**Adrian Springfield, PhD, MSW, LISW-S**

332 Claymore Blvd.

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**SUMMARY**

Innovative and result-driven social work leader with over 10 years of combined experience in increasing growth, implementing, and evaluating programs for healthcare, FQHCs, and nonprofit organizations. History of achieving performance improvements by effectively communicating processes and solutions to internal personnel with strong interpersonal skills. Talent for driving major projects, programs, and initiatives from planning through tactical execution. Possess skills in all aspects of fiscal management, including budgets and contracting of services. Plays key role in establishing relationships with community and business leaders, donors, and local organizations to expand awareness of community issues and what can be done to help through fundraising, outreach, and direct support.

**SPECIALIZED SKILLS**

* Strong computer skills and exposure to Microsoft Office Suite, including Word, Excel, PowerPoint, and Outlook
* Data analysis software including SPSS and Atlas
* Able to motivate others to action
* Solid academic skills and considerable experience planning and implementing programs and projects
* Successful leader, equally effective as member of a team
* Highly organized able to multi-task and accomplish multiple objectives
* Professional demeanor and attentive to detail
* Excellent verbal and written communication skills with proven ability to interact and form lasting relationships with, and gain trust of, colleagues and clients at all levels.
* Resourceful and innovative in problem-solving; able to troubleshoot and resolve disputes
* Strong prioritization, delegation, and planning skills
* Enjoy working in a fast-paced environment; highly detail-oriented
* Demonstrated ability to increase productivity and programming
* Strategic planning
* Leadership Development
* Public Speaking
* Teaching
* Budgeting
* Revenue Stream and Project Development
* Recruiting Strategies

**LICENSURE**

License Independent Social Worker with Training Supervision Designation 2011

**EDUCATION**

 **Doctor of Philosophy in Social Work**

*Walden University, Minneapolis, MN*  2022

Specialization: Social Work Administration

Dissertation Topic: *Social Workers' Perceptions on Partnering with Police to Address Violent Police Encounters towards African Americans*

**Master of Social Work** 2011

Specialization: Micro Social Work

*University of Akron, Akron, OH*

**Bachelor of Science in Human Development & Family Studies** 2007

*Kent State University, Kent, OH*

**SELECT COURSEWORK**

* Ethics, Diversity, and Social Justice
* Program Evaluation
* Research Theory, Design, and Methods
* Advanced Quantitative Reasoning and Analysis
* Tools for Sustainable Community Development
* Global Leadership

**PROFESSIONAL EXPERIENCE**

*First Alliance Healthcare*  2022-2023

Cleveland, OH

**Chief Clinical Operating Officer**

* Designed and implemented business strategies, plans and procedures
* Set comprehensive goals for performance and growth
* Established policies that promote company culture and vision
* Oversaw daily operations of the company and the work of executives (IT, Marketing, Sales, Finance etc.)
* Lead employees to encourage maximum performance and dedication
* Evaluated performance by analyzing and interpreting data and metrics
* Wrote and submitted reports to the CEO in all matters of importance
* Assisted CEO in fundraising ventures
* Participated in expansion activities (investments, acquisitions, corporate alliances etc.)
* Managed relationships with partners/vendors

*Signature Health, Inc.* 2017-2022

Mentor, OH

**Director, Integrated Services**

* Directed the integration of clinical infrastructure to align primary care and behavioral health strategic initiatives
* Planned and developed a phased-in approach for expanded primary care clinical services, including employee health services, family ambulatory primary care services, pharmacy, and other specialty services
* Developed and maintained an understanding of evidenced-based models in integrated care and emergency services
* Supervised management and day to day staff on all personnel matters, including recruitment, long-range position planning and performance management
* Accountable for the leadership of all staff, delegating and coordinating to achieve quality cost-effective outcomes
* Developed and monitored department budget guidelines
* Collaborated with the board to refine and execute the strategic plan while ensuring that the budget and priorities are aligned with the core mission

**Clinical Director, Behavioral Health**

Painesville, OH

* Planned, coordinated, and oversee the delivery of patient care clinical services and programs
* Oversee staff compliance, hiring, supervising, training, developing, disciplining, and termination of the agency's clinical staff for the site
* Established and developed teamwork, staff cohesion, and excellent internal customer service
* Devised strategies and plans for the clinical department according to the organization's standards for excellent service and growth
* Identified risks and ensured appropriate strategies were in place to respond/manage them

