honor Society, Member, Faculty Advisor

National Alliance on Mental Illness –Louisiana, Vice President

National Alliance on Mental Illness –Ruston, Past President

National Sorority of Phi Delta Kappa Inc., Southwest Regional Chairperson for AA History Prog.



Mental Health • Addiction Disorders
Developmental Disabilities

September 30, 2022

Mr. Doug Postel
Parish Administrator
Lincoln Parish Police Jury
100 West Texas Avenue
Ruston, LA 71270

Dear Mr. Postel;

This letter is to request the appointment of ***Dr. Tony Young, 323 Old Wire Road, Ruston, LA 71270*** to the Board of Directors of the Northeast Delta Human Services Authority (NEDHSA). This nomination will fill the current vacancy and second Board position available to Lincoln Parish. If approved by the Police Jury at the October meeting, Mr. Young's term would be for three years, commencing October 1, 2022 and running through September 30, 2025. His Curriculum Vitae is enclosed for your review.

I feel that Dr. Young's will be a great fit for our Board and will be an excellent representative of Lincoln Parish.

Thank you very much for your time and consideration regarding this matter. Please feel free to contact me at personally at 318.245.7361 or mshipp1426@gmail.com if you have any questions.

Regards,

Michael K. Shipp, M.Ed., CDRS
Chairman, Board of Directors

Enclosure

c Dr. Monteic Sizer
Delores Harris

CURRICULUM VITA

Tony Ray Young

I. Identifying information

Address: 323 Old Wire Road, Ruston, LA 71270

Phone: (c) 318-278-2855

Date of birth: Place of birth: Coronado, California

Marital status: Married on November 22, 1979

Spouse's name: Marlene McAdams Young, L.C.S.W.

II. Education

<u>Undergraduate</u>	<u>Date</u>	<u>Major</u>	<u>Degree</u>
Louisiana Tech University	6/77	Psychology (Magna cum laude)	B.A.
<u>Graduate</u>			
Fuller Theological Seminary	6/81	Theology	M.A.
Fuller Graduate School of Psychology	9/83	Clinical Psychology	Ph.D.
Alliant International University	12/12	Clinical Psychopharmacology,	M.S.C.P.

III. Experience in clinical psychology

9/83-8/85 Staff Psychologist, Alexandria Mental Health Center, Alexandria, LA. Duties included psychosocial and psychological evaluations and the treatment of families, parents, and children individually and in groups. In addition, I helped develop and manage a group home for adolescent boys and consulted with teachers in emotionally disturbed classrooms.

9/85-9/86 Psychological Supervisor, Rapides Parish School Board, Pupil Appraisal Division. Supervised unlicensed doctorate and master's level psychological assistants in the diagnosis and treatment of the learning and emotional problems of school children. Position terminated due to legislative changes in the certification of school psychologists.

6/86-6/87 Psychological consultant to Rehabilitation Center of Rapides Parish. Supervision of master's level psychological associate in psychological assessment. Cases include developmental disabilities and adult competency evaluations.

8/86-6/87 Psychological consultant to Louisiana Training Institute in Ball, Louisiana, a correctional facility for adjudicated female juveniles. Duties include psychological assessment

T Young vita

and supervision of assessment by psychological associates, individual and group therapy with female offenders, crisis intervention, and consultation with the treatment teams in making treatment and placement decisions.

6/87-9/00 Full-time practice in clinical psychology in Monroe and West Monroe, Louisiana. Practice included child custody evaluations, psychological assessment, psychotherapy, hypnotherapy, and diagnostic consultation.

8/93-6/00 Director of Psychological Services at North Louisiana Rehabilitation Hospital, Ruston, Louisiana. Duties include assessment, consultation with treatment teams, and work with patients and families.

99-2020 Psychologist at Palmetto Addiction Recovery Center, Rayville, Louisiana. Psychological evaluation of clients in treatment and for numerous nursing and medical professional boards.

IV. Experience in academic psychology

8/85-6/87 Assistant Professor of Psychology, Louisiana College, Pineville, Louisiana. Courses: Introduction (traditional and PSI-Keller Plan), Personal Adjustment, Life-span Developmental, Statistics, Tests and Measurements, Introduction to Experimental, Advanced Experimental, Abnormal, and Clinical Practicum.

