

Todd M. Frye, PhD, LCPC, LCMFT, NCC, SATP-S

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Work Address:

MidAmerica Nazarene
University
2030 E. College Way
Olathe, KS 66062
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EDUCATIONAL BACKGROUND

Idaho State University, Pocatello, Idaho

- Doctorate of Philosophy: Counselor Education and Counseling. Accredited by the Council for the Accreditation of Counseling and Related Programs (CACREP)
- CACREP specialty focus: Marriage and Family
- CACREP core focus: Helping Relationships, Group
- Dissertation Title: Couples' Between Session Experience in Couple Counseling.
Nominated for ACES Dissertation of the Year 2002
Committee Chairperson: David Kleist, Ph.D., Associate Professor of Counseling

Northwest Nazarene University, Nampa, Idaho Graduated: May, 1996
Master's of Education Degree: School Counseling

Northwest Nazarene University, Nampa, Idaho Graduated: May, 1992
Bachelor of Science Degree: Psychology

LICENSURE/CERTIFICATION

Licensed Clinical Professional Counselor in Kansas # 711
Licensed Clinical Marriage and Family Therapist in Kansas # 680
Nationally Certified Counselor #61441
Certified Sexual Addictions Treatment Provider-Supervisor

ACADEMIC APPOINTMENTS

2007-Present Professor, Chair of Counselor Education Department, MidAmerica Nazarene University

2003-2007 Assistant Professor, Coordinator Marriage and Family Counseling Program, Department of Counseling, Northwest Nazarene University.

2002-2003 Assistant Professor, Department of School Services, Southwestern Oklahoma State

ACADEMIC/ADMINISTRATIVE/FACULTY GOVERNANCE COMMITTEES

2007-Present Chair, CACREP Self Study Committee
Chair, VPAA Search Committee
Chair, Interview Committee Department of Counseling
Chair, Committee on Professoriate
Member, Committee on Professoriate
Member, Graduate Council
Member, Student Development Council

2003-2007 Member, Graduate Council
Chair, Interdisciplinary Committee
Member, Interview Committee Department of Counseling
Member, Dean Search Committee
Member, School of Education and Counseling Committee

2002-2003 Chair, CACREP Development Committee
Member, Graduate Committee

UNIVERSITY TEACHING EXPERIENCE

Full Professor

Chair, Counselor Education Department

MidAmerica Nazarene University, Counseling Program
Olathe, KS 2007 to Present

- Director of Graduate Studies, on Campus Counseling, Community Counseling Center, Sexual Addictions Treatment Program Certification, and Play Therapy Certification Program.
- Supervision and training of graduate students in master's level practicum/internship training labs.
- Advisement of master's degree student schedules along with participation in staff and curriculum development.
- Coordinator of recruitment and admissions.
- Teaching core skill development and marriage and family course work

Teaching Experience in Following Courses:

- Family Theories
- Family Systems and Research
- Sexual Addictions
- Couple Counseling
- Group Counseling
- Individual Counseling

- Psychodiagnosis
- Practicum in Counseling
- Internship in Counseling
- Profession of Counseling
- Business of Counseling
- Attachment
- Internship in Counseling

Adjunct Professor

Fresno Pacific University, Counseling
Fresno, California August 2011

- Sexual Addictions treatment

Professor

Northwest Nazarene University, Department of Counseling
Nampa, Idaho 2002 to Present

- Coordinator of Marriage and Family program.
- Supervision and training of graduate students in master's level practicum/internship training labs.
- Advisement of master's degree student schedules along with participation in staff and curriculum development.
- Coordinator of recruitment and admissions.
- Teaching core skill development and marriage and family course work

Teaching Experience in Following Courses:

- Family Theories
- Family Systems and Research
- Sexual Addictions
- Couple Counseling
- Group Counseling
- Individual Counseling
- Psychodiagnosis
- Practicum in Counseling
- Internship in Counseling
- Profession of Counseling
- Business of Counseling
- Attachment

Assistant Professor

Southwestern Oklahoma State University, College of Education, Department of School Services
Weatherford, Oklahoma, 2002 to 2003

- Program review and writing of CACREP self study for school and community counseling degrees.
- Supervision and training of graduate students in master's level practicum and internship training labs.
- Advisement of master's degree student schedules along with participation in staff and curriculum development.
- Teaching core skill development and marriage and family course work.

