



Consultation and Supervision for Addiction Professionals
West College of Education and Professional Studies

COUN 4503 X20

Spring 2026

Online

Contact Information

Instructor: Dr. Michelle Hall, FT, LPC-S

Office: Remote only

Office hours: Tuesdays 9:00 am to 10 am or by scheduled appointment

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***Important! This course's weeks start on Saturday and end on Friday for each week.**

Instructor Response Policy

During the week (Monday – Friday), I will respond to emails and D2L messages within 48 hours. Do not expect a response from me on holidays and weekends. As professionals, it is important that we implement boundaries around home and work and model good self-care. Please try to ask your questions before the weekend.

Textbook & Instructional Materials

The viewpoint of the text does not embody the viewpoint of Midwestern State University. If you notice something within your text that you feel is biased or incorrect, please reach out to the publisher with your concerns in hopes that they may be reflected within future editions. ***Note:** The citations below are not in proper APA 7 formatting; to make them proper, each citation needs to be double-spaced.

Eby, L. T., & Laschober, T. C. (2014). Effective clinical supervision in substance use disorder treatment: What is it and who benefits? *Advances in Addiction & Recovery*, 27-29. [Article](#).

Fulton, C. L., Kjellstrand Hartwig, E., Ybañez-Llorente, K., & Schmidt, E. (2016). Clinical supervision in the addictions field: A case example of effective gatekeeping. *Alcoholism Treatment Quarterly*, 34(1), 48-62. [Article](#).

Hawaii State Department of Health. (2013). *Twelve core functions of the alcohol*

- and other drug abuse counselor. [Article](#).
- Heers, S. (2023, Oct. 12). *Peer consultation for therapists: What to expect*. Firelight Supervision. [Article](#).
- Hendershot, W. (2018, Sept. 25). Similarities & differences of counseling, consultation, and supervision. Prezi. [Presentation](#).
- Johnson, M. (2018, Dec. 11). *Ethical and professional issues in addiction counseling*. NAADAC. [Presentation](#).
- Jones, C. T., & Branco, S. F. (2020). Trauma-informed supervision: Clinical supervision of substance use disorder counselors. *Journal of Addictions & Offender Counseling*, 41(1), 2–17. [Article](#).
- Juhnke, G. A., & Culbreth, J. R. (1994). *Clinical supervision in addictions counseling: Special challenges and solutions*. ERIC Digest. ERIC Clearinghouse on Counseling and Student Services. [Article](#).
- Kirby, J. (2023). *The difference between consultation and supervision*. New Perspective Consultation & Supervision. [Article](#).
- Nathan, W., & Desposito, M. (2023, Oct. 16). *The benefits of clinical consultation groups*. Counseling Today. [Article](#).
- National Association for Alcoholism and Drug Abuse Counselors. (2021). *NAADAC/NCC AP Code of Ethics*. [Code](#).
- Office of the Secretary of State. (2024). 25 Texas administrative code §1.140.I. [Code](#). [Download PDF](#).
- Powell, D. J., & Brodsky, A.. (2004). *Clinical supervision in alcohol and drug abuse counseling: Principles, models, methods*. Jossey-Bass.
- Substance Abuse and Mental Health Services Administration. (2012). *TIP 21-A: Competencies for substance abuse treatment clinical supervisors*. U.S. Department of Health and Human Services. [Article](#).
- Substance Abuse and Mental Health Services Administration. (2014). *TIP 52: Clinical supervision and professional development of the substance abuse counselor*. U.S. Department of Health and Human Services. [Article](#).
- Substance Abuse and Mental Health Services Administration. (2017). *TIP 21: Addiction competencies*. U.S. Department of Health and Human Services. [Article](#).

Optional Text:

- Health and Human Services. (2023). *Texas Health and Human Services Commission enforcement actions: Licensed chemical dependency counselor program*. [Document](#)

Course Description

Explores models and techniques of consultation and supervision.

Course Objectives/Learning Outcomes/Course Competencies

1. Students will be able to understand concepts of consultation and supervision for addiction professionals
2. Students will be able to discuss different models and approaches to consultation and supervision for addiction professionals.
3. Students will be able to discuss the ethics pertaining to addiction professionals.
4. Students will be able to discuss the laws and codes pertaining to addiction professionals.
5. Students will understand an ethical decision-making model and be able to walk through an ethical dilemma using an ethical decision-making model.