9/92-9/00 (full-time 9/92-6/94, part-time thereafter) Assistant Professor of Psychology, Louisiana Tech University. Courses taught: Clinical Psychology, Introduction to Counseling, Counseling and Counseling Psychology practicum (masters and doctoral level students), Counseling Theories (graduate).

9/00-9/05 Department Head and Associate Professor, Department of Psychology and Behavioral Sciences, Louisiana Tech University. Courses taught: Ethics (MA and PhD), Practicum, Research Seminar, Advanced Theories of Psychotherapy, Environmental Psychology, General Psychology, and Career Assessment. Other duties of interest: Oversight of successful APA accreditation process for doctoral program, oversight of I/O Ph.D. proposal process, day to day management of departmental affairs, and oversight of hiring process for six faculty members.

9/05- 9/07 Interim Associate Dean, Graduate Studies and Research, College of Education, Louisiana Tech University. In addition to teaching duties, oversight of graduate programs in the college, service on University level committees for research and graduate programs.

9/07-2015 Associate professor, Psychology and Behavioral Sciences, member of core committee of Counseling Psychology doctoral program, director of Psychological Services Clinic.

V. Professional activity

Louisiana Academy of Medical Psychology, committee chair
Board member, Louisiana State Board of Certification for Substance

T Young vita

Abuse Counselors (1988-91)

Louisiana Psychological Association, Past President (1990), Executive Committee, Grassroots Coordinator and Psychological Evaluation Committee chair (past)

Louisiana State Board of Examiners of Psychologists (past Chair)

Society for Personality Assessment - international

Reversal Theory Society – international – past President

VII. Professional Licenses

Psychologist (Clinical), State of Louisiana, #497, 1985 – 2016

Advanced Practice Medical Psychologist, LA State Board of Medical Examiners, MP.000034, issued November, 2013

VIII. Research presentations

Young, T.R. & Krenek, R.L. (2002, May) *Ego States, Schemas, Sub-selves, and Meta-motivational States*. Poster session presented at the Louisiana Psychological Association annual convention, Baton Rouge, Louisiana.

Young, T.R., Krenek, R.L., & Thomas, A. (2002, June) *The Ego State Questionnaire: A Four-Factor Solution*. Poster session presented at the American Psychological Society annual convention, New Orleans, Louisiana.

Donnell, A.J., Thomas, A., & Young, T.R. (2002, June) *Validation of the Expanded Brief Psychiatric Rating Scale in a State Hospital*. Poster session presented at the American Psychological Society annual convention, New Orleans, Louisiana.

Young, T.R. & Thomas, A. (2003, May) *Mixed Results Found for Two Factor Models of the Ego State Questionnaire*, Poster session presented at the American Psychological Society annual meeting, Atlanta, Georgia.

Young, T.R. & Thomas, A. (2003, July) *Paratelic/Telic States Compared to Mood and Anxiety States: An Experience Sampling Study*. Paper presented at the Eleventh International Conference on Reversal Theory, York St. John College, York, England, and at Louisiana Tech University College of Education Brown Bag seminar October, 2003.

Young, T.R. (2003, July) *Evidence Found for Significant Relationships Between Theoretical Notions of Human States*. Paper presented at the Eleventh International Conference on Reversal Theory, York St. John College, York, England, and at Louisiana Tech University College of Education Brown Bag seminar October, 2003.

Young, T.R., Transier, S., Rogers, R.E., Townsend, J.N., Koskie, M.M., Robertson, C. L., et. al. (2003, August) *Real-Time Assessment of Anxiety and Depression: The MARTI*, Poster session accepted at American Psychological Association annual conference, Toronto,

T Young vita

Canada. Not presented due to state travel ban due to SARS outbreak in Toronto.

Young, T.R., Deselles, M., Lee J., & Apter, M. (2005, July) *Measuring Reversal Theory States in Real Time: Developing the Reversal Theory State Inventory*, presentation at the Twelfth International Conference on Reversal Theory, Whiteshell Provincial Park, near Winnipeg, Manitoba, Canada.

Tony Young & Stephanie Ellis (2007, July) *Using the Day Reconstruction Method to Explore and Map RT State Changes through a Day*. Presentation at the 13th Annual Reversal Theory International Conference, Gregynog, Powys, Wales.

Stephanie Ellis & Tony Young (2007, July) *Pilot Study of the Eight Rooms Writing Technique*. Presentation at the 13th Annual Reversal Theory International Conference, Gregynog, Powys, Wales.