Teaching Experience in Following Courses:

- Practicum
- Internship
- Family Theories
- Family Crises and Resources
- Individual Theories and Interventions
- Couples Counseling

Doctoral Teaching Assistant/Doctoral Intern

*Idaho State University, College of Health Professions, Department of Counseling
Pocatello, Idaho, 1999 to 2002*

- Supervision and training of graduate students in master's level pre-practicum, practicum, and internship training experiences.
- Supervision of students specializing in marriage and family, mental health, school, and student affairs/college counseling.
- Teaching and advisement of master's degree students along with participation in staff and curriculum development.

Teaching Experience in Following Courses:

- Parent Education
- Small Group Experience
- Pre-practicum Techniques of Counseling
- Consulting for Counselors
- Theories of Couple Counseling
- Couple and Family Supervision
- Introduction to Counseling Services
- Theories of Family Counseling
- Psychodiagnosis and Psychotropic Drugs
- Group Counseling Techniques
- Family Assessment
- Family Issues: violence, sexuality, chemical dependency

Adjunct Professor

*Northwest Nazarene University School Counseling Program
Nampa, Idaho, January 1998 to May 2001*

Courses Taught:

- Brief Counseling
- Profession of Counseling
- Introduction to Individual Counseling, Assistant to Professor
- Family Counseling, Assistant to Professor
- Couple Counseling

Adjunct Professor

American Institute of Health Technology
Boise Idaho, September 1998 to June 1999

Courses Taught:

- Abnormal Psychology
- Introduction to Psychology courses

SUPERVISION EXPERIENCE

Post Master's Supervisor for Licensed Professional Counselors

MidAmerica Nazarene University
Olathe, KS, February 2008 to Present

- Provide individual and group counseling supervision to master's level counseling students throughout practicum and internship experience.
- Provide post graduate supervision toward advance licensure. Specialty supervision in sexual addictions treatment.

Chair, Counselor Education Department/Professor

MidAmerica Nazarene University
Olathe, KS, July 2007 to Present

- Provide individual and group counseling supervision to master's level counseling students throughout practicum and internship experience.

Post Master's Supervisor for Licensed Professional counselors

Northwest Nazarene University
Olathe, KS, August 2003 to June 2007

- Provide individual and group counseling supervision to master's level counseling students throughout practicum and internship experience.
- Provide post graduate supervision toward advance licensure. Specialty supervision in sexual addictions treatment

Professor

Northwest Nazarene University
Nampa, ID, August 2003 to June 2007

- Provide individual and group counseling supervision to master's level counseling students throughout practicum and internship experience.

Clinical Director

Life Counseling Center

Nampa, ID, September 2004 to June 2003

- Provide clinical supervision for licensed counselors in a mental health counseling center.

Assistant Professor

Southwestern Oklahoma State University

Weatherford, OK, August 2002 to 2003

- Provided individual and group counseling supervision to master's level counseling students throughout practicum and internship experience.

Doctoral Teaching Assistant/Intern

Idaho State University

Pocatello, Idaho, September 1999 to 2002

Supervisor of the year 2002

- Provided ongoing individual and group counseling supervision to master's level counseling students during Ph.D. Doctoral counseling program at Idaho State University in the following course:
 - Pre-Practicum Counseling Techniques Course
 - Counseling Practicum Course
 - Advanced Practicum Laboratory
 - Internship in Counseling Laboratory

Counseling Center Supervision

Idaho State University Family Education and Counseling Center

Pocatello, Idaho, Spring Semester

- Provided live supervision in a team setting for up to 5 master's level counselors in training while working with families and couples in the community.

Field Supervision (Idaho State University Supervisor of the year 2001)

Pocatello, Idaho, September 2000 to August 2002

- Provided ongoing supervision for up to 7 master's level counselors in training across School, Marriage and Family, and Mental Health Counseling.

Licensure Supervision

Boise & Pocatello, Idaho, January 1998 to August 2002.

- Provided ongoing support and supervision for master's level counselors in the community seeking licensure and overall professional development.

Community Agency Supervision

Idaho Youth Ranch Family Services

Boise & Pocatello, Idaho, May 1997 to August 2002.

- Provided clinical supervision for staff members in a home and office based counseling program for the Idaho Youth Ranch Family Services Program.