Student Handbook

Refer to: [Student Handbook](#)

Academic Misconduct Policy & Procedures

Academic Dishonesty: Cheating, collusion, and plagiarism (the act of using source material of other persons, either published or unpublished, without following the accepted techniques of crediting, or the submission for credit of work not the individual's to whom credit is given). Additional guidelines on procedures in these matters may be found in the Office of Student Conduct. [Office of Student Conduct](#)

Online Etiquette: It is expected that students use a formal, professional tone when communicating online. Please address each other with respect and follow the American Counseling Association (ACA; 2014) Code of Ethics, and treat all students respectfully.

Confidentiality: Upholding confidentiality is of the utmost importance. Anything discussed and shared by fellow students should remain confidential.

Academic Dishonesty: Students at MSU Texas are an essential part of the academic community. Students enjoy freedom necessary for learning in a community geared towards achieving success toward our educational objectives which requires high standards of academic integrity.

Academic dishonesty has no place in advanced learning. It is each student's responsibility to know about elements of academic dishonesty and to seek clarification directly from the instructor as necessary. Examples of academic dishonesty include, but are not limited to:

- Submission of an assignment as the student's original work that is entirely or partly the work of another person or AI or generative AI.
- Failure to appropriately cite references from published or unpublished works or print/non-print materials, including work found on the World Wide Web or generated through AI.
- Observing or assisting another student's work.
- Multiple Submission - Submitting a substantial portion or the entire same work for credit in different classes without permission or knowledge of the instructor.
- Artificial Intelligence (AI): Written assignments will be run through plagiarism and AI checkers. If at any point it is identified that a student used AI to complete an assignment (such as ChatGPT and/or premium Grammarly AI), an automatic grade of zero will be given to the assignment

Grading/Assessment

****ALL WRITTEN ASSIGNMENTS MUST BE SUBMITTED VIA D2L AND ALL WORK MUST BE COMPLETED USING THE LATEST APA EDITION STYLE.**

Online Discussion Posts and Comments: (15 pts.) Students are required to answer questions or complete assignments regularly related to the weekly reading. Every week students will be required to answer questions about the reading or be asked to reflect on a particular topic for that week. Students may also be required to engage in short creative projects instead of questions about the readings. If there is a discussion, students are required to participate and comment on at least one other person's thread. You will be required to post at least three academic paragraphs made up of 5 sentences each in each week's discussion board post (at least 200 words). You are also required to reply to at least one other student's discussion board post (at least 150 words). It is expected that you reflect on your peer's discussion post and that you make a thoughtful response that responds to the post they have written. *You should not be copying and pasting each week's post, and doing so will result in loss of points. Each original post should include at least three academic paragraphs. An academic paragraph consists of a paragraph with at least five sentences in it. *The assignments and weekly comments are due by Sunday at 11:59 pm at the end of the week. Follow directions to get full points each week. No late discussion entries will be accepted.

Exam 1 (20 pts): Students will complete their first exam on D2L Brightspace. Students may attempt the exam twice with their highest grade being kept. Students will have 120 minutes to take the exam. Students will

only be able to access the exam while it is open, there is NO late work for exams. Exams feature multiple choice, and true/false questions.

Exam 2 (20 pts): Students will complete their second on D2L Brightspace. Students may attempt the exam twice with their highest grade being kept. Students will have 120 minutes to take the exam. Students will only be able to access the exam while it is open, there is NO late work for exams. Exams feature multiple choice, and true/false questions.

Exam 3 (20 pts): Students will complete their final exam on D2L Brightspace. Students may attempt the exam twice with their highest grade being kept. Students will have 120 minutes to take the exam. Students will only be able to access the exam while it is open, there is NO late work for exams. Exams feature multiple choice, and true/false questions.

Professional Consultation and Supervision Simulation (25 pts.): Students will discuss and make a supervision plan to address the concerns of a substance abuse counselor who is their supervisee. Students will select one case study out of five options provided in D2L. The paper must include: an introduction paragraph; information about the case study chosen; a walk-through of the NAADAC Ethical Decision-Making Model relevant to the case chosen; the supervision approach that the student would use in the situation; consultation and referral recommendations that would be made to the supervisee; and a personal reflection and summary. More information on the instructions is provided in D2L.

Table 1: Points allocated to each assignment

Points Breakdown

Assignments	Points
Online Discussion Posts and Comments	15
Exam #1	20
Exam #2	20
Exam #3	20
Professional Consultation and Supervision Simulation Paper	25
Total Points	100

Table 2: Total points for final grade.

Grade	Points
A	90-100
B	80-89
C	70-79
D	60-69
F	59 or Below

Extra Credit

Due to the short duration of this course, I do not accept extra credit.

