



COLUMBUS STATE UNIVERSITY

COMPREHENSIVE PROGRAM REVIEW

COLLEGE OF EDUCATION & HEALTH PROFESSIONS

DEPARTMENT OF COUNSELING, FOUNDATIONS & LEADERSHIP

**MASTERS OF SCIENCE
COMMUNITY COUNSELING
SELF-STUDY**

2013

EXECUTIVE SUMMARY FOR M.S., COMMUNITY COUNSELING

Major Findings of the Program's Quality and Productivity

Program Quality: Very Strong

The **MS program in Community Counseling** has received national accreditation from the Council for Accreditation of Counseling and Related Educational Programs (CACREP) since 1994 and is accredited through 2017. The program is designed to prepare individuals to function as professional counselors in a variety of community settings including mental health centers, community agencies, hospitals, residential treatment centers, correctional facilities, or other helping or human service oriented programs. Course work in the Community Counseling program prepares graduates for licensure as a professional counselor in the State of Georgia. A specialization in marriage and family therapy is also offered in the program with course work available to assist students in meeting requirements for state licensure as a Marriage and Family Therapist. An additional specialty track in pastoral counseling is offered in collaboration with the Pastoral Institute, Columbus, Georgia. All counseling programs require a clinical experience of practicum and internship totaling 700 hours at an appropriate placement site for developing skills as a professional counselor.

All potential candidates for the program are required to complete a departmental screening process that includes an interview prior to admission to the program. Interviews are conducted after potential candidates have applied for admission to Columbus State University. The faculty in the professional counseling programs adhere to the highest standards for gatekeeping is part of the ethical responsibility of counselor educators. Prospective students for all programs must obtain and complete a departmental application in addition to applying to the university.

Evaluation of a student's performance is continuous and involves consideration of the student's academic performance in all course work and clinically related experiences. Faculty conduct a review of all students progress each term. Students receive a written letter of program progress after each review. A required student portfolio is another means of achieving this continuous evaluation of students. An exit examination is also required.

The community counseling program graduates provide a much-needed resource to the community at large and as the research shows, master level clinicians provide the largest single group that work directly with individuals and families to improve the resiliency of individuals and families to manage life stressors.

Expected Outcomes

Graduates will demonstrate:

- Knowledge of the role and functions of the professional counselor.
- Knowledge of counseling theories and change strategies.
- Skills in the competency areas of planning and evaluation, individual counseling, small group facilitation, appraisal, consultation, and referral.
- Knowledge in the areas of social foundations, cultural issues, life span issues, and variables in the individual context which affect the counseling process.
- Competency in interpersonal relationships, communication and problem solving.

- Expertise in working individually with clients on educational, vocational, social, emotional, or personal problems.
- The ability to consult with other professionals and administrators concerning the clients' developmental needs.
- Skills in administering psychological assessment programs, including the interpretation of test results.
- The ability to conduct research.

Program Productivity: Strong

Productivity in the Community Counseling program remains strong. The majority of graduates of this program continue toward licensure at the state level, and 97% of the graduates go on to become employed in local, regional and national settings. Over the past recent years an increasing number of graduates have gone on to doctoral programs in counseling psychology and counselor education. Beginning this year, an agreement has been reached with Mercer University for two CSU applicant slots for the Doctoral Program in Counselor Education & Supervision. The students in the Community Counseling program are active in professional development and organizations at the local, state, and national level. The faculty in the Community Counseling program are dedicated to providing excellence in teaching and training counseling skills for the students. The faculty are among the most published faculty members in the College of Education and Health Professions. Faculty also maintain membership and officer status in national organizations as well as on editorial boards in professional publications in the field of professional counseling.

The program is recognized among national community counseling programs in the American Counseling Association. The Journal of Technology in Counseling, published in the department, provides additional national and international recognition. As a result, students, through their work as professional helpers, have made significant contributions at the local, state, regional, and national levels. Also, through the Community Counseling US Army Chaplain Training Program, students provide counseling services throughout the world.

Finally, this program is directly responsible for training professional helpers that, upon graduation and during their internship experience, provide immeasurable care for the children, adolescents, adults, and families of this community and beyond.

List of Recommendations for Improving Program Quality

Though the program quality is very strong, we continue to look for ways to make improvements. Current initiatives include the following:

- The current curriculum for the professional counseling program is under review by faculty. This important review is necessary for increases in online courses.
- The professional counseling faculty should continue to meet on a regular basis to review program issues and make recommendations for improving program quality.
- The program faculty continue to assess students in both formative and summative staffing evaluations for each student in the program each semester. Students receive assessment data from the faculty in written form.
- Informal discussions by faculty, including collaboration regarding teaching techniques and approaches are conducted and faculty make use of the video production facility for producing in class and online supplemental video.

- Faculty provide opportunities for students to engage in research activities leading to publications and presentations at regional and national conferences.

List of Recommendations for Improving Program Productivity

The faculty works to improve the curriculum, courses, and resources offered to students. Recommendations to improve program productivity are:

- Prepare and implement the increased number of hours from 48 to 60 due to accreditation standards during 2013.
- Continue to monitor Student Results on the National Counselor Examination. Results are provided to the faculty of students taking this examination twice yearly. It compares our student results with other CACREP programs and provides a breakdown of core areas designed into our curriculum.
- Continue to maintain close working relationships and partnerships in the community with those who provide additional supervision and training for our students during practicum and internship.
- Continue recruiting initiatives to increase the numbers of students in the program. Market the newly-approved introductory counseling course for all majors at CSU, implement the marriage and family therapy certificate program and increase online offerings.
- Continue to maintain and further develop the program website as a source for information for new and current students.

Conclusion about the Program's Viability at CSU

The M. S. in Community Counseling provides high-quality training for its students and leads to licensure at the state level and to the national certification of its graduates. The program meets needs in the immediate service area and the region. In the case of some graduates, service is provided in national and international arenas upon graduation. Applications to the program remain high. Community clinics, organizations and hospitals work closely with the Community Counseling program, and their support is reflected in their willingness to partner in our training efforts and to hire our graduates.

The Community Counseling program is nationally recognized through its CACREP accreditation through the year 2017. In addition, students receive training and experience that allow them to seek the best possible positions as professional helpers. Students are closely monitored and supervised during their clinical experience over the period of the year by both University and on-site supervisors. The program's intensive clinical experience is a model for other programs.

The Community Counseling program is one of four recognized nationally accredited programs in professional counseling in Georgia. Despite the uncertain economic hardships within the state of Georgia that directly impact small graduate class size, the importance of programs like the community counseling program is undeniable. Graduate programs, necessarily of small class size, should continue to receive support throughout the University system of Georgia.

The program curriculum is rigorous and is comparable to any master's level professional counseling program in the United States.

Program Improvement Plan *(to be completed by the dean in consultation with the VPAA)*

Summary Recommendation and Supporting Rationale

Recommendation: Maintain and Strengthen the Program

It is the recommendation of the faculty and stakeholders that the program be maintained and strengthened. The program has been evaluated by the CACREP accreditation committee and determined to be extremely strong among programs of similar size.

CSU should continue to support this viable and important program. The program continues to maintain the highest level of quality and graduates committed professionals who go on to provide important services directly to those in need.

Faculty members in the community counseling program are working closely with community agencies, professional counseling organizations, and other professionals in order to train counselors who provide the very best of care to those in need.

Section One - Program Background and Overview

I. Brief Program Overview

· Description of Program

The **MS program in Community Counseling** has received national accreditation from the Council for Accreditation of Counseling and Related Educational Programs (CACREP) since 1994 and is accredited through 2017. The program is designed to prepare individuals to function as professional counselors in a variety of community settings including mental health centers, community agencies, hospitals, residential treatment centers, correctional facilities, or other helping or human service oriented programs. Course work in the Community Counseling program prepares graduates for licensure as a professional counselor in the State of Georgia. A specialization in marriage and family therapy is also offered in the program with course work available to assist students in meeting requirements for state licensure as a Marriage and Family Therapist. An additional specialty track in pastoral counseling is offered in collaboration with the Pastoral Institute, Columbus, Georgia. All counseling programs require a clinical experience of practicum and internship totaling 700 hours at an appropriate placement site for developing skills as a professional counselor.

All potential candidates for the program are required to complete a departmental screening process that includes an interview prior to admission to the program. Interviews are conducted after potential candidates have applied for admission to Columbus State University. Prospective students for all programs must obtain and complete a departmental application in addition to applying to the university.

Evaluation of a student's performance is continuous and involves consideration of the student's academic performance in all course work and clinically related experiences. A required student portfolio is reflective of our continuous evaluation of students. The exit examination reflects learning in the core areas for counselors and prepares counselors for the national licensing exam. Our graduates go on to become professionals in the mental health field directly helping a multitude of individuals and families.

· Program Mission and Its Relation to CSU Mission

The counseling programs at Columbus State University strive to prepare professional counselors who, through

their training, have the knowledge and experience necessary to be effective contributors to the counseling profession. Faculty members, with many years of practice, research and training, are contributing members of professional counseling organizations and provide direct training and supervision to students. The faculty's primary objective is to serve the students in the program and prepare them to be effective counselors in a variety of settings and to achieve their professional goals. Through a variety of learning experiences, including coursework, lectures, experiential activities, and direct counseling experiences through practicum and internships under supervision, students reach these goals. The counseling faculty works closely with students to provide the tools necessary to construct a professional counseling identity.

The mission of the Community Counseling program closely aligns with Columbus State University's mission. Graduate education at Columbus State University is growing and is poised for tremendous growth in the near future. The Community Counseling program has already established itself as a strong graduate program making important contributions.

The Community Counseling program is nationally recognized, as mentioned in the CACREP accreditation report, as outstanding in the use of technology, in its teaching and learning methods, and its scholarly work. The infusion of technology blends well with the mission of Columbus State University.

The Community Counseling program has an excellent record of cultural diversity and was the first program in education to require a course in multicultural studies. The program serves a diverse student population. The department has recently hired another minority faculty member in counseling, contributing further to Columbus State University's goal of increasing diversity among faculty.

The Community Counseling program's research record and publication of the Journal of Technology in Counseling underscores the University's mission for high standards establishing a sound basis for further graduate studies at the University. Faculty regularly publishes in scholarly journals and distributes information through new technologies.

Further, the Community Counseling program is responsive to its students, faculty and community and dedicated to academic excellence. The faculty meets with service providers throughout the community to establish strong communication and collaboration to support the mission of Columbus State University.

Finally, the reputation of the Community Counseling program as a distinguished academic unit supports the reputation of the institution as one capable of holding research status.

This mission fits directly to CSU's mission in that it works to achieve academic excellence through teaching, research, creative inquiry, and student engagement and to achieve excellence in the student experience and prepare individuals for a life of success, leadership, and responsibility through community awareness, engagement, and service to others.

The 48 semester hour degree program is designed around the eight following areas: (1) Human Growth and Development, (2) Social and Cultural Foundations, (3) The Helping Relationship, (4) Group Dynamics and Processes, (5) Lifestyle/Career Development, (6) Appraisal of Individual, (7) Research and Evaluation, and (8) Professional Orientation. Curricular experiences include clinical practice under supervision of a minimum of 100 hour clinical practicum and two 300 hour internships in the field and the role of the professional counselor.

The M.S. program is designed to prepare persons to function as counselors in a variety of community settings including, but not limited to, mental health centers, community agencies, hospitals, residential treatment centers, correctional facilities, and other helping or human service oriented programs.

Figure 1.

Expanded Statement of Institutional Purpose
<p>CSU Goals that are most related to the mission of the program:</p> <p>Goal 1 - The professional and personal development of students is a major focus of program curricula and other activities.</p> <p>Goal 2 - Admissions standards are competitive, recruitment of new students is a value, and retention of current students is wholly supported.</p> <p>Goal 3 - Community Counseling students prepare for service delivery in a variety of professional helping settings.</p> <p>Goal 4 - Through faculty and student inputs, the program and, therefore, University are visible in the community, region, state, nation, and internationally.</p> <p>Goal 5 - Diversity of faculty, staff, and students is a value and multiculturalism is integrated throughout the program.</p> <p>Goal 6 - Technology is an integral component in counselor education and in supporting faculty. development, with support coming from within the department and through the COEHP.</p> <p>Goal 7 - Office and classroom facilities in the department and COEHP have been either renovated within the last year or are currently under renovation.</p> <p>Goal 8 - External funding sources are sought and obtained to enhance scholarly activities.</p>

· Stakeholder's Satisfaction with the Program

As a result of close contact with stakeholders in the community, including the year-round clinical experience for our students provided by trainers and employers of our graduates, the Community Counseling program shares data and receives critical feedback on a continual basis. In addition, our programs accreditation standards require surveying trainers and employers regarding satisfaction with the program and feedback for improving program quality.

This survey data represents stakeholder's feedback about our graduates and interns. Some data are specific to counseling learning outcomes.

Counseling, Educational Leadership, & Professional Studies
Columbus State University

COUNSELING PROGRAM SURVEY

Program Perceptions:				
1. Overall program reputation in the community				
1	2	3	4	5

Unacceptable	Poor	Fair	Good	Excellent
0 0%	0 0%	0 0%	14 40%	17 60%

2. Overall reputation of graduate students from the program

1 Unacceptable	2 Poor	3 Fair	4 Good	5 Excellent
0 0%	1 3%	0 0%	18 58%	12 39%

3. Overall ranking of student performance and skill level on clinical tasks

1 Unacceptable	2 Poor	3 Fair	4 Good	5 Excellent
0 0%	0 0%	1 3%	17 55%	13 42%

4. Faculty support and communication with the site supervisors during practicum and internship

1 Unacceptable	2 Poor	3 Fair	4 Good	5 Excellent
0 0%	0 0%	2 6%	16 52%	13 42%

5. Overall quality of graduates of the community and school counseling program

1 Unacceptable	2 Poor	3 Fair	4 Good	5 Excellent
0 0%	0 0%	0 0%	14 45%	17 55%

LEARNING OUTCOMES:

1. Students graduating from the community and school counseling program are knowledgeable of the role and function of the professional counselor

1 Unacceptable	2 Poor	3 Fair	4 Good	5 Excellent
0 0%	0 0%	0 0%	11 41%	16 59%

2. Students graduating from the community counseling and school counseling programs demonstrate knowledge of the learning theories and change strategies

1 Unacceptable	2 Poor	3 Fair	4 Good	5 Excellent
0 0%	0 0%	1 4%	14 52%	12 44%

3. Students graduation from the community counseling and school counseling program demonstrate skills in planning and evaluation, individual counseling, small group facilitation, appraisal, consultation and referral

1 Unacceptable	2 Poor	3 Fair	4 Good	5 Excellent
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0 0%	0 0%	0 0%	15 56%	12 44%
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4. Students demonstrate knowledge in the areas of social foundations, cultural issues, lifespan issues and variables in individual context, which affect the counseling process

1 Unacceptable	2 Poor	3 Fair	4 Good	5 Excellent
0 0%	0 0%	3 11%	10 37%	14 52%

5. Students demonstrate competency in interpersonal relationships, communication, and problem solving

1 Unacceptable	2 Poor	3 Fair	4 Good	5 Excellent
0 0%	0 0%	0 0%	11 41%	16 59%

6. Students demonstrate expertise in working, individually with clients on educational, vocational, social, emotional or personal problems

1 Unacceptable	2 Poor	3 Fair	4 Good	5 Excellent
0 0%	0 0%	2 7%	15 56%	10 37%

7. Students demonstrate the ability to consult with other professionals and administrators concerning client's developmental needs

1 Unacceptable	2 Poor	3 Fair	4 Good	5 Excellent
0 0%	0 0%	2 7%	14 52%	11 41%

8. Students demonstrate skills in administering psychological assessment programs, including the interpretation of test results

1 Unacceptable	2 Poor	3 Fair	4 Good	5 Excellent
0 0%	0 0%	7 29%	14 58%	3 13%

9. Students demonstrate the ability to conduct research

1 Unacceptable	2 Poor	3 Fair	4 Good	5 Excellent
0 0%	0 0%	5 20%	17 68%	3 12%

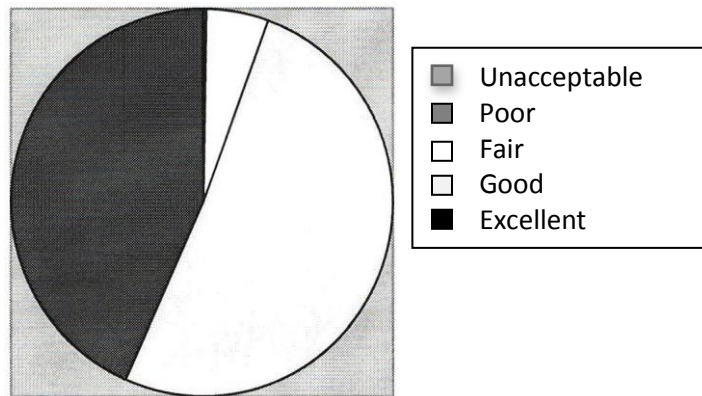
10. Students demonstrate overall competency and ethical professional behaviors

1 Unacceptable	2 Poor	3 Fair	4 Good	5 Excellent
0 0%	0 0%	1 4%	12 46%	13 50%

OVERALL RESPONSES TO ALL SURVEY QUESTIONS:

Response	1 Unacceptable	2 Poor	3 Fair	4 Good	5 Excellent
Totals	0	1	24	212	182

PIE CHART-OVERALL RESPONSES TO ALL SURVEY QUESTIONS



WRITTEN RESPONSES TO COUNSELING PROGRAM:

Participating in and graduating from the School Counseling programs (i.e., Med and EdS) at CSU were the most enlightening, insightful experiences of my life. I learned from quintessential professors and very much appreciate how they helped prepare me to help others. Dr. Baltimore and Dr. Gillam are worth their weight in gold.

The CSU counseling program was very informative. I would highly recommend this program.

For the school counseling program it would be beneficial to include instruction on SST/RTI/POI. Classroom management skills might be another advised course. Otherwise I've felt very prepared for work in the real world. Not sure that my survey responses will be beneficial considering I'm fresh out of the program myself.

I still feel that CSU students need more preparation in the POI/SST process. They also need assistance in interpreting information in the cumulative records, including the interpretation of test data.

They need to utilize various "techniques" more often. They need more classroom management strategies! They need more motivational strategies for behavior and academic challenge for students.

Students graduating from this program should also obtain more knowledge of the roles in 1) student support teams, 2) 504, 3) IEP meetings, 4) manifestation meetings, etc.

Need more training in understanding poverty.

Since your students include many who have returned to school and thus have greater life experience than those moving straight from BS to MS program, their end results are sometimes very different in terms of competencies.

· Relationship of Program to Needs of Students and Societal Demands

Given the current and recent past societal issues affecting individuals and families, the Community Counseling program is a needed training component of a healthy community. It provides the community and larger region with graduates in the helping field. These professional helpers go on to make a direct difference in the lives of children, adolescents, young adults, older adults, marriages and families during a time of increasing stress in our society. The vast majority of graduates go directly into professional counseling positions and provide services to those in need.

When graduating with a Community Counseling master's degree there are number of job opportunities available for our students. Counseling at sites such as clinics, hospitals, agencies, and organizations are examples of job opportunities. The overall counseling field is assumed to increase by 18% between 2008 and 2018. This is greater than the national average for all other occupations. Mental health counselors are especially expected to have a spike in their employment of 24%. This is a career that is growing and has become a singularly important career as our nation continues to undergo stressors at an alarming rate.

Section Two - Indicators of Program Quality

II A. Quality of Faculty

· Appropriateness of Faculty Credentials

The credentials of faculty in the Community Counseling program demonstrates them to be highly-skilled instructors with an understanding of social, intra-personal and interpersonal contexts in which counselors are trained. All faculty members hold a doctorate from a highly-regarded university. A new hire in 2013 of Dr. Robinson has increased the number of full-time faculty to five. Program faculty members and their highest degrees are listed:

Baltimore, Michael L. Professor Counseling Department of Counseling, Foundations, and Leadership
B.S., Columbus State University, M.A., Western Carolina University, Ph.D., Auburn University

Breaux III, Walter Associate Professor Counseling Department of Counseling, Foundations, and Leadership B.S.,
M.A., Xavier University of Louisiana, Ph.D., University of New Orleans

Gillam, S. Lenoir Professor Counseling Department of Counseling, Foundations, and Leadership
B.S., Texas A&M University, M.Ed., Ph.D., University of Georgia

Long, Richard P. Professor Counseling Department of Counseling, Foundations, and Leadership
B.S., M.A., West Virginia University, Ph.D., Southern Illinois University-Carbondale, M.F.T., Southern Connecticut State University

New Faculty Member (2012)

Robinson, Dawn Assistant Professor Counseling Department of Counseling, Foundations, and Leadership B.S.W.
University of Texas, M.Ed. University of Texas, Ed. S. Georgia State University, Ph.D. Georgia State University

· Use of Part Time Faculty

Our part-time faculty members normally teach one or two courses each semester in order to expand course offerings within the discipline. Part-time faculty are supervised by full-time faculty, recommended by the Program

Coordinator and evaluated by the department chair. Part-time faculty provides assistance in clinical supervision with practicum and internship courses as well as several core courses and schedules demand. All part-time faculty are credentialed and have expertise pertaining to the professional counseling discipline. Part-time faculty members are integrated into our counseling program during orientation, student assessment and staffing, and throughout the academic program.

· Diversity of Faculty

Faculty in the Community Counseling program, including all professional counselor educators comes from a variety of backgrounds. There are three males and two female faculty members. The faculty breakdown is as follows:

Two White males - Two Black or African Americans – (one female and one male) and one White female.

· Opportunities for Faculty Development

Professional development funding and support are consistently made available to faculty each year. Support is provided through various sources. The faculty in community counseling are very active in their professional organizations and require professional development opportunities and often apply for conference and travel grants that are available through the Department, Dean's office, and office of the Provost.

