

STEPHANIE HUTTER-THOMAS, PhD, CPH, RPS

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Cross-sector public health educator, behavioral researcher, coalition builder, and curriculum developer with 15+ years advancing recovery-oriented systems of care. Specializes in peer workforce development, CPRS training and facilitation, mixed-methods research, grant writing, coalition facilitation, and translating data into actionable strategies. Deeply rooted in Maryland and West Virginia with a practice that extends nationally, including peer-focused curriculum development for Prevention Recovery Coordinators in Arkansas public schools and beyond, with demonstrated ability to convene diverse stakeholders, sustain collaborative networks, and drive equity-centered program implementation across rural and urban contexts alike.

CORE COMPETENCIES

Coalition & Stakeholder Facilitation: SAMHSA coalition models · cross-sector convening · multi-agency coordination

Program Design & Evaluation: Logic models · KPI development · mixed-methods research · NIATx quality improvement

Data & Reporting: SPSS/R · survey design · qualitative coding · grant deliverable reporting · research dissemination

Workforce Development: Peer support training · curriculum design · supervision · adult learning principles · strengths coaching · ADHD/Neuroscience Coaching

Funding & Communications: Grant writing · contract solicitations · social media · event coordination · stakeholder outreach

Credentials: BS (Accounting/Business Admin) · MS (Industrial Organizational Psychology) · PhD (Psychology/Behavioral Research) · CPH (graduate Certificate Public Health) · MD Registered Peer Supervisor · Recovery Coach Professional (RCP) · RCP Facilitator (RCP-F) · Mental Health First Aid Instructor

CliftonStrengths: Strategic · Learner · Futuristic · Responsibility · Communication (Top 5)

PROFESSIONAL EXPERIENCE

Director of Operations

Jun 2026 – Present

The ARCHway Institute | National

- Direct day-to-day operations for a national recovery-focused 501(c)(3) nonprofit, overseeing financial workflows including QuickBooks reconciliation, ADP payroll processing, annual budget creation, and preparation of quarterly/annual federal and state nonprofit filings.
- Manage donor and grant operations end to end — coordinating the grant-giving process and recipient correspondence, maintaining Bloomerang donor data, tracking online and phone-based Advocates for Hope, and supporting HOPE Fund tracking and the annual Legacy of HOPE campaign.
- Lead marketing, communications, and digital infrastructure, including website updates and web-designer coordination, newsletter creation and dissemination, marketing material development, and organization of digital records across shared drives.
- Partner cross-functionally with ARCHway/NPRA staff, the Board of Directors, donors, and beneficiaries to advance the organizational mission, while providing project management support on special contracts and initiatives.

Founder & Principal Consultant

Feb 2025 – Present

Maverick Minds, LLC | Maryland (statewide)

- Lead consulting practice specializing in public health education, program evaluation, grant writing, peer support training, and organizational development.
- Deliver strengths-based coaching, professional development, and community health programming for nonprofit and behavioral health clients across Maryland.
- Merged prior practice (Appalachian Recovery Concepts 2021 - 2025) into Maverick Minds to broaden services offered in the human services sector in 2025.

Director of Family Peer & Organizational Development

Jan 2024 – Jan 2025

Maryland Coalition of Families (MCF) | Maryland (statewide)

- Assessed organizational training needs through job analysis, career path mapping, and senior leadership consultation; designed and implemented workforce development programs accordingly.
- Provided ongoing coaching and supervision to Family Peer Support Specialists and members of administration statewide.
- Developed evaluation metrics and tracking systems to monitor workforce development outcomes, aligning reporting structures with funder requirements.
- Served as internal subject matter expert on peer support certification pathways, continuing education, and trauma-informed supervision models.

Research Project Director – BIRCH Study

Jan 2022 – Feb 2024

West Virginia University, School of Medicine – Behavioral Medicine & Psychiatry | West Virginia (statewide)

- Directed all aspects of a NIDA-funded implementation science clinical trial (Grant #1R01DA054703-01): “Integrating Addiction and Infectious Diseases Services into Primary Care in Rural Settings.”
- Oversaw IRB compliance, data collection workflows, quality assurance, protocol adherence, and progress reporting for a multi-site rural health study.
- Managed community engagement, participant recruitment, and relationships with healthcare system partners across rural WV.

Educator

Feb 2020 – Dec 2021

Maryland Rural Opioid Technical Assistance (ROTA) – University of Maryland | Maryland (statewide)

- Delivered community education on SUD/substance use prevention, stigma, harm reduction, social determinants of health, MAT as overdose prevention, and mental health first aid to adults and youth throughout rural Maryland.
- Conducted prevention education within rural public schools; adapted programming for diverse community audiences.