Late Work

All simulation papers must be turned in the day they are due. **No exceptions.* If you have an emergency, please let me know in advance, and/or email me your assignment the same day it is due. Any late papers will be lowered by 20%. Late papers can only be turned in before the deadline. Please note that your assignments hold valuable points and skipping even one assignment will most likely lower your grade. Please plan for deadlines as this is a brief eight week semester and each deadline matters.

Important Dates

Last day for term schedule changes: January 23, 2026 Check date on [Academic Calendar](#).

Deadline to file for graduation: February 16, 2026 Check date on [Academic Calendar](#).

Last Day to drop with a grade of "W:" April 29, 2026. Check date on [Academic Calendar](#).

Refer to: [Drops, Withdrawals & Void](#)

Desire-to-Learn (D2L)

Extensive use of the MSU D2L program is a part of this course. Each student is expected to be familiar with this program as it provides a primary source of communication regarding assignments, examination materials, and general course information. You can log into [D2L](#) through the MSU Homepage. If you experience difficulties, please contact the technicians listed for the program or contact your instructor.

Online Computer Requirements

Click here to edit text. Taking an online class requires you to have access to a computer (with Internet access) to complete and upload your

assignments. It is your responsibility to have (or have access to) a working computer in this class. ****Assignments and tests are due by the due date, and personal computer technical difficulties will not be considered reason for the instructor to allow students extra time to submit assignments, tests, or discussion postings.*** Computers are available on campus in various areas of the buildings as well as the Academic Success Center. ****Your computer being down is not an excuse for missing a deadline!!*** There are many places to access your class! Our online classes can be accessed from any computer in the world that is connected to the internet. Contact your instructor immediately upon having computer trouble. If you have technical difficulties in the course, there is also a student helpdesk available to you. The college cannot work directly on student computers due to both liability and resource limitations however they are able to help you get connected to our online services. For help, log into [D2L](#).

Inclement Weather

This online course will continue as scheduled. If emergent circumstances arise, please contact instructor via email.

Change of Schedule

A student dropping a course (but not withdrawing from the University) within the first 12 class days of a regular semester or the first four class days of a summer semester is eligible for a 100% refund of applicable tuition and fees. Dates are published in the [Schedule of Classes](#) each semester.

Refund and Repayment Policy

A student who withdraws or is administratively withdrawn from Midwestern State University (MSU) may be eligible to receive a refund for all or a portion of the tuition, fees and room/board charges that were paid to MSU for the semester. HOWEVER, if the student received financial aid (federal/state/institutional grants, loans and/or scholarships), all or a portion of the refund may be returned to the financial aid programs. As described below, two formulas (federal and state) exists in determining the amount of the refund. (Examples of each refund calculation will be made available upon request).

Services for Students with Disabilities

In accordance with Section 504 of the Federal Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, Midwestern State University endeavors to make reasonable accommodations to ensure equal opportunity for qualified persons with disabilities to participate in all educational, social, and recreational programs and activities. After notification of acceptance,

students requiring accommodations should make application for such assistance through Disability Support Services, located in the Student Wellness Center, (940) 397-4140. Current documentation of a disability will be required in order to provide appropriate services, and each request will be individually reviewed. For more details, please go to [Disability Support Services](#).

College Policies

Campus Carry Rules/Policies

Refer to: [Campus Carry Rules and Policies](#)

Smoking/Tobacco Policy

College policy strictly prohibits the use of tobacco products in any building owned or operated by MSU TEXAS. Adult students may smoke only in the outside designated-smoking areas at each location.

Alcohol and Drug Policy

To comply with the Drug Free Schools and Communities Act of 1989 and subsequent amendments, students and employees of Midwestern State are informed that strictly enforced policies are in place which prohibits the unlawful possession, use or distribution of any illicit drugs, including alcohol, on university property or as part of any university-sponsored activity. Students and employees are also subject to all applicable legal sanctions under local, state and federal law for any offenses involving illicit drugs on University property or at University-sponsored activities.

Campus Carry

Effective August 1, 2016, the Campus Carry law (Senate Bill 11) allows those licensed individuals to carry a concealed handgun in buildings on public university campuses, except in locations the University establishes as prohibited. The new Constitutional Carry law does not change this process. Concealed carry still requires a License to Carry permit, and openly carrying handguns is not allowed on college campuses. For more information, visit [Campus Carry](#).