**Manager, Behavioral Health**

Painesville, OH

* Provided clinical supervision to therapists, case managers, and other direct service providers
* Trained and mentor new team members during orientation and throughout their tenure
* Reviewed treatment plans and approve implementation as required
* Oversee the provision of treatment services for a team of 30 staff members

**Behavioral Health Consultant**

Painesville, OH

* Provided assessment, behavioral health consultation, and brief interventions to children, adolescents, adults, and families to improve psychosocial functioning
* Evaluated crisis situations and applied appropriate interventions
* Assisted in the detection of at-risk patients and development of plans to prevent further psychological and/or physical deterioration
* Provided consultation with PCPs to enhance understanding of the patient, provide decision support for treatment planning

**Social Worker, Inpatient Psychiatric**2017–2019

*St. Vincent Charity Medical Center*

Cleveland, OH

* PRN on acute and geriatric adult psychiatric hospitalization unit as needed
* Completed psychosocial assessments and assisted patients and families with appropriate and safe discharge planning
* Educated and assisted patients and families with patient discharge needs from DME, home health care, extended care facilities, hospice, resources, and financial information
* Worked collaboratively with multidisciplinary team to provide treatment planning
* Implemented and administered structured clinical assessment tools including measure of psychiatric symptomatology and family functioning, case management, treatment, liaison to all externalities

**Case Management Social Worker & Clinical Social Worker** 2014-2017

*Cleveland Clinic*

Cleveland, OH and Akron, OH

* Planned, coordinated, and oversee the delivery of patient care clinical services and programs
* Oversee staff compliance, hiring, supervising, training, developing, disciplining, and termination of the agency's clinical staff for the site
* Established and developed teamwork, staff cohesion, and excellent internal customer service
* Devised strategies and plans for the clinical department according to the organization's standards for excellent service and growth

**Substance Abuse Counselor and Jail Liaison** 2013-2015

*Townhall II*

Kent, OH

* Provided strength-based counseling interventions to work with clients in achieving goals and objectives
* Performed diagnostic assessments, individual therapy to assist in overcoming dependencies, adjusting to life, and making changes
* Evaluated the need for treatment by assessing the client's strengths and needs in office based and jail setting
* Facilitated individual and group therapy for 10-12 individuals

**Resident Supervisor** 2006-2014

*Shelter Care, Inc.*

Tallmadge, OH

* Conducted crisis calls and intake interviews of new clients
* Supervised 3-5 adolescents' girls, ages 14-20 years old
* Planned and provided age-appropriate activities to help adolescents become independent and responsible, such as budgeting, goal setting, parenting, and meal preparation

**Social Work Intern** 2011-2011

*Caring For Kids, Inc.*

Akron, OH

* Reviewed and mined children's files to search for possible permanency connections and learn about the child's past
* Completed matching tools for families being presented for children waiting to be adopted
* Recruited families on a website, Adopt Us Kids for children waiting to be adopted
* Audited and closed records for post finalization
* Collaborated with the foster care department to conduct foster care home visits

**Social Work Intern** 2010-2010

*Community Support Services*

Akron, OH

* Assisted individuals to identify and minimize the effects of the psychiatric symptoms, enabling individuals to self-manage their illness
* Worked with individuals to develop increase interpersonal and community coping skills
* Accompanied individuals to appointments and activities, and assisted in daily living skills, as needed
* Supported the individual in increasing social support networks that ameliorate life stresses resulting from the individual's illness

**Advocate Intern** 2009-2010

*Victim Assistance Program*

Akron, OH

* Shadowed advocates to Summit County Court of Domestic Relations and Common Pleas
* Answered crisis calls and provided crisis counseling and safety planning
* Educated victims of family violence by referring clients to victim assistance programs and/or other appropriate community agencies

**COMMUNITY ENGAGEMENT**

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| Access Shelter, **Childcare & Youth Programs**, 2003-2004Ida B. Wells Community Academy, **Teacher Assistant Volunteer**, 2005Haven of Rest Ministries, **Clothing Donation**, 2006-2009Euclid Hunger Center, **Food Pantry Volunteer**, 2020-Present  |   |

**AFFILIATIONS**

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| * Sigma Gamma Rho Sorority, Inc., **Member**, 2021
* The National Society of Leadership & Success (NSLS), **Lifetime Member**, 2020
* Golden Key Honor Society, **Lifetime Member**, 2020
* National Association of Social Workers, **Member**, 2020
* National Congress of Black Women, **Member**, 2020
* National Social Work Society, **Lifetime Member**, 2019
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