

STEPHANIE HUTTER-THOMAS, PHD, CPH, RPS

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OBJECTIVE

Motivated Public Health Research Scientist, Educator, and Program Manager with extensive experience leading academic and community-based initiatives in behavioral health, substance use, and workforce development. Skilled in managing complex projects from design to implementation, including staffing, logistics, stakeholder coordination, and evaluation. Proficient in mixed-methods research, program evaluation, and strategic planning, with a strong track record of cross-sector collaboration.

EXPERIENCE

Principal Consultant & Facilitator, Appalachian Recovery Concepts, LLC
Dec 2021 — Present, Maryland (statewide)

- Peer Support Specialist Training & Peer Support Program Development.
- To broaden the training and support services I offer in the human services sector, these services have been merged into my new company, Maverick Minds. This company will be closed out at the conclusion of the 2025 calendar year.

Principal Consultant & Facilitator, Maverick Minds, LLC
February 2025 – Present, Maryland (statewide)

- Consulting, Research & Evaluation, Grant Writing
- Community Public Health Education, Professional Development, Team Building, Strengths Coaching, Peer Support Specialist Training & Peer Support Program Development.

Director of Family Peer & Organizational Development, Maryland Coalition of Families (MCF)
Jan 2024 – Jan 2025, Maryland (statewide)

- Identify and assess the training needs through job analysis, career paths, and consultation with supervisors.
- Lead design, development, and implementation of programs, policies, and strategies tailored to meet organizational development needs and program goals.
- Provide ongoing coaching supports to Family Peer Support Specialists across the organization, as well as all members of administration and senior leadership.

Research Project Director, Buprenorphine Implementation Research & Community Health (BIRCH), West Virginia University, School of Medicine, Behavioral Medicine and Psychiatry
Jan 2022 — Feb 2024, West Virginia (statewide)

- NIDA grant#1R01DA054703-01, titled 'Integrating Addiction and Infectious Diseases Services into Primary Care in Rural Settings'; Registered Clinical Trial/Implementation Science

Educator, Maryland Rural Opioid Technical Assistance (ROTA) University of Maryland
Feb 2020 — Dec 2021, Maryland (statewide)

- Provided community education on SUD/Substance use prevention, stigma, harm reduction, social determinants of health, medications for addiction treatment as overdose prevention, and mental health first aid to adults and youth throughout rural Maryland and prevention education within rural public schools

Program Manager, Frostburg State University
Aug 2018 — March 2020, Maryland (statewide)

- Manage all aspects of the AmeriCorps Program known as Conquering Opioid Abuse Together (COAT), supervising and working alongside members of national service to conduct outreach and community education related to substance use disorder and the opioid crisis.

Research Program Coordinator, BeSuRe West Pilot Project,
Johns Hopkins University, Bloomberg School of Public Health
Jun 2018 — Aug 2019, Washington & Allegany Counties, Maryland

- Responsible for overseeing recruitment, data collection, and community engagement activities for a community-based research project among persons who inject drugs in rural areas. Worked closely with principal investigator and research manager in all aspects of study management, including ensuring protocol compliance, participant and community engagement, and that study recruitment goals were met. Responsible for the recruitment and supervision of five research assistants stationed in both Allegany and Washington counties.

Project Researcher, SEADS Project, Johns Hopkins University, School of Public Health
Jun 2019 — Aug 2019, Western Maryland Counties

- Recruitment of study participants in Western Maryland, qualitative interviewing, data management, providing linkage to services, and maintaining strict confidentiality.

Adjunct Instructor, Frostburg State University
Aug 2019 — May 2020, Frostburg Maryland

- Department of Psychology - Statistical Methods in Psychology, Drugs & Human Behavior, Research Methods in Psychology (credit bearing/undergraduate)
- Department of Sociology - Introduction to Sociology (credit bearing/undergraduate)

Distance Learning Specialist, Allegany College of Maryland
Jun 2017 — Jun 2019, Cumberland Maryland

- Adult Basic Education Program & Allegany County WEX Program - Provided instructional support to adults seeking high school diplomas and adults participating in the Welfare-to-Work program.

Adjunct Instructor, Allegany College of Maryland
Aug 2016 — May 2017, Somerset PA Campus

- Department of Psychology - Introduction to Psychology, Human Growth & Development (credit-bearing/undergraduate)

Teaching Assistant, Capella University

July 2015 — March 2017, Virtual/International

- Deliver synchronous virtual lessons weekly for up to four sections of undergraduate students enrolled in Statistics for Behavioral Sciences per quarter. This included options for private tutoring sessions and ongoing exam preparation.

Instructor & Consultant, Health Educators, Inc.

December 2013 - December 2018, US & Canada

- Provided state-required bloodborne pathogens/Infection Control training and certification for body art industry professionals in various states.

Co-Owner, Manager & Technician, Skinethics, LLC

July 2006 – October 2016 Trumbull County Ohio

- Body art studio, family business, duties included sales, marketing, customer service, aseptic technique/infection control, accounting, and business/office management.

