Errold Glenn E. Elad, DBH, MA, MS
Behavioral Health and Addiction Professional | Educator | Researcher
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Professional Summary

Licensed Associate Addiction Counselor (LAAC), behavioral health professional, and educator with a Doctorate in Behavioral Health and advanced training in addiction psychology and biomedical ethics. Skilled in teaching, curriculum design, and integrated healthcare consulting. Experienced in building academic programs and leading research on substance use disparities and mental health outcomes among diverse populations.

Education

Arizona State University
Master of Science in Addiction Psychology — **August 2025**
Doctor of Behavioral Health — **December 2023**
Doctoral-level professional degree with an applied project (Level 8 equivalent).
Title: *Improving PHQ-9 Submission Rates and Workflow Documentation Errors*
Bachelor of Science in Family and Human Development *(Cum Laude)* — **August 2020**
Master of Arts in Applied Ethics in the Profession *(Biomedical and Health Ethics)* — **August 2019**
Bachelor of Arts in Anthropology with minor studies in Sociology *(Magna Cum Laude)* — **May 2015**

San Diego Mesa College
Associate of Science in Computer Business Technology — **May 2014**

United Education Institute
Medical Assisting, Diploma — **January 2010**

Professional Certifications

Licensed Associate Addiction Counselor (LAAC) — **April 2026-March 2028**
License Number: LAAC-15651
State of Arizona Board of Behavioral Health Examiners

Professional Experience

Addiction Counselor/Therapist II — **June 2026-Present**
SkyReach Behavioral Health, Scottsdale, AZ

- Provided individual and group substance use counseling using evidence-based, trauma-informed approaches while completing assessments, treatment plans, and clinical documentation. Collaborated with multidisciplinary teams to support client recovery, relapse prevention, and achievement of individualized treatment goals.

Patient Care Manager/Therapist III — **June 2026-Present**
Aurora Behavioral Health System, Tempe, AZ

- Provided case management, utilization review, and psychotherapy services to adolescent and adult psychiatric and dual diagnosis patients and their families as part of a holistic, interdisciplinary approach to quality patient care in an inpatient psychiatric emergency hospital.

Credentials Evaluator, Admission — **January 2019-Present**
Arizona State University, Tempe, AZ

- Evaluated and certified student credentials for university admission following established policies and guidelines. Reviewed and verified transcripts, converted credits, and determined course equivalencies. Handled complex administrative tasks, including responding to inquiries, maintaining student records, processing applications, and contributing to special projects. Applied strong functional knowledge and critical thinking skills to support accurate and efficient admissions processes.

Dean of Students and Interim Supervisor of Student Services — August 2017-August 2018
MGRM Pinnacle Charter Schools

- Investigated and resolved disciplinary issues with fairness and impartiality. Managed student attendance records and provided individualized counseling, working closely with the student services team to coordinate testing referrals when necessary.

Maintained consistent communication with families and the community, ensured timely course access by uploading materials to the system, and reviewed student files to monitor progress toward graduation requirements.

Marketing Committee Member January 2017-August 2018
MGRM Pinnacle Charter Schools

- Developed and implemented eye-catching promotional materials, including T-shirts, cups, and brochures, to support marketing initiatives. Demonstrated leadership by setting marketing priorities, evaluating strategies, and presenting key outcomes to the Board of Directors. Actively engaged in advocacy and networking efforts, while contributing to and reviewing the marketing plan to ensure alignment with annual and long-term organizational goals.

Lead Student Advisor February 2016-August 2017
MGRM Pinnacle Charter Schools

- Trained and supervised members of the Student Services Department, fostering a positive and supportive environment. Built strong relationships with students through consistent communication, including welcome calls for new and returning students. Played a key role in course assignment coordination and maintained weekly contact to support academic progress. Recognize and celebrate student achievements to encourage engagement and motivation.