· Program Improvement Plans

An important consideration in the planning for the Community Counseling program concerns the recent change in standards from CACREP, the accrediting body of the American Counseling Association. All masters degree programs in professional counseling must move to a 60 credit hour program. Currently, the CSU program requires 48 hours. A major shift in the number of hours required for the degree, including additional courses, must become active at the end of 2013.

The program coordinator and faculty have participated with an outside program consultant on the implementation of the 60 hour program. Several concerns include the fact that the licensing laws in Georgia will still require the 48 hour master's degree. The program is undergoing planning for the implementation of the 60 credit hour degree program here at Columbus State University. This includes significant changes to curriculum and will require a substantial change which may require additional documentation for other accrediting bodies.

In addition, the Community Counseling program meets consistently to improve the quality of the program and issues of concern for faculty on a weekly basis.

II B. Quality of the Teaching

· Indicators of Good Teaching

The teaching and training of professional counselors is a primary goal of the Community Counseling faculty. The community counseling faculty consists of 5 full-time CSU faculty members with terminal degrees. In addition, adjunct faculty, with appropriate teaching credentials, are used as needed. Teaching efforts relate to the primary goals outlined in figure 1.

The faculty in the Community Counseling program strives to provide the most effective teaching techniques for skill building in professional counseling. This includes the use of technology in virtually every class including

practicum and internship. The faculty, as well as all students, makes use of the counseling laboratories for demonstration and skill building prior to practicum and internship. The newly updated counseling laboratories are now digital and are networked to provide an opportunity for the student to learn skills through role-playing methods and demonstration. The labs are equipped with digital video cameras and recording equipment that allow students and faculty to work with recorded sessions and to view live student activities during class and on demand. Students' work is critiqued and feedback provided from the experience enhances the learning process.

Supplemental learning materials on CD and DVD and now, streaming video lectures and demonstrations, provide course content beyond the required text.

Students are evaluated on their progress toward program goals throughout the program of study. The intended outcomes of the program, related to the goals and program mission, can be seen in figure 2.

Figure 2.

Program Learning Outcomes
1. Knowledge of the role and function of the professional community counselor.
2. Knowledge of learning theories and change strategies.
3. Skills in the competency areas of planning and evaluation, individual counseling, small group facilitation, appraisal/assessment, consultation, and referral.
4. Knowledge in the areas of social foundations, cultural issues, life span issues, and variables in the individual context which affect the counseling process.
5. Competency in interpersonal relationships, communication and problem solving.
6. Expertise in working individually with clients on educational, vocational, social, emotional, or personal problems.
7. The ability to conduct research.

Students and the program are assessed through formal classroom evaluations. Faculty also solicits feedback from students throughout the semester, and there are student self-evaluations embedded in various courses in the curriculum. For example, during practicum and internship, students are required to evaluate university supervisors and off-campus site supervisors as well as their own progress through reflection.

In addition, The College of Education and Health Professions has engaged the use of Live Text, an outside group that allows for seamless integration and data reporting to effectively measure outcomes based learning goals and institutional objectives. Students and faculty in the Community Counseling program will continue to use Live Text as a means of assessing program quality.

Faculty adapts their teaching methods to the course content. Approaches to teaching in the Community Counseling program include lectures, large group and small group discussion, role-play demonstrations, panel discussion, writing assignments, laboratory demonstrations, quizzes, midterm and final examinations, formal and informal presentations, skill training demonstrations, observational assessments, technology presentations,

discussion boards, and a number of other teaching approaches.

As students are admitted to the program and during the initial admission procedure, they are exposed to training and academic expectations. Students become aware of the importance of the clinical experience necessary to successfully complete the program requirements. The clinical experience is a minimum of a 700-hour practical experience under supervision at a community agency or hospital. Requirements for the successful completion of this experience are introduced at the beginning of the program and are referred to by faculty on a regular basis. Students are well aware of the expectations for the clinical experience. The handbook for practicum and internship, as well as all required forms including application to the clinical experience, are located on the department's web site and are downloaded, printed out, and returned to the program.

The clinical experience for students is the most important practical and applied experience in our program. The faculty works closely with community agencies and the students while engaged in their clinical experience. Students have responsibility for clients and client families and are closely monitored during the experience. Midterm and final evaluations are completed and close communication with all offsite trainers is maintained.

Course work in the Community Counseling program also prepares students with the necessary knowledge for passing The National Counselor Examination, which is required for state licensure. As the program is a *specialty site* with the National Board of Certified Counselors, our program provides an opportunity for students to take the National Counselor Exam prior to graduation. As a result, students receive the benefit of completing the state licensing exam prior to graduation and are only required the necessary years of experience post-degree to obtain licensure. Finally, those passing the exam receive the National Certified Counselor credential.

National Counselor Exam (NCE) Results

Examination Date	Number Tested	Number Passed
10/18/2003	3	3
4/24/2004	7	7
10/23/2004	4	3
4/16/2005	16	14
10/22/2005	8	5
4/22/2006	15	14
10/21/2006	4	3
4/21/2007	20	20
10/20/2007	5	4
4/12/2008	18	17
10/18/2008	6	5
4/18/2009	8	7

10/17/2009	5	5
4/17/2010	14	14

The faculty in the Community Counseling program provides advisement on the academic program requirements and also provides additional information on becoming certified and licensed as a professional counselor. Academic advisement, as well as professional advising are important components of the training program.

Professional development is also a key component of the community counseling program. Students are encouraged to become members of national organizations in counseling and to participate in the department's student organizations. The Counseling Student Association and the Chi-Chi Chapter of Chi Sigma Iota Counseling Academic and Professional Honor Society International, provides the opportunity for students to interact with one another during community service projects while learning important information regarding professional counseling practices. In addition, Membership in the Chi-Chi Chapter of Chi Sigma Iota Counseling Academic and Professional Honor Society International is available to students who meet membership requirements and are formally inducted.

Program improvement. Faculty meets regularly in program meetings to consider program improvement. Faculty utilize program data from various sources including aggregate results from the National Counselor Examination (available in the counseling office), survey results from local and regional surveys aimed at those who help train and hire community counseling graduates, students, as well as community needs from program supporters in the community.

CACREP accreditation requires community surveys on a regular basis. Community counseling faculty use information from employers, site supervisors and administration and training partners in the community for program planning and improvement such that program decision-making is based on received data.

· Indicators of Good Advising

Student advisement is a primary function for program faculty in helping students in retention and graduation. Students meet with faculty from the initial evaluation meeting, which reviews all program expectations and progress for success in the program. In addition to one on one interaction with the students, faculty hold a student staffing each term to review all students progress in the program. Students then receive a letter of satisfactory or unsatisfactory progress in the program and a plan of remediation if needed. Also, the students and faculty listserv provides continual information regarding events, advising issues and important program instruction.

· Departmental Reward System

A program reward system is not currently available. Professional travel opportunities are available for faculty earning presentations at conferences and when available, additional funds can be used, at the Department Chair and Dean's discretion for bonus compensation.

· Program Improvement Plans

Program teaching remains the top priority for faculty in the community counseling program. Faculty will continue to:

- stay current in the professional counseling literature
- continue open communication and discussion of the important topics for teaching in professional counseling

- communicate with outside sources and other universities
- strengthen existing strategic approaches to teaching and develop new means to enhance student learning
- stay current with accreditation standards
- used data driven decision making for improvement of teaching

II C. Quality of Research and Scholarship

· Opportunity for Student Research Projects

Student Research. The faculty in the Community Counseling program continues to understand and support the need for student research. Those students continuing their graduate education are now required to document involvement in research activities. The faculty support student research in each class. Classes such as Action Research are actively engaged in teaching and training research procedures and research design. Students are encouraged to use this training opportunity to design studies that may be publishable and acceptable for student research among professional organizations. All faculty in the community counseling program have worked closely with students regarding the opportunity to be involved in research. Travel monies for students to attend professional conferences are monitored. A significant number of students have engaged in collaboration with faculty researchers in community counseling and have presented at regional and national conferences.

Faculty continues to monitor the opportunities for students to engage in research. Several students have also engaged in grant writing opportunities and have participated with community counseling faculty on at least two successful grants within the past two years.

· Faculty Publications, Presentations, and Grants

For complete listing of individual faculty accomplishments and scholarly activity please see the appendix containing individual vitae for community counseling faculty.

· Program Improvement Plans

Faculty will continue to publish in scholarly journals and use other new media technologies to document scholarly activity within the professional counseling discipline. Yearly evaluations of faculty are executed by the department chair as required by CSU regulation. In addition, faculty will continue their scholarly activity for the purpose of promotion, tenure and post-tenure review. Further, the community counseling faculty will continue to present at conferences, establish research agendas and publish research findings, write scholarly works beyond journal publication and maintain the highest levels of standards of excellence.

II D. Quality of Service

· Activities to Enhance Program, Department, College, Institution, Community and/or Region

The Community Counseling program has participated in numerous community projects through its work with local and regional agencies and clinics. Essentially, our faculty and students are involved in the support of mental-health agencies and clinics. The faculty and students have built working relationships with many service agencies in the area. The faculty are available to help agencies in various ways. Given our close working relationships with internship sites, faculty can be called on to present workshops and consult to enhance the productivity of these

agencies.

The Community Counseling program faculty and students through its Counseling Student Association, and now Chi Sigma Iota Honor Society have provided help for the needy and, during crisis situations, have been available for assistance working with such groups as Valley Rescue Mission, Habitat for Humanity, Columbus Hospice and others. The community counseling program provides free assistance through its practicum and internship program to agencies to meet the needs of those who cannot afford to pay for services.

Faculty participates in campus initiatives and working groups as well as working directly with community agencies. Supervisor groups are an example of this type of collaboration.

- Program Improvement Plans

Program Improvement. It is hoped that efforts can be made to extend awareness of our counseling training program in the community, region and state. Currently, the department listserv is a means of staying current with events and issues affecting counseling training and research. It is hoped that, with increased funding toward recruitment and public relations information, the Community Counseling program will become more visible in the community.

II E. Quality of Faculty and Student Achievements

- Faculty Honors

Counseling faculty serve in many capacities both on campus and in the community. Here are only a very brief few:

Dr. Richard Long was appointed by Georgia governor, Nathan Deal to the Secretary of State's Composite Board of Examiners for Professional Counselors, Social Workers and Marriage and Family Therapists as a board member.

Dr. Walter Breaux has received the 2007 Dean's Award for Innovation and received the 2010 Distinguished Teacher of the Year.

Dr. Lenoir Gillam was nominated for and recognized as a finalist for the 2012 CSU Educator of the Year Award.

Dr. Michael Baltimore created the first CSU course for mobile phones and initiated the video production lab in COEHP.

(For a complete listing, please refer to the appendix for faculty vitae)

- Student Honors

Each year our students are selected for College-wide awards of excellence from the community counseling population. Students are nominated by faculty for outstanding contributions to others as well as high academic achievement.

- Graduate Achievements (Licensure, Certification, Admission to Graduate School, Job Offers, etc.)

The vast majority of graduates from the Community Counseling program become licensed to practice in the state of Georgia and fulfill requirements as a Licensed Professional Counselor. An increasing number of graduates go on to doctoral programs in Counselor Education or Counseling Psychology. Additionally, a recent agreement with

Mercer University's Counselor Education and Supervision Doctoral program has led to two automatic slots for our students. Students will be screened by Counseling Faculty and a representative from Mercer University in March of each year. The two selected students will receive admission and will be eligible for graduate assistantships as they begin their doctoral program.

Graduate students in community counseling are also advised to consider taking the National Counselor Examination held twice a year in the program. The Counseling program is a specialty site for the National Board of Certified Counselors' exam and provides our students access to taking the exam prior to graduation. The importance of this exam is that it serves as the State licensing exam (required to become an LPC) and also grants national certification for the student. Standards for licensure and certification can be found at: <http://sos.ga.gov> and <http://nbcc.org> respectively.

II F. Quality of Curriculum

· Relationship Between Program's Curriculum and Its Outcomes

The community counseling on the program's curriculum is based on the national accreditation standards for CACREP, the accrediting body of the American Counseling Association. The CSU Community Counseling program has experienced three national site visits from ACA members to assure that the program's curriculum met national standards. Recommendations after each site visit were made incorporated in the program's planning. At the most recent visit, the community counseling programs received full accreditation without conditions. The program continues to align with the 2009 national standards through 2017. Currently, CACREP requires that courses align with the eight core areas of training in professional counseling. Figure 3 list these areas.

Figure 3

CACREP Core Areas of Concentration

- (1) Human Growth and Development
- (2) Social and Cultural Foundations
- (3) Helping Relationships
- (4) Groups
- (5) Lifestyle and Career Development
- (6) Appraisal
- (7) Research and Evaluation
- (8) Professional Orientation

In addition to the coursework, CACREP requires the community counseling student to complete a 100 hour practicum and a 600 hour internship over a period of at least one year under supervision.

This curriculum provides the student with the necessary content to pass national counseling examinations and certification as well as state licensing requirements in all 50 states. In addition, the mandatory exit examination from the community counseling program requires that the student incorporate content across courses and prepares the student to synthesize information throughout the curriculum. The exam incorporates two additional areas of concentration, counseling theory and professional ethics. Students are challenged particularly in practicum and internship to synthesize information in order to successfully complete the clinical experience.

· Incorporation of Technology

Students become efficient in the use of technology through requirements in much of their coursework. This includes computer-assisted learning, word processing software, PowerPoint presentations, graphic and design elements, and Internet technology. Students are required to use technology in course presentations and in using the counseling laboratories. Students are encouraged to use the available computer labs and are assisted by faculty members and others to learn new technologies while in the program.

Course syllabi reflect technology standards that are infused in course content. Counseling program faculty use technology throughout the curriculum and have access to advanced technology resources. A community counseling faculty member designed a new multimedia production laboratory for COEHP faculty to enhance teaching. As a result, faculty have assigned creating video demonstrations as a regular part of instruction.

· Utilization of Multidisciplinary Approaches and Perspectives

The Community Counseling program was the first among College of Education and Health Professions programs to require a course in multicultural studies beginning in 1993. This required course provides students with the opportunity to pursue the understanding and the importance of diversity in their professional work. Students in the community counseling program have the opportunity to interact with diverse populations, especially those associated with our training program at Fort Benning. Effectiveness in professional counseling is based on a full understanding of the diversity of the client population professional counselors see in their practice.

The program curriculum allows students to work with a wide ranging multidisciplinary treatment delivery system in the healthcare field. During many of the core curriculum courses, students are exposed to outside speakers and community-based practice agencies. Faculty often use wide ranging campus resources to develop materials to enhance classroom activities. Often, students are engaged in role-playing and skill demonstrations that are reviewed by faculty. A multi-theoretical approach is used in the required course for counseling theory allowing the student exposure to other disciplines related to the course of training.

· Program Improvement Plans

Program improvement is an on-going concern within Community Counseling. Community surveys, consultation with community organizations and administration and staff members, student reviews, direct discussions and other means are used on the regular basis to evaluate the program. The community counseling faculty seek to maintain the highest-quality in both its training methods and final outcome. Program faculty invites all interested parties to directly participate in our work in program improvement and maintain strong community and campus wide working relationships.

II G. Quality of Facilities and Equipment

· Availability of Classroom and Laboratory Space

The Community Counseling program is located in Jordan Hall on the campus of Columbus State University. Faculty have adequate office space and conference room accessibility. All classrooms are equipped with projectors

and sound for video playback. Computer labs are available for graduate counseling students during the semester. In addition, there is dedicated counseling laboratory space and technology equipment included in the suite. During 2012, with the help of the Dean's office, the counseling labs were upgraded to a digital format allowing faculty and students to record demonstrations and role plays, and publish the video to the intra-net for viewing in class. This represents a major upgrade, so that students can independently record and save to thumb drives, for example, and turn those in for grading by the instructor. Additionally, all 3 labs can be viewed live in most of Jordan Hall and then viewed in class for live instruction review.

On-campus library resources (holdings) are increasing, yet are in need of more professional counseling journals. However, the library currently maintains a number of highly effective research database programs including ERIC, and MEDLINE. The latter two have specific relevance for Community Counseling. Interlibrary loan is available to faculty, usually without cost, for journal articles and texts for instructional or research purposes.

In addition, a select few of our community counseling students work in CSU's Counseling Center under the supervision of its Director, Dr. Dan Rose, providing treatment services to University students and their families.

· Availability of Equipment

As part of the overall program improvement plan, entering students are now required to purchase handheld video camcorders for use in some classes. The counseling program has purchased a number of these camcorders that can be checked out for student use if they cannot afford one.

· Program Improvement Plans

The Community Counseling program will continue to use technology, including social media and its impact on learning, video technology, as well as mobile technology (for example, one faculty member has developed a counseling course for mobile phones) to enhance teaching and learning. As new technologies develop, counseling program will request additional funding for equipment and facilities as well as initiating grants to support the development of improved teaching and learning through the use of technology.

Section Three - Indicators of Program Productivity

III A. Enrollment in Program for Past 5 Years

Comprehensive Program Review						
Department of Counseling, Foundations, and Leadership						
Programs: MEd and EdS in School Counseling and MS in Community Counseling						
Quantitative Measures						
Measure	2007-08	2008-09	2009-10	2010-11	2011-12	5-Year Avg
Number of Declared Majors - Fall Semester						
MEd in School Counseling						
Full-Time	11	18	14	14	15	14
Part-Time	22	17	23	17	27	21
<i>Total</i>	33	35	37	31	42	36
MS in Community Counseling						
Full-Time	19	18	23	31	35	25
Part-Time	8	8	8	13	19	11
<i>Total</i>	27	26	31	44	54	36
EdS in School Counseling						
Full-Time	NA	NA	0	0	1	0
Part-Time	NA	NA	1	2	2	2
<i>Total</i>	NA	NA	1	2	3	2
Combined Graduate Programs						
Full-Time	30	36	37	45	51	40
Part-Time	30	25	32	32	48	33
<i>Total</i>	60	61	69	77	99	73
Number of Degrees Conferred - Fiscal Year						
MEd in School Counseling	11	8	17	7	8	10
MS in Community Counseling	19	15	15	21	20	18
EdS in School Counseling	NA	NA	NA	NA	4	4
Combined Graduate Programs	30	23	32	28	32	29
Credit Hour Production - Fall Semester						
5000 Level Courses	0	0	36	42	66	29
6000 Level Courses	345	399	432	474	579	446

7000 Level Courses	99	87	78	108	99	94
<i>Total</i>	<i>444</i>	<i>486</i>	<i>546</i>	<i>624</i>	<i>744</i>	<i>569</i>
Average Course Enrollment - Fall Semester						
5000 Level Courses	0	0	6	7	11	5
6000 Level Courses	7	9	10	10	14	10
7000 Level Courses	11	10	9	12	11	11
<i>Overall Average</i>	<i>8</i>	<i>9</i>	<i>9</i>	<i>10</i>	<i>13</i>	<i>10</i>
Number of Faculty						
Full-Time Faculty	6	6	6	5	4	5
Part-Time Faculty	4	3	4	4	5	4
Departmental Budget - Fiscal Year						
State Funds						#DIV/0!
Grant Funds						#DIV/0!
<i>Total</i>	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>	<i>#DIV/0!</i>
Cost per Major - Fiscal Year						
(Total Expenditures/Number of Declared Majors)	\$0	\$0	\$0	\$0	\$0	\$0
(State Funds/Number of Declared Majors)	\$0	\$0	\$0	\$0	\$0	\$0
Credit Hours Taught Fall and Spring Semesters	876	1,005	1,137	1,308	1,467	1,159
Cost per Credit Hour – Total Expenditures	\$0	\$0	\$0	\$0	\$0	\$0
Cost per Credit Hour – State Funds	\$0	\$0	\$0	\$0	\$0	\$0
Percent of Non-Productive Grades						
(i.e., W, WF, F, and U)	1.0%	2.8%	5.6%	2.7%	3.1%	3.1%
GRE and GPA Averages - Fall Semester						
MEd in School Counseling						
Average GRE Score	927	923	885	899	861	899
Average Graduate GPA	3.84	3.68	3.74	3.73	3.69	3.74
MS in Community Counseling						
Average GRE Score	887	889	912	910	936	907

Average Graduate GPA	3.77	3.81	3.76	3.70	3.71	3.75
EdS in School Counseling						
Average GRE Score	NA	NA	750	950	1120	940
Average Graduate GPA	NA	NA	3.50	3.98	3.97	3.82
Combined Graduate Programs						
Average GRE Score	907	907	896	907	912	906
Average Graduate GPA	3.81	3.73	3.75	3.72	3.71	3.74
Enrollment by Gender - Fall Semester						
MEd in School Counseling						
Female	30	34	35	30	37	33
Male	3	1	2	1	5	2
<i>Total</i>	33	35	37	31	42	36
MS in Community Counseling						
Female	16	15	21	35	44	26
Male	11	11	10	9	10	10
<i>Total</i>	27	26	31	44	54	36
EdS in School Counseling						
Female	NA	NA	1	2	3	2
Male	NA	NA	0	0	0	0
<i>Total</i>	NA	NA	1	2	3	2
Combined Graduate Programs						
Female	46	49	57	67	84	61
Male	14	12	12	10	15	13
<i>Total</i>	60	61	69	77	99	73
Enrollment by Race/Ethnicity - Fall Semester						
MEd in School Counseling						
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	0
Black or African American	11	10	7	8	12	10
Hispanic or Latino	2	2	2	1	0	1
International Student	0	0	0	0	0	0