Program Manager – COAT AmeriCorps Initiative

Aug 2018 – Mar 2020

Frostburg State University | Maryland (statewide)

- Managed all aspects of the Conquering Opioid Abuse Together (COAT) AmeriCorps program, supervising a team of national service members conducting SUD outreach and community education.
- Oversaw performance metrics, compliance reporting, grant deliverables, and multi-site coordination across rural Maryland.

Research Program Coordinator – BeSuRe West

Jun 2018 – Aug 2019

Johns Hopkins University, Bloomberg School of Public Health | Washington & Allegany Counties, MD

- Oversaw recruitment, data collection, and community engagement for a community-based research project among persons who inject drugs in rural areas.
- Recruited and supervised five research assistants across two counties; ensured protocol compliance and participant confidentiality.

Project Researcher – SEADS Project

Jun 2019 – Aug 2019

Johns Hopkins University, School of Public Health | Western Maryland

- Conducted qualitative interviews and data management; recruited study participants and provided linkage to care services.

Adjunct Instructor

Aug 2019 – May 2020

Frostburg State University | Frostburg, MD

- Taught Statistical Methods in Psychology, Drugs & Human Behavior, Research Methods in Psychology (Dept. of Psychology), and Introduction to Sociology (Dept. of Sociology).

Distance Learning Specialist

Jun 2017 – Jun 2019

Allegany College of Maryland | Cumberland, MD

- Provided instructional support for adults seeking high school diplomas and participants in the Allegany County Welfare-to-Work (WEX) program.

Adjunct Instructor Aug 2016 – May 2017
Allegheny College of Maryland | Somerset, PA Campus

- Taught Introduction to Psychology and Human Growth & Development.

Teaching Assistant Jul 2015 – Mar 2017
Capella University | Virtual/International

- Delivered synchronous virtual instruction for up to four undergraduate sections of Statistics for Behavioral Sciences per quarter; provided individual tutoring and exam preparation.

Instructor & Consultant Dec 2013 – Dec 2018
Health Educators, Inc. | US & Canada

- Provided state-required bloodborne pathogens/infection control training and certification for body art industry professionals in multiple states.

Co-Owner, Manager & Technician Jul 2006 – Oct 2016
Skinethics, LLC | Trumbull County, OH

- Managed operations of a family-owned body art studio including sales, marketing, customer service, infection control, accounting, and office management.

Emergency Call Center Manager Sep 2003 – Jul 2006
TWR Communications | Cumberland, MD

- Managed operations of an emergency call center; responsibilities included sales, marketing, customer service, communications technology, accounting, and business management.

Staff Accountant Sep 2000 – Jan 2003
Huber-Michaels & Company | Cumberland, MD

- Tax planning & preparation (all entity types), auditing, bookkeeping, financial statement compilation, and business valuation.

EDUCATION

Graduate Certificate – Principles of Public Health Jun 2020 – Jul 2021
University of Maryland, School of Public Health

PhD – Psychology / Behavioral Research Oct 2013 – Jul 2017
Capella University
Dissertation: Sociocultural Evolution: An Examination of Unorthodox Elective Body Modification. ProQuest, LLC (2017).

MS – Industrial-Organizational Psychology Nov 2010 – Oct 2013
Capella University

BS – Accounting & Business Administration Jan 1995 – Aug 2001
Frostburg State University

CREDENTIALS & CERTIFICATIONS

Fellowships & State Credentials

- 2023–2024 Appalachian Leadership Institute Graduate – Appalachian Regional Commission
- Maryland Registered Peer Supervisor (RPS) – MABH Professionals Certification Board #RPS0387
- Maryland Certified Community Health Worker – #00976-21-A

Coaching & Assessment

- Certified PQi Practitioner (AchieveUnite)
- Recovery Coach Professional (CCAR)
- Certified ADHD Coach (Efficient Coach)
- Certified Neuroscience Coach (Efficient Coach)

Master Trainer Authorizations

- Regrounding Our Response (MDH Center for Harm Reduction Services & HIAA – previously via WV Institute for Community & Rural Health): Stages of Change, MAT, Social Determinants of Health, Comprehensive Health Framework for PWUD
- ACE Interface – N.E.A.R. (Adverse Childhood Experiences)

Instructor / Authorized Facilitator

- Mental Health First Aid: Adult & Youth · SMART Recovery Support Groups · Recovery Coach Professional - Facilitator (CCAR) · Mind-Body Skills Workshops (Center for Mind-Body Medicine) · TEACH (MDH HIV/STI Integration) · Youth LifeSkills (Botvin) · Trauma-Informed/Trauma Supportive (Community Resilience Initiative) · Overdose Response & Prevention (State of MD) · Various personally authored curricula.

