

Antoinette N. Lancaster
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Education

Liberty University	CTG in Educational Technology and Online Instruction	2017
Argosy University	EdD in Counseling Psychology	2015
Dissertation: Black Parents Discussions with Their Pre-Adolescent Child About Sexual Consequences		
Bowie State University	MA in Counseling Psychology	2008
Morgan State University	BS in Psychology	1999

Professional Qualifications

Licensed Professional Counselor (DC) PRC14152
Licensed Clinical Professional Counselor (MD) LC5764
National Certified Counselor 324384
Master Addiction Counselor 507652
Substance Abuse Professional 20754

Conference Presentation

October 2025. Mindful Dating. Presented as part of The FL Wolters Group workshop series.

November 2022. The Legality of Cannabis Impact on Cannabis Use Disorder in Adults and Adolescents. Co-presented at TCSPP Virtual Mental Health Conference.

February 2018. OMG! I Think My Therapist Wrote a Post About. Co-presented at the Law and Ethics Counseling Annual Conference.

August 2018. Sexual Addiction: Signs, Symptoms and Treatments at AMHCAs Annual Conference.

December 2017. Let's Talk About Sex. Presented at the Women's Networking and Empowering Event.

September 2016. Parenting an Angry Child. Presented at the 2016 Annual Professional & Parent Empowerment Conference.

September 2016. Let's Talk About Sex. Presented at the 2016 Annual Professional & Parent Empowerment Conference.

April 2016. Black Parent's Discussions About Sexual Consequences. Presented at The Association of Black Sexologist and Clinicians.

April 2015. Got Anger? SAMHSA's Cognitive Behavioral Anger Management Curriculum for the Young and Old. Presented at the Virginia Association for Specialists in Group Work.

November 2014. Distance Counseling and Ethical Considerations. Co-presented at the Maryland Counseling Association Annual Conference.

August 2010. Re-entry: Are we providing the necessary assistance for integration?
How CSOSA is answering the call. Co-presented at the National Black Police Association Annual Conference.

Employment History

The Chicago School of Professional Psychology

6/30/2020-present

Associate Professor-Part time

- Facilitate courses and deliver the curriculum in the graduate counseling and PSY-D Department (i.e., Clinical Mental Health Counseling, A Group Process of Therapy, Human Sexuality, Treatment Planning, Basic Systems: Interventions, Human Growth and Development, Family Therapy, Psychopathology, Ethics, Objective Assessment, and Intro to Clinical Assessment).
- Grade all assignments with a rubric and conduct on-going assessments.
- Complete student dispositions every semester.
- Create course shell within the Canvas platform that consists of weekly modules with discussion forums, exams, and writing assignments.
- Development of presentations to accompany didactic lectures, in class discussions and experiential learning.
- Submission of final grades within specified time frames into the designated portal.
- Utilization of educational technology to enhance student learning.
- Member of the Office of Continuing Education (OCE) Approval Committee.

John Hopkins University

8/11/2015-present

Faculty Associate-Part time

- Facilitate courses and deliver the curriculum in the graduate School of Education (i.e., Group Counseling and Group Experience, Adlerian Approaches to Counseling, Practicum, Career Counseling & Life Development, Counseling Techniques, Practicum and Internship in Clinical Mental Health Counseling, Couple and Family Therapies, and Appraisals, Psychopathology, and Testing in Counseling).
- Complete student dispositions every semester.
- Grade all assignments with a rubric and conduct on-going assessments.
- Create course shell within the Canvas (and previously Blackboard) platform that consists of weekly modules with discussion forums, exams, and writing assignments.
- Development of presentations to accompany didactic lectures, experiential learning, and in class discussions.
- Submission of final grades within specified time frames into the designated portal.
- Utilization of educational technology to enhance student learning.

Diversified Lifestyle Services

7/2014-present

Executive Director, Clinician, Clinical Supervisor, Lead Consultant-Part time

- Provide clinical supervision services to licensed counselors and counselors in training.
- Monitor the services provided by clinical staff; to include review of intake evaluations, treatment plans, assessments, and progress notes.
- Conduct performance reviews of all clinical staff on an annual basis and quarterly for all counselors in training.
- Identify potential risks and opportunities within the company and its environment to protect business interests.
- Creates and manages the contracts for all personnel.
- Conduct assessments and provide individual, group, family, and Employee Assistance Program (EAP) counseling for mental health and substance abuse services, as well as facilitate training for EAP companies.
- Provide training and workshop development to promote workforce wellness within DLS and as a consultant for other organizations, as well as develop policies and procedures.

- Serves as a management consultant for corporations and assesses and develops programs to enhance outcomes and/or improve employee morale and consumer satisfaction.
- Analyze service delivery, client demographics, and regulatory requirements to ensure compliance.
- Develop and facilitate presentations on a variety of mental health topics at various conferences and events.
- Monitor company operations and ensure employees and business practices comply with regulatory and legal requirements.
- Develop the culture of the company and promote transparency and collaboration throughout the company.
- Represent the company at social and community events in ways that strengthen the brand and promote the company's message.
- Develop policies, maintain accurate records, and drive improvement to support the company's success.
- Develop and implement strategic plans for the company's development.
- Responsible for operational budget and resourcing to ensure that service requirements are met according to industry standards.

Magellan Federal

Military Family Life Counselor (MFLC) -Full time

7/5/2022-7/6/2024

- Provide non-medical counseling services to active-duty Navy personnel and family members.
- Provide consultations to Navy and Civilian personnel to promote workforce wellness.
- Facilitate briefings and training on a wide variety of topics to over 3000 Sailors and Civilians.
- Engage in outreach activities to promote services.
- Assist with the development of briefings and training.
- Developed and managed a wellness campaign.
- Brief Senior Leaders on the current trends of the enterprise.