Native Hawaiian or Pacific Islander	NA	NA	0	0	0	
Two or More Races	0	1	1	1	2	1
White	20	22	27	21	28	24
Race and Ethnicity Unknown	0	0	0	0	0	0
<i>Total</i>	33	35	37	31	42	36
MS in Community Counseling						
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	0
Black or African American	3	5	7	15	15	9
Hispanic or Latino	1	1	1	1	1	1
International Student	1	1	0	0	1	1
Native Hawaiian or Pacific Islander	NA	NA	0	0	0	
Two or More Races	1	2	1	1	0	1
White	21	17	22	27	37	25
Race and Ethnicity Unknown	0	0	0	0	0	0
<i>Total</i>	27	26	31	44	54	36
EdS in School Counseling						
American Indian or Alaska Native	NA	NA	0	0	0	0
Asian	NA	NA	0	0	0	0
Black or African American	NA	NA	1	1	1	1
Hispanic or Latino	NA	NA	0	0	0	0
International Student	NA	NA	0	0	0	0
Native Hawaiian or Pacific Islander	NA	NA	0	0	0	0
Two or More Races	NA	NA	0	0	0	0
White	NA	NA	0	1	2	1
Race and Ethnicity Unknown	NA	NA	0	0	0	0
<i>Total</i>	NA	NA	1	2	3	2
Combined Graduate Programs						
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	0
Black or African American	14	15	15	24	28	19

Graduate Enrollment by Major Program of Study							
	Fall	Fall	Fall	Fall	Fall	Fall	5-Year
	2007	2008	2009	2010	2011	2012	%
Certificate							
Artist Diploma	NA	NA	7	11	19		
Teaching English as Sec Language	NA	NA	NA	0	1		
<i>Total Certificate</i>			7	11	20		
Masters							
Art Education	7	4	5	4	9	2	28.6%
Community Counseling	27	26	31	44	55	28	103.7%

III B. Degrees Awarded Over Past 5 Years

Masters Degrees Awarded in Counseling Programs at USG State Universities						
USG Institution	2006-07	2007-08	2008-09	2009-10	2010-11	5-Year Avg
Albany State University	11	14	15	13	8	
Armstrong Atlantic State University	0	0	0	0	0	0
Augusta State University	16	26	24	14	26	
Clayton College & State University	0	0	0	0	0	0
Columbus State University	32	30	23	32	28	29
Fort Valley State university	8	4	6	12	20	
Georgia College & State University	0	0	0	0	0	0
Georgia Southwestern State University	0	0	0	0	0	0
Kennesaw State University	0	0	0	0	0	0
North Georgia College & State University	0	0	0	0	0	0
Savannah State University	0	0	0	0	0	0
Southern Polytechnic State University	0	0	0	0	0	0
State University of West Georgia	43	40	44	43	39	42
<i>Total</i>	<i>110</i>	<i>114</i>	<i>112</i>	<i>114</i>	<i>121</i>	<i>114</i>

III C. Comparison with CSU & University System of Ga. Programs

Masters Degrees Awarded in Counseling Programs at USG State Universities						
USG Institution	2006-07	2007-08	2008-09	2009-10	2010-11	5-Year Avg
Albany State University	11	14	15	13	8	
Armstrong Atlantic State University	0	0	0	0	0	0
Augusta State University	16	26	24	14	26	
Clayton College & State University	0	0	0	0	0	0
Columbus State University	32	30	23	32	28	29
Fort Valley State university	8	4	6	12	20	
Georgia College & State University	0	0	0	0	0	0
Georgia Southwestern State University	0	0	0	0	0	0
Kennesaw State University	0	0	0	0	0	0
North Georgia College & State University	0	0	0	0	0	0
Savannah State University	0	0	0	0	0	0
Southern Polytechnic State University	0	0	0	0	0	0
State University of West Georgia	43	40	44	43	39	42
<i>Total</i>	<i>110</i>	<i>114</i>	<i>112</i>	<i>114</i>	<i>121</i>	<i>114</i>

III D. Retention Rates

Retention Rates by Graduate Program (*)									
* The cohorts below are degree-seeking graduate students who entered a CSU graduate program in the fall (or previous summer) semester.									
Graduate Program	Number in Fall 2006 Cohort			Number in Fall 2007 Cohort			Number in Fall 2008 Cohort		
	Fall 2006 Graduating by 2007			Fall 2007 Graduating by 2008			Fall 2008 Graduating by 2009		
	Cohort	Number	Rate	Cohort	Number	Rate	Cohort	Number	Rate
MS Community Counseling	20	17	85.0%	10	10	100.0%	14	14	100.0%

Retention Rates by Graduate Program (*)						
* The cohorts below are degree-seeking graduate students who entered a CSU graduate program in the fall (or previous summer) semester.						
Graduate Program	Number in Fall 2009 Cohort			Number in Fall 2010 Cohort		
	Fall 2009 Graduating by 2010			Fall 2010 Graduating by 2011		
	Cohort	Number	Rate	Cohort	Number	Rate
MS Community Counseling	19	16	84.2%	23	22	95.7%

III E. Student Learning Indicators (using a variety of data sources)

The Community Counseling program uses a wide variety of student learning indicators to ensure graduate success. Below are examples of data gathered tied to program learning objectives.

Knowledge of the role and function of the professional community counselor.

Results: 100% complete the exit exam with a score of 70% or higher prior to graduation (95% pass on the first attempt); 100% pass the portfolio requirement prior to graduation; students

must maintain a GPA of 3.0+ to remain in the program; students may make no more than 2 "C" grades to remain active in the program; all students complete 700+ hours of field experiences prior to graduation.

Analysis: Student objectives in all courses, support folio assessment and the exit exam are evaluated for student progress. In addition, NCE results are analyzed for any program revision.

Knowledge of learning theories and change strategies as applied to client and client families.

Results: 100% passed course requirements including a midterm and comprehensive with B or better. Students also completed a major research paper designed to apply theories to counseling diagnosis. Students were evaluated in role play scenario-based live activities.

Analysis: Faculty share experiential activities and classroom training for the enhancement toward learning theory. Students are evaluated through video and audio recording to enhance learning of change strategies.

Skills in the competency areas of planning and evaluation, individual counseling, small group facilitation, appraisal/assessment, consultation, and referral.

Results: Students successfully passed course requirements for ethics and professional issues, group, individual analysis, practicum, and internship with a B or better. Evaluation methods include successful ratings (B or better) on formative and summative feedback measures, role play, and other experiential learning activities.

Analysis: Individual faculty members are responsible for assessment of student learning and use of evaluation and assessment objectives.

Knowledge in the areas of social foundations, cultural issues, life span issues, and variables in the individual context which affect the counseling process

Results: 100% passed course requirements including a midterm and comprehensive with B or better. Students also completed a research paper designed to apply life span and cultural competencies to counseling situations. Students were evaluated in role play scenario-based live activities.

Analysis: Faculty members will continue to evaluate this process and use this data for program decision making

Competency in interpersonal relationships, communication and problem solving with an emphasis on multicultural competencies

Results: Data regarding student performance occurs throughout the student's program and results for each course are documented. Midterm and final assessments occur for the clinical experience.

Survey results are reviewed by faculty, program coordinator and Department chair.

Analysis: Faculty members will continue to evaluate this process and use this data for program decision making

Expertise in working individually with clients on educational, vocational, social, emotional, or personal problems.

Results: 98% of students receive favorable midterm and final evaluations from site and university supervisors for practicum and internship clinical experiences. Students practice the role of professional counselor and are graded according to national standards.

Analysis: Faculty members will continue to evaluate this process and use this data for program decision making

Students gain expertise via the Counseling laboratory through experiential activities and video recording and feedback in a number of classes is expected.

Results: 98% of students receive favorable midterm and final evaluations from site and university supervisors for practicum and internship clinical experiences. Students practice the role of professional counselor and are graded according to national standards.

Analysis: Faculty members will continue to evaluate this process and use this data for program decision making

The ability to conduct research through involvement of faculty assisted research with students.

Results: Student projects in class show sufficient knowledge of design and implementation of actual research projects. Faculty and students present regularly at local, state, regional, and national conferences. Published research in professional counseling and educational journals, including the COEHP journal.

Analysis: Faculty members will continue to evaluate this process and use this data for program decision making

III F. Graduation Rate of Program

Three-Year Graduation Rates by Graduate Program (*)									
* The cohorts below are degree-seeking graduate students who entered a CSU graduate program in the fall (or previous summer) semester. Graduation rate calculated based on number of students completing program within three-year time period.									
Graduate Program	Number in	Fall 2005 Cohort		Number in	Fall 2006 Cohort		Number in	Fall 2007 Cohort	
	Fall 2005 Cohort	Graduating by 2008		Fall 2006 Cohort	Graduating by 2009		Fall 2007 Cohort	Graduating by 2010	
	Cohort	Number	Rate	Cohort	Number	Rate	Cohort	Number	Rate
MS Community Counseling	15	13	86.7%	20	16	80.0%	10	10	100.0%

Three-Year Graduation Rates by Graduate Program (*)						
* The cohorts below are degree-seeking graduate students who entered a CSU graduate program in the fall (or previous summer) semester. Graduation rate calculated based on number of students completing program within three-year time period.						
Graduate Program	Number in Fall 2008 Cohort	Fall 2008 Graduating by 2011		Number in Fall 2009 Cohort	Fall 2009 Graduating by 2012	
	Cohort	Number	Rate	Cohort	Number	Rate
MS Community Counseling	14	13	92.9%	19	15	78.9%

III G. Cost Effectiveness of Instructional Delivery

Total Instructional Costs per Credit Hour and Headcount at CSU					
Fiscal	Instructional	Total Credit Hours	Total	Cost per	Cost per
Year	Costs	Generated	Headcount	Credit Hour	Headcount
2008	\$31,868,466.00	164,732	7,590	\$193	\$4,199
2009	\$31,193,232.00	171,280	7,953	\$182	\$3,922
2010	\$34,596,532.00	178,470	8,179	\$194	\$4,230
2011		178,078	8,298	\$0	\$0
2012					

Section Four - Program Viability

IV A. Summary of Program's Viability

The Community Counseling program fills a need in the immediate service area and in the region. The Community Counseling program leading to the Master of Science degree fills a need in the local and regional community by providing trained professional helpers that assist individuals and families during times of need. There is no doubt, that the community counseling program graduates provide a much-needed resource to the community at large. The program is constructed to serve the mission of the University, its own mission of training outstanding professionals equipped to serve the community, and to meet the needs of its students in teaching, service and research.

Students and faculty associated with the community counseling program have earned an excellent reputation in the community. The viability of this program has been established through its national accreditation, community reputation and ultimately, on the strength of its final product, the professional counseling graduates.

It is expected that the Community Counseling program will continue its reputation in providing superior training to its students and continue its reputation in the College of Education and Health Professions as one of its outstanding programs. The program is constantly challenging itself to improve student learning and establish best practices in training professional counselors. The faculty of the community counseling program invites review and welcome suggestions for program improvement.

It is recommended that this important graduate program continue to receive support to strengthen its future. The faculty in the Community Counseling program will continue to work hard, provide the very best in teaching and training the students within the program and maintain the highest standards for professional counseling training programs. Faculty regularly take on new demands while preserving high principles of conduct that model professional behaviors.

Faculty will continue to grow the Community Counseling program using all means possible that allow for advancement of its mission. As it stands, this program is vital to the mission of Columbus State University due to its

close connection with community resources and its strong partnership with individuals and agencies in the Columbus Georgia region.

IV B. Summary of Program Improvement Plan

The Community Counseling program will continue to serve its students through best practices in counselor education and training. Our program will continue its national accreditation and work toward “outstanding program” achievements as viewed by the professional organizations in counseling. The program will continue its strong affiliation with the U.S. Army Chaplain Training Program at Fort Benning, Georgia and support current and new relations with community partners.

The program is poised for growth as graduate education at Columbus State University becomes a stronger part of its mission. Our program’s admission procedures stand as a model for other graduate programs and our orientation for students provides information necessary for students to successfully meet program requirements and to meet professional certification and licensure requirements upon graduation.

Finally, the program faculty will continue to be firm in their resolve to maintain excellence in our training practices and to serve our graduate students in the best possible manner.

Additional plans for program improvement include:

- To continue to provide assessment data that shows the program’s viability and accomplishments through the use of data gathering instruments, such as the NCE results, community and in-house survey results, like “LiveText” and other assessment instruments designed for this purpose and, where warranted, to make program changes based on data.
- To continue to involve our graduate students in professional development activities, including presentations, publications, conference attendance, and journals.
- To continue to build strong community relationships with those stakeholders who can benefit our students and their training; continue to build internship sites and training opportunities for our graduate students.
- To consider a cohort structure for the current program of study.
- To strengthen the use of technology as a program emphasis in our work with students; to lead in this area for the College of Education and CSU through our work in creating examples of excellence using technology; in addition, to further develop the new multimedia production lab for faculty use in the College of Education.
- To increase recruiting efforts in order to maintain and enhance a diverse student base.
- To continue to emphasize clinical supervision as a program strength toward promoting the mission of the program and to serve our students.
- To maintain efficient program meetings that provide consideration of all information for program improvement.

An important initiative will be the addition of 12 hours to the program of study to meet accreditation standards during the 2013 academic year. Program faculty are poised to make this transition and have been trained sufficiently to make the best possible specific for the additional curriculum coursework.

A timetable for commencing this program change has already begun. As mentioned earlier in this report, this process should be completed by the end of 2013. Specific coursework leading to a community mental health degree program can be added quickly due to the elective courses already in place. However, success of this initiative will include a appraisal by Board of Regents and a SACS review.

Resources are in place for a successful transition to the 60 our model for community mental health counselors. Additional support both administratively and logistically will be welcomed.

Final note

The Community Counseling program remains a healthy and vital graduate program In the College of Education and Health Professions at Columbus State University. The faculty within the professional counseling program are some of the most collaborative and collegial faculty members on-campus and work hard to deliver the highest quality teaching and learning experience that train professionals to achieve excellence as they take responsibility for the important task of helping others.

APPENDIX

VITA

Dr. Michael Baltimore

VITA

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EDUCATIONAL HISTORY

B. S. Columbus College, Columbus, Georgia 1977

Major: **Psychology**

M. A. Western Carolina University, 1980

Major: **Clinical Psychology**

Ph.D. Auburn University 1994

Major: **Counselor Education and Supervision**

PROFESSIONAL POSITIONS

2012 – Present **Director** - Columbus State University Television –

Responsibilities for management and direction of CSU TV in development.
Working with all campus faculty, staff and students to develop creative content
for broadcast to the internet and local cable outlets.

2011- 2012 **Department Chair** - Columbus State University

Department of Counseling, Leadership, & Foundations. Responsibilities for
management and oversight of programs, financial expenditures and personnel
management including program evaluation and support.

2010- 2011 **Interim Department Chair** - Columbus State University

Department of Counseling, Leadership, & Foundations. Responsibilities for
management and oversight of programs, financial expenditures and personnel
management including program evaluation and support.

2008- Present **Counseling Programs Coordinator** - Columbus State University

Department of Counseling, Leadership, & Foundations. Duties: *Counseling
Programs Coordinator*. Duties: Author CACREP Self-Study for Accreditation,
supervise and responsible for professional counseling programs. Oversee all
program activities and responsibilities.

2004-Present **Professor** - Columbus State University

Department of Counseling, Educational Leadership, & Professional Studies.
Duties: *Program Coordinator* (2002) Community Counseling; Coordinator of Clinical Placements. *Coordinator* of Marriage & Family Therapy specialty programming, Ft. Benning Chaplain Training Program. *Coordinator* of Practicum/Internship program for Community Counseling students. Teach: Counseling Theory; Process of Marriage & Family Theory & Process; Advanced Interventions in MFT; Practicum; Internship; Marital Systems; Counseling Children. Coordinates Video Technology Lab for Faculty Development and oversees operation of COEHP.TV, streaming education network.

1999-2004 **Associate Professor** - Columbus State University

Department of Counseling, Educational Leadership, & Professional Studies.
Duties: Program Coordinator (2002) Community Counseling; Coordinator of Clinical Placements. Coordinator of Marriage & Family Therapy specialty programming, Ft. Benning Chaplain Training Program. Coordinator of Practicum/Internship program for Community Counseling students. Teach: Counseling Theory; Process of Marriage & Family Theory & Process; Advanced Interventions in MFT; Practicum; Internship; Marital Systems; Counseling Children.

1994-1999 **Assistant Professor** - Columbus State University

Department of Counseling and Clinical Programs. Duties: Coordinator of clinical placements. Coordinator of Marriage & Family Therapy specialty programming, Ft. Benning Chaplain Training Program. Coordinator of Practicum/Internship program for Community Counseling students. Teach: Counseling Theory; Process of Marriage & Family Theory & Process; Advanced Interventions in MFT; Practicum/Internship; Marital Systems; Counseling Children.

1996-Present **Marriage & Family Therapist/Professional Counselor/Supervisor**

Private Consulting Practice - Counseling and Supervision Services.
Providing individual, group, marital, and family psychotherapy; supervision of marriage and family therapists & professional counselors, school counselors, substance abuse counselors, and mental health professionals; consultation and education in business and community.

1993-1995 **Marriage & Family Therapist/Supervisor**

Private Practice - Child and Family Psychiatry Associates.
Providing individual, group, marital, and family psychotherapy; supervision of marriage and family therapist, professional counselors, school counselors, substance abuse counselors, and mental health professionals; consultation and education in business and community.

1993-1994 **Adjunct Professor** - Columbus College, Department of Counseling and Clinical Programs.

Duties: Taught counseling theory and marriage & family courses.

- 1993-1994 **Adjunct Professor** - Troy State University, Department of Psychology/Counseling.
Duties: Taught courses diagnostics, DSM, family dynamics, child and family development.
- 1988-1993 **Licensed Marriage and Family Therapist** - The Pastoral Institute, The Bradley Center, Inc., Columbus, GA.
Duties: Clinical treatment and management of an outpatient caseload of family and individuals; supervision; community education and consultation.
- 1990-1993 **Licensed Marriage and Family Therapist** - The Pastoral Institute, Lanette, AL.
Duties: Clinical treatment and management of an outpatient caseload of family and individuals; supervision; community education and consultation.
- 1991-93 **Graduate Teaching and Research Assistant** - Auburn University
Department of Counseling & Counseling Psychology. Duties: Instructor for undergraduate courses in counseling skills and theory; practicum supervision.
- 1988-90 **Graduate Teaching Assistant** - Auburn University
Department of Family and Child Development.
Duties: Instructor for course in marriage family courses.
- 1989-90 **Graduate Research Assistant** - Auburn University
Department of Family and Child Development, Summer Quarter.
Duties: Research organization and management including data assessment.
- 1987-88 **Administrator** - Columbus Home Care, Inc., Columbus Regional Healthcare Systems, Inc.
Duties: Responsible for program administration and management including: organizing and directing the overall program's policies and procedures, hiring & supervising and evaluating staff, fiscal management, monitoring quality of services, and working with regional providers.
- 1984-87 **Behavior Specialist, Senior/Administrator** - Clayton County Mental Health Services, Riverdale, Georgia.
Duties: Developed and supervised treatment programming for a startup state residential group facility; hired masters level staff; administered, supervised and developed a variety of therapeutic programming to assist children and adults with severe emotional and behavioral difficulties.

- 1981-84 **Behavior Specialist** - Clayton County Mental Health Services, Riverdale, Georgia.
Duties: Responsible for outpatient treatment of individual, group, and family clients; consultant with Juvenile Court provided psychological assessments and evaluations of adolescents and children; member state and county multi-agency treatment teams.
- 1983 **Consultant/ Family Therapist** -Fayette County Counseling Center, Fayetteville, Georgia.
Duties: Established substance abuse treatment programming for adolescent court ordered youth, psychotherapy/education groups for adult substance abusers, outpatient psychotherapy,
- 1980-81 **Youth Psychologist/Family Therapist** - Smoky Mountain Area Mental Health Center, Franklin, North Carolina.
Duties: Family therapy and psychological evaluations for children and adolescents; school psychology evaluations and placements; supervised graduate student psychology interns.
- 1980 **Psychology Intern** - Adult Crisis Intervention and Counseling Service, Blue Ridge Mental Health Center, Asheville, North Carolina,
Duties: Intake evaluations; crisis intervention, and outpatient psychotherapy for marital, family, and group clients; psychological testing; emergency coverage.
- 1979 **Psychology Intern** - Hendersonville School System, Hendersonville, North Carolina.
Duties: Evaluations for special education placements of students grades 1-12; interpretation of psychological tests and consultation.
- 1979 **Graduate Teaching Assistant** - Western Carolina University, Cullowhee, North Carolina.
Duties: Teaching and assistant with large introductory psychology classes.
- 1978 **Counselor** - Smoky Mountain Area Mental Health Center, Dillsboro, North Carolina.
Duties: Day counselor and treatment manager for emotionally disturbed and learning disabled children and adolescents.

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

Regional Vice-President - Mental Health Association of Georgia, Inc. (1999-2000)

1996 President - Mental Health Association of Columbus, Inc.
Oversees business, educational, and political concerns of the metro-area organization.
Provides leadership regarding fund-raising events and patient rights and treatment issues at local and state level.

Member - National Council for Family Relations

Member - Southeastern Council for Family Relations

Clinical Member - American Association for Marriage and Family Therapists

Approved Supervisor - American Association for Marriage and Family Therapists

Member - Georgia Association for Marriage and Family Therapists

Member - Education and Training Committee - Mental Health Association of Georgia, Inc.

Member - American Counseling Association

Member - International Association for Marriage and Family
Counselors

Member - Ethics Committee - IAMFC

Member - Association for Counseling Education and Supervision

Member - Scholastic Honors Committee - Columbus State University (1998-07)

Member - Graduate Council - Columbus State University

Chair - College of Education, Graduate Council, Columbus State University (1999-2008)

CERTIFICATION

Certified Family Life Educator - National Council on Family Relations awarded November, 1989.

Nationally Certified Counselor - National Board of Certified Counselors

LICENSURE

Marriage and Family Therapist -- State of Georgia

Composite Board of Professional Counselors, Social Workers, and Marriage & Family Therapists, License No. 620.

Professional Counselor -- State of Georgia

Composite Board of Professional Counselors, Social Workers, and Marriage & Family Therapists, License No. 1839.