Outreach Specialist September 2015- February 2016
Alzheimer's Association of Southwest Desert Chapter
Public Ally-AmeriCorps ASU Lodestar Center for Philanthropy & Nonprofit Innovation, Arizona State University

- Worked full-time (40 hours per week) to promote effective collaboration by coordinating with multiple departments within the organization. Played a key role in raising staff awareness about the importance of volunteers and provided essential support and training. Established strong partnerships with organizations across various sectors, supporting informed volunteer management. Maintained accurate databases and handled diverse administrative duties with diligence.

Direct Supervisor at Alzheimer's Association of Southwest Desert Chapter
  - M. Wakefield, MSW

Translator May 2014-May 2015
School of Social Work, Arizona State University, Phoenix, Arizona
Principal Investigator: David Hodge, PhD, MSW. RA: Mamie Coffey

- Translated surveys from Tagalog to English with accuracy and fidelity to the original content and style. Expertly converted written materials between languages, including surveys, ensuring clear communication of concepts and ideas. Carefully edited and proofread texts to guarantee precise and accurate language representation.

Coaching Experience

VIP Suite, Sophomore Success Coach January 2015-May 2015
First-Year Success Center, Arizona State

- Implemented effective campaigns through multiple communication channels and provided personalized peer coaching to sophomore students. Supported student retention efforts as a member of the First-Year Success Center by serving as a knowledgeable resource and promoting proactive communication. Acted as a liaison between the FYSC, academic units, and service offices, offering guidance and information to enhance university engagement. Meticulously documented all interactions and outreach activities with sophomore students.

Faculty Appointments

Instructional Professional, Department of Psychology **December 2025-Present**
Arizona State University, Tempe, AZ

- Serves as an Instructional Professional teaching graduate psychology courses. Responsibilities include engaging students, providing feedback, and supporting success with clear learning activities. Focuses on inclusive, culturally responsive teaching for first-generation students, adult learners, and diverse populations. Collaborates with staff to align with institutional goals and standards.
  - *PSY 607: Family and Adolescent Treatment for Substance Use Related Problems*

Adjunct Faculty, Psychology Department **August 2025-Present**
Rio Salado College, Maricopa Community College, Tempe, AZ

- Serves as an adjunct faculty member in the Psychology Department at Rio Salado College, teaching undergraduate psychology courses in an online, asynchronous format. Responsibilities include facilitating student engagement, providing timely and

constructive feedback, and supporting academic success through clearly structured learning activities. Emphasizes inclusive and culturally responsive teaching practices, with a focus on serving first-generation college students, adult learners, and diverse populations. Collaborate with departmental staff to ensure alignment with institutional goals and curriculum standards.

- *PSY 101: Introduction to Psychology*
- *PSY 132: Psychology and Culture*
- *PSY 240: Developmental Psychology*
- *PSY 266: Psychological Disorders*

Curriculum and Instructional Designer **August-December 2025**
Cummings Graduate Institute for Behavioral Health Studies, Tempe, AZ

- Developed higher education courses by writing catalog descriptions, aligning objectives with program outcomes using Bloom's Taxonomy, selecting readings, planning 135 hours of instruction per 3-credit course, and creating 12- and 7-week course blueprints with schedules, resources, assignments, and grading breakdowns.
  - DBH 9038: LGBTQ+ in healthcare

Teaching Assistantship Experiences

School of Life Sciences January 8, 2018-December 2018
Arizona State University, Tempe Campus
Course 1: BIO 112: Why Sex?
Professor: Madhavi Chakravadhanula, PhD
Course 1: BIO 182: General Biology II
Professor(s): Dr. Katsanos and Dr. Schaffer
Role: TA

Technology Entrepreneurship and Management Program January 21, 2015-May 2015
Arizona State University, Polytechnic Campus
Courses: OMT 430 Ethical Issues in Technology
OMT 494 Lean Six Sigma
Professor: Jane Humble, MSE, PhD
Role: TA/Grader

School of Human Evolution and Social Change August 2014-October 2014
Arizona State University, Tempe, Arizona
Course: ASB 210 Human Sexuality
Instructor: Sara Masteller, MA, Ph.D. Candidate
Course: ASB 100 Introduction to Global Health
Professor: Megan Jehn, MHS, PhD