Training Certificates (Selected)

- IRB Administration (CITI) · Human Subjects Research (CITI) · NIATx Change Leader Academy (ATTC) · Testing & Linkage to Care Counseling (State of MD) · Bridging Prevention & Recovery (SAFE Project) · WRAP I · Partner Success GenAI Prompting (AchieveUnite)

GRANTS, PRESENTATIONS & PUBLICATIONS

Grant Awards

- (2022) Grant Writer – FY2023 Rural Maryland Council Prosperity Investment Fund (RMPIF): Secured \$200,000 1-year award for the establishment of the first women’s residential recovery house, on behalf of Reflection House, Garrett County, MD.
- (Oct 2022 – Sept 2025) Mountain Maryland Forward, Grant Writing Collaboration/Co-Investigator/Trainer - a recovery workforce project of the University of Maryland’s Center for Substance Use, Addiction & Health Research (CESAR), funded by a three-year grant from the U.S. Department of Labor’s Workforce Opportunity for Rural Communities (WORC) initiative and the Appalachian Regional Commission (ARC) (#MI-38996-22-60-A-24).
- (2025) Grant Collaborator/Consultant/Educator - Mountain Maryland Rural Advancement for Maryland Peers - Workforce Development and Adult Learning: partnership with AHEC West, aimed at provided accessible CPRS training, supervision, and career support.
- (2025) Grant Collaborator/Consultant/Educator – Eastern Shore Rural Advancement for Maryland Peers - Workforce Development and Adult Learning: partnership with Eastern Shore AHEC, aimed at provided accessible CPRS training, supervision, and career support.

Publications

- Yoo, J.H., Chan, A.E., Hutter-Thomas, S., et al. (2023). Mental health first aid training in rural Maryland during COVID-19: Program implementation through virtual delivery. *Journal of Human Sciences and Extension*, 11(2). <https://doi.org/10.55533/2325-5226.1412>
- (2017) Dissertation: Sociocultural Evolution: An Examination of Unorthodox Elective Body Modification. ProQuest, LLC.

Selected Conference Presentations & Speaking Engagements

- (Mar 2026) Guest Speaker – Advancing the Peer Support Workforce in Mobile Crisis, Western MD Crisis Services Workshop, Allegany College of Maryland
- (Feb 2026) Guest Speaker – Elevating Maryland Peers, 5th Annual Addiction Recovery Virtual Conference
- (Nov 2025) Guest Speaker – Building a Stronger Peer Workforce for Problem-Solving Courts ,21st Annual Office of Problem-Solving Courts Symposium, Towson, MD
- (Sep 2025) Guest Speaker – Family Peer Support Services, WV Peer Recovery & Recovery Housing Conference, Charleston, WV
- (Jun 2025) Guest Speaker – Building Bridges: Establishing & Expanding Family Peer Support Services Statewide, Multi-State Spark Symposium
- (May 2025) Guest Speaker – Addressing Community Needs with Data and Peer Driven Leadership, 2nd Annual On Our Own of Maryland Conference, Ocean City, MD
- (Apr 2025) Panelist – Multidirectional Learning within Equitable Community-Academic Partnerships, National Conference on Addiction Recovery Science

- (Nov 2023) Panelist – Peer Recovery Support Services: Model Standards for a Critical Recovery Support Service, JEAP National Forum Series
- (Nov 2023) Guest Speaker – Prevention & Recovery in Rural Appalachia: A Grassroots Love Story, MAPPA Annual Conference, Ocean City, MD
- (May 2022) Keynote Speaker – Stigma 101, Mid Shore Behavioral Health 11th Annual Conference ‘Dismantling Stigma in Recovery’
- (Apr 2018) Presentation – New Program Development in the Face of an Epidemic, America’s Service Commission Atlantic/Southern National Service Training Conference

COMMUNITY SERVICE & GOVERNANCE

Government Appointments

- Allegany County Mental Health Advisory Board – May 2021 – Present

Board & Advisory Memberships

- Maryland Alliance for Sensible Drug Policy/Maryland Fund for Sensible Drug Policy – Member, Jan 2026 - Present
- Frostburg State University Institutional Review Board – Member, Aug 2020 – Present
- AHEC West, VP Board of Directors – Member, Jul 2022 – Present
- Archway Station, Inc. –Chair Dec 2021 – Nov 2024; Board Member Dec 2021 – Present
- Cumberland Skatepark Association – Co-Chair 2022–2025; President, Oct 2025 – Present
- AHEC West / GCHD Healing Allegany/ Healing Together – Stakeholder Member, Aug 2019 – Present
- Maryland Coalition of Families, Board of Directors – Aug 2021 – Dec 2023 (DEI Committee Chair, Jan 2023 – Dec 2023)
- Office of Consumer Advocates, Board of Directors – Dec 2022 – Nov 2024
- Allegany Arts Council, Board of Directors – Jul 2022 – Jul 2024
- Allegany College of Maryland, Community Resilience Network Leadership Team – Nov 2020 – Jan 2022