Emergency Call Center Manager, TWR Communications

September 2003 – July 2006, Cumberland Maryland

- Management and operations of emergency call center - sales, marketing, customer service, understanding of communications and security technology, accounting, and business/office management

Staff Accountant, Huber-Michaels & Company September

2000 – January 2003, Cumberland Maryland

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

Sales Rep, TWR Communications

September 1991 – January 1997, Cumberland Maryland

- Sales, marketing, customer service, understanding of communications and security technology, security system design, programming of household electronics

EDUCATION

University of Maryland, School of Public Health, Maryland

Jun 2020 — Jul 2021, **Graduate Certificate - Principles of Public Health**

Capella University, Minnesota

Oct 2013 — Jul 2017, **PhD – Psychology/Behavioral Research**

Capella University, Minnesota

Nov 2010 — Oct 2013, **MS - Industrial Organizational Psychology**

Frostburg State University, Maryland

Jan 1995 — Aug 2001, **BS – Accounting & Business Administration**

STRENGTHS

Clifton Strengths - Strategic/Learner/Futuristic/Communication/Responsibility

- Complex problem solver, innovative, lifelong learner, big-picture thinking, strong in verbal and written communication, passionate

Partnering Quotient Index (PQi) - Strategizer

- Data-driven, perceptive, sound judgement, strong business acumen and management skills, complex problem solver

DiSC Style - Di

- Traits include actionable, data-driven, enthusiastic, and collaborative

SPECIALIZED TRAININGS & CERTIFICATIONS

Fellowships

- 2023-2024 Appalachian Leadership Institute graduate, Appalachian Regional Commission

State Certified/Registered

- Maryland Registered Peer Supervisor - Maryland Addiction & Behavioral Health Professionals Certification Board - #RPS0387
- Maryland Certified Community Health Worker - #00976-21-A
- Overdose Response (State of Maryland)

Master Trainer

- Regrounding Our Response Community Education Initiatives (Maryland Department of Health, Center for Harm Reduction Services & West Virginia Institute for Community & Rural Health): Stages of Change, Medication for Addiction Treatment (MAT), Social Determinants of Health, Comprehensive Health Framework for PWUD
- N.E.A.R. ACE Interface - Adverse Childhood Experiences Study: ACE Interface was developed to help communities and families understand the impact of adverse childhood experiences, and we, as community members, have the power to effect change.

Individual & Team Coaching

- Certified PQi Practitioner (PQi by AchieveUnite)
- Recovery Coach Professional (CCAR - Connecticut Community for Addiction Recovery)
- Certified ADHD Coach (Efficient Coach)
- Certified Neuroscience Coach (Efficient Coach)

Instructor/Authorized Facilitator

- SMART Recovery Support Groups (SMART Recovery)
- Recovery Coach Professional Facilitator (CCAR - Connecticut Community for Addiction Recovery)
- Mind-Body Skills Workshops/Groups (Center of Mind Body Medicine)
- Together Elevating and Advancing Community Health (TEACH - Maryland Department of Health's Center for HIV/STI Integration & Capacity in collaboration with the Office of Population Health Improvement & Health HIV)
- Mental Health First Aid; Adult & Youth (National Council for Behavioral Health/Mental Health Assoc. of MD)

- Overdose Response & Prevention (Allegany Co. Health Department, MD)
- Community Trainer - Overdose Response (State of Maryland)
- The Opioid Public Health Crisis (Overdose Lifeline, Inc.)
- Guide to Harm Reduction (Overdose Lifeline, Inc.)
- Removing the Shame & Stigma of SUD (Overdose Lifeline, Inc.)
- This is Not About Drugs (Overdose Lifeline, Inc.)
- Youth LifeSkills; Middle & High School curriculums (Botvin)
- Trauma-Informed/Trauma Supportive – Community Resilience Initiative
- Overdose Response Community Training (State of Maryland)

Training Certificates

- IRB Administration (CITI Program)
- Testing & Linkage to Care Counseling (State of Maryland)
- Human Subjects Research (CITI Program)
- NIATx Change Leader Academy – Addiction Technology Transfer Network
- Bridging Prevention & Recovery – SAFE Project
- Wellness and Recovery Action Plan (WRAP) I
- Partner Success GenAI Prompting (AchieveUnite)