San Diego, California August 2015-May 2017
Online Courses: ANTH 130 and 102 Introduction to Physical Anthropology
ANTH 120 and 103 Introduction to Cultural Anthropology
Professor: Margaret Rance
Role: TA/Grader

Roles: Classroom Assistant and Grader

- Served as a role model, mentor, and liaison while expertly managing Bb Learn/Blackboard and Canvas systems, including facilitating online class discussions, posting grades, announcements, and multimedia content. Diligently graded homework and tests, maintained accurate records, and provided constructive feedback to students. Participated actively in professional development to enhance subject knowledge and teaching methodologies.

Internships

Addiction and Substance Use Counselor Supervisee **August 2024-December 2025**
Arizona State University Clinical Psychology Centre

- Conducted Cannabis Screening and Intervention for College Students (CASICS) and Brief Alcohol Screening and Intervention for College Students (BASICS). Performed intake, assessments, developed treatment plans, discharge planning, case management, and provided counseling for individuals with substance use disorders. Under supervision, I worked with co-

occurring mental health concerns, focusing on self-awareness, harm reduction, and healthier strategies. I utilized motivational interviewing, CBT, and collaborated with multidisciplinary teams to support client recovery. Maintained accurate and timely documentation throughout the treatment process.

Supervisor: Rebecca de Los Reyes, PsyD, Curtis Krebsbach, PhD, Nathan Velez, PhD, & Matt Meier, PsyD
Role: Supervisee

Doctor of Behavioral Health Intern January 2022-May 2022
Valleywise Health, Phoenix, Arizona

- Contributed to the development of policies and procedures while demonstrating leadership by training medical assistants and staff on PHQ-9 administration and best documentation practices. Led a successful quality improvement initiative aimed at increasing PHQ-9 submission rates.

Preceptor: Jose Luis Madera, LPC
Role: Intern

Medical Assisting Program November 2009-January 2010
Manila Mesa Clinic, Mira Mesa, San Diego, CA.

- Conducted in-depth patient interviews to gather comprehensive medical history information. Managed appointment scheduling efficiently and maintained accurate, up-to-date patient records. Registered new patients to ensure a smooth onboarding process. Served as a valuable resource to physicians before and after medical procedures, assisting with treatment-related needs.

Supervisor: Dr. Corazon Murillo
Role: Medical Assistant

Selected Research and Projects

Title: *Substance Use Disparities and Influencing Factors:* May 2025
A Comparative Study of LGBTQ+ and Heterosexual Populations

Information: This study investigates substance use disparities between LGBTQ+ and heterosexual populations, examining how mental health mediates the relationship between trauma and substance use, guided by Akers' Social Structure–Social Learning model and minority stress theory. Using survey data from 162 participants, no statistically significant differences were found in alcohol (F (2, 159) = 1.343, p = 0.264) or drug use (F (2, 159) = 0.805, p = 0.449) across sexual orientation groups. Notably, higher scores on the Everyday Discrimination Scale predicted lower alcohol use, diverging from existing literature. This finding suggests potential alternate coping mechanisms or underreporting effects related to stigma. Mediation analyses indicated no significant indirect effects of trauma on substance use via depressive symptoms, psychological distress, or discrimination. These findings challenge assumptions of direct identity-based disparities and highlight the complex interplay between mental health, social context, and substance use. Integrated, trauma-informed interventions targeting psychological well-being and social stressors are recommended.