Psychological Associate -- North Carolina State Board of
Examiners of Practicing Psychologists, 1980.

AWARDS

College of Education – CSU – Faculty Service Award, 2004.

College of Education - CSU - Dean's Outstanding Achievement Award - 2001.

Received "Outstanding Young Men Of America" Award for 1989.

SPECIAL SERVICE

COLUMBUSSTATE.TV - Web and Campus and Community Based Live and Streaming Television

Proposed and in Development for a complete Television Presence for CSU. Heading the Task Force for Inclusion, Development and Implementation of a full service video production laboratories across campus with video-streaming website and a MediaCom local television capability, at the Columbus State University for faculty and studio development presentation. Originally based on grant and personal monies funded a state-of-the-art facility located in Jordan Hall, currently known at theSTUDIO and now to other Colleges and CSU entities Expected begin date: July, 2012.

COEHP.TV - Web and Campus Based Streaming Television

Created a full service video production laboratory, with video-streaming website, in the College of Education & Health Professions for faculty development and publication. Based on grant and personal monies funded a state-of-the-art facility located in Jordan Hall, currently known at theSTUDIO. <http://coehtp.tv/>

PROFESSIONAL ACTIVITIES AND PRESENTATIONS

Baltimore, M.L., Hackett, T. (2012). *Content Creation ReLoaded: Developing Video-Based Instruction Using Brain Research Concepts To Impact Learning*. Teaching for Tomorrow Columbus State University Distance Learning Conference, Columbus, GA. September, 2012.

Baltimore, M.L., Blalock, G. (2012). *Preconference: The Columbus State University Studio Consortium Inaugural Meeting*. Teaching for Tomorrow Columbus State University Distance Learning Conference, Columbus, GA. September, 2012.

Baltimore, M.L., Blalock, G. (2012). *The How and Why of Video-Based Content Creation for Teaching and Learning*. Teaching for Tomorrow Columbus State University Distance Learning Conference, Columbus, GA. September, 2012.

Baltimore, M.L., & Long, R. (2011). *Counselor Television: Video-Based Teaching and Learning*. Presentation for the Association for Counselor Educators and Supervisors Regional Conference. Nashville, TN, October, 2011.

Baltimore, M.L., & Hackett, T. (2011). *Research Matters: Preparing for a Doctoral Position at a University*. **2011 First Interdisciplinary Graduate Research Conference**. Columbus State University, Columbus, Ga. November, 2011.

Baltimore, M.L., & Shouppe, G. (2011). *What We Know: Best Practice for High Quality, Engaging Development for Increasing Student Learning*. Making Connections: Instructional Strategies and Online Technologies for Distance Learning. Columbus State University Distance Learning Conference, Columbus, GA. September, 2011.

Conklin, J., Blalock, G. & Baltimore, M. L. (2010). *Education Forum: A Discussion of Current Education Issues*. Topic: The Impaired Professional. Streaming video program on <http://coehtp.tv/>.

Baltimore, M.L. (2010). *Therapy Talk: An Inside Look at Counseling & Psychotherapy*. A regularly scheduled program offered weekly on COEHP.TV, <http://coehtp.tv/>

Baltimore, M.L., Hackett, T. (2010). *Talk with Mike & Tom: A Variety Talk Show from the COEHP*. A regularly scheduled program offered weekly on COEHP.TV, <http://coehtp.tv/>

Baltimore, M.L., & Long, R. (2010). *Marriage and Family Supervision Refresher*. Workshop Presentation for Regional Clinical Supervisors, Columbus State University, Columbus, GA.

Baltimore, M.L., Long, R., & Hackett, T. (2008). *Marriage and Family Supervision Refresher*. Presentation Southern Association for Counselor Education and Supervision. Houston, TX.

Long, R., & Baltimore, M. L. (2007). *Marriage and Family Supervision Refresher*. Georgia Association for Marriage and Family Therapy, Annual Conference, St. Simons Island, GA.

Baltimore, M. L. & Breaux, W. (2006). *Counseling Theory Development*. Presentation at the Southeastern Association for Counselor Educators and Supervisors Conference, Orlando, FL, September, 2006.

Baltimore, M. L. & Gillam, L. (2006). *New Standards in Clinical Supervision: Exploring the Triadic Model of Supervision*. Presentation at the Southeastern Association for Counselor Educators and Supervisors Conference, Orlando, FL, September, 2006.

Baltimore, M. L. & Jencius, M.. (2006). *Podcasting and Vodcasting for Counselor Educators*. Presentation at the Southeastern Association for Counselor Educators and Supervisors Conference, Orlando, FL, September, 2006.

Baltimore, M. L. & Gillam, L. *Triadic Supervision for Counselor Educators*. Podcast for CounselorAudioSource.net, Marty Jencius, Editor, Kent State University, Kent, Ohio. <http://www.counselorudiosource.net/archives>

Baltimore, M. L. & Breaux, W. (2006). *Development of Theoretical Orientation and Use of Theories*. Podcast for CounselorAudioSource.net, Marty Jencius, Editor, Kent State University, Kent, Ohio. <http://www.counselorudiosource.net/archives>

Rose, D. & Baltimore, M. L. *Psychodynamic Psychotherapy*. Podcast for CounselorAudioSource.net, Marty Jencius, Editor, Kent State University, Kent, Ohio. <http://www.counselorudiosource.net/archives>

Long, R., & Baltimore, M. L. (2005). *Recovery, Reintegration and Supervision of Caregivers in the Military*. Program Proposal: American Mental Health Counselor's Association's 2006 Annual Conference.

Baltimore, M. L. & Gillam, S. L. (2006) Presentation accepted at the Association for Counselor Educators and Supervisors Conference, Orlando, FL, September, 2006, entitled: *New Standards in Clinical Supervision: Exploring the Triadic Model of Supervision*.

Baltimore, M.L. (2005) Team Building Workshop. Columbus State University Staff Council.

Baltimore, M. L., Long, R. P. & Sanderson, K. (2004). Presentation at the Southeastern Association for Counselor Educators and Supervisors Conference, Athens, GA, September, 2004, entitled: Family Therapy Ethics: Promoting Alliances, Empowering Families, and Building Competencies.

Baltimore, M. L. & Gillam, S. L. (2003) Presentation accepted at the Association for Counselor Educators and Supervisors Conference, Chattanooga, TN, September, 2003, entitled: Clinical Supervision Ethics: THE MOVIE.

Fitch, T., Baltimore, M. L., & Gillam, S. L. (2003) Presentation accepted at the Association for Counselor Educators and Supervisors Conference, Chattanooga, TN, September, 2003, entitled: Clinical Supervision Consistency Among Supervisors: A Video CD-ROM Approach to Research.

Baltimore, M., Jencius, M., Brown, L., Jones, D. Albrecht, A., & Daniels, H. (2003). Technology-Enriched Teaching and Practice in Counselor Education. American Counseling Association, Anaheim, CA. PreConference Learning Institute.

Baltimore, M., Jencius, M., Brown, L., Jones, D. Albrecht, A., & Daniels, H. (2003). Technology-Enriched Teaching and Pedagogy in Counselor Education. American Counseling Association, Anaheim, CA.

Baltimore, M. L. & Gillam, S. L. (2002) Presentation accepted at the Association for Counselor Educators and Supervisors Conference, Park City, Utah, October, 2002, entitled: Triadic Supervision in Counselor Education: A comparison of models.

Baltimore, M.L. (2002) Video Conferencing and Using Technology in the Counselor Education classroom. American Counseling Association, New Orleans, LA. PreConference Learning Institute.

Baltimore, M.L., & Whitehead, C. (2001) Optical Media and DVD Authoring for COE faculty. A two-day workshop for COE faculty provided by funds from Educational Technology Grant, ETTC, Dr. Elizabeth Holmes, and Dean Harrison CSU.

Baltimore, M. L. & Patton, S. (2001) Grief Responses for Counselor Education Faculty presented at Southern Association for Counselor Educators & Supervisors regional conference in Athens, GA with counseling graduate student.

Baltimore, M. L. & Myers, S. (2001) Infusing Technology in Clinical Supervision (an Invited Presentation) presented at Southern Association for Counselor Educators & Supervisors regional conference in Athens, GA with counseling graduate student

Baltimore, M.L., Crutchfield, L., Lee, R., & Gillam, S. L. (2001) Ethics in Clinical Supervision. A workshop presented at CARES, Turner Center for Continuing Education.

Jencius, M., Baltimore, M. L., & Iris, K. (2001) Videoconferencing for clinical supervision: A comparison study. Presented at the American Counseling Association's Annual Conference, San Diego, CA.

Baltimore, M. L. (2000). Introduction to Multimedia: Understanding the Power of Internet and Computer Resources. Presented at the National Recreation and Parks Association, Technology School, Columbus State University.

Baltimore, M. L. (2000). Introduction to Digital Cameras and Scanners: Hands-On Multimedia. Presented at the National Recreation and Parks Association, Technology School, Columbus State University.

Baltimore, M. L., & Crutchfield, L. B. (1999). Fundamentals of Clinical Supervision: A Day Long Workshop for Supervisors. Presented at Columbus State University, 1999.

Baltimore, M. L., & Crutchfield, L. B. (1999). Advanced Clinical Supervision: A Day Long Workshop for Supervisors. Presented at Columbus State University, 1999.

Crutchfield, L.B., & Baltimore, M. L. (1999). Implementing a Supervision Internship Program: Building a Strong Base for Decision-Making. Presented at the American Counseling Association 1999 World Conference, New Orleans, LA.

Jencius, M., Baltimore, M. L., & Hickson, J. (1999). Minority Recruitment and Retention In Counselor Education. Presented at the American Counseling Association 1999 World Conference, San Diego, CA.

Hickson, J., Jencius, M., & Baltimore, M. L., (1999). Minority Recruitment and Retention: A Survey of Counselor Education Programs. Presented at the Southern Association for Counselor Education and Supervision Conference, Montgomery, AL.

Baltimore, M. L. (1999). Introduction to Multimedia: Understanding the Power of Internet and Computer Resources. Presented at the National Recreation and Parks Association, Technology School, Columbus State University.

Baltimore, M. L. (1999). Introduction to Digital Cameras and Scanners: Hands-On Multimedia. Presented at the National Recreation and Parks Association, Technology School, Columbus State University.

Baltimore, M. L. (1999). Introduction to Full Motion Video: Editing and Presentation on the Computer. Presented at the National Recreation and Parks Association, Technology School, Columbus State University.

Baltimore, M. L. (1999). Presented at the Southern Association for Counselor Education and Supervision Conference, Louisville, KY.

Baltimore, M. L. (1997). Supervision of Supervision: A Model for Supervising the Supervisors. Presented at the Southern Association for Counselor Education and Supervision Conference, Louisville, KY.

Baltimore, M. L. , Jencius, M.,& Iris, K. (1999). Supervision and Technology: Efficacy and Uses for Video Internet Conferencing. Presented at the American Counseling Association 1999 World Conference, San Diego, CA.

Baltimore, M. L. (1996). What Every Professional Counselor Should Know About Marriage and Family Therapy. Presentation at the Georgia Conference for Licensed Professional Counselors, May, 1996 in Peachtree, GA.

Baltimore, M. L. (1996). Supervision Interventions in Family Therapy. Presentation at the American Counseling Association World Convention, Pittsburgh, PA.

Baltimore, M. L. (1996). Presentation - Marital Couples Groups: Implementation and Interventions. Presentation at Association for Specialists in Group Work International Conference, Jan, 1996, University of Georgia, Athens, GA.

Baltimore, M. L. (1996). Presentation - MultiFamily Group Therapy: Implementation and Interventions. Presented at Association for Specialists in Group Work International Conference, Jan, 1995, University of Georgia, Athens, GA.

Baltimore, M. L. (1996). Presentation - The Pastoral Institute to Stewart, Clay, and Randolph Counties Parent-Teacher Organizations on What Every Parent and Educator Should Know About Attention Deficit Disorder, Feb, 1996, Cusseta, GA.

Baltimore, M. L. (1995). Cognitive Couple Counseling: The Diversity of Thought in Close Relationships. Presented at the American Counseling Association Annual Convention, Denver, CO, April, 1995.

Hickson, J., & Baltimore, M. L. (1995). Teaching Multicultural Counseling. Cultural, International and Gender Issues - Conference on Diversity in the Curriculum. Atlanta, GA.

Baltimore, M. L. (1995). Developing a Multifamily Group: Implementing for Success. Presented at the Third National Conference of the Association for Specialists In Group Work, Athens, GA. Topic, January, 1995.

Baltimore, M. L. (1993). Marriage and Family Training: A Proposal for Collaboration Among Disciplines. Presented at the American Counseling Association Annual Convention, Atlanta, 1993.

Baltimore, M. L. (1993). The Management and Treatment of Attention Deficit Hyperactivity Disorders in the Classroom. Presented for the Muscogee County School Counselors and Special Education Teachers, Muscogee County Schools, August, 1993.

Baltimore, M. L. (1993). Panel Member for the East Alabama Education Consortium for Drug Free Schools and Communities STRIDE Workshop. Auburn University Conference Center.

Baltimore, M. L. (1992). Panel Member for the East Alabama Education Consortium for Drug Free Schools and Communities STRIDE Workshop. Auburn University Conference Center.

Baltimore, M. L. (1991). "Recognizing Substance Abuse In the Workplace: Planning, Approach, and Management." Employee Assistance Workshop presented at W. C. Bradley Co. Spring 1991.

Baltimore, M. L., & Baltimore, P. S. (1991). Grief and Loss in Children: Assessment & Treatment. Presented at a Workshop for National Association of Social Workers' Regional Conference.

Baltimore, M. L., & Baltimore, P. S. (1991). Divorce Effects on Children: Issues in Treatment. Presented at a Workshop for National Association of Social Workers' State Conference.

Baltimore, M. L. (1991). Founding Sponsor for Valley-West Point Chapter of CH.A.D.D. Organizing administrative responsibilities for set-up and oversight management of the local chapter.

Baltimore, M. L. (1991). Presentation of Month-Long Workshop for Dual Career Couples sponsored by The Bradley Center, Inc. for improving stress responses to the demands of managing work and family issues.

Baltimore, M. L. (1989). Convocation address to Georgia Southwestern University faculty and student body--November 1989 Americus, Ga. "Issues Concerning College Student Substance Abuse: New Facts and Old Myths." "

Baltimore, M. L. (1989). Presentation to AAMFT Student Association, Auburn University, October, 1989. "Men and Psychotherapy: Techniques in Maintaining Effective Relationships."

Baltimore, M. L. (1989). Employee Assistance Workshop presented at Kemet Industries, Inc. Sept. 1989. "Recognizing Substance Abuse In the Workplace: Planning, Approach, and Management."

Baltimore, M. L. (October, 1989) Drug Abuse Prevention: A Model Program. Paper presented at the Tuskegee University Youth in Crisis Conference, Montgomery, Alabama.

GRANTS

- CSU Student Technology Fee Grant Recipient. Improving Video Technology for Streaming in the Studio COEHP. Awarded, 2009.
- Southeastern Association of Counselor Educators and Supervisors Grant Recipient. Best Practices in Clinical Supervision: *New Standards in Clinical Supervision: Exploring the Triadic Model of Supervision*. SACES Research and Practice Grants, Awarded, 2005.
- CSU Technology Grant Recipient. Video Technology in CELPS Counseling Labs, Awarded, 2004.
- Collaborative Grant Proposal University of Queensland, Brisbane, Australia with Prof. Robert Schweitzer. Grant Title: *Tender to the Psychologists Board of Queensland to Develop and Implement a Training and Accreditation Program for Supervisors for the Supervised Practice Program for Probationary Registrants* Closing Date: 11 April, 2003
- Boulden Publishing Company, Weaverville, CA (\$5,500) for developing a national internet-based survey and outcome research project for at-risk children receiving counseling services.
- Technology Education Grant, with Christopher Whitehead, for advanced training in DVD Authoring, Sony Training Institute, San Jose, CA.
- Technology Education Grant, with Dr. Gillam and School Counselor, Delilah Ridgen, for development of technology-related development for Special Education and School Counselor Graduate Students for Year II.
- Communication Skills At Work: Human Relations Skills in the Workplace - . Elizabeth Bradley Turner Mini Grant, CCP, Awarded, 1999.
- Managed Care: What Every Provider Should Know. Turner Mini-Grant, MHA - Columbus, Awarded 1996.
- Public and Private Partnerships: The Basics for Practice and Organizations. Elizabeth Bradley Turner Mini Grant, CCP, Awarded, 1996.
- Project FIT: Family Intervention Training for Early Interventionists and Family Therapists, US Department of Education, Submitted 1996.
- Project FIT: Family Intervention Training for Early Interventionists and Family Therapists, US Department of Ed., Submitted 1997.

RESEARCH PROJECTS AND PUBLICATIONS

- Baltimore, M.L., Hackett, T. (2012). *Brain Research for the University Classroom*. Research project in process. Columbus State University, Columbus, GA. September, 2012.
- Baltimore, M.L., Blalock, G. (2012). *A Studio Consortium for Education: Development of Video-Sharing among Universities*. Research project in process. Columbus State University, Columbus, GA. August, 2012.
- Baltimore, M.L., McCormack, T. (2011). *Counselor Leaders: An Exploration into Leadership Training for Professional Counselors*. Research project in process. Columbus State University, Columbus, GA. September, 2011.
- Gillam, L. & Baltimore, M. L. (2009). Triadic Supervision. In Eds. Culbreth, J. & Brown, L. Clinical Wisdom in Supervision. American Counseling Association, Alexandria, VA.
- Jencius, M, Baltimore, M. L. & Getz, H.(2009). **Using technology in teaching and practice of supervision**. In Eds. Culbreth, J. & Brown, L. Clinical Wisdom in Supervision. American Counseling Association, Alexandria, VA.

Long, R., C. Ross & Baltimore, M. L. (2008). *Collaborative Supervision: Using a Local Language Approach for Building a Supervisory Alliance*. DVD Production. Michael Baltimore, Producer. College of Education, Columbus State University, Columbus, GA.

Long, R. & Hackett, P. (2008). *Sex Therapy: Constructing an Experiential Graduate Course*. DVD Production. Michael Baltimore, Producer. College of Education, Columbus State University, Columbus, GA.

Rose, D. & Baltimore, M. L. (2007). *Using Dreams in Psychotherapy*. DVD Production. Producer: Michael Baltimore, College of Education, Columbus State University, Columbus, GA.

Rose, D. & Baltimore, M. L. (2007). *Using Dreams in Psychotherapy*. . Podcast for CounselorAudioSource.net, Marty Jenicus, Editor, Kent State University, Kent, Ohio.
<http://www.counselorudiosource.net/archives>

Baltimore, M. L. (2008). *College of Education: University Professors, Special Edition*. DVD Production. Michael Baltimore, Producer. College of Education, Columbus State University, Columbus, GA.

Hall, Martha. (2007). *The Bean School: Building Leadership*. DVD Production. Michael Baltimore, Producer. College of Education, Columbus State University, Columbus, GA.

Hackett, P. & Baltimore, M. L. (2007). *Basic Counseling Skills for School Administrators*. . Podcast for CounselorAudioSource.net, Marty Jenicus, Editor, Kent State University, Kent, Ohio.
<http://www.counselorudiosource.net/archives>

Baltimore, M. L. & Gillam, S. L. (2007-8). *Triadic Clinical Supervision: Best Practice Approaches*. Brown and Crawford, Editors, invited book chapter for publication by the LaHaska Publishing.

Baltimore, M. L., Fitch, T. & Gillam, L. (2007). *Consistency of Clinical Skills Assessment among Supervision Interns*. (research in progress).

Baltimore, M. L. (2006). *Technology Use in Clinical Supervision*. Invited book chapter for ***Issues and Process in Clinical Supervision***, Brown and Crawford, Editors, book proposal for publication by the American Counseling Association.

Baltimore, M. L. (2005). *A New Professional Publishing Paradigm Revisited: Cyberpublishing and JTC*. Journal of Technology in Counseling, Vol. 4, 1. <http://jtc.colstate.edu/Editor/Editor.htm>.

Baltimore, M. L., Fitch, T. & Gillam, L. (2005). *Interactive CD-ROM Development for Use in Research: A Study in Clinical Supervision*. Journal of Technology in Counseling, Vol. 4, 1. <http://jtc.colstate.edu/Baltimore/Baltimore.htm>.

Fitch, T., Baltimore, M. L., & Gillam, L. (2005). Consistency of Clinical Skills Assessment among Supervisors. *Clinical Supervisor*, Vol. 14, 1. Haworth Press.

Baltimore, M. L. (2005). Developed interactive DVD supplement for counseling theory students entitled: *Multitheoretical Psychotherapy Approaches: Jeff Brooks-Harris*.

Baltimore, M. L. (2005). *Preparing Counselors In Training for Clinical Supervision: Essential Beginning Processes*. (Unpublished manuscript).

Baltimore, M. L. (2005). *Experiential Supervision: Process and Practice*. (Unpublished manuscript).

Baltimore, M. L. & Whitehead, C. (2003). *DVD Authoring for Educators*. (Book Proposal for consideration, McGraw-Hill Publishers).

Baltimore, M. L., Gillam, S. L., Whitehead, C., & Freeman, L. (2003). Creating dynamic research protocols for national surveys: An example of internet data collection. (slated for the *Journal in Technology in Counseling*) (research in progress).

Baltimore, M. L., Gillam, S. L., Whitehead, C., & Freeman, L. (2003). The Effectiveness of Interactive CD-ROMs for children as a counseling tool: Results of a national survey. (research in progress).

Baltimore, M. L. (2003) (Book Chapter-One) *Creating Multimedia for Use in the Counselor Education Classroom*, in *Encore edition of Cybercounseling and Cyberlearning* published jointly by the American Counseling Association and the ERIC Counseling and Student Services Clearinghouse.