PROFESSIONAL COUNSELING EXPERIENCE

Private Practice/Part Time

Olathe, KS, June 2007- Present

Provide and specialize mostly in working with couples, sexual addicts, and trauma survivors

- Duties include:
 - Providing individual, group, couple, and family counseling
 - Marketing and networking with agencies in the community
 - Monitoring budget and expenditures
 - Developing and modifying the program to meet existing needs of community
 - Speaking to churches and other community agencies on issues related to couples counseling and sexual addictions.
 - Specialization in Couples Counseling and Sexual Addictions Treatment.

Co-Owner/Part –Time Clinical Director/Administrator

LIFE Counseling Center

Nampa, ID, August 2004 to July 2007

Provided and specialized mostly in working with couples, sexual addicts, and trauma survivors.

- Duties include:
 - Providing individual, couple, and family counseling
 - Marketing and networking with agencies in the community
 - Administering and monitoring budget and expenditures, running agency books, billing of insurance, creating policy and procedure, establishing business plan and clinic strategic plans, monitoring outcomes, creating contracts, hiring and monitoring of support staff and clinical staff.
 - Providing clinical direction and supervision for all counselors.
 - Specialization in Couples Counseling and Sexual Addictions Treatment.

Private Practice

Western Oaks Counseling Center

Oklahoma City, Oklahoma, August 2002 to August 2003

- Provided play therapy, individual counseling, group counseling, couple counseling, and family counseling.

- Duties include:

- Providing play therapy, individual, group, couple, and family counseling
- Marketing and networking with agencies in the community
- Monitoring budget and expenditures
- Developing and modifying the program to meet existing needs of community

Field Supervisor

Idaho Youth Ranch Family Services

Pocatello, Idaho, August 1999 to August 2002

- Clinical Supervisor and administrator for a counseling clinic providing play therapy, individual counseling, group counseling, couple counseling, and family counseling.
- Duties include:
 - Providing play therapy, individual, group, couple, and family counseling
 - Marketing and networking with agencies in the community
 - Monitoring budget and expenditures
 - Hiring and monitoring staff development
 - Supervising full time staff and masters of counseling internship students
 - Developing and modifying the program to meet existing needs of community

Program Supervisor

Idaho Youth Ranch Family Services

Boise, Idaho, September 1997 to August 1999

- Clinical Supervisor and Administrator to a 12 staff home based counseling program.
- Duties included:
 - Providing individual, group, and family counseling
 - Scheduling and providing staff trainings
 - Acted as liaison to contractors and other related agencies
 - Preparing and presenting annual budget to operations manager
 - Managing all program expenditures
 - Assisting in development and modifications of program

SCHOLARLY PUBLICATIONS AND RESEARCH

Weigel, D. J., Auxier, C. R., & Frye, T. M. (2000). Multiple birthing trends: Impact on couples and families. *The Family Journal: Counseling and Therapy for Couples and Families*, 8, 380-386.

Frye, T. M., Weigel, D. J., Hall, M., Phillips-Green, M. J., & Rubel, D. (2001) The qualitative dissertation experience of counselor education doctoral students: Development of a grounded theory. Qualitative Research Project, Idaho State University.

Frye, T. M. (2000). Couple Relationship Traps: An empirical investigation. Quantitative Research project, Idaho State University.

Frye, T.M. (2002). A grounded theory qualitative examination of the experiences that couples go through between couple counseling sessions. Dissertation Research project, Idaho State University.

Frye, T. M., Young, M. A., Osmond, M. M, (in process). The use of homework in emotionally focused couple counseling.

Frye, T. M. (in process). The couple relationship; a means of grace for healing from sexual addictions. Beacon Press, Kansas City.

PRESENTATIONS

March 2013, *The DSM-5, Ethical considerations.* Olathe, KS

February 2013, *The DSM-5, What every clinician needs to know.* Olathe, KS

January, 2013: *The 12 dimensions of Intimacy:* Men of Valor Conference, Olathe, KS

April 2013: *A panel discussion on faith integration in counselor education programs.* CAPS, Portland, OR.

January, 2012: *A Psychological and Theological Look at Healthy Sex: Couples in Recovery.* Men of Valor Conference, Olathe, KS

November 2011: *A Leaders Guide for Healing Sexual Temptations.* Asia Pacific Missional Leaders Conference. Manila, Philippines.