Title: *Improving PHQ-9 Submission Rates and Workflow Documentation Errors* May 2023

Abstract: A 90-day intervention was introduced to Valleywise Health-Guadalupe in March 2022 to help increase the number of completed PHQ-9 screens and decrease workflow documentation errors. The intervention was intended to fulfill the Uniform Data System (UDS) expectations, as Valleywise Health received a Federally Qualified Health Center (FQHC) status. We carried out an assessment utilizing paired sample *t*-tests. Before the intervention program, there were 706 patients on the pretest with 31 workflow documentation errors, and 1332 patients on the posttest with 38 errors. The number of PHQ-9 screens completed during the intervention significantly increased by 13%, from 43% at the pretest to 57% at the posttest. Additionally, there was a significant increase in workflow documentation errors (pretest: M = 2.07, SD = 0.26; posttest: M = 2.53, SD = 0.52) with the increased number of screened patients. The findings of this pilot program suggest that the proposed intervention may be an effective way to meet the UDS expectations; however, additional training is still required to reduce workflow documentation errors.

Title: *Gender Homophily and Types of Healthcare Provider Preferences of College Students* July 15, 2019

Abstract: Numerous studies show how gender influences people's choice of healthcare practitioners. To determine whether gender influences healthcare decisions, 41 students from Arizona State University in Tempe were surveyed. This study predicted that participants would partner with a healthcare provider of the same gender. To measure this and assess whether there were statistically significant differences, all answers were analyzed using descriptive statistics and chi-square tests in SPSS software version 25. The responses regarding the participants' experiences were arranged based on positive, negative, neutral, and no ratings. The results implied that students, especially 82% of females, were more likely to seek healthcare providers of the same gender. The title of physicians among male and female participants was found to be more appealing, but the services of nurse practitioners (NPs) and physician assistants (PAs) were preferred. This study also highlighted several ethical concerns regarding patient welfare and the unfair treatment of female healthcare providers in the workplace, which fall under biomedical and business ethics.

Conference and Symposium Presentation

Title: *The Impact of COVID-19 on the Education and Mental Health of Students at ASU* October 2021

Abstract: Numerous studies have shown the impact of the COVID-19 pandemic on people's lives, particularly on their mental health, worldwide. However, only a few studies were conducted regarding the adverse effects of COVID-19 on students' learning and mental health in higher education. This study predicted that minority groups would be affected more than their non-minority counterparts at Arizona State University. All participants will receive an online survey regarding their learning opportunities, such as online access to courses and advice, and the PHQ-9 to measure their level of depression. All answers will be assessed using descriptive statistics, a t-test, and a chi-square test using SPSS version 27. This study aims to highlight how the university's programs, such as counseling and tutoring departments, can better support students most affected by COVID-19.

Location: 2021 Virtual and In-person Conference of Collaborative Family Healthcare Association

Title: *Venetie Project—The Social Distribution of Resources in the Community* April 2015

Project: Presented research that tries to interpret the distribution of goods based on social relationships between households in Venetie, Alaska.

Location: School of Human Evolution and Social Change, Arizona State University

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Invited Talks and Attended Workshops

Precision Health Research Initiative (Fall 2025)

Arizona State University, College of Health Solutions

Selected as one of 25 participants for two of three competitive workshops on digital methods in precision health.

1. ***AI/ML in Digital Health Interventions*** November 2025
   Description: Examined the integration of artificial intelligence and machine learning in digital health solutions, emphasizing scalability, trustworthiness, regulatory compliance, and the role of large language models in healthcare innovation.
   Location: Phoenix Bioscience Core
2. ***Developing Adaptive Interventions*** October 2025
   Description: Explored the design and evaluation of personalized, time-sensitive, and just-in-time adaptive interventions using frameworks such as MOST and advanced experimental designs (SMARTs, MRTs, COTs).
   Location: Phoenix Bioscience Core

Arizona Solutions for Global Health August 2024

Arizona State University, College of Health Solutions

Description: Chosen to participate in a 7-day workshop with 24 selected participants, immerses them in a clinical environment to develop innovative approaches. Upon successful completion, participants unlock prestigious fellowship opportunities with Arizona State University and King's College London, where they can validate their ideas in the UK and work towards creating ventures with global impact.

Location: Phoenix Bioscience Core and HonorHealth Scottsdale Thompson Peak Medical Center

Invited Panelist April 18, 2024

Asian American and Pacific Islander Alumni Panel

College of Health Solutions, Arizona State University

- Shared insights on navigating professional pathways and the impact of cultural and racial identity; provided guidance and mentorship to current students exploring careers in health fields.