Stratford University

4/25/2014-2018

Adjunct Faculty-Part time

Capitol Hill Consortium for Counseling & Consultation

5/6/2013-6/30/14

Clinician-Full time

- Assessed over 200 individuals, families, and couples for mental health and substance abuse services.
- Provided individual, group, family, and couple's therapy.
- Conducted assessments, provided short-term brief therapy, and made referrals for Employee Assistance Programs (EAPs) participants.

Sibley Memorial Hospital

Crisis Interventionist-Part time

4/1/2013-6/28/14

- Assess, plan, implement and evaluate behavioral conditions of patients seen in the emergency department (ED).
- Communicate patient needs to the ED physician, nursing staff, and on-call psychiatrist.
- Formulate treatment recommendations that incorporate the least restrictive and most appropriate approach.
- Utilize formalized screening tools in conjunction with policies and procedures.

Strayer University
Adjunct Faculty-Part time

7/11/2012-2015

Court Services and Offender Supervision Agency (CSOSA)

6/12/2008-5/3/2013

Treatment Specialist-Full time

GS-0101-12

- Conducted substance abuse assessments and made treatment recommendations utilizing the Addiction Severity Index (ASI).
- Facilitated and developed curriculums for various outpatient groups (Assessment Orientation, Anger Management, Substance Abuse Education and Sanctions)
- Monitored the services provided to offenders in residential treatment placements, to include file audits, staff and participant interviews, facility reviews and suggest improvement measures.
- Provided specialized groups services (violence reduction program)
- Routinely participated in work groups and worked in collaboration with other treatment professionals, managers, and Community Supervision Officers (CSO).
- Selected to participate in a pilot program from Young Adults on supervision.

Department of Mental Health

2/10/2008-6/1/2008

Community Outreach Coordinator-Full time

- Conducted mental health screenings as part of the Stop Suicide grant.
- Facilitated classroom presentations at area Schools about mental health and SOS prevention program.
- Co-led grief and anger management groups as needed.
- Led and participated in various workgroups.
- Provided case management services to program participants.

Child and Family Services Agency (CFSA)

4/1/2006-2/7/2008

Resource Development Specialist-Full time

- Evaluated the policies and procedures, staffing patterns, staff credentials and facility records of Youth Residential Facilities and Independent Living Program that operate in the District of Columbia.
- Led in-depth initial and renewal licensing of assigned programs to determine that the services provided follow all legal mandates for the purpose of licensure.
- Identified and cited violations and deficiencies.
- Assisted with the development of on-site inspection tools and outgoing correspondence.
- Prepared detailed official reports of all inspections and provided program information to management to assist in the rendering of licensing decisions.
- Provided technical assistance to new and existing programs.

Calvert County Department of Social Services

12/10/2005-4/30/2006

Adult Services Case Manage-Part time

- Assessed adult's needs for Social Services to Adults services.
- Provided case management services to those willing to participate in the program.
- Investigated complaints of abuse and/or neglect of adults that were reported as needed.
- Coordinated referral services and conducted tri-monthly face-to-face visits and monthly phone contact with Customers.

Potomac Ridge Behavioral Health

8/21/2005-11/10/2005

Chemical Dependency Counselor-Full time

- Assessed adolescent and adult needs for substance abuse treatment and facilitated adolescent outpatient group.
- Completed bio-psycho socials and treatment plans for each patient in treatment.
- Provided brief solution focused therapy to adolescents participating in-group and psycho education groups for their parents.
- Provided drug education to inpatients residing at Potomac Ridge or participating in Partial Hospitalization Program.
- Planned and developed the group curriculum.

Substance Abuse Counseling Center (SACC)

1/10/2004-4/3/2005

Alcohol Abuse Prevention Specialist/Substance Abuse Counselor-Full time

GS-0101-9

- Facilitated unit substance abuse training for over 5,000 Marines and Sailors.
- Developed curriculums and course material for substance abuse training and implemented them.
- Prepared briefs and memorandums for the center Director and Senior Commanding Officers.
- Evaluated training materials to determine effectiveness and revised materials as needed.
- Organized and implemented local drug and alcohol campaigns.
- Planned and facilitated monthly Substance Abuse Control Officials (SACO) meetings and quarterly training.
- Inspected Unit SACOs.
- Reviewed, revised, and created Standard Operating Procedure (SOP) for this position and that of the SACOs.
- Facilitated continuing care group for those diagnosed alcohol dependent and conducted assessments and diagnosed active-duty service members, dependents and civilians that were referred for treatment.
- Provided brief-solution focused therapy to individuals participating in-group.

Boards

NBCC Foundation Minority Fellowship Program (MFP) Addictions Counseling Advisory Council (2025-2026)
DXT Therapeutic Foundation, Inc. (2022 to present)

Awards

Performance Award (2024)
Service Excellence Reward Program (2023)
Performance Award (2023)
Special Achievement Award (2012)
Group Special Act/Service Award (2011)
Group Special Act/Service Award (2010)
Group Special Act/Service Award (2009)

Professional Memberships

American Counseling Association (ACA) #6318887 Exp. 1/31/27
National Association of Alcohol and Drug Counselors (NAADC) #124543 Exp. 7/31/25
National Board of Certified Counselors (NBCC) #324384 Exp. 9/30/28