
Douglas Ribeiro, Ph.D.
Tenured Professor and Chair
Psychology, Counseling, and Family Science
College of Liberal Arts and Sciences
Lipscomb University
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Academic Background

Ph.D. Counseling Psychology - Georgia State University, 2012.
M.S. Professional Counseling - Freed-Hardeman University, 2006.
B.S. Biblical Studies - Freed-Hardeman University, 2003.

Languages

English: Fluent
Portuguese: Fluent
Spanish: Fluent

Certifications and Memberships

Licensed Professional Counselor, 2016 - Present, Tennessee, USA.
Provisional Psychologist, 2013 – 2015, Tennessee, USA.
Tennessee Counselor Association, 2012 - Present
American Psychological Association, 2007 - Present
American Counseling Association, 2004 - Present

ACADEMIC LEADERSHIP & PROGRAM DEVELOPMENT

Chair of Department of Psychology, Counseling, and Family Science, Lipscomb University (August, 2022 – Present), Nashville, Tennessee.

- *Academic Leadership* - Led curriculum reviews and program development, ensuring academic rigor and alignment with institutional goals. Supervised full-time and adjunct faculty, managed performance reviews, and fostered professional development and mentorship opportunities.
- *Vision and Strategy* - Developed and implemented a clear vision for the department, fostering innovation and collaboration. Led initiatives to strengthen academic programs ensuring alignment with evolving student and industry needs.
- *Accreditation and Institutional Effectiveness* - Directed accreditation efforts and compliance for programs, including CMHC, MFT, and SACSCOC standards. Managed data collection and analysis for continuous program improvement, and ensured timely submission of CIP reports and accreditation documentation.
- *Budget and Financial Management* - Oversaw departmental budgeting (\$897,627), resource allocation, and financial planning. Collaborated with the business office on expenditure approvals and secured funding for department operations. Served as visa

- card manager and handled faculty reimbursements, ensuring adherence to fiscal policies.
- *Fundraising and Advancement* - Led fundraising initiatives, including Giving Day and alumni engagement efforts. Collaborated with the Assistant Dean to strengthen relationships with alumni and secured donors for the creation of the first Psychology scholarship.
 - *Admissions and Recruitment* - Supported university recruitment by advising prospective and transfer students, and engaging with families at admissions events. Oversaw creation of marketing materials and coordinated faculty participation in special admissions events to promote department visibility.
 - *Student Support and Career Development* - Advised students, monitored academic progress, and facilitated student retention efforts. Coordinated with the Career Center on internship opportunities and job placement initiatives. Managed student award selections and organized recognition events for graduating seniors.
 - *Collaboration with University Offices* - Worked closely with the Dean's Office, Registrar, and Graduate Admissions to ensure efficient departmental operations. Represented the department in university meetings and events, maintaining communication with university leadership to address key initiatives.

Lead Faculty of Lipscomb Initiative for Behavioral Health Integration (September 2017 – Present) - Federally Funded Grant of \$3.36 Million

- *Partnerships and External Collaboration* - Established and maintained external partnerships with field placement sites focused on underserved populations, creating valuable student learning opportunities. Developed Memoranda of Understanding (MOU) with external partners to ensure project sustainability and foster long-term collaborations. Facilitated interdisciplinary partnerships between the Clinical Mental Health Counseling (CMHC) program and other university departments, promoting interprofessional collaboration. Organized annual Networking Events and course panel presentations with external partners to enhance engagement and strengthen academic-community ties. Promoted the program and recruited diverse and bilingual students at regional and national conferences.
- *Program and Professional Development Leadership* - Managed the provision of Continuing Education (CE) credits for faculty, site supervisors, and community members attending LIBHI conferences. Presided over the selection of training topics and guest speakers for LIBHI's annual professional development events. Facilitated contacts with potential employers to promote job placement for newly degreed professionals in high-need, high-demand areas. Collaborated with stakeholders to determine annual training priorities and ensure they align with industry needs and trends.
- *Project Evaluation and Reporting* - Conducted focus group evaluations each semester to assess participant experiences and gather feedback for continuous program improvement. Oversaw process and outcome evaluations in collaboration with the Project Administrator and Evaluator, ensuring the project's effectiveness. Shared annual report findings with stakeholders and contributed to the CMHC program's Annual Performance Report. Co-authored the final project report with the Project Administrator and Evaluator, summarizing outcomes and compliance with project goals.

- *Budget and Financial Management* - Oversaw the financial operations of a \$3.36 million award, ensuring strategic resource allocation and compliance with federal guidelines. Developed and managed budgets, monitored expenditures, and spending was prioritized to meet programmatic needs and sustainability. Responsibilities included preparing financial reports for federal agencies to ensure transparency and adherence to grant requirements. Supplemental funding was secured through grant writing and partnerships, enhancing the project's sustainability while managing payroll and reimbursements for faculty and staff to ensure timely disbursements.