Active Shooter

The safety and security of our campus is the responsibility of everyone in our community. Each of us has an obligation to be prepared to appropriately respond to threats to our campus, such as an active aggressor. Please review the information provided by MSU Police Department regarding the options and strategies we can all use to stay safe during difficult situations. For more information, visit [Safety / Emergency Procedures](#). Students are encouraged to

watch the video entitled "*Run. Hide. Fight.*" which may be electronically accessed via the University police department's webpage: ["Run. Hide. Fight."](#)

Obligation to Report Sex Discrimination under State and Federal Law

Midwestern State University is committed to providing and strengthening an educational, working, and living environment where students, faculty, staff, and visitors are free from sex discrimination of any kind. State and federal law require University employees to report sex discrimination and sexual misconduct to the University's Office of Title IX. As a faculty member, I am required to report to the Title IX Coordinator any allegations, personally observed behavior, or other direct or indirect knowledge of conduct that reasonably may constitute sex discrimination or sexual misconduct, which includes sexual assault, sexual harassment, dating violence, or stalking, involving a student or employee. After a report is made, the office of Title IX will reach out to the affected student or employee in an effort to connect such person(s) with resources and options in addressing the allegations made in the report. You are also encouraged to report any incidents to the office of Title IX. You may do so by contacting:

Laura Hetrick
Title IX Coordinator
Sunwatcher Village Clubhouse
940-397-4213
laura.hetrick@msutexas.edu

You may also file an online report 24/7 at [Online Reporting Form](#)

Should you wish to visit with someone about your experience in confidence, you may contact the MSU Counseling Center at 940-397-4618. For more information on the University's policy on Title IX or sexual misconduct, please visit [Title IX Website](#)

Grade Appeal Process

Update as needed. Students who wish to appeal a grade should consult the Midwestern State University [MSU Catalog](#)

Course Schedule:

Week or Module	Activities/Assignments/Exams	Due Date
Week 1 Saturday, March 21, 2026 - Friday, March 27, 2026	Class Introductions Review Syllabus Read Class Instructions Consultation and Supervision	Do Discussion Board Post & Comment on a Peer's Post <ul style="list-style-type: none"> • Read Hawaii State Department of Health. (2013). Article. • Read Hendershot (2018). Presentation. • Read Kirby (2023). Article. • Read Nathan, W., & Desposito, M. (2023). Article. • Read Eby & Laschober (2014). Article.

Week or Module	Activities/Assignments/Exams	Due Date
Week 2 Saturday, March 28, 2026 - Friday, April 3, 2026	Consultation and Supervision	Do Discussion Board Post & Comment on a Peer's Post <ul style="list-style-type: none"> • Read Heers (2023). Article. • Read National Association for Alcoholism and Drug Abuse Counselors. (2021). <i>NAADAC/NCC AP Code of Ethics.</i> Code. • Read The NAADAC Ethical Decision-Making Model in D2L • Read Office of the Secretary of State. (2024). <i>25 Texas administrative code §1.140.I.</i> Code. Download PDF. • Read Substance Abuse and Mental Health Services Administration. (2017). Article.

Week or Module	Activities/Assignments/Exams	Due Date
Week 3 Saturday, April 4, 2026 - Friday, April 10, 2026	Consultation and Supervision	Do Discussion Board Post & Comment on a Peer's Post <ul style="list-style-type: none"> • Read Substance Abuse and Mental Health Services Administration. (2014). Article. • Read Substance Abuse and Mental Health Services Administration. (2012). Article. • Exam 1
Week 4 Saturday, April 11, 2026 - Friday, April 17, 2026	Consultation and Supervision	Do Discussion Board Post & Comment on a Peer's Post <ul style="list-style-type: none"> • Read Powell and Brodsky (2004) - Clinical Supervision in Alcohol and Drug Abuse Counseling : Principles, Models, Methods Chs 1-6 (book available through MSU library database ebook)

Week or Module	Activities/Assignments/Exams	Due Date
Week 5 Saturday, April 18, 2026 - Friday, April 24, 2026	Consultation and Supervision	Do Discussion Board Post & Comment on a Peer's Post <ul style="list-style-type: none"> • Read Powell and Brodsky (2004) - Clinical Supervision in Alcohol and Drug Abuse Counseling : Principles, Models, Methods Chs 7-12 (book available through MSU library database ebook)
Week 6 Saturday, April 25, 2026 - Friday, May 1, 2026	Consultation and Supervision	Do Discussion Board Post & Comment on a Peer's Post <ul style="list-style-type: none"> • Read Powell and Brodsky (2004) - Clinical Supervision in Alcohol and Drug Abuse Counseling : Principles, Models, Methods Chs 13-17 (book available through MSU library database ebook) • Exam 2
Week 7 Saturday, May 2, 2026 – Friday, May 8, 2026	Consultation and Supervision	Do Discussion Board Post & Comment on a Peer's Post <ul style="list-style-type: none"> • Read Johnson (2018). Presentation.