Baltimore, M. L. (2003) (Book Chapter-Two) *Technology in Clinical Supervision*, in *Encore edition of Cybercounseling and Cyberlearning* published jointly by the American Counseling Association and the ERIC Counseling and Student Services Clearinghouse.

Baltimore, M. L., & Crutchfield, L. B. (2003). *Clinical Supervisor Training: A CD-ROM Based Training Program for the Helping Professions*. Allyn & Bacon: Boston.

Gillam, S. L., Hendricks, M.B., George, J., & Baltimore, M. L. (2003). *The Utilization of Technology to Assist Collaborative Efforts Among School Counselors and Special Educators with the Implementation of IDEA 97*. *Journal of Technology in Counseling*, Vol. 3, 2. <http://jtc.colstate.edu/>.

Baltimore, M. L., Crutchfield, & Gillam, L. (2002). *Empathic Responding Across Counselor Training: A Longitudinal Study*. (Accepted Pending Revision) *Journal of Humanistic and Developmental Counseling*: American Counseling Association: Alexandria, VA.

Baltimore, M. L. (2002). *Recent Trends in Advancing Technology Use in Counselor Education*, *Journal of Technology in Counseling*, Vol 2, 2. <http://jtc.colstate.edu/>.

Baltimore, M. L. (2001). *Cognitive Couple Psychotherapy: Interventions for Success*. (In Watts, R. Ed.) *Handbook for Couple Counseling*. Taylor & Francis Publishing: Alexandria, VA.

Baltimore, M. L. (2001). Public Policy and Legislative Advocacy: What We don't Do Can Hurt Us. *The Family Digest*, Vol. 13, 2, 6-14.

Baltimore, M. L. (2001). Ethical Considerations in the Use of Technology for Marriage and Family Counselors. *The Family Journal*, Vol. 8, 4, 390-393.

Baltimore, M. L. (2000). Establishment and Maintenance of Multimedia Publishing Standards in a Professional Counseling Journal, *Journal of Technology in Counseling*, Vol 1.2.

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Baltimore, M. L. (1999). Cognitive Couple Psychotherapy: Interventions for Success. (In Watts, R. Ed.) Handbook for Couple Counseling. Taylor & Francis Publishing: Alexandria, VA (In Press).

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Baltimore, M. L., & Jencius, M. (1999). A New Professional Publishing paradigm: Cyberpublication and The Journal of Technology in Counseling. Journal of Technology in Counseling, 1-1.

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Hickson, J., & Baltimore, M. L. (1997). Training School Counselors to Work with Families, Guidance and Counseling, 13, 3-9.

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Baltimore, M. L. , Hickson, J., George, J. D., & Crutchfield, L. B. (1996). A Response to the Emperor Has No Clothes. Counselor Education and Supervision, 36 -2, 138-140.

Smith, J. and Baltimore, M. L. (1996). A Case Consultation. (In Herilily, B. and Corey, G., Eds.) Ethical Standards Casebook, Muncie, IN: Accelerated Development.

Baltimore, M. L., Baltimore, P. S., & Godwin, O. E. Clinical Handbook for Child and Adolescent Treatment Planning. (Manuscript Under Consideration).

Baltimore, M. L. (1996). What Every Professional Counselor Should Know About Marriage and Family Therapy. (Unpublished manuscript).

Baltimore, M. L. (1996) Marital Couples Groups: Implementation and Interventions. (Unpublished manuscript).

Baltimore, M. L., Fraser, V., and Brannon, F. Conflict Resolution Model for Middle Schools. Unpublished manuscript.

Baltimore, M. L. (1992). Ethics in Family Therapy: Case Examples. Unpublished manuscript.

Baltimore, M. L. (1995). Multifamily Group Psychotherapy: Implementation and Process ERIC/CASS Digest, 1995.

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Baltimore, M. L. (1993). The training of marriage and family counselors/therapists: A systemic controversy among disciplines. Alabama Counseling Association Journal, 1, 34-44.

Baltimore, M. L. (1995). Cognitive & Health Factors Effecting Stress in Relationships: Comparison Level Expectations, Coping Style, Hardiness, and Perceived Stress. Dissertation Research: Manuscript In Preparation.

Baltimore, M. L. (1995). Remarriage Expectations: A Cognitive Comparison of Current and Past Marital Relationships. Manuscript In Preparation.

Baltimore, M. L. , & Bradbard, M. (1995). How Marital Couples Spend Their Time: Relationship of Time Use and Marital Quality Among Couples In Therapy. Manuscript In Preparation.

Baltimore, M. L. , Endsley , R.,& Bradbard, M. (1995). How College Students Use Their Time: Time Use Analysis of Activity Preferences and Enjoyment.

VITA
Dr. Lenoir Gillam

S. LENOIR GILLAM

Professor of Counseling, Foundations, & Leadership

Academic Degrees

Ph.D., Counseling Psychology, The University of Georgia (1998)

M.Ed., Guidance & Counseling, The University of Georgia (1991)

B.S., Psychology, Texas A&M University (1988)

Professional Experience

Aug. 2006-present	Professor of Counseling, Foundations, and Leadership Columbus State University, Columbus, Georgia
Aug. 2001-July 2006	Associate Professor of Counseling, Educational Leadership, and Professional Studies Columbus State University, Columbus, Georgia
Jan. 1998-July 2001	Assistant Professor of Counseling & Educational Leadership Columbus State University, Columbus, Georgia
Aug. 1996-July 1997	Counseling Psychology Intern, Counseling Center Southern Illinois University at Carbondale, Carbondale, Illinois
Sept. 1993-June 1996	Graduate Research Assistant, Counseling Psychology Program The University of Georgia, Athens, Georgia
Aug. 1990-Aug. 1993	School Counselor, Jackson County School System Jefferson, Georgia
April 1989-June 1991	Graduate Assistant, Office of Disability Services The University of Georgia, Athens, Georgia

Courses Taught

Fall, 2012

COUN 6245	Individual Analysis (3 SH)
Coordinator, School Counseling Programs and Practicum and Internship Placement (3 SH)	
The following 3 classes are the equivalent of supervising one 3-SH field experience:	
COUN 6415	Applied Practice in School Counseling (3 SH)
COUN 6697	Internship in School Counseling (3 SH)
COUN 6697	Internship in School Counseling (6 SH)

Summer, 2012

COUN 6117	Diagnosis in Counseling (3 SH)
COUN 6118	Career Development Counseling (3 SH)
COUN 6245	Individual Analysis (3 SH)

Spring, 2012

COUN 6187 School Counseling Services (3 SH)
COUN 6265 Group Techniques & Procedures (3 SH)
Coordinator, School Counseling Programs and Practicum and Internship Placement (3 SH)

Fall, 2011

COUN 6118 Career Development Counseling (3 SH)
COUN 6245 Individual Analysis (3 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement (3 SH)

Summer, 2011

COUN 6245 Individual Analysis (3 SH)
COUN 6117 Diagnosis in Counseling (3 SH)
COUN 6405 Applied Practice in Community Counseling (3 SH)

Spring, 2011

COUN 6187 School Counseling Services (3 SH)
COUN 6265 Group Techniques & Procedures (3 SH)
COUN 7175 Counseling Supervision: Theories & Techniques (3 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement (3 SH)

Fall, 2010

COUN 6118 Career Development Counseling (3 SH)
COUN 6245 Individual Analysis (3 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement (3 SH)

Summer, 2010

COUN 6118 Career Development Counseling (3 SH)
COUN 6117 Diagnosis in Counseling (3 SH)
COUN 6405 Applied Practice in Community Counseling (3 SH)

Spring, 2010

COUN 6187 School Counseling Services (3 SH)
COUN 6265 Group Techniques & Procedures (3 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement (3 SH)

Fall, 2009

COUN 6118 Career Development Counseling (3 SH)
COUN 6245 Individual Analysis (3 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement (3 SH)

Summer, 2009

COUN 6118 Career Development Counseling (3 SH)
COUN 6117 Diagnosis in Counseling (3 SH)
COUN 6245 Individual Analysis (3 SH)

Spring, 2009

COUN 6265 Group Techniques & Procedures (3 SH)
COUN 6697 Internship in School Counseling (3 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement (3 SH)

Fall, 2008

COUN 6118 Career Development Counseling (3 SH)
COUN 6245 Individual Analysis (3 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement (3 SH)

Spring, 2008

COUN 6187 School Counseling Services (3 SH)
COUN 6697 Internship in School Counseling (3 SH)
COUN 6697 Internship in School Counseling (6 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement (3 SH)

Fall, 2007

COUN 6118 Career Development Counseling (3 SH)
COUN 6245 Individual Analysis (3 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement (3 SH)

Summer, 2007

COUN 6117 Diagnosis in Counseling (3 SH)
COUN 6118 Career Development Counseling (3 SH)
EDUF 6115 Educational Psychology (3 SH)

Spring, 2007

COUN 6187 School Counseling Services (3 SH)
COUN 6697 Internship in School Counseling (3 SH)
COUN 6697 Internship in School Counseling (6 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement (3 SH)

Fall, 2006

COUN 6118 Career Development Counseling (3 SH)
COUN 6245 Individual Analysis (3 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement (3 SH)

Summer, 2006

COUN 6117 Diagnosis in Counseling (3 SH)
COUN 6118 Career Development Counseling (3 SH)
EDUF 6115 Educational Psychology (3 SH)

Spring, 2006

COUN 6187 School Counseling Services (3 SH)
COUN 6697 Internship in School Counseling (3 SH)
COUN 7899 Independent Study (3 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement (3 SH)

Fall, 2005

COUN 6118 Career Development Counseling (3 SH)
COUN 6415 Applied Practice in School Counseling (3 SH)
COUN 7899 Independent Study (3 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement (3 SH)

Summer, 2005

COUN 6115	Ethics and Professional Issues in Counseling (3 SH)
COUN 6117	Diagnosis in Counseling (3 SH)
COUN 6118	Career Development Counseling (3 SH)

Spring, 2005

COUN 6265	Group Techniques & Procedures (3 SH)
COUN 6697	Internship in School Counseling (3 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement	(3 SH)

Fall, 2004

COUN 6265	Group Techniques & Procedures (3 SH)
COUN 6415	Applied Practice in School Counseling (3 SH)
COUN 6697	Internship in School Counseling (3 SH)
COUN 7899	Independent Study (3 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement	(3 SH)

Summer, 2004

COUN 6117	Diagnosis in Counseling (3 SH)
COUN 6118	Career Development Counseling (3 SH)
COUN 6245	Individual Analysis (3 SH)

Spring, 2004

COUN 6117	Diagnosis in Counseling (3 SH)
COUN 6415	Applied Practice in School Counseling (3 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement	(3 SH)

Fall, 2003

COUN 6415	Applied Practice in School Counseling (3 SH)
EDUL 7555	Selected Topics in Leadership: Advanced Group Process & Practice (3 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement	(3 SH)

Summer, 2003

COUN 6117	Diagnosis in Counseling (3 SH)
COUN 6118	Career Development Counseling (3 SH)
COUN 6187	School Counseling Services (3 SH)

Spring, 2003

COUN 6117	Diagnosis in Counseling (3 SH)
COUN 7175	Counseling Supervision: Theories and Techniques (3 SH)
COUN 6899	Independent Study (3 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement	(3 SH)

Fall, 2002

COUN 6187	School Counseling Services (3 SH)
COUN 6415	Applied Practice in School Counseling (3 SH)
Coordinator, School Counseling Programs and Practicum & Internship Placement	(3 SH)

Summer, 2002

COUN 6116	Lifespan and Career Development (3 SH)
COUN 6187	School Counseling Services (3 SH)
EDUF 6115	Educational Psychology (4 SH)

Spring, 2002

COUN 6116	Lifespan and Career Development (3 SH)
COUN 6415	Applied Practice in School Counseling (3 SH)
Coordinator,	School Counseling Programs and Practicum & Internship Placement (3 SH)

Fall, 2001

COUN 7698	Advanced Internship: Counseling Supervision (3 SH)
COUN 6187	School Counseling Services (3 SH)
COUN 6415	Applied Practice in School Counseling (3 SH)

Summer, 2001

COUN 6116	Lifespan and Career Development (3 SH)
COUN 6117	Diagnosis in Counseling (2 SH)
COUN 6187	School Counseling Services (3 SH)
Administrative Assignment to Office of Undergraduate Services & Field Experiences	(1 SH)

Spring, 2001

COUN 6117	Diagnosis in Counseling (2 SH)
COUN 6697	Internship in School Counseling (3 SH)
Administrative Assignment to Office of Undergraduate Services & Field Experiences	(3 SH)

Fall, 2000

COUN 6796	Seminar II: Psychopathological Diagnosis & Pre-Practicum (3 SH)
COUN 6697	Internship in School Counseling (3 SH)
Administrative Assignment to Office of Undergraduate Services & Field Experiences	(3 SH)

Summer, 2000

COUN 6795	Seminar I: Lifespan Development, Consultation, & Ethics (3 SH)
COUN 6187	School Counseling Services (3 SH)
Administrative Assignment to Office of Undergraduate Services & Field Experiences	(3 SH)

Spring, 2000

COUN 6796	Seminar II: Psychopathological Diagnosis & Pre-Practicum (3 SH)
COUN 6415	Applied Practice in School Counseling (3 SH)
Administrative Assignment to Office of Undergraduate Services & Field Experiences	(3 SH)

Fall, 1999

COUN 6187	School Counseling Services (3 SH)
COUN 6415	Applied Practice in School Counseling (3 SH)
Administrative Assignment to Office of Undergraduate Services & Field Experiences	(3 SH)

Summer, 1999

COUN 6187	School Counseling Services (3 SH)
EDEC 4155	Cognitive and Language Development in Early Childhood (3 SH)

Spring, 1999

COUN 6796	Seminar II: Psychopathological Diagnosis & Pre-Practicum (3 SH)
COUN 6555	Special Topics: Assessment & Diagnosis in Counseling & Psychotherapy (3 SH)
COUN 6415	Applied Practice in School Counseling (3 SH)

Fall, 1998

COUN 6187	School Counseling Services (3 SH)
COUN 6796	Seminar II: Psychopathological Diagnosis, Pre-Practicum I, Pre-Practicum II (3 SH)

Summer, 1998

CPS 725 Psychopathological Diagnosis (5 QH)

ECE 417 Cognitive and Language Development in Early Childhood (5 QH)

Spring, 1998

CPS 753 Individualized Curriculum and Teacher Consultation Skills (5 QH)

CPS 798 Internship in School Counseling (5 QH)

Winter, 1998

CPS 701 School Counseling Services (5 QH)

CPS 838 Life-Span Development (5 QH)

Publications/Research

Publications

Thomas, M. C., Gillam, S.L., & Hard, P.F. (2012). Counseling older lesbians: The case of Pat and Selene. In S.H. Dworkin & M. Pope (Eds.), *Casebook for counseling lesbian, gay, bisexual, and transgender persons and their families* (pp. 63-72). Alexandria, VA: American Counseling Association.

Gillam, S.L., & Rose, D. (2011). Freshman orientation: The counseling center. In T. Fitch & J.L. Marshall (Eds.), *Group work and outreach plans for college counselors* (pp. 217-221). Alexandria, VA: American Counseling Association.

Gillam, S.L., Hackett, P.T., & Fryer, J. (Guests). (2011, April 21). *Interdisciplinary collaboration in educational settings: On Education Forum with Jeff Conklin and Greg Blalock*. Columbus, GA: COEHP.TV (Cross-listed in Presentations section.)

Gillam, S.L. (Winter/Spring, 2011). Group work in counselor education—by design. *Education and Health Quarterly*, 5(1), 2, 10.

Gillam, S.L., & Baltimore, M.B. (2009). Triadic supervision. In J.R. Culbreth & L.L. Brown (Eds.), *State of the Art in Clinical Supervision*. New York: Taylor & Francis.

Gillam, S.L. (Spring, 2009). A message from the president. *The Group Worker*, 38 (1), 1, 3.

Gillam, S.L. (2009). Sharing something symbolic. In C.F. Salazar (Ed.). *Group Work Experts Share Their Favorite Multicultural Activities: A Guide to Diversity-Competent Choosing, Planning, Conducting, and Processing*. Alexandria, VA: Association for Specialists in Group Work.

Gillam, S.L. (Winter, 2009). A message from the president. *The Group Worker*, 37 (3), 1.

Gillam, S.L. (2008). Completing the puzzle. In L.L. Foss, J. Green, K. Wolfe-Stiltner, & J.L. DeLucia-Waack (Eds.). *School Counselors Share Their Favorite Group Activities: A Guide to Choosing, Planning, Conducting, and Processing*. Alexandria, VA: Association for Specialists in Group Work.

Gillam, S.L. (Fall, 2008). A message from the president. *The Group Worker*, 37 (2), 1.

- Gillam, S.L. (Spring, 2008). A message from the president-elect. *The Group Worker*, 37 (1), 2, 11.
- Gillam, S.L. (Winter, 2007-2008). A message from the president-elect. *The Group Worker*, 36 (3), 2.
- Gillam, S.L., & Shaw, L. (2007) Using data to integrate school counseling field experiences into a partner school network. *Perspectives in Learning*, 8, 59-60.
- Gillam, S.L. (Fall, 2007). A message from the president-elect. *The Group Worker*, 36 (2), 2.
- Gillam, S.L., Baltimore, M.L., & Hackett, P.T. (2007). Triadic supervision. Podcast CAS060. Retrieved from <http://counselorudiosource.net/archives.htm>
- Breaux, W. III, & Gillam, S.L. (2006). Inclusivity in multicultural counseling with Dr. Walter Breaux III. Podcast CAS019. Retrieved from <http://counselorudiosource.net/archives.htm>.
- Baltimore, M.L., Fitch, T., & Gillam, S.L. (2005). Interactive CD-ROM development for use in research: A study in clinical supervision. *Journal of Technology in Counseling*, 4, http://jtc.colstate.edu/Vol4_1/Baltimore/Baltimore.htm.
- Fitch, T., Gillam, S.L., & Baltimore, M.L. (2004). Consistency of clinical skills assessment among supervisors. *The Clinical Supervisor*, 23, 71-81.
- Gillam, S.L. (2004). Pre-planning considerations in teaching group counseling courses: Applying a general framework for conceptualizing PEDAGOGY. *Journal for Specialists in Group Work*, 29, 75-85.
- Gillam, S.L., Coker, A.D., & Trippany, R.L. (2004). Cutting off: "It just feels impolite." In L. Tyson, R. Perusse, & J. Whitledge (Eds.), *Critical Incidents in Group Counseling*. Alexandria, VA: American Counseling Association.
- McDonnell, K.A., Gillam, S.L., & Bergin, J.J. (2004). Member self-disclosure: "But this is how I feel!" In L. Tyson, R. Perusse, & J. Whitledge (Eds.), *Critical Incidents in Group Counseling*. Alexandria, VA: American Counseling Association.
- Puleo, S.G., Anderson, M.L., & Gillam, S.L. (2004). Supervision issues: "I'll protect you." In L. Tyson, R. Perusse, & J. Whitledge (Eds.), *Critical Incidents in Group Counseling*. Alexandria, VA: American Counseling Association.
- Gillam, S.L., Hendricks, M.B., George, J., & Baltimore, M.L. (2003). The utilization of technology to assist collaborative efforts among school counselors and special educators with the implementation of IDEA 97. *Journal of Technology in Counseling*, 3, http://jtc.colstate.edu/Vol3_1/Gillam/Gillam.htm.
- Torres Rivera, E., Garrett, M.T., Crutchfield, L.B., & Gillam, S.L. (2003). Multicultural interventions in groups: The use of indigenous methods. In J.L. DeLucia-Waack, D.A. Gerrity, C.R. Kalodner, & M. Riva (Eds.), *Handbook of group counseling and psychotherapy*. Thousand Oaks, CA: Sage Publications.
- Gillam, S.L. (2002). Reflections on PEDAGOGY: A cross-discipline construct. *Perspectives in Learning*, 3, 28-30.

Gillam, S.L. (2002). What a character! In J.L. DeLucia-Waack, K.H. Bridbord, & J.S. Kleiner (Eds.). *Group Work Experts Share Their Favorite Activities: A Guide to Choosing, Planning, Conducting, and Processing*. Buffalo, NY: Association for Specialists in Group Work.

Gillam, S.L., & Crutchfield, L.B. (2001). Collaborative group supervision of practicum students and interns. *The Clinical Supervisor*, 20, 49-60.

Lee, R.W., & Gillam, S.L. (2000). Legal and ethical issues involving the duty to warn: Implications for supervisors. *The Clinical Supervisor*, 19, 123-136.

Lee, R.W., & Gillam, S.L. (2000). A review of ethical issues in counseling supervision. *Perspectives in Learning*, 1, 23-29.

Gillam, S.L. (1998). Supervisors' and supervisees' expectations as pre-internship factors contributing to a successful working alliance. Unpublished doctoral dissertation, The University of Georgia, Athens.

Gillam, S.L., Hayes, R.L., & Paisley, P.O. (1997). Group work as a method of supervision. In S. Gladding (Ed.). *New Developments in Group Counseling*. Greensboro, NC: ERIC/CASS Publications.

Gillam, S.L. (1997). *Communication and relationships*. Retrieved January 16, 2001, from Southern Illinois University at Carbondale, Counseling Center Web site: <http://www.siu.edu/offices/counsel/commun.htm>

Baltimore, M., Crutchfield, L., & Gillam, S.L. (n.d.). Counselor training and empathetic responding skills: A longitudinal study. Unpublished manuscript.

Selected Technical Reports

Gillam, S.L. (in development). M.Ed. School Counseling Comprehensive Program Review Report. Technical report being prepared for Columbus State University, Columbus, Georgia.

Gillam, S.L. (in development). Ed.S. School Counseling Comprehensive Program Review Report. Technical report being prepared for Columbus State University, Columbus, Georgia.