Director of Clinical Mental Health Counseling Program, Lipscomb University (June, 2022 – December, 2022), Nashville, Tennessee.

- *Program Leadership* - Coordinated the program, managing course sequencing and faculty meetings. Collaborated with faculty on teaching, scholarship, accreditation, and recruitment efforts. Developed semester course schedules aligned with program needs and timelines. Served as the main contact for public relations regarding the program.
- *Accreditation and Compliance Leadership* - Acted as the CACREP and NBCC liaison, ensuring adherence to accreditation standards. Wrote and submitted reports to accrediting institutions and the division chair, including the annual program report. Oversaw CACREP accreditation compliance and served as NBCC and CPCE Testing Coordinator.
- *Student and Faculty Recruitment and Retention* - Coordinated recruitment and retention efforts for students and faculty. Advised and mentored students throughout their academic journey. Collaborated with faculty to develop a current and relevant curriculum.
- *Professional Development and Service* - Fulfilled teaching, scholarship, and service responsibilities. Participated actively in professional organizations and university committees. Oversaw Chi Sigma Iota activities, promoting student engagement.

ACADEMIC TEACHING

Tenured Professor of Psychology, Counseling, and Family Science, Lipscomb University (June, 2025 - Present), Nashville, Tennessee.

Associate Professor, June, 2018 - May, 2024.

Assistant Professor, August, 2012 - May, 2018.

- **Courses Taught:** Advanced Psychopathology, Assessment Techniques, Behavioral Statistics, Career Counseling, Counseling Internship, Introduction to Psychopathology and Adaptive Behavior, Multicultural Issues in Counseling, and Psychological Assessment.
- **Lectures:** Social Determinants of Health Lectures. Lipscomb's Interprofessional Grand Rounds 2022 and 2024

Clinical Professor of Psychiatry and Behavioral Sciences, Vanderbilt University (September 2024 - Present), Nashville, Tennessee.

- **Foundations of Physician Responsibility** – Course Co-Director at Vanderbilt's Medical School.
- **Curriculum Development of the Vanderbilt Interprofessional Health Education Collaborative (VIPHEC).**

FUNDED GRANTS

- Witherspoon Nash, D. & **Ribeiro, D.**, (2023-2028). Integrated Substance Use Disorder Training Program (ISTP), *Collaborator*, GOV-Health Resources and Services Administration (HRSA). Total Award: \$1,654,121
- Ribeiro, D.** & Morris, M., (2021-2025). Behavioral Health Workforce and Education Training Program, *Principal Investigator*, GOV-Health Resources and Services Administration (HRSA). Total Award: 1,361,033
- Ribeiro, D.**, Morris, J., & Morris, M., (2018-2020). Behavioral Health Workforce Education and Training Program - Supplement, *Principal Investigator*, GOV-Health Resources and Services Administration (HRSA). Total award: \$1,200,000 (\$400,000 to Lipscomb, \$800,000 to Community Partners: Neighborhood Health and Matthew Walker Clinic).
- Ribeiro, D.**, Morris, J., & Morris, M., (2017-2021). Behavioral Health Workforce Education and Training Program, *Principal Investigator*, GOV-Health Resources and Services Administration (HRSA). Total award: \$1,847,673
- Ribeiro, D.** (2015-2016). Lipscomb's Faculty Summer Grant, *Principal Investigator*, Lipscomb University. Total Award: \$10,350

UNFUNDED GRANTS

- Ribeiro, D.** & Stanfield, H., (2021-2022). Health and Public Safety Workforce Resiliency Training Program, *Principal Investigator*, GOV-Health Resources and Services Administration (HRSA).
- Ribeiro, D.** & Held, M. L., (2017-2018). Immigration and Immigrant Integration, *Co-Principal Investigator*.

INTELLECTUAL CONTRIBUTIONS

| Category | BDS | AIS | TLS | Total |
|--|-----|-----|-----|-------|
| Articles in Peer-Reviewed Journals | 1 | | | 1 |
| Publications of Non-refereed or Invited Papers | | 1 | | 1 |
| Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings | | 1 | | 1 |
| Paper Presentations (Refereed) | 4 | 1 | 3 | 8 |
| Paper Presentations (Non-Refereed) | | 1 | 1 | 2 |
| Research Report, Non-Refereed | | | | 0 |

BDS = Basic or Discovery Scholarship; AIS = Applied or Integrative Scholarship; TLS = Teaching and Learning Scholarship

Peer Reviewed Presentations (by year)

- Ribeiro, D.** (2023-2024). *Practice outside the office: a social justice journey into educating counselors for roles in primary care*. ACES National Conference, Denver, Colorado.
- Morris, M. & **Ribeiro, D.** (2021-2022). *Developing a Toolkit for Training Counseling Students in Integrated Behavioral Healthcare*. ACES National Conference, Atlanta, Georgia.
- Ribeiro, D.**, Mills, A., Morris, J., & Morris, M. (2019-2020). *Securing, Integrating, and*

Implementing Grant Funds to Enhance Counselor Education. Association for Counselor Education and Supervision, Seattle, Washington.