Lindsay, J. & Young, T. R. (2013, March) *Creating measures to protect socially desirable responding (SDR) on the Zuckerman-Kuhlman-Aluja Personality Questionnaire*. Poster session presented at the Society for Personality Assessment annual meeting, San Diego, CA

Young, T. R., Waits, J. B., Lindsay, J. & Wynes, D. (2013, March) *The Gray-Wilson Revised Personality Questionnaire: Developing a new version of the Gray-Wilson Personality Questionnaire (GWPQ)*. Paper session presented at the Society for Personality Assessment annual meeting, San Diego, CA

Tracy, J., Simpson, D. P., Lajaunie, S. & Young, T. R. (2013, March) *The utility of the Personality Assessment Inventory short form in substance abuse treatment*. Poster session presented at the Society for Personality Assessment annual meeting, San Diego, CA

Tracy, J., Simpson, D. P., Lajaunie, S. & Young, T. R. (2013, March) *The PAI scales as predictors of progress and attrition in a drug court population*. Poster session presented at the Society for Personality Assessment annual meeting, San Diego, CA

Simpson D. P., Tracy, J., Thibodeaux, J., & Young, T. R. (2013, March) *The relationship between the Personality Inventory for DSM5, Severity Indices of Personality Problems, and the General Assessment of Personality Dysfunction in a college student population*. Poster session presented at the Society for Personality Assessment annual meeting, San Diego, CA

Simpson D. P., Tracy, J. & Young, T. R. (2013, March) *The use of the Personality Inventory for DSM5 in an inpatient addiction recovery center*. Poster session presented at the Society for Personality Assessment annual meeting, San Diego, CA

Merritt, D., Middleton, J., Niles, R. & Young, T. R. (2013, March) *Measuring demoralization using the outcome questionnaire and the RCd scale*. Poster session presented at the Society for Personality Assessment annual meeting, San Diego, CA

T Young vita

Hutchins, A., Tracy, J., Merritt, D., Simpson, D. P., Thomas, D., Walczyk, J. & Young, T. R. (2013, March) *Predictive ability of PAI interpersonal scales in measuring treatment outcome in substance abusing populations*. Poster session presented at the Society for Personality Assessment annual meeting, San Diego, CA

VIII. Professional presentations

“How to survive the first year as department head -What do I do & when is it due?” Panel moderator, Association of Heads of Departments of Psychology annual conference, Atlanta, GA, December, 2001.

“ADHD in the classroom” Claiborne Parish School Board Professional Development Day, 2001, 2002, and 2003.

IX. Research publications

Beck, N.C., Ray, J.S., Siedenberg, M., Young, T.R, and Gamache, M.P. "Development and Cross-validation of a Short form of the WISC-R". *Journal of Consulting and Clinical Psychology*. 1983 Dec Vol 51(6) 864-869.

Thomas, A., Donnell, A., & Young, T.R. (2004) Factor Structure and Differential Validity of the Expanded Brief Psychiatric Rating Scale. *Assessment*, 11, 177-187.

Rutland, J.B., Sheets, T., & Young, T.R. (2007) Development of a Scale to Measure Problem Use of Short Message Service: The SMS Problem Use Diagnostic Questionnaire *CyberPsychology & Behavior*. Vol. 10, No. 6: 841-844

X. Other publications

Young, T.R. (1983) "The Effects of Children's Personality Traits and Classroom Environment on Children's Classroom Psychosocial Adjustment: An Interactional Study". Unpublished dissertation.

Young, T.R., (2000) "Eastern Orthodoxy and Psychotherapy" chapter in P.S. Richards and A.E. Bergin (Eds.), *Psychotherapy and religious diversity: A guide for mental health professionals*. Washington, DC: American Psychological Association.

Rodakis, S. & Young, T.R. (slated for 2002, but yet unpublished) “Eastern Orthodoxy” chapter in Johnson, C.J. & McGee, M.G. (Eds.), *How Different Religions View Death and the Afterlife*, 3rd Edition, Philadelphia, PA: Charles Press.

XI. Research Grant Activity

Center for Entrepreneurship and Information Technology – total funds: \$75,000. Use of handheld computers to measure mood states in real time.

T Young vita

Qualitative Value-Added Teacher Preparation Assessment, PI: Dr. Jo Ann Dauzat, total funds:
\$50,000.

8-23-22