Gillam, S.L. (Spring, 2012). M.Ed. School Counseling Annual Program Review and Improvement Report for 2011-2012. Technical report prepared for Columbus State University, Columbus, Georgia.

Gillam, S.L. (Spring, 2012). Ed.S. School Counseling Annual Program Review and Improvement Report for 2011-2012. Technical report prepared for Columbus State University, Columbus, Georgia.

Gillam, S.L. (Spring, 2012). M.Ed. School Counseling Annual Program Review and Improvement Report for 2010-2011, Version 2. Technical report prepared for Columbus State University, Columbus, Georgia.

Gillam, S.L. (Spring, 2012). Ed.S. School Counseling Annual Program Review and Improvement Report for 2010-2011, Version 2. Technical report prepared for Columbus State University, Columbus, Georgia.

Gillam, S.L. (2011). PSC M.Ed. School Counseling Report. Technical report prepared for the NCATE Review of the College of Education and Health Professions, Columbus State University, Columbus, Georgia.

Gillam, S.L. (Spring, 2011). *Ed.S. in school counseling: 2010-2011 major field assessment report*. Technical report prepared for Columbus State University, Columbus, Georgia.

- Gillam, S.L. (Spring, 2011). *M.Ed. in school counseling: 2010-2011 major field assessment report*. Technical report prepared for Columbus State University, Columbus, Georgia.
- Gillam, S.L. (Spring, 2010). *Ed.S. in school counseling: 2009-2010 major field assessment report*. Technical report prepared for Columbus State University, Columbus, Georgia.
- Gillam, S.L. (Spring, 2010). *M.Ed. in school counseling: 2009-2010 major field assessment report*. Technical report prepared for Columbus State University, Columbus, Georgia.
- Gillam, S.L. (2009). ASGW annual report to Governing Council. Report prepared for review by the Governing Council of the American Counseling Association, Alexandria, VA.
- Baltimore, M.L., Hackett, P.T., Gillam, S.L., Breaux, W., & Long, R. (2008). CACREP reaccreditation report. Technical report prepared for program review by the Council for Accreditation of Counseling and Related Educational Programs, Alexandria, VA.
- Gillam, S.L. (Fall, 2007). *2007 institutional report of progress toward meeting the Regents' principles and actions for the preparation of school counselors*. Technical report prepared for program review by the Board of Regents of The University System of Georgia, Columbus State University, Georgia.
- Gillam, S.L. (Spring, 2007). *M.Ed. in school counseling: 2006-2007 major field assessment report*. Technical report prepared for Columbus State University, Georgia.
- Gillam, S.L. (Spring, 2006). *2006 institutional report of progress toward meeting the Regents' principles and actions for the preparation of school counselors*. Technical report prepared for program review by the Board of Regents of The University System of Georgia, Columbus State University, Georgia.
- Gillam, S.L. (Spring, 2006). *M.Ed. in school counseling: 2005-2006 major field assessment report*. Technical report prepared for Columbus State University, Georgia.
- Gillam, S.L. (Spring, 2006). *Preparation approval annual report (PAAR) 2006: M.Ed. in school counseling*. Technical report prepared for the College of Education, Columbus State University, Georgia, for the Georgia Professional Standards Commission.
- Gillam, S.L. (Fall, 2005). *Comprehensive program review self-study: M.Ed. in school counseling*. Technical report prepared for Columbus State University, Columbus, Georgia.
- Gillam, S.L. (Fall, 2004 – Spring, 2005). *PSC report for M.Ed. in school counseling*. Technical report prepared for the College of Education's NCATE Review, Columbus State University, Georgia.
- Gillam, S.L. (Spring, 2005). *2005 institutional report of progress toward meeting the Regents' principles and actions for the preparation of school counselors*. Technical report prepared for program review by the Board of Regents of The University System of Georgia, Columbus State University, Georgia.
- Gillam, S.L. (Spring, 2005). *Ed.S. in school counseling: 2004-2005 major field assessment report*. Technical report prepared for Columbus State University, Georgia.
- Gillam, S.L. (Spring, 2005). *M.Ed. in school counseling: 2004-2005 major field assessment report*. Technical report prepared for Columbus State University, Georgia.
- Gillam, S.L. (Spring, 2005). *Partner school network plan: Integration of M.Ed. in school counseling*. Technical report prepared for the College of Education, Columbus State University, Georgia.
- Gillam, S.L. (Fall, 2004). *Diversity infusion in M.Ed. in school counseling*. Technical report prepared for the College of Education in preparation for NCATE review, Columbus State University, Georgia.
- Gillam, S.L. (Fall, 2004). *Program improvement plan: M.Ed. in school counseling*. Technical report prepared for the College of Education in preparation for NCATE review, Columbus State University, Georgia.

Gillam, S.L. (Fall, 2004). *Counselor candidate dispositions evaluation*. Technical report prepared for the College of Education, Columbus State University, Georgia.

Fitch, T., & Gillam, S.L. (Spring, 2004). *2004 institutional report of progress toward meeting the Regents' principles and actions for the preparation of school counselors*. Technical report prepared for program review by the Board of Regents of The University System of Georgia, Columbus State University, Georgia.

Gillam, S.L. (Spring, 2004). *Ed.S. in school counseling: 2003-2004 major field assessment report*. Technical report prepared for Columbus State University, Georgia.

Gillam, S.L. (Spring, 2004). *M.Ed. in school counseling: 2003-2004 major field assessment report*. Technical report prepared for Columbus State University, Georgia.

Gillam, S.L. (Spring, 2004). *Title II report for SY 2003-2004: School counseling program*. Technical report prepared for Columbus State University, Georgia.

Gillam, S.L. (Spring, 2001). *Three-year academic program review: Education specialist with a major in school counseling*. Technical report prepared for program review by the Board of Regents of The University System of Georgia, Columbus State University, Georgia.

Gillam, S.L. (Spring, 2000). *Use of results related to program intended outcomes: Ed.S. program in school counseling*. Technical report prepared for Columbus State University, Georgia.

Gillam, S.L. (Fall, 1999). *Program changes summary: Ed.S. in school counseling*. Technical report prepared for the College of Education, Columbus State University, Georgia.

Gillam, S.L. (Fall, 1999). *Redesign and alternative programming: Ed.S. in school counseling*. Technical report prepared for the College of Education, Columbus State University, Georgia.

Grants

Gillam, S.L. (Spring, 2012). Recruited by Dr. Gary Shouppe to participate in activity pertaining to Next Generation Learning Challenges/AASCU Foundations Grant by creating and implementing blended course (Group Techniques and Procedures) during Spring 2012. (Stipend received: \$1000)

Gillam, S.L. (2011). Distance Learning Grant. For development of Seminar in School Counseling as a fully online course. Awarded by Columbus State University. (\$1500)

Gillam, S.L., & Hackett, P.T. (2010). Counseling and Leadership Doctoral Fellow Collaboration Consortium for Student Achievement. College of Education and Health Professions (COEHP) Full-Time Faculty Summer Research Grant (project description available upon request). Awarded by COEHP. (\$4000)

Gillam, S.L. (2010). Distance Learning Grant. For development of Counseling Supervision: Theories and Techniques as a fully online course. Awarded by Columbus State University. (\$1500)

Gillam, S.L. (2009). Distance Learning Grant. For development of School Counseling Services as a fully online course. Awarded by Columbus State University. (\$1500)

Baltimore, M.L., Gillam, S.L., & Willis, B. (2005). SACES Research and Best Practices Grant. Awarded by the Southern Association for Counselor Education and Supervision. (\$500).

Baltimore, M.L., Gillam, S.L., Whitehead, C., Jamieson, P., & Freeman, L. (2002). *Consultation on the use of Instructional CDs in Counseling*. In collaboration with Boulden Publishing. (\$2750)

Gillam, S.L. (2001). *Participation in Video CDROM/DVD Authoring*. Transforming Teacher Education Project: Co-Reform in West Central Georgia, Columbus State University, Columbus, Georgia (\$500)

Gillam, S.L., & Baltimore, M.L. (2000). *Catalyst II Mini-Grant*. College of Education, Columbus State University, Columbus, Georgia. (\$1000 for each of 3 participants)

Gillam, S.L., Baltimore, M.L., & Ridgen, D. (2000). *Preparing Tomorrow's Teachers to Use Technology*. College of Education, Columbus State University, Columbus, Georgia. (Written collaboratively between Gillam, S.L., & George, J. \$5000 total for 3 participants).

Baltimore, M.L., & Gillam, S.L. (2000). *Counseling and Group Skills Enhancing People's Effectiveness in the Workplace*. Turner Mini-Grant, Columbus State University, Columbus, Georgia. (\$1135 total award)

Faculty Development Grants

Gillam, S.L. (2011). Association for Specialists in Group Work National Conference – 2012. College of Education and Health Professions Professional Development Funds, Columbus State University, Columbus, Georgia. (\$1263.12)

Gillam, S.L. (2011). *Georgia Psychological Association Annual Meeting*. College of Education and Health Professions Professional Development Funds, Columbus State University, Columbus, Georgia. (\$772.30)

Gillam, S.L. (2010). *Psychopharmacology Overview: Basic Neurobiology and Clinical Applications*. College of Education and Health Professions Professional Development Funds, Columbus State University, Columbus, Georgia. (\$253)

Gillam, S.L., (2009). *ASGW National Conference - 2010*. College of Education and Health Professions Professional Development Funds, Columbus State University, Columbus, Georgia.

Gillam, S.L., (2009). *ACA National Convention 2010*. College of Education and Health Professions Professional Development Funds, Columbus State University, Columbus, Georgia.

Gillam, S.L., (2007). *ASGW National Conference - 2008*. College of Education Professional Development Funds, Columbus State University, Columbus, Georgia.

Gillam, S.L., (2007). *ACA National Convention*. College of Education Professional Development Funds, Columbus State University, Columbus, Georgia.

Gillam, S.L., (2007). *The Food-Mood Connection: Workshop Participation*. College of Education Professional Development Funds, Columbus State University, Columbus, Georgia. (\$150)

Gillam, S.L., (2006). *Georgia Mental Health and the Law 2006: Workshop Participation*. College of Education Professional Development Funds, Columbus State University, Columbus, Georgia. (\$313)

Gillam, S.L., (2005). *Standards for the Preparation of School Counselors in Georgia: Implications for School Counselor Educators*. Faculty Development Grant, Columbus State University, Columbus, Georgia. (\$200)

Gillam, S.L., (2005). *What's Possible: ACA Emerging Leader Workshop*. Faculty Development Grant, Columbus State University, Columbus, Georgia. (\$483)

Gillam, S.L. (2001). *Advocating Group Work and Transformational Leadership in Counselor Education*. Faculty Development Grant, Columbus State University, Columbus, Georgia. (\$200)

Gillam, S.L. (2001). *Consultation with Counseling Professionals on the Educational System in Japan*. Faculty Development Grant, Columbus State University, Columbus, Georgia. (\$200)

Gillam, S.L., & Crutchfield, L.B. (2000). *Research on Collaborative Group Supervision of Practicum Students and Interns*. Faculty Development Grant, Columbus State University, Columbus, Georgia. (\$300 for first author)

Gillam, S.L., & Hickson, J.F. (2000). *Using Group Work in Counselor Education to Enhance Transformational Leadership*. Faculty Development Grant, Columbus State University, Columbus, Georgia. (\$252 for first author)

Crutchfield, L.B., & Gillam, S.L. (1999). *University Supervisors' Collaboration in Group Supervision*. Faculty Development Grant, Columbus State University, Columbus, Georgia. (\$225 for second author)

Gillam, S.L., & Crutchfield, L.B. (1999). *Collaboration in Providing Group Supervision to Practicum Students and Interns*. Faculty Development Grant, Columbus State University, Columbus, Georgia. (\$960 for first author)

Gillam, S.L., & Crutchfield, L.B. (1999). *Collaborative Group Supervision of Practicum Students and Interns*. Faculty Development Grant, Columbus State University, Columbus, Georgia. (\$441 for first author)

Gillam, S.L. (1998). *Factors Contributing to a Successful Working Alliance in Supervision*. Faculty Development Grant, Columbus State University, Columbus, Georgia. (\$150)

Supervised Clinical Experience: Post-Doctoral Internship in Counseling Psychology

8/99-12/01

Site: Counseling Center
Columbus State University

Clients: Adults in a counseling center located on the Columbus State University campus.

Client concerns: Depression, anxiety, interpersonal relationships, eating disorders, career development, personality disorders, identity issues, sexuality, health issues, family of origin, communication skills, anger management, suicide, developmental issues, marital concerns, self-esteem, and social skills training.

Job responsibilities: Individual, couples, and group counseling; career counseling; crisis intervention; consultation; outreach programming; intake and assessment.

Supervised Clinical Experience: Doctoral Program in Counseling Psychology

APA-Accredited, Doctoral Internship

8/96-8/97

Site: Counseling Center
Southern Illinois University at Carbondale

Clients: Adults in a counseling center located on the Southern Illinois University at Carbondale campus.

Client concerns: Depression, anxiety, interpersonal relationships, eating disorders, career development, personality disorders, identity issues, sexuality, health issues, communication skills, anger management, suicide, developmental issues, marital concerns, self-esteem, and social skills training.

Job responsibilities: Individual, couples, and group counseling; career counseling; crisis intervention; consultation; outreach programming; practicum supervision; intake and assessment; and Eating Disorders Outpatient Team.

Advanced Individual Practicum

9/94-12/95

Site: The Center for Counseling and Personal Evaluation
The University of Georgia

Clients: Adults, adolescents, and children in a community outpatient setting located on The University of Georgia campus. Provided individual counseling and administered and interpreted assessments for intelligence and achievement, personality, and child ADHD using objective and projective measures. Included consultation with parents and school personnel.

Client concerns: Depression, anxiety, interpersonal relationships, career development, personality disorders, suicide, identity issues, sexuality, communication skills, anger management, eating disorders, developmental issues, marital concerns, self-esteem, and social skills training.

Practicum in Group Counseling

1/95-11/95

Site: Athens Regional Youth Development Center

Co-led an eight-session, psychoeducational group on anger management and assertiveness training and an eight-session, unstructured counseling group for incarcerated, adolescent males.

Site: Athens Area Homeless Shelter

Co-led single-session support groups for women residing at the shelter.

Site: Department for Counseling and Human Development Services

Ten-session experiential group led for master's- and doctoral-level students in departmental group counseling course.

Supervised Clinical Experience in Assessment

1/94-12/95

Received supervised experience through coursework in the Department of Counseling and Human Development Services and practicum in the Center for Counseling and Personal Evaluation in the administration, scoring, and interpretation of intelligence, achievement, and personality tests.

Practicum in Counseling Supervision

9/94-6/96

Site: Department of Counseling and Human Development Services
The University of Georgia

Supervisees: Departmental master's students

Supervised Clinical Experience: Master's Degree Program in Guidance and Counseling

Internship (15 quarter hours)

8/90-6/91

Site: Maysville Elementary School, Maysville, GA

Clients: Approximately 350 students were served through one or more methods of intervention: individual counseling; group counseling; group guidance in large or small groups; or consultation.

Client concerns: abuse, career awareness, academic adjustment, study skills, behavior difficulties, interpersonal relationships, stress management, self-esteem, depression, test anxiety, family problems, problem solving, alcohol and drugs.

Individual Counseling Practica (10 quarter hours)

3/89-8/89

Site: Athens Regional Youth Development Center, Athens, GA

Clients: Seven incarcerated, adolescent males were seen on an on-going basis for individual counseling.

Client concerns: Self-esteem, family issues, grief/loss, anger management, behavior difficulties, alcohol and drugs, academics, violence, depression, interpersonal relationships.

Awards/Honors

Nominee, Columbus State University 2012 Educator of the Year Award. (Spring, 2012). Columbus State University, Columbus, GA.

Past-President Award. (Spring, 2010). Awarded by the Association for Specialists in Group Work, a division of the American Counseling Association.

Nominee, College of Education Faculty Service Award. (Spring, 2009). Columbus State University, Columbus, GA.

Nominee, Columbus State University Faculty Service Award. (Spring, 2008). Columbus State University, Columbus, GA.

Promotion. (August, 2006). To rank of Professor. Columbus State University, Columbus, GA.

Fellow. (2006). Awarded by the Association for Specialists in Group Work, a division of the American

Counseling Association.

President's Award. (2006). For service to the Association for Specialists in Group Work.

College of Education Faculty Research and Scholarship Award. (Spring, 2004). Columbus State University, Columbus, GA.

Nominee, Columbus State University Faculty Research and Scholarship Award. (Spring, 2004). Columbus State University, Columbus, GA.

Licensed Psychologist. (November, 2003). State of Georgia.

Tenure. (August, 2003). Columbus State University, Columbus, GA.

Professor of the Year. (May, 2003). Awarded by the Counseling Student Association, Department of Counseling, Educational Leadership, and Professional Studies, Columbus State University, Columbus, GA.

Promotion. (August, 2001). To rank of Associate Professor. Columbus State University, Columbus, GA.

Dean's Faculty Incentive Award. (July, 2001). For *Preparing Tomorrow's Teachers to Use Technology Project*. Columbus State University, Columbus, GA.

Dean's Award. (Fall, 2000). For professional development in the area of integrating technology into teaching. Columbus State University, Columbus, GA.

Teacher of the Year Nominee. (Spring, 2000). For teaching excellence. Columbus State University, Columbus, GA.

President's Award. (April, 1999). For service to the Association for Specialists in Group Work.

Licensed Professional Counselor. (September, 1998). State of Georgia.

Barbara Gazda Scholarship. (January, 1997). For service to the Association for Specialists in Group Work.

Selected Presentations

Gillam, S.L., Hackett, P.T., & Fryer, J. (February, 2012). *Teaching group work to foster collaboration in educational settings*. Presentation made to the Association for Specialists in Group Work national conference, Albuquerque, New Mexico.

Gillam, S.L., Hackett, P.T., & Fryer, J. (Guests). (2011, April 21). *Interdisciplinary collaboration in educational settings: On Education Forum with Jeff Conklin and Greg Blalock*. Columbus, GA: COEHP.TV (Cross-listed in Publications section.)

Gillam, S.L. (March, 2010). *Counseling program issues: Setting up for success*. Presentation made to the Counseling Student Association, Columbus State University, Columbus, Georgia.

Gillam, S.L., Hackett, P.T., Fryer, J., Haase, S., Hays, P., Howard, A., Sullivan, L., & Wade, D. (February, 2010). *An interdisciplinary approach to teaching group work & collaboration*. Presentation made to the Association for Specialists in Group Work national conference, New Orleans, Louisiana.

Breaux, W. III, & Gillam, S.L. (October, 2008). *Promoting inclusivity through group dynamics in counselor training courses*. Presentation made to the Southern Association for Counselor Education and Supervision conference, Houston, Texas.

- Gillam, S.L. (October, 2008). *Creating a vita*. Presentation made to the Counseling Student Association, Columbus State University, Columbus, Georgia.
- Gillam, S.L. (July, 2008). *Current trends in group work and opportunities in the Association for Specialists in Group Work*. Presentation made to the doctoral Counselor Education cohort from the University of Georgia, Atlanta, Georgia.
- Gillam, S.L., & Breaux, W. III (February, 2008). *Using group dynamics to promote inclusivity in counselor training courses*. Presentation made to the Association for Specialists in Group Work national conference, St. Petersburg Beach, Florida.
- Rapin, L., Gillam, S.L., Leddick, G., Conyne, B., DeLucia-Waack, J. (February, 2008). *Collaboration across groups: Outcomes of the group summit*. Presentation made to the Association for Specialists in Group Work national conference, St. Petersburg Beach, Florida.
- Gillam, S.L. (November, 2006). *Considerations for successful portfolio completion*. Presentation made to the Counseling Student Association, Columbus State University, Columbus, Georgia.
- Gillam, S.L. (November, 2006). *Graduate studies in counseling*. Presentation made to Introduction to Social Work class, Columbus State University, Columbus, Georgia.
- Gillam, S.L. (October, 2006). *A general framework for conceptualizing PEDAGOGY: Application to professional development*. Presentation made at Rite of Passage Convocation, Columbus State University, Columbus, Georgia.
- Gillam, S.L. (September, 2006). *Ethical/legal issues in mental health*. Presentation made to the College of Education's First Tuesday Forum, Columbus State University, Columbus, Georgia.
- Baltimore, M.L., & Gillam, S.L. (September, 2006). *New standards in clinical supervision: Exploring the triadic model of supervision*. Presentation made to the Southern Association for Counselor Education and Supervision, Orlando, Florida.
- Gillam, S.L., & Breaux III, W. (February, 2006). *Issues in Group Work*. Presentation made to the Region V School Counselors Meeting, Columbus, Georgia.
- Gillam, S.L. (February, 2006). *Preparing for practicum and internship*. Presentation made to the Counseling Student Association, Columbus State University, Columbus, Georgia.
- Gillam, S.L., Trotzer, J., Riva, M., & Merchant, N. (January, 2006). *Emerging Leaders Workshop*, Association for Specialists in Group Work National Conference, Mobile, Alabama.
- McMahon, G., Gillam, S.L., & Paisley, P. (October, 2005). *Standards for the Preparation of School Counselors in Georgia: Implications for School Counselor Educators*, Association for Counselor Education and Supervision National Conference, Pittsburgh, Pennsylvania.
- Gillam, S.L. (October, 2005). *Collaboration with Parents: Enhancing Communication Effectiveness*, Nontraditional Teacher Education Program, Columbus State University, Columbus, Georgia.