Ribeiro, D. (2014-2015, August). *Psychological Assessment of Undocumented Immigrants: Intersection of practice, ethics, and politics*. American Psychological Association Convention, Washington, District of Columbia.

Ribeiro, D. (2013-2014, August). *The Role of Counseling Psychologists in the Prevention, Assessment, and Treatment of Undocumented Latino Immigrant Couples in the United States*. American Psychological Association Convention, Honolulu, Hawaii.

Ribeiro, D. & Ancis, J. (2012-2013, August). *Resilient marriages: Experiences of undocumented Mexican immigrant couples in the United States*. American Psychological Association Convention, Orlando, Florida.

Mhlanga, F., Hodza, P., **Ribeiro, D.**, Perry, E., Nix, R., Borera, E., Randrianasolo, A., Simmons, D., Kirchner, R. (2013-2014). *On a big data and geospatially-enabled predictive model ecosystem for interpersonal violence*. Alabama Modeling and Simulation International Conference, Huntsville, Alabama.

Dispenza, F., **Ribeiro, D.**, Watson, L., White, N., & Davis, T. (2008-2009). *Attachment theory and intimate partner violence in the Latino population*. International Counseling Psychology Conference, Chicago, Illinois.

Invited Presentations (by year)

Ribeiro, D. (2015-2016). *Experiential Teaching Abroad: Experiences Teaching Multicultural Issues in Counseling Overseas*. Invited presentation at 7th Intercontinental Convention on Psychology "Hominis 2016", La Havana, Cuba.

Ribeiro, D. (2008-2009). *Latino mental health*. Invited presentation at Collectively Managing Mental Illnesses Conference, Atlanta, Georgia.

Peer Reviewed Paper

White, C., Arruda, V. R., Dias, C., & Ribeiro, D. (2010). Reflecting on Race, Class, and Identity: Brazilians in North Georgia. *Southern Anthropologist*, 35(1), 5.

Invited Paper

Ribeiro, D., & Ancis, J. R. (2012). Psychosocial experiences of undocumented, Mexican immigrant men. *Georgia Psychologist*, 13-15.

Book Chapter

Ribeiro, D., & Marulanda-Crawley, C. (2017). Immigrant 's Health Disparities in the United States of America: A Multicultural Approach. In Nilson Gomes Vieira Filho (Ed.), *Crises, processos psicossociais, promoção de saúde*. (pp. 147). Editora CRV.

Other Intellectual Contributions

Manuscripts in Preparation

Ribeiro, D., *Pharmacy Wellbeing and Burnout Assessment*.

Ribeiro, D., *Interprofessional Attitudes within Health Sciences*.

Teaching and Learning Scholarship

2019-2020: Ribeiro, D., & Sheeley, S., *Behavioral Health Consultant Field Manual*.