Consulting and Entrepreneurship

Consultation Business Owner **March 2024-Present**

Ethical Health Solutions LLC, Tempe, AZ

- Served as the sole proprietor of Ethical Health Solutions LLC, specializing in multidimensional consultancy services across integrated healthcare management, biomedical ethics, and research. Delivered customized solutions to healthcare organizations, including comprehensive training programs, innovative research initiatives, and accessible online courses with certificate options. Applied subject-matter expertise to ensure high-quality outcomes and client satisfaction.

Notary Public **March 2024-Present**

Notary Expert Services, Tempe, AZ

- Commissioned as Notary Public of Maricopa County, State of Arizona, with Commission No 664053 and Notary ID 203425397

eCommerce Business Owner **August 2023-Present**

Love Shop 23 LLC, Tempe, AZ

- Operated as the sole proprietor of Love Shop 23 LLC, an online boutique utilizing a modern print-on-demand model to minimize environmental impact by reducing traditional production methods. Managed a digital retail platform featuring a wide range of thoughtfully designed products, including high-quality T-shirts, sportswear, phone accessories, posters, stickers, pillows, blankets, footwear, and home decor. Emphasized a seamless blend of fashion, functionality, and sustainability across all offerings.

Undergraduate Research Internships

Research Project: ***Social Relations and Well-being in Village Alaska*** August 2014- May 2015
Project Description: The project focused on the current role of sharing and cooperation for offsetting the vulnerability of households engaged in mixed subsistence-cash economies.
Project Director: Dr. Shauna BurnSilver
Project Supervisor: Amanda VanSteelandt
Role: Data Analyzer and Encoder

Research Project: ***Comparative Analysis of Baboon Sociality Project*** August 2014- December 2014
Project Description: The project focused on the social behavior of Anubis baboons (*Papio anubis*) in Kenya. Data has been collected for over 30 years and added to a growing project database.
Project Director: Dr. Joan Silk
Project Supervisor: Vance Reeds
Role: Data Analyzer and Encoder

Research Project: ***The Biomedical Scientific Research Career*** January-May 2014
Project Description: This research aims to understand how biomedical careers evolve throughout the life course.
Project Director: Monica Gaughan, Ph.D.
Project Supervisor: Chris Roberts
Role: Data Researcher and encoder

Research Project: ***Mammal Community Structure Project*** January-May 2014
Project Description: Collected information on both fossil and extant localities of mammals present, the functional traits of those mammals, and the climate information about the sites. This data will be used to answer questions about the structure of the mammal community and how climate influences the evolution of mammalian communities.
Project Director and Supervisor: Dr. Kaye Reed
Role: Data Coordinator and Encoder.

Awards

- 2024-2025 Sponsorship Award from Arizona Psychological Foundation (AzPF) & the Dr. Alice Chang Legacy Fund
- 2019-2020 BS in Family and Human Development (Cum Laude)
- 2016-2017 MGRM Pinnacle Charter Schools Team Player Award
- 2016-2017 Graduate Education Fellowship recipient
- 2015 BA in Anthropology and a minor in Sociology (Magna Cum Laude)
- Arizona State University Dean’s List
- Certificate of Achievement in CBTE Information Management Technology with High Honors.
- 2013 Global Leader of the Year for Global Village, Cholla Apartments, Arizona State University
- 2013 Leadership Launch Program at Arizona State University.
- San Diego Miramar College Dean's List

Certifications and Clearances

- March 2024 Notary Public, Maricopa County, State of Arizona
- November 2021 Certificate of Advanced Global Advocate, Arizona State University
- September 2021 Institute for Healthcare Improvement Open School Basic Certificate in Quality and Safety 17.25 credit hours
- July 2021 Certificate of Global Advocacy, Arizona State University
- 2022 State of AZ Department of Public Safety Level One Fingerprint Clearance Card with IVP# IVP0582986.