November 2011: *Sex and Shame.* Asia Pacific Missional Leaders Conference. Manila, Philippines.

November 2011: *Sexual Addiction, Theology of Sex.* Asia Pacific Missional Leaders Conference. Manila, Philippines.

November 2011: *Technology in Counselor Education.* American Association of Counselor Educators and Supervisors, Nashville, TN.

April 2011: *Technology in Counselor Education:* Christian Association of Psychological Studies annual conference, Indianapolis, ID

March 2011: *Anhedonia:* Kansas Counseling Association, Wichita, KS

January 2011: *Reclaiming Relation Intimacy:* Men of Valor Conference, Olathe KS

May 2010: *Pornography and It's Impact on the Church:* PALCON Conference, MidAmerica Nazarene University Olathe, KS.

June 2010: *Attachment, Emotion, and Trauma; Treating the Music Behind the Words.* National Veteran Association Conference. Reno, NV.

April 2010: *The Psychology and Neuroscience Behind Sexual Obsessions*. Christian Association of Psychological Studies annual conference, Overland Park, KS

March 2010: *Creativity in Worship; Responding to an Over stimulated Pleasure Seeking Culture*: Wesleyan Conference, Nampa, ID.

March 2010: *Understanding and Treating Sexual Addictions*: Kansas Counseling Association, Overland Park, KS

February 2010: *Healing Broken Bonds from Sexual Addictions*: Couples retreat through National Coalition for the Protection of Children and Families.

January 2010: *Attachment Theory*: Olathe School Counselors Quarterly Meeting, Olathe, KS.

January 2010: *Understanding Sexual Addictions From a Couples Perspective*: Heartland Community Church, Olathe, KS.

November 2009: *Sexual Obsession on a College Campus*. Chapel Speaker, MidAmerica Nazarene University, Olathe, KS

November 2009: *Understanding the Neuroscience of Intimacy and Sexual Obsessions*. Lee Summit Church of the Nazarene, Lee Summit, KS.

August 2009: *Understanding Sexual Obsession*. The Gathering, Olathe KS.

June 2009: *Sexual Obsessions: Understanding and Working With Those Who Struggle*: National Coalition for Healthy Families, Olathe, KS.

March 2009: *Love as an Emotion*: Wesleyan Conference, Nampa, ID.

March 2009: *Intimacy and Sexual Obsessions*. Garnett Church of the Nazarene, Garnett KS.

March 2009: *Emotion Focused Therapy with Couples*: Kansas Counseling Association, Great Bend, KS.

March 2009: *Forgiveness*: Kansas Counseling Association, Great Bend, KS

January 2009: *The Psychology behind Sexual Addictions*. Men of Valor Conference, Olathe KS.

October 2008: *Safe Haven Marriages*. Garnet Church of the Nazarene, Garnett, KS.

March 2008: *The role of Emotion in Psychotherapy*: Kansas Counseling Association Conference Topeka, KS

February 2008: *Attachment Styles and Sexual Addictions*. Love Wins Conference: MidAmerica Nazarene University, Olathe KS.

January 2008: *The Biology and Psychology of Sexual Addictions Part II*: Beacon Behavioral Health Lunch and Learn, Olathe, KS.

January 2008: *The Psychology Behind Sexual Addictions*. Men of Valor Annual Conference, Olathe, KS

November 2007: *The Biology and Psychology of Sexual Addictions Part I*: Beacon Behavioral Health Lunch and Learn, Olathe, KS.

February 2007: *Safe Haven Marriages*. Marriage Seminar given to Real Life Community Church, Nampa, ID.

January 2007: *Emotion Focused Couple Counseling*. Workshop given at annual Idaho Counseling Association Conference, Pocatello, ID.

October 2006: *Emotion Focused Couple Counseling*. Fall Regional workshop for Idaho Mental Health Counseling Association. Both Boise and Moscow, ID

May 2006: *Sexual Addictions and Treatment*: Idaho Counseling Association annual conference, Nampa, ID.

March 2006: *Ethics Training on New ACA Ethical Standards*: Idaho Counseling Association, Both Nampa and Boise, ID

January 2005: *Emotions and Psychotherapy*. Workshop given for the Idaho Counseling Association, Northern, ID.

January 2005: *The Twelve Dimensions of Intimacy*. Workshop given for the Idaho Counseling Association, Northern ID.