- Conyne, R., Trotzer, J., Bailey, D., Riva, M., & Gillam, S.L. (April, 2005). *Emerging Leaders Workshop*, American Counseling Association World Convention, Atlanta, Georgia.
- Conyne, R., Trotzer, J., Bailey, D., Riva, M., & Gillam, S.L. (April, 2004). *Emerging Leaders Workshop*, American Counseling Association World Convention, Kansas City, Missouri.
- Gillam, S.L. (February, 2004).***Collaboration with Parents: Enhancing Communication Effectiveness*, Independent School Association of the Savannah Catholic Diocese, Columbus, Georgia.
- Gillam, S.L. (February, 2004). *Stress Management*, Childcare Resource and Referral Center, Columbus State University, Columbus, Georgia.
- Gillam, S.L. (February, 2004). *Possibilities for Graduate Education in Counseling*, Psychology Club, Columbus State University, Columbus, Georgia.
- Conyne, R., Trotzer, J., Bailey, D., Riva, M., & Gillam, S.L. (January, 2004). *Emerging Leaders Workshop*, Association for Specialists in Group Work, New York, New York.
- Fitch, T., Baltimore, M.L., & Gillam, S.L. (September, 2003). *Technology in Research Design and Practice: An Experimentation of Issues Related to Using Technology to Advance Research*, Southern Association for Counselor Education and Supervision, Chattanooga, Tennessee.
- Baltimore, M.L., & Gillam, S.L. (September, 2003). *Supervision Ethics: The MOVIE*, Southern Association for Counselor Education and Supervision, Chattanooga, Tennessee.
- Baltimore, M.L., & Gillam, S.L. (March, 2003). *CACREP Standards for Clinical Supervision: Exploring the Triadic Model*, American Counseling Association World Conference, Anaheim, California.
- Conyne, R., Trotzer, J., Bailey, D., Riva, M., & Gillam, S.L. (March, 2003). *Emerging Leaders*, American Counseling Association World Conference, Anaheim, California.
- Baltimore, M.L., & Gillam, S.L. (March, 2002). *Clinical Supervision and the Triadic Model: A Comparison of Methods*, American Counseling Association World Conference, New Orleans, Louisiana.
- Gillam, S.L. (January, 2002). *A General Framework for Conceptualizing PEDAGOGY: Application to Teaching Group Counseling Courses*, Association for Specialists in Group Work, St. Petersburg Beach, Florida.
- Gillam, S.L. (November, 2001). *Applications of Transformational Leadership to Educational Settings*, South Carolina Independent Schools Association, Orangeburg, South Carolina.
- Gillam, S.L., & Beaty, L. (October, 2001). *Advocating Group Work and Transformational Leadership in Counselor Education*, Southern Association for Counselor Education and Supervision, Athens, Georgia.
- Lee, R., Lewis, J., Gillam, S.L., & White, V. (October, 2001). *The Use and Success of Remediation Plans in Counselor Education Programs*, Southern Association for Counselor Education and Supervision, Athens, Georgia.

- Baltimore, M.L., Gillam, S.L., Myers, S.L., & Jencius, M. (October, 2001). *Clinical Supervision and the Triadic Model: A Comparison of Methods*, Southern Association for Counselor Education and Supervision, Athens, Georgia.
- Gillam, S.L. (August, 2001). *Implementing Stress Management Practices in Preservice Teaching Experiences*, Columbus State University, Columbus, Georgia.
- Baltimore, M.L., Crutchfield, L.B., Gillam, S.L., & Lee, R.W. (August, 2001). *Ethics in Supervision: Process, Practice, and Guidelines for the Helping Professions*. Columbus State University, Columbus, Georgia.
- Gillam, S.L., & Crutchfield, L.B. (March, 2001). *Research on Collaborative Group Supervision of Practicum Students and Interns*, American Counseling Association, San Antonio, Texas.
- Lee, R., Lewis, J., & Gillam, S.L. (March, 2001). *The Use and Success of Remediation Plans in Counselor Education*, American Counseling Association, San Antonio, Texas.
- Beaty, L., & Gillam, S.L. (February, 2001). *Enhancing School Counseling Programs Through Integration of Group Work and Transformational Leadership*, Independent School Association of the Savannah Catholic Diocese, Columbus, Georgia.
- Gillam, S.L. (January, 2001). *Stress Management for Preservice Teachers*. Columbus State University, Columbus, Georgia.
- Gillam, S.L., Hendricks, M.B., & George, J. (November, 2000). *Collaboration: School Counselors and Teachers Working Together to Provide Coherent Services While Adhering to IDEA 97*, National Social Science Association, New Orleans, Louisiana.
- Crutchfield, L.B., Gillam, S.L., Ridgen, D., Ragland, A. (November, 2000). *Peer Group Supervision for School Counselors: Training in a Structured Model*, Georgia School Counselor Association, Columbus, Georgia. (Accepted as pre-conference workshop; canceled due to limited funding.)
- Gillam, S.L., Hickson, J., & Beaty, L. (November, 2000). *School Counselors as Transformational Leaders Through the Use of Group Work and Teambuilding Skills*, Georgia School Counselor Association, Columbus, Georgia.
- Gillam, S.L., & Hickson, J. (October, 2000). *Using Group Work in Counselor Education to Enhance Transformational Leadership*, Southern Association of Counselor Education and Supervision, Greensboro, North Carolina.
- Baltimore, M., Crutchfield, L., Gillam, S.L., Jencius, M., & Lee, R. (October, 2000). *Using Technology in Peer Group Supervision*, Southern Association of Counselor Education and Supervision, Greensboro, North Carolina.
- Gillam, S.L., & Crutchfield, L.B. (April, 2000). *Collaborative Group Supervision of Practicum Students and Interns*, American Counseling Association, Washington, DC.
- Gillam, S.L. (February, 2000). *Learning styles and cognitive development in children and adolescents*. Training for docents at the Columbus Museum, Columbus, Georgia.
- Crutchfield, L.B., Gillam, S.L., Ridgen, D., Ragland, A., White, T., & Bastos, S. (November, 1999). *Providing group supervision to practicum students and interns through university-site collaboration*. Georgia School Counselor Association Conference, Atlanta, Georgia.
- Crutchfield, L.B., & Gillam, S.L. (October, 1999). *Collaborative group supervision of practicum students and interns*. Association for Counselor Education and Supervision Conference, New Orleans, Louisiana.**

Gillam, S.L. (April, 1999). *Factors contributing to a successful working alliance in supervision*. American Counseling Association World Conference, San Diego, California.

Crutchfield, L.B., & Gillam, S.L. (April, 1999). *Collaboration in providing group supervision to practicum students and interns*. American Counseling Association World Conference, San Diego, California.

Gillam, S.L. (November, 1998). *Applying principles of group work and consultation to enhance leadership abilities in school counseling*. Georgia School Counselors Association, Augusta, Georgia.

Gillam, S.L. (October, 1998). *Factors contributing to a successful working alliance in supervision*. Southern Association for Counselor Education and Supervision, Montgomery, Alabama.

Crutchfield, L.B., & Gillam, S.L. (October, 1998). *Collaboration in providing group supervision to practicum students and interns*. Southern Association for Counselor Education and Supervision, Montgomery, Alabama.

Gillam, S.L. (November, 1998). *Learning styles, group work, and developmental factors in children and adolescents*. Training for docents at the Columbus Museum, Columbus, Georgia.

A Collaborative Approach to Experiential Group Work With Children and Adolescents in Schools: School Counselors and Physical Education/Health Teachers Working Together. (January-February 1997). Presentation at the Association for Specialists in Group Work national conference, Athens, GA.

Integrating Theory and Practice in Counselor Preparation: Conducting Real World Research in Public Schools. (October, 1996). Co-led presentation at the Association for Counselor Education and Supervision national conference, Portland, OR.

Is This Your First ASGW Conference? (January, 1996). Co-led presentation at the Association for Specialists in Group Work national conference, Athens, GA.

School Counseling Research Group. (November, 1995). Co-led presentation at the Southern Association for Counselor Education and Supervision regional conference, Knoxville, TN.

Straight but Not Narrow. (November, 1995). Co-led presentation at the Southern Association for Counselor Education and Supervision regional conference, Knoxville, TN.

Group Dynamics. (July, 1995). Presentation to ECP 708, a master's-level group counseling class. Department of Counseling and Human Development Services, The University of Georgia, Athens, GA.

Graduate Education and Group Work: Finding Your Place in the Profession. (January, 1995). Co-led presentation at the Association for Specialists in Group Work national conference, Athens, GA.

Initiating Group Work in the Classroom. (November, 1994). The South Carolina Independent School Association Conference, Florence, SC.

Initiating Classroom Group Activities. (February, 1994). Co-led presentation at the League of Professional Schools regional conference, Atlanta, GA.

Process Observation. (February, 1994). Co-led presentation at the League of Professional Schools regional conference, Atlanta, GA.

Initiating Classroom Group Activities. (February, 1994). Co-led presentation at the League of Professional Schools regional conference, Macon, GA.

Process Observation. (February, 1994). Co-led presentation at the League of Professional Schools regional conference, Macon, GA.

The Cutting Edge of Group Work. (January, 1994). Panel participant at the Association for Specialists in Group Work national conference, St. Petersburg Beach, FL.

Developmental Guidance and Counseling. (November, 1993). The South Carolina Independent School Association Conference, Orangeburg, SC.

Elementary School Guidance and Counseling in a Rural County. (April, 1992). Co-led presentation at the Georgia Association for Counselor Education and Supervision Conference, Macon, GA.

Services for Students with Disabilities. (Fall, 1990). Co-led presentation series as staff member at the Office of Disability Services, The University of Georgia, Athens, GA.

Conference Committee's Town Meeting. (January, 1990). Panel participant at the Association for Specialists in Group Work national conference, St. Petersburg Beach, FL.

Selected Professional Memberships

American Psychological Association; Georgia Psychological Association (through June 2011); American Counseling Association; Association for Specialists in Group Work; Association for Counselor Education and Supervision (through February 2009)

Professional Service

Department

Coordinator, M.Ed. Program in School Counseling, Department of Counseling, Foundations, and Leadership, Columbus State University (1/2002-present).

Placement Coordinator, School Counseling Program Practicum and Internship, Department of Counseling, Foundations, and Leadership, Columbus State University (1/2002-present).

Coordinator, Post-Graduate Certification Program in School Counseling, Department of Counseling, Foundations, and Leadership, Columbus State University (1/2002-present).

Coordinator, Ed.S. Program in School Counseling, Department of Counseling, Foundations, and Leadership, Columbus State University (1/2009–present; 1998-2006).

Member, Personnel Committee, Department of Counseling, Foundations, and Leadership, Columbus State University (8/2009-present; 8/2007-5/2008).

Member, Counseling Faculty Search Committee, Department of Counseling, Foundations, and Leadership, Columbus State University (2/2012 – 5/2012).

Member, Educational Leadership Faculty Search Committee, Department of Counseling, Foundations, and Leadership, Columbus State University (Spring, 2011).

Member, CACREP Reaccreditation Committee, Department of Counseling, Foundations, and Leadership, Columbus State University (8/2008-12/2009).

Chair, Curriculum Committee, Department of Counseling, Educational Leadership, & Professional Studies, Columbus State University (8/2007-7/2008).

Member, Curriculum Committee, Department of Counseling, Educational Leadership, & Professional Studies, Columbus State University (8/2005-7/2007).

Member, Post-Tenure Review Committee, Department of Counseling, Educational Leadership, & Professional Studies, Columbus State University (8/2006-7/2007).

Member, Counseling Search Committee, Department of Counseling, Educational Leadership, & Professional Studies, Columbus State University (1/2005-5/2005).

Member, Personnel Committee, Department of Counseling, Educational Leadership, & Professional Studies, Columbus State University (8/2003-5/2004).

Member, Post-Tenure Review Committee, Department of Counseling, Educational Leadership, & Professional Studies, Columbus State University (8/2003-5/2004).

Co-Chairperson, Admissions Subcommittee, Department of Counseling, Educational Leadership, & Professional Studies, Columbus State University (2000-2004).

Co-Chairperson, BOR Restructuring Subcommittee, School Counseling Program, Department of Counseling, Educational Leadership, & Professional Studies, Columbus State University (1999-2004).

Co-Chairperson, Program-of-Study Subcommittee, Department of Counseling, Educational Leadership, & Professional Studies, Columbus State University (1998-2003).

Co-Coordinator, Faculty Retreat, Department of Counseling & Educational Leadership, Columbus State University (Spring, 2001).

Chair, School Counseling Faculty Search Committee, Department of Counseling & Educational Leadership, Columbus State University (Fall, 2001)

Member, Counselor Educator Search Committee, Department of Counseling & Educational Leadership, Columbus State University (Spring, 2000).

Co-Chairperson, NCATE Accreditation Subcommittee, School Counseling Program, Department of Counseling & Clinical Programs, Columbus State University (1999).

Co-Chairperson, Educator Preparation Redesign Committee, School Counseling Program, Department of Counseling & Clinical Programs, Columbus State University (1999).

Co-Chairperson, Graduate Assistant Planning Subcommittee, Department of Counseling & Clinical Programs, Columbus State University (1998-1999).

Co-Chairperson, School Counseling Program NCATE Accreditation Subcommittee, Department of Counseling & Clinical Programs, Columbus State University (1998-1999).

Member, School Research Group, Department of Counseling and Human Development Services (1993-1996).

Member, School Counseling Program Development Committee, Department of Counseling and Human Development Services (1993-1996).

Member, School Counseling Student Selection Committee, Department of Counseling and Human Development Services (1993-1995).

Member, Program Review Committee, Department of Counseling and Human Development Services, National Council for the Accreditation of Teacher Education (1995).

Representative, Rehabilitation Counseling Faculty Search, School Counseling Program, Department of Counseling and Human Development Services (1995).

Member, School Counseling Grant Committee, Department of Counseling and Human Development Services (1995).

Member, Robert Frank Award Application Committee, Department of Counseling and Human Development Services (1995).

Member, School Counseling Faculty Search Committee, Department of Counseling and Human Development Services (1993).

Chapter Representative, Department of Counseling and Human Development Services, Chi Sigma Iota Professional Honor Society (1990-1991).

Chapter Secretary, Department of Counseling and Human Development Services, Chi Sigma Iota Professional Honor Society (1989-1990).

College

Member, Ad Hoc Committee for Distance Learning, College of Education and Health Professions, Columbus State University (11/2012-present).

Member, Diversity Committee, College of Education and Health Professions, Columbus State University (8/2010 - present).

Member, Personnel Committee, College of Education and Health Professions, Columbus State University (Fall 2012).

Member, Lab School Committee, College of Education and Health Professions, Columbus State University (12/2011- 5/2012).

Member, Lab School Curriculum Subcommittee, College of Education and Health Professions, Columbus State University (Spring, 2012).

Member, Standards of Excellence Task Force, College of Education and Health Professions, Columbus State University (Spring, 2012).

Chair, Standards of Excellence Task Force Subcommittee on Scholarship, College of Education and Health Professions, Columbus State University (Spring, 2012).

Member, Employer/Graduate Survey Ad Hoc Committee, College of Education and Health Professions, Columbus State University (January, 2012).

Chair, Personnel Committee, College of Education and Health Professions, Columbus State University (Fall, 2011).

Chair, Post-Tenure Review Committee, College of Education and Health Professions, Columbus State University (Spring, 2011).

Member, Pre-Tenure Review Committee (for a Nursing Colleague), College of Education and Health Professions, Columbus State University (Spring, 2011).

Member, Post-Tenure Review Committee, College of Education and Health Professions, Columbus State University (8/2008 – 5/2010; 8/2006 – 7/2007; 8/2003 – 5/2004).

Member, Candidate Knowledge, Skills, and Dispositions Committee, College of Education & Health Professions, Columbus State University (2002 – 5/2010).

Member, Harrison Award Selection Committee, College of Education & Health Professions, Columbus State University (Spring, 2010).

Member, Board of Directors, Education Hall of Fame, College of Education, Columbus State University (4/2005 – 12/2008).

Member, ad hoc COE Personnel Committee, College of Education, Columbus State University (9/2008).

Member, Curriculum Committee, College of Education, Columbus State University (8/2005-8/2007; 1998-2003).

Member, Graduate Council, College of Education, Columbus State University (2002 – 7/2007).

Member, EDS Restructuring Committee, College of Education, Columbus State University (2/2006 – 5/2006).

Member, BOR Compliance Task Force, College of Education, Columbus State University (8/2003 – 5/2004).

Member, Personnel Committee, College of Education, Columbus State University (8/2003 – 5/2004).

Member, Assessment Committee, College of Education, Columbus State University (2001-2002)

Member, Undergraduate Council, College of Education, Columbus State University (2000-2002)

Member, Diversity Committee, College of Education, Columbus State University (1998-2001).

Advisor, The Office of Undergraduate Services, College of Education, Columbus State University (1999-2001)

Member, Special Education Faculty Search Committee, College of Education, Columbus State University (2000).

Member, Field Placement Coordinator Search Committee, College of Education, Columbus State University (2000).

Chair, Educational Psychology/Research Faculty Search Committee, College of Education, Columbus State University (1999).

Member, Conceptual Framework Committee, College of Education, Columbus State University (1998-1999).

Member, NCATE Steering Committee, College of Education, Columbus State University (1998-1999).

Member, Dean's Award for Innovation Subcommittee, College of Education, Columbus State University (1998-1999).

University

Therapist, CSU Counseling Center, Columbus State University (1/2008 – present).

Member, Library Committee, Columbus State University (8/2008 – present).

Member, Athletic Committee, Columbus State University (8/2005 – present).

Member, Shared Governance Taskforce, Columbus State University (10/2010 – 1/2012).

Member, Graduate Council, Columbus State University (1/2009 – 5/2011).

Chair, Program Committee, Graduate Council, Columbus State University (1/2010 – 5/2011).

Member, Shared Governance Taskforce Forum Subcommittee, Columbus State University (Spring, 2011).

Member, International Education and Exchange Committee, Columbus State University (8/2004 – 5/2009).

Member, European Studies Subcommittee, International Education and Exchange Committee, Columbus State University (8/2004 – 5/2009).

Member, International Year Subcommittee, International Education and Exchange Committee, Columbus State University (12/2005 – 5/2007).

Member, Part-Time Faculty Committee, Columbus State University (8/2004-5/2006).

Member, Search Committee, Counseling Center Psychologist, Columbus State University (Spring, 2005).

Member, Faculty Development Committee, Columbus State University (2000-2005).

Member, Faculty Senate Executive Council, Columbus State University (8/2002 – 5/2004)

Senator, Faculty Senate, Columbus State University (2000-5/2004)

Member, Status of Women Committee, Columbus State University (1998-2002).

Psychotherapist, Counseling Center, Columbus State University (1999-2001)

Sexual Assault Education Week, Columbus State University (2000-2001).

Alternate, Faculty Development Committee, Columbus State University (1999-2000).

Member, Counselor Search Committee, Counseling Center, Student Affairs, Columbus State University (2000).

Volunteer, 40th Anniversary Celebration, Columbus State University (1998).

Member, Visitor Support Staff, AIDS Memorial Quilt Project, The University of Georgia, Athens, Georgia (February, 1991).

Professional Associations/Community

Member (through role of School Counseling Program Coordinator), Partner Schools Network, Network Chaired by Mr. Roger Hatcher, College of Education, Columbus State University (1/2005 – present).

Program Reviewer, American Counseling Association 2013 Conference and Exposition Program Review, served as representative from the Association for Specialists in Group Work, a national division of the American Counseling Association (June, 2012).

Listserv Moderator, Association for Specialists in Group Work, a national division of the American Counseling Association (8/2010 – 6/2011).

Past-President, Association for Specialists in Group Work, a national division of the American Counseling Association (7/2009 – 6/2010).

Chair, Nominations and Elections Committee, in service to the Association for Specialists in Group Work (7/2009-6/2010).

Chair, Fellows Committee, in service to the Association for Specialists in Group Work (11/2009 – 3/2010).

President, Association for Specialists in Group Work, a national division of the American Counseling Association (7/2008 – 6/2009).

Chair, ACA Conference Program Committee (for ASGW-sponsored sessions), in service to the Association for Specialists in Group Work (7/2008-3/2009).

President-Elect, Association for Specialists in Group Work, a national division of the American Counseling Association (7/2007 – 6/2008).

Reviewer, Convention 2008 Program Proposals, American Counseling Association (Summer, 2007).

Co-Chair, National Conference Coordinator, Association for Specialists in Group Work (7/2004 – 1/2006).

Secretary, Association for Specialists in Group Work (7/2001-6/2004)

Member, Proposal Assessment Committee for Region V, GSCA Professional Recognition Awards Program, Columbus, Georgia (September, 2003).

Presenter, Georgia School Counselors Association Region V Meeting, Columbus, Georgia (February, 2002).

Co-Chairperson, State Division Branches Committee, Association for Specialists in Group Work (1999-2001).

Consultant, COPS Grant, Muscogee County School District, Columbus, Georgia (2000).

Consultant/Presenter, Columbus Museum, Columbus, Georgia (1999).

Co-Chairperson, Professional Development Committee, Association for Specialists in Group Work (1996-1999).

Co-Chairperson, Conference Planning Committee, Association for Specialists in Group Work Group-A-Rama (1998-1999).

Member, Conference Planning Committee, Association for Specialists in Group Work National Conference (1995-1996).

Co-Chairperson, On-Site Arrangements Committee, Association for Specialists in Group Work National Conference (1995-1996).

Clarke County Counseling Collaborative. On-going consultation and collaboration with local school counselors (1993-present).

Treasurer, Georgia Association for Specialists in Group Work (1989-1995).

Member, Conference Planning Committee, Association for Specialists in Group Work national conference (1994-1995).

Member, Conference Planning Committee, Southern Association for Counselor Education and Supervision regional conference (1995).

Conference Volunteer, League of Professional Schools Conference, Savannah, Georgia (October, 1995).

Workshop Volunteer, "School-to-Work Challenges and Solutions that Work," American Counseling Association, Atlanta, Georgia (October, 1995).

Athens Regional Youth Development Center. Collaboration with ARYDC staff to provide group interventions to adolescent residents of the center (May-July, 1995).

Co-Chairperson, On-Site Arrangements Committee, Association for Specialists in Group Work national conference (1994-1995).