SERVICE

Presentations/Workshops

- 2023-2024: Symposium: Connecting the dots, mental health and student success in Tennessee. Keynote speech on 4/3/24
- 2023-2024: Tennessee Psychological Association. Cultural Compassion: Enhancing Mental Health Support for Immigrants and Refugees. 3/22/24
- 2023-2024: Panel Organizer and Participant - Wellbeing and Burnout among pharmacy students
- 2022-2023: Faith and Mental Health at Bear Valley Church of Christ, Sermon, Bible class, afternoon community workshop, and question and answer session on mental health.
- 2021-2022: Tennessee Association for Marriage and Family Therapy. Utilizing Cultural Humility for Effective Broaching of Multicultural and Identity Issues in Therapy - 4/29/22
- 2021-2022: AGAPE - Nashville, Nashville, Tennessee. Utilizing Cultural Humility for Effective Broaching of Multicultural and Identity Issues - 4/22/22
- 2021-2022: Meharry Medical College's Behavioral Health Workforce Education and Training Workshop Series, Nashville, Tennessee.
- 2020-2022: Metropolitan Nashville Police Co-Response Training - Partners in Care, Training of police officers on mental health and multicultural issues. Co-response team training.
- 2020-2021: Calm in the storm: Counselor's dispositions for navigating racial, social, and multicultural issues.
- 2020-2021: Guest lecture on Professional Boundaries at College of Pharmacy and Health Sciences' Applied Christian Values Course
- 2019-2020: Meharry Medical College's Behavioral Health Workforce Education and Training Workshop Series, Nashville, Tennessee. Title: Cultural Humility: A Journey into Behavioral Health Integration.
- 2019-2020: Guest Panelist on Culture and Healthcare at College of Pharmacy and Health Sciences' Chapter of American Pharmacist's Association - Academy of Student Pharmacists.
- 2019-2020: Guest Lecture on Provider Well-being and Mental Health at College of Pharmacy and Health Sciences' Applied Christian Values Course
- 2017-2018: Keynote Speaker at the Gathering (Lipscomb's Chapel).
- 2016-2017: Guest Lecture on Provider Well-being and Mental Health at College of Pharmacy and Health Sciences' Applied Christian Values Course
- 2015-2016: The CLAS Standards: A Solid Foundation for Culturally Competent Services, Nashville, Tennessee. Title: Developing Ethical, Effective, and Sustainable Community Partnerships.
- 2015-2016: Vanderbilt University, Nashville, Tennessee. Lecture to a classroom of Counseling students regarding the mental health needs of Latino immigrants.
- 2015-2016: Lipscomb University Institute for Conflict Management, Nashville, Tennessee. Collaborative Conversations: Immigration and the Family.

2013-2014: Conexion Americas, Training for non-profit workers on effective service to the Latino population.

2011-2012: Casa Azafran Community Center, Nashville, Tennessee. Latino Mental Health.

Conference Chair

2018-2024: Annual Behavioral Health and Primary Care Integration Conference, Nashville, Tennessee. The conference focused on the evidence supporting programs and practices for the integration of behavioral health in primary care and integrated health care settings, especially as related to the opioid epidemic. More than 500 participants have joined us for this conference.

Department Assignments

Thesis Chair for Graduate Psychology Students:

2023-2024: Margaret Mosby

2021-2023: Abigail Spilburg

2020-2021: Shelby Leoni

2020-2021: Jasmine Niazi

2019-2021: Alana Lauck

2018-2021: Jessika McGee

2018-2020: Zakia Lowery

2019-2020: Mary Maxey

2018-2020: Cen Jiao

2018-2020: Jen Stewart

2018-2020: Denissa Rogers-Guiles

2016-2018: Christina Gillim

2016-2018: Beulah Henderson

2015-2016: JiYoon Lim

2015-2016: Cameron Hendley

2014-2016: B.J. Gensic

2012-2014: Jennifer Radler

2012-2013: Rahab Marshal

Faculty Sponsor:

2014-2018: Mosaic Student Organization

Committee Member:

2020-2022: CACREP Accreditation

2012-Present: Clinical Mental Health Counseling Performance Review

2012-Present: Clinical Mental Health Counseling Graduate Admissions

2012-Present: Clinical Mental Health Counseling Program Evaluation

2012-2014: CACREP (Council for Accreditation of Counseling and Related Educational Programs) Accreditation

University Assignments

Presidential Task Force:

2024-Present: Served as a member of the Lipscomb 360 Strategic Plan's Goal 4 group focused on building a culture of diversity, equity and belonging where people thrive as image-bearers of God.

Committee Chair:

2024-Present: Led the Diverse Perspectives Designation of the Lipscomb Core (General Education).

Committee Member:

2022-Present: Diversity, Equity, and Unity group member

2017-2024: College of Pharmacy and Health Sciences' Grand Rounds

State-wide Assignments

2023-Present: Tennessee Transfer Pathway - Social Science and Education Review

Community Service Activities

2015-Present: Mental Health and Faith Communities Partnership. Provided assistant to following congregations on how to appropriately discuss mental health from the pulpit: Ethos Church and Rural Hill Church.

2020-2021: Podcast: Behavioral Health Consultant Focus - BHC Focus

2013-2018: Family and Children's Services at Casa Azafran, Psychological assessments for immigrants

Positions Held in Civic Organizations

2015-2020: Board Member, Faith Family Medical Clinic. Nashville, TN.

Professional Development

2022-2024: Academic Chairpersons Conference.

2021-2022: Association of Counseling Education and Supervision, National Conference.

2012-2015: American Psychological Association Convention.

2019-2020: Cherokee Health Behavioral Health Conference. Behavioral Health Consultant Academy

2018-2019: American Counseling Association's Conference and Expo 2019.

2018-2019: Cherokee Health BH Conference. Primary Behavioral Health Care Integrated Training Academy

Honors & Awards

2014-2015: Nomination for Outstanding Teacher Award, Lipscomb University.