Week or Module	Activities/Assignments/Exams	Due Date
		<ul style="list-style-type: none"> • Read Fulton et al. (2016). Article in D2L. • Read Jones & Branco (2020). Article in D2L. • Professional Consultation and Supervision Simulation Paper (See Appendix A)
Week 8 Saturday, May 9, 2026 - Friday, May 15, 2026	Consultation and Supervision	Do Discussion Board Post & Comment on a Peer's Post <ul style="list-style-type: none"> • Read Juhnke & Culbreth (1994). Article. • Read in D2L, Counseling, Consultation, & Collaboration. • Exam 3

Notice:

Changes in the course syllabus, procedure, assignments, and schedule may be made at the discretion of the instructor.

Appendix A

Professional Consultation and Supervision Simulation Rubric

Criteria	1 – Improvement Needed	2 – Some Development	3 – Developing	4 – Proficient	5 – Accomplished
Title Page, Introduction, Assignment & Case Study Selection	Student does not provide a title page, introduction, or case study. Does not meet academic paragraph minimums. Poor academic writing and/or APA 7 formatting.	Student provides required components, but content is vague and/or does not meet paragraph minimums. Writing, grammar, punctuation, or APA 7 issues are present.	Student provides components but shows moderate academic writing, grammatical, punctuation, or APA 7 formatting errors.	Student appropriately provides all components and meets academic paragraph minimums. Moderate to low writing, grammatical, or APA errors.	Student exceptionally provides all components, meets academic paragraph minimums, and demonstrates little to no academic writing, grammatical, or APA errors.
Ethical Decision-Making Model	Student does not include an ethical decision-making section. Does not meet the two-paragraph minimum. Poor academic writing and/or APA 7 formatting.	Student employs an ethical decision-making model; however, it is vague, incomplete, and/or does not meet the two-paragraph minimum. Writing and APA issues present.	Student employs an ethical decision-making model but shows moderate academic writing, grammatical, or APA errors.	Student appropriately employs an ethical decision-making model and meets the two-paragraph minimum. Moderate to low writing or APA errors.	Student exceptionally employs an ethical decision-making model, meets the two-paragraph minimum, and demonstrates little to no writing, grammatical, or APA errors.
Supervision Approach	Student does not identify a supervision approach for the case study client. Does not meet the four-paragraph minimum. Poor academic writing and/or APA 7 formatting.	Student offers a supervision approach; however, it is vague and/or does not meet the four-paragraph minimum. Writing and APA issues present.	Student offers a supervision approach but shows moderate academic writing, grammatical, or APA errors.	Student appropriately offers a supervision approach and meets the two-paragraph minimum. Moderate to low writing or APA errors.	Student exceptionally offers a supervision approach, meets the paragraph minimum, and demonstrates little to no academic writing, grammatical, or APA errors.
Consultation and Referral Recommendations	Student does not provide consultation and referral recommendations for the case study. Poor	Student provides recommendations, but they are vague and/or do not meet the two-paragraph minimum. Writing	Student provides recommendation s with moderate academic writing, grammatical, or APA errors.	Student provides recommendation s and meets the two-paragraph minimum. Moderate to low	Student exceptionally provides recommendations, meets the two-paragraph minimum, and

Professional Consultation and Supervision Simulation Rubric

Criteria	1 – Improvement Needed	2 – Some Development	3 – Developing	4 – Proficient	5 – Accomplished
	academic writing and/or APA 7 formatting.	and APA issues present.		writing or APA errors.	demonstrates little to no academic writing, grammatical, or APA errors. Student exceptionally provides a reflection and summary, meets the two-paragraph minimum, and demonstrates little to no writing or APA errors. References page has little to no APA 7 formatting issues.
Personal Reflection, Summary & References Page	Student does not provide a personal reflection and summary section or a references page.	Student provides a reflection and summary; however, it is vague and/or does not meet the two-paragraph minimum. References page has poor APA 7 formatting.	Student provides a reflection and summary with moderate writing or APA errors. References page has moderate APA 7 formatting issues.	Student provides a reflection and summary and meets the two-paragraph minimum. References page has moderate to low APA 7 formatting issues.	