SERVICE & COMMUNITY/CIVIC ENGAGEMENT

Local Government Appointments

- Allegany County Mental Health Advisory Board, May 2021 — Present, Cumberland

Board Memberships

- Board Member – Frostburg State University, Institutional Review Board, August 2020 – Present
- Stakeholder Member - AHEC West/GCHD, Healing Allegany/Healing Together, August 2019 – Present
- Board Member –AHEC, West, Board of Directors, July 2022 – Present
- Board Member - Archway Station Inc., December 2021 – Present
- Member - Allegany College of Maryland, Community Resilience Network, Leadership Team, November 2020 - January 2022
- Chair, Board of Directors - Archway Station Inc, December 2021 – November 2024
- President, Cumberland Skatepark Association (CSA) October 2025 - Present
- Co-Chair – Cumberland Skatepark Committee, 2022- 2025
- Board Member - Maryland Coalition of Families, Board of Directors, August 2021 – December 2023
- DEI Committee Chair – Maryland Coalition of Families, January 2023 – December 2023
- Board Member – Office of Consumer Advocates, Board of Directors, December 2022 – November 2024
- Board Member – Allegany Arts Council, Board of Directors, July 2022 – July 2024

GRANTS, CONFERENCE PRESENTATIONS, & PUBLICATIONS

- (September 2025) Guest Speaker – Topic: Family Peer Support Services, Broadening the View, WV Peer Recovery Support & Recovery Housing Conference, Charleston WV
- (June 2025) Guest Speaker – Topic: Building Bridges: Establishing & Expanding Family Peer Support Services Statewide, Multi-State Spark Symposium
- (May 2025) Guest Speaker – Topic: Addressing Community Needs with Data and Peer Driven Leadership, 2nd Annual On Our Own of Maryland Conference, Ocean City, MD
- (April 2025) Panelist – Topic: Multidirectional Learning within Equitable Community-Academic Partnerships to Enhance Peer Recovery, National Conference on Addiction Recovery Science

- Yoo, J. H., Chan, A. E., Hutter-Thomas, S., Lukulay, M., Kim, A., Lucero, A. K., Hurtado Choque, G., & Kim, J. (2023). Mental health first aid training in rural Maryland during the COVID-19 pandemic: Program implementation through virtual delivery. *Journal of Human Sciences and Extension*, 11(2). <https://doi.org/10.55533/2325-5226.1412>.
- (November 2023) Panelist – Justice Involved & Emerging Adult Population (JEAP) Initiative National Forum Series, “Peer Recovery Support Services: Model Standards for a Critical Recovery Support Service”
- (November 2023). Guest Speaker – Topic: Mind-Body Skills, 2nd Annual First Choice Services Peer Recovery Retreat, Oglebay Resort, Wheeling WV
- (November 2023). Guest Speaker – Topic: Prevention & Recovery in Rural Appalachia: A Grassroots Love Story, Maryland Association of Prevention Professionals & Advocates (MAPPA) Annual Conference, Ocean City, Maryland
- (August 2023). Master Trainer – Regrounding Our Response MD, Training of Trainers Event, MDH Center for Harm Reduction Services
- (August 2023). Master Trainer – Regrounding Our Response WV, Training of Trainers Event, West Virginia Institute for Community & Rural Health
- (April 2023). Member – Assertive Community Treatment (ACT) Expansion Workgroup – Archway Station, Inc.
- (March 2023). SME Reviewer – 2023 Strategic Plan, Maryland’s Behavioral Health & Public Safety Center of Excellence
- (March- July 2023) AD HOC Steering Committee – 2023 Rural Health Plan, Maryland Rural Health Association
- (May 2023). Master Trainer – Regrounding Our Response MD, Training of Trainers Event, MDH Center for Harm Reduction Services
- (March 2023). SME & Master Presenter – Regrounding Our Response WV, Community Education Initiative launch, WVU Institute for Community & Rural Health
- (February 2023). SME & Guest Speaker – Cleveland County’s Endangered Children’s Conference: Regrounding Our Response, personal sponsorship through JBS International
- (September 2022). Guest Speaker /Personal Testimony & Subject Matter Expert Panel – Lived Experiences with Suicide in Appalachia, Cracked, ‘Not Broken: The Kevin Hines Story’, Institute on Medicine & Religion Conference, Frostburg State University
- (June 2022). Grant Writer – FY2023 Rural Maryland Council Prosperity Investment Fund (RMPIF), secured \$200,000 1-year grant award for the establishment of the first women’s residential recovery house, on behalf of Reflection House, Garrett County Maryland.
- (May 2022). Keynote Speaker – Stigma 101: A Foundational Understanding of Explicit/Implicit Bias Towards Substance Use and People with Substance Use Disorder, Mid Shore Behavioral Health 11th Annual Across the Lifespan Conference ‘Dismantling Stigma in Recovery’
- (October 2021). Presentation - Delivering Opioid-related Evidence-based Programs in Rural Maryland: Annual Report on the Impact, Maryland Rural Health Association Virtual Conference
- (September 2020). Presentation - Maryland Rural Opioid Technical Assistance Project Update, University of Maryland, AGNR Third Annual Cornerstone Event
- (April 2018). Presentation - New Program Development in the Face of an Epidemic, America’s Service Commission Atlantic/Southern National Service Training Conference
- (June 2017). Dissertation - Sociocultural Evolution: An Examination of Unorthodox Elective Body Modification. ProQuest, LLC, Anne Arbor, MI.