Member, Conference Program Selection Committee, Association for Specialists in Group Work (1994-1995).

Chairperson, Marketing Committee, Association for Specialists in Group Work (1992-1994).

Member, On-Site Conference Committee, Association for Specialists in Group Work, St. Petersburg Beach, Florida (1994).

Conference Volunteer, Association for Specialists in Group Work National Conference, St. Petersburg Beach, Florida (January, 1994).

Conference Volunteer, League of Professional Schools Conference, Savannah, Georgia (October, 1993).

Member, Social Planning Committee, American Counseling Association Convention, Atlanta, Georgia (March, 1993).

Co-Chairperson, Membership Committee, Association for Specialists in Group Work (1991-1992).

Member, Presidential Task Force, Association for Specialists in Group Work (1990-1991).

Member, Conference Planning Committee, Association for Specialists in Group Work National Conference (1989-1990).

Member, Conference Planning Committee, Georgia Association for Specialists in Group Work, Athens, Georgia (December, 1990).

Member, Conference Support Staff, Georgia Association for Specialists in Group Work, Athens, Georgia (February, 1989).

Selected Conferences and Workshops Attended

Assessing Teacher Quality: Understanding Teacher Effects on Instruction and Achievement (November, 2012 – present). Participation in ongoing book-study group in the College of Education and Health Professions, Columbus State University, Columbus, GA.

Drive: The Surprising Truth About What Motivates Us (September, 2012 - present). Participation in ongoing book-study group sponsored by the CSU Faculty Center for the Enhancement of Teaching & Learning, Columbus, GA.

Suicide Prevention: Working with Those Bereaved by Suicide (October, 2012). Columbus, GA.

Desire2Learn Online Orientation Training (September, 2012). Columbus State University, Columbus, GA.

LiveText Training (July, 2012; August, 2012). College of Education and Health Professions, Columbus State University, Columbus, GA.

LiveText's E-Portfolios and Digital Storytelling: A Strategy to Facilitate Reflection (June, 2012). Attended LiveText Webinar at the Faculty Center for the Enhancement of Teaching and Learning, Columbus State University, Columbus, GA.

Best Practices in Teaching Honors, Inquiry, and Experiential Learning: Differentiating Course Instruction for Students (May, 2012). Sponsored by the Faculty Center for the Enhancement of Teaching and Learning, Columbus State University, Columbus, GA.

Memory: A Seminar for Health Professionals (March, 2012). Columbus, GA.

An Ounce of Prevention: Mental Health Ethics and the Law (January, 2012). Columbus, GA.

Association for Specialists in Group Work National Conference. (February, 2012). Albuquerque, NM.

Crazy Busy Book Group. (November, 2011 – May, 2012). Participation in ongoing book-study group sponsored by the CSU Faculty Center for the Enhancement of Teaching & Learning, Columbus, GA.

Distance Learning: Making Connections Conference. (September, 2011). Columbus State University, Columbus, GA.

Distance Learning Faculty Discussion Forum. (September, 2011). Participation in forum sponsored by the CSU Faculty Center for the Enhancement of Teaching & Learning, Columbus, Georgia.

Inquiry-Based Learning with Virginia Lee. (June, 2011). Participation in workshop sponsored by the CSU Faculty Center for the Enhancement of Teaching & Learning, Columbus, Georgia.

Georgia Psychological Association Annual Meeting. (April/May, 2011). Atlanta, GA.

Minimizing Psychopharmacologic Errors: A Proactive Approach for Psychologists. (March, 2011). Atlanta, GA.

Keeping Ethics in Clinical Practice: Everyday Issues and Dilemmas. (January, 2011). Columbus, GA.

Scholarship of Teaching & Learning Research Group, College of Education and Health Professions, Columbus State University (8/2010 – 5/2011; 1/2010 – 5/2010; 8/2008 – 5/2009). Participation in ongoing book-study group meetings addressing various topics pertaining to teaching and learning.

Join the iPad Revolution. (September, 2010). Columbus, GA (Webinar).

The NOW Frontier – Distance Learning Conference. (September, 2010). Columbus State University, Columbus, GA.

Teaching What You Don't Know. (September, 2010). Columbus, GA (Teleseminar).

Psychopharmacology Overview: Basic Neurobiology and Clinical Applications. (July, 2010). Atlanta, GA.

Wimba Workshop. (April, 2010). Columbus State University, Columbus, GA.

American Counseling Association. (March, 2010). Pittsburgh, PA.

Association for Specialists in Group Work National Conference. (February, 2010). New Orleans, LA.

Grant-Writing Workshop. (November, 2009). Columbus State University, Columbus, GA.

Respondus Workshop. (September, 2009). Columbus State University, Columbus, GA.

Wimba Workshop. (September, 2009). Columbus State University, Columbus, GA.

Vista Migration. (July, 2009). Columbus State University, Columbus, GA.

Attachment and Emotional Regulation Brain-Based Interventions Across the Lifespan. (March, 2009). Columbus, GA

HIPAA, The Final HHS Privacy Regulations and Medical Records. (March, 2009). Columbus, GA.

Bipolar Disorder and Other Major Mood Disorders in Youth and Adulthood. (March, 2009). Columbus, GA.

American Counseling Association Convention. (March, 2009). Charlotte, NC.

Clinical Supervision Skills in Behavioral Health: Ethical and Best Practice Issues. (February, 2009). Columbus, GA.

Southern Association of Counselor Education and Supervision. (October, 2008). Houston, TX.

Digital Measures WS (August, 2008). Columbus State University, Columbus, GA.

Ethics with Couples. (June, 2008). Atlanta, GA.

Psychological First Aid and Post-Traumatic Stress. (April, 2008). Atlanta, GA.

American Counseling Association Convention. (March, 2008). Honolulu, HI.

Association for Specialists in Group Work. (February, 2008). St. Petersburg Beach, FL.

What Works in Therapy? Practical Applications from 40 Years of Outcome Research. (October, 2007). Atlanta, GA.

Practical Psychopharmacology: What Every Mental Health Professional Needs to Know About Psychotropic Medications. (October, 2007). Atlanta, GA.

Psychopharmacology Update 2007: What's New, What's Hot, What's Not. (June, 2007). Atlanta, GA.

The Food-Mood Connection – When Food and Eating is a Problem in Life. (February, 2007). Atlanta, GA.

Understanding by Design: The Logic of Backward Design. (February, 2007). Columbus, GA.

Southern Association of Counselor Education and Supervision. (September, 2006). Orlando, FL.

Georgia Mental Health and the Law 2006. (February, 2006). Atlanta, GA.

Association for Specialists in Group Work. (January, 2006). Mobile, AL.

Activboard Training. (January, 2006). Columbus State University, Columbus, GA.

GCIS Training. (November, 2005). Columbus State University, Columbus, GA.

Association of Counselor Education and Supervision. (October, 2005). Pittsburgh, PA.

The Rorschach & Risk Assessment: Assessing Aggressive & Psychopathic Personalities. (September, 2005). Atlanta, GA.

Divorce & Custody Issues Impacting the Psychotherapist Practitioner. (August, 2005). Atlanta, GA.

Reality Ethics: The Truth About Sharks and Minnows. (May, 2005). Atlanta, GA.

Connective Ethics: Enhancing Codes With Relational-Cultural Theory. (April, 2005). Atlanta, GA.

American Counseling Association World Convention. (April, 2005). Atlanta, GA.

Trauma, Dissociation, and Clinical Practice: Childhood and Adult Manifestations of Psychological Trauma. (March, 2005). Atlanta, GA.

Recent Developments in Psychopharmacology: 2005 Update. (February, 2005). Atlanta, GA.

Pediatric Bipolar Disorder. (February, 2005). Atlanta, GA.

Expanding Needs in a Changing World: Ethical Practice with Georgia's Diverse Populations. (November, 2004). Marietta, GA.

Pathways to Possibility with Difficult Cases. (October, 2004). Atlanta, GA.

Psychopharmacology 2004: Update on New Developments with Psychiatric Medications. (July, 2004). Atlanta, GA.

American Counseling Association World Convention. (April, 2004). Kansas City, MO.

Association for Specialists in Group Work. (January, 2004). New York, NY.

Southern Association of Counselor Education and Supervision. (September, 2003). Chattanooga, TN.

American Counseling Association World Conference. (March, 2003). Anaheim, CA.

Brief Therapy: Lasting Solutions. (December, 2002). Sponsored by The Milton H. Erickson Foundation, Inc. Orlando, FL.

Ethical Principles in the Practice of the Mental Health Professional in Georgia. (October, 2002). Atlanta, GA.

Introduction to Pegasus Mail Version 4. (August, 2002). Columbus State University, Columbus, GA.

American Counseling Association World Conference. (March, 2002). New Orleans, LA.

Association for Specialists in Group Work National Conference. (January, 2002). St. Petersburg Beach, FL.

Student Test Data Analysis: A Tool for School Improvement Workshop. (November, 2001). Workshop provided by Transforming Teacher Education Project: Co-Reform in West Central Georgia, Columbus State University, Columbus, GA.

Southern Association of Counselor Education and Supervision. (October, 2001). Athens, GA.

American Counseling Association World Conference. (March, 2001). San Antonio, TX.

WEB CT Training. (Spring, 2001). Columbus State University, Columbus, GA.

Georgia School Counselor Association Conference. (November, 2000). Columbus, GA.

Southern Association for Counselor Education and Supervision Conference. (October, 2000). Greensboro, NC.

InTech Training. (Spring, 2000). Columbus State University, Columbus, GA.

American Counseling Association World Conference. (April, 2000). Washington, DC.

Whitehead, C. (February, 2000). *Creating Web Pages with Front Page (Parts I & II)*, Columbus State University, Columbus, GA.

Georgia School Counselor Association Conference. (November, 1999). Atlanta, GA.

American Counseling Association World Conference. (April, 1999). San Diego, CA.

The 2nd Invitational Forum on the Preparation of School Leaders and School Counselors (February, 1999). Atlanta, GA.

Summit on the Preparation of Tomorrow's School Counselor. (February, 1999). Callaway Gardens, GA.

Bullard, R. (January, 1999). *Advanced Word 97.* Columbus State University, Columbus, GA.

Whitehead, C. (December, 1998). *Creating Web Pages with Front Page*, Columbus State University, Columbus, GA.

Georgia School Counselors Association Annual Conference. (November, 1998). Augusta, GA.

Southern Association for Counselor Education & Supervision Annual Conference. (October-November, 1998). Montgomery, AL.

Coleman, W.E., & Wager, M.W. (October, 1998). *Understanding and Treating the Dual Diagnosed Client.* Turning Point Hospital & Fort Benning's Counseling Center, Fort Benning, GA.

Whitehead, C. (September, 1998). *Introduction to Relational Databases and Access 97.* Columbus State University, Columbus, GA.

The Invitational Forum on the Preparation of School Leaders and School Counselors. (September, 1998). Atlanta, GA.

Whitehead, C. (May, 1998). *PowerPoint 97 (Intermediate).* Columbus State University, Columbus, GA.

Whitehead, C. (May, 1998). *PowerPoint 97 (Advanced).* Columbus State University, Columbus, GA.

Becvar, D. (May, 1998). *A Spiritual Orientation in Counseling and Therapy.* Fort Benning Chaplain Family Life Ministries Center and Training Program, Fort Benning, GA.

Association for Specialists in Group Work. (January-February, 1997). Athens, GA.

Berg, I.K. (November, 1996). *Solution-Focused Brief Therapy*. Southern Illinois Regional Social Services Inc., Carterville, IL.

Simmons, R., & Joy, R. (October, 1996). *Safe Zone*. Counseling Center, Southern Illinois University at Carbondale, Carbondale, IL.

Association for Counselor Education and Supervision. (October, 1996). Portland, OR.

Hayes, R.L., & Paisley, P.O. (June, 1996). *Developmental Supervision*. Department of Counseling and Human Development Services, Athens, GA.

Darden, C., & Jackson, R. (May, 1996) *Coming Face-to-Face with Learning Disabilities: College Students and Learning Disabilities*. Athens, GA.

Association for Women in Psychology. (March, 1996). Portland, OR.

Association for Specialists in Group Work. (January, 1996). Athens, GA.

Southern Association for Counselor Education & Supervision. (November, 1995). Knoxville, TN.

Brawley, K. (October, 1995). *School-to-Work Challenges & Solutions*. American Counseling Association, Atlanta, GA.

League of Professional Schools. (October, 1995). Savannah, GA.

Paisley, P.O. (June, 1995). *Expressive Media in Play Therapy*, Department of Counseling and Human Development Services, Athens, GA.

College of Education Multicultural Education Conference. (May, 1995). Athens, GA.

First, M.B. (February, 1995). *A Practitioner's Guide to DSM-IV*. Institute for Behavioral Healthcare, Atlanta, GA.

Association for Specialists in Group Work. (January, 1995). Athens, GA.

Brown, L. (September, 1994). *Lesbian/Gay Paradigm: Directions for the 21st Century*. Athens, GA.

League of Professional Schools. (February, 1994). Atlanta, GA.

League of Professional Schools. (February, 1994). Macon, GA.

Association for Specialists in Group Work. (January, 1994). St. Petersburg Beach, FL.

D'Andrea, M. (January, 1994). *Understanding Loevinger's Sentence Completion Test*, Athens, GA.

League of Professional Schools. (October, 1993). Savannah, GA.

American Counseling Association. (March, 1993). Atlanta, GA.

Georgia School Counselor Association. (November, 1992). Atlanta, GA.

American Association for Counseling and Development. (March, 1992). Baltimore, MD.

Indiana Specialists in Group Work. (September, 1991). New Albany, IN.

American Association for Counseling and Development. (April, 1991). Reno, NV.

American Association for Counseling and Development. (April, 1990). Cincinnati, OH.

Georgia Association for Specialists in Group Work. (December, 1990). Athens, GA.

Association for Specialists in Group Work. (January, 1990). St. Petersburg Beach, FL.

Georgia Association for Specialists in Group Work. (February, 1989). Athens, GA.

References

Available upon request.

VITA

Dr. Richard Long

February 4, 2013

CURRICULUM VITAE

DR. RICHARD P. LONG
Professor of Counseling
609 Broadway
Columbus, Georgia 31901
Home: 706/596-8952

Office: 706/565-3673

EDUCATION

M.F.T., Southern Connecticut State University, 1993
Ph.D., Southern Illinois University, Carbondale, Illinois, 1979
Major: Interpersonal Communication; Minor: Educational Psychology
Dissertation: The Influence of Self-Disclosure on Participation in a University Faculty Development Program
M.A., West Virginia University, Morgantown, West Virginia, 1972
Major: Rhetoric and Public Address
B.S.J., West Virginia University, Morgantown, West Virginia, 1970
Major: Journalism; Minor: Public Relations

WORK EXPERIENCE

University Administration & Teaching **COLUMBUS STATE UNIVERSITY**

Professor, Counseling

2004-Present

- Design, develop and teach courses online and on-ground in counseling such as counseling skills, marriage and family assessment, marriage and family ethics, gender and sexuality, marriage systems theory and therapy and internship supervision.

Professor, Communication

1991-2004

- Design, develop and teach courses in professional communication (graduate), family communication, and couples communication, communication training and development, public speaking, interpersonal communication, foundations of human communication, organizational communication, and public relations with outstanding ratings.
- Advise 30 students each semester.

Chair, Communication Department

1997-2003

- Provide leadership for this program, comprised of four full-time and three part-timers. Accomplishments include: updated the curriculum, doubled program enrollment, lead technology integration and assessment of the basic course, improved advising process, increased scope of internships and established portfolio examinations for seniors, increased student scholarly participation in professional conferences.

THE FAMILY CENTER

1993-Present

Personal and Family Therapist (GA Lic. No. MFT 000855/AAMFT Approved Supervisor)

- Provide part-time individual, couples, family therapy and clinical supervision of four therapists.

UNIVERSITY OF BRIDGEPORT**1974-1979****Assistant Professor, Mass Communication**

- Supervised the basic communication course leading to increased support from allied departments.
- Taught courses in interpersonal, nonverbal, small group communication and organizational communication receiving consistently high student ratings.

Executive Director, Faculty Development Center

- Established a faculty development center in a university scarred by a divisive strike resulting in improved course designs and more dynamic instructional delivery.

CORPORATE EXPERIENCE**THE PARADIGM GROUP****1990-1991****Associate**

- Researched, designed, developed and delivered training products and services to Paradigm clients, including interviewing, team building, managing change and performance appraisal.

PEOPLE'S BANK**1987-1990****Training & Development Consultant**

- Designed and delivered a sales/service train-the-trainer program for managers resulting in improved customer service.
- Certified to deliver Blessing White's Managing Personal Growth, Zenger-Miller's Front-Line Leadership and Wilson Learning's Counselor Relations programs.

Vice President, Employee Relations

- Participated in a reorganization plan to improve human resource policy and program implementation in this \$7.2 billion Bank, including recruiting, staffing, compensation, benefits, performance management and succession planning.

GE CAPITAL**1982-1987****Manager, Training and Development**

- Designed and delivered management and sales training programs, including the introduction of an innovative negotiation skills workshop.

Manager, Employee Relations

- Developed a strategy with senior management for the reorganization of the division.
- Originated a corporate finance training and development curriculum in support of both traditional and nontraditional career paths.

WARNER-AMEX CABLE**1981-1982****Manager, Human Resource Development**

- Delivered management and supervisory training in support of an emerging corporate versus "mom and pop store" culture.
- Increased management's commitment to customer service by training a network of line managers to deliver customer service/sales training effecting 7,000 + employees nationwide.

REDDY CONSULTING GROUP**1979-1981****Training and Development Consultant**

- Trained hundreds of investor-owned utility industry executives in how to defuse hostile adversaries.

Director, Employee Development

- Expanded the Group's products to include performance management, stress management and customer service training resulting in excess of \$100,000 profit in the first year.

PROFESSIONAL MEMBERSHIPS

- ❖ American Counseling Association
- ❖ International Association of Marriage and Family Counselors
- ❖ American Association of Marriage and Family Therapists
- ❖ Georgia Association of Marriage and Family Therapists
- ❖ Association for Counselor Education and Supervision
- ❖ Southern Association for Counselor Education and Supervision
- ❖ Association of Marriage and Family Therapy Regulatory Boards

SERVICE TO COMMUNITY

- ❖ Represented the state of Georgia at the Association of Marriage and Family Therapy Regulatory Board, Annual Meeting, September 5-6, 2012.
- ❖ Workshop conducted for the Family Center titled: "Prolonged Exposure Therapy for Sexually Abused Children", June 12, 2012.
- ❖ Presentation delivered to a First Year Experience class titled: "Creating Sustainable Relationships in College", February 9, 2012 & October 9, 2012.
- ❖ Georgia Composite (licensure) Board for Marriage and Family Therapy, 3 year term, beginning 7/11.
- ❖ Workshop conducted for the Family Center titled: "Attachment Focused Family Therapy", October 9, 2011.
- ❖ Presentation delivered to a First Year Experience class titled: "Creating Sustainable Relationships in College", October 9, 2011.
- ❖ Workshop presented to local mental health care providers co-presented with Ron King, Ph.D., titled Marital Therapy for the 21st Century: Two Perspectives, April 15, 2011.
- ❖ Presentation delivered to a First Year Experience class titled: "Creating Meaningful Relationships in College", February 10, 2011.
- ❖ Presentation delivered to a First Year Experience class titled: "Creating Meaningful Relationships in College", September 16, 2010.
- ❖ Workshop conducted for The Family Center titled: "Collaborative Couple Therapy", September 7th, 2010.
- ❖ Presentation delivered to a First Year Experience class titled: "Creating Meaningful Relationships in College", February 25, 2010.
- ❖ Presentation delivered to Cultural Perspectives in Counseling class titled: "Culturally Informed Emotionally Focused Therapy", February 25, 2010.
- ❖ Presentation delivered to a First Year Experience class titled: "Creating Meaningful Relationships in College", September 16, 2009.
- ❖ Presentation delivered to St. Thomas Episcopal Church titled: "Homophobia: Presentation and Prevention", February 27, 2009.
- ❖ Workshop presented to Columbus, GA Chapter of the National Association of Social Workers titled: "Dance Lessons for Emotionally Injured Couples", September 27, 2008.
- ❖ Facilitated two Peer Counseling Skills training sessions for Chaplains and Medics, U.S. Military, Fort Irwin, Barstow, California, February 11-15, 2008.
- ❖ Workshop delivered to the 4th Annual Mind, Body & Soul Retreat for Women, sponsored by Columbus Regional Healthcare System, titled: "The Sandwich Generation: Taking Care of Yourself and Others, Cunningham Center for Leadership Development, Columbus State University, February 17, 2007.
- ❖ Workshop conducted for The Family Center titled: "Gender: An Overview of Clinical Issues", October 10, 2006.

- ❖ Served as an external evaluator for a “Family Life Marriage Retreat”, U.S. Military, Fort Irwin, Barstow, California, September 8-9, 2006.
- ❖ Facilitated a training session and served as an external evaluator for “Soldier Wellness during Times of Deployment and Redeployment”, U.S. Military, Fort Irwin, Barstow, California, September 7, 2006.
- ❖ Speech delivered to the Chattahoochee Valley Episcopal Ministry titled: “The Interplay of Intersecting Identities” St. Thomas Episcopal Church, Columbus, GA., March 21, 2006.
- ❖ Speech delivered to CSU’s Toastmasters Club titled: “Movin On Up: Knowledge and Skills for Management”, Columbus, GA., February 15, 2006.
- ❖ Workshops conducted for U.S. Military, titled “Deployment and Family Therapy Planning”, Barstow, Calif.: December 8-9, 2005.
- ❖ Classroom presented delivered to a Family Communication class titled: “Family Stress & Developmental Issues”, Columbus State University, November 7, 2005.
- ❖ Workshop conducted for The Family Center titled: “Empowering a Blended Family”, September 13