February 2004: *Supervision of Marriage and Family*. Workshop given for the Idaho Association of Marriage and Family Therapists, Nampa, ID.

January 2004: *Attachment: From the Cradle to the Grave*. Presentation given at the annual conference of the Idaho Counseling Association, Boise, Idaho.

October 2003: *Impact of Attachment Styles on Children*. Presentation given at the annual conference of the Idaho School Counseling Association, Nampa, Idaho.

January 2002: *Attachment Theory across the Life Span*. Presentation given at the annual conference of the Idaho Counseling Association, Boise, Idaho.

October 2001: *A Quantitative Examination of ISU Students and their Relationships*. Presentation given at Rocky Mountain Association for Counselor Education and Supervision Annual Conference in Breckenridge, Colorado.

October 2001: *The Qualitative Dissertation Experience of Counselor Education Doctoral Students: Development of a Grounded Theory*. Presentation given at Rocky Mountain Association for Counselor Education and Supervision annual conference in Breckenridge, Colorado.

March 2001: *Assessing Relationships*. Poster session presented at the annual ISU College of Health Professions Research Day consortium.

March 2001: *Grief and Loss Issues in Adoption and Foster Care*. Presentation given at the annual American Counseling Association conference, San Antonio, TX.

January 2001: *Couple Relationship Traps*. Presentation given at the annual conference of the Idaho Counseling Association, Nampa Idaho.

October 2000: *Home-Based Family Services: A Comprehensive Literature Review and Recommendations for Future Research*. Poster session presented at the Rocky Mountain Association for Counselor Education and Supervision conference in Jackson, Wyoming.

March 2000 and October 2000: *Home-Based Family Services: A Comprehensive Literature Review and Recommendations for Future Research*. Poster session presented at the annual ISU College of Health Professions Research Day consortium.

March 2000 and October 2000: *A Comprehensive Literature Review of Pre- and Post-Divorce Family Interventions: Implications for Practice and Research*. Poster session presented at the annual ISU College of Health Professions Research Day consortium and at the Rocky Mountain Association for Counselor Education and Supervision conference in Jackson, Wyoming.

October 1999: *Five Languages of Love in Relationships*. Workshop conducted at the 1999 Idaho Counseling Association annual conference, Nampa, Idaho.

May 1999: *Working With the Difficult Family: Tips and Tools for Developing Cooperation*. Workshop conducted at the Idaho Youth Ranch annual conference, Boise, Idaho.

May 1998: *Resistance vs Cooperation: A Solution Focused Approach to Treatment*. Workshop conducted at the National Association for Peer Group Agencies, Denver, Colorado.

CONFERENCE ATTENDANCE

2013 NBCC State Licensure Board Meeting, Greensborough, NC

2013 Men of Valor, Olathe, KS

2013 CAPS, Portland Oregon

2012 Kansas Counseling Association Conference, Overland Park, KS

2012 NBCC State Licensure Board Meeting, Greensborough, NC

2012 Men of Valor, Olathe, KS

2011 Kansas Counseling Association Conference, Overland Park, KS

2011 Men of Valor, Olathe, KS

2011 Christian Association of Psychological Studies (CAPS), Indianapolis, ID

2010 Christian Association of Psychological Studies (CAPS), Overland Park, KS

2010 Sexual Addictions Treatment for the Clinician, Mark Laaser, Olathe, KS

2010 Men of Valor, Olathe, KS

2010 Kansas Counseling Association Conference, Overland Park, KS

2009 ACES Conference, Sand Diego, CA

2009 Christian Association of Psychological Studies (CAPS), Fort Lauderdale, FL

2009 Men of Valor, Olathe, KS

2009 Kansas Counseling Association Conference, Great Bend, KS

2009 American Counseling Association (ACA), Charlotte, NC

2008 Kansas Counseling Association Conference, Topeka KS

2007 Sexual Addictions and the Pastor, Mark Laaser, Meridian, Idaho

2007 Understanding Sexual Addictions, Mark Laaser, First Church of the Nazarene, Nampa ID.

2007 Emotion Focused Skills Training, Boise, ID
2007 American Counseling Association (ACA), Detroit, MI
2007 Idaho Counseling Association Conference (ICA), Pocatello ID
2007 Advanced Externship, Emotionally Focused Therapy, Ottawa, Canada
2006 Western Region Leadership Development Conference (ACA), Denver CO.
2006 American Counseling Association (ACA), Montreal Canada.
2006 Advanced Externship in Emotionally Focused Therapy, Ottawa, Canada
2006 Idaho Counseling Association Conference (ICA), Boise ID
2005 Western Region Leadership Development Conference ACA, Conference held in Hawaii
2005 Externship in Emotionally Focused Therapy. Workshop held in San Diego, CA
2005 Idaho Counseling Association (ICA) Conference held in Northern, ID
2004 Idaho Counseling Association (ICA) Conference held in Boise, ID
2002 Idaho Counseling Association (ICA) Conference held in Boise, ID
2001 Rocky Mountain Association for Counselor Educators and Supervisors (RMACES)
Conference held in Breckenridge, CO
2001 American Counseling Association (ACA) Conference, San Antonio, TX
2001 Idaho Counseling Association (ICA) Conference held in Coeur d'Alene , ID
2000 Rocky Mountain Association for Counselor Educators and Supervisors (RMACES)
Conference held in Jackson, WY
2000 American Counseling Association (ACA) World Conference held in Washington, DC
1999 Association for Counselor Education and Supervision Conference (ACES) held in New Orleans, LA
1999 Idaho Counseling Association (ICA) Conference held in Nampa, ID
1999 Idaho Youth Ranch Annual Conference held in Boise, ID
1998 National Association of Peer Group Agencies (NAPGA) Conference held in Denver, CO
1998 Idaho Counseling Association (ICA) Conference held in Nampa, ID
1998 Idaho Juvenile Justice Association (IJJA) Conference held in Boise, ID
1997 Idaho Counseling Association (ICA) Conference held in Sun Valley, ID
1997 Idaho Juvenile Justice Association (IJJA) Conference held in Moscow, ID

PROFESSIONAL ASSOCIATIONS/ ORGANIZATIONS

National Association of Certified Counselors (NBCC)
Christian Association for Psychological Studies (CAPS)
American Counseling Association (ACA)
International Association for Marriage and Family Counselors (IAMFC)
Association for Counselor Education and Supervision (ACES)
Kansas Counseling Association (KCA)
Phi Sigma Iota (national counselor honor society)
The Society for the Advancement of Sexual Health (SASH)

PROFESSIONAL CONTRIBUTIONS

2012 to Present, Counselor Representative to the Kansas Behavioral Science Regulatory Board
2010 to Present, President Christian Counselor Educators Association, CAPS
2010, Technology (Ipad) Consultant Grace University
2010, CACREP Consultant Trevecca Nazarene University
2009, CACREP Consultant for George Fox University

2006 to 2007, President, Church Purity (address sexual addictions in the church)
www.churchpurity.com, Church of the Nazarene
2006 to 2008, Communication Chair for Western Region (ACA)
2003-2007, President of Life Counseling Center
2006-2007, Presidential Assigned Task Force Member (ACA) on signature product.
2006-2007, Past President of the Idaho Counseling Association
2005-2006, President of the Idaho Counseling Association
ACA/American Red Cross Disaster Mental Health Counselor Volunteer
Presenter to local churches, schools, and clubs on relationship and sexual addictions issues.
2004-2005, President elect of Idaho Counselor Association
2003-2004, President of Idaho Association of Counselor Educators and Supervisors
2002 to 2003, President of Idaho Association of Marriage and Family Counselors.
2000 to 2002, Vice President of Idaho Association of Marriage and Family Counselors.

GRANTS /SCHOLARSHIPS/AWARDS RECEIVED

July 2010: *Jabez Award*: Excellence in expanding territory, Olathe Kansas

August 2009: *Pioneer Award*: Outstanding program of the year, Olathe Kansas

August, 2008: *Innovator of the year Awarded*; MidAmerica Nazarene University, Olathe Kansas

February 2006: *Marriage Ambassador*. Awarded by the Mayor of Nampa Idaho.

February 2003: *Supervisor of the Year*. Awarded by Idaho State University.

March 2001: *Jeff Bartlome Fellowship Award*. Awarded by the Kasiska College of Health Professions.

September 2000 to Present: *Graduate Teaching Scholarship*. Awarded by the Kasiska College of Health Professions.

REFERENCES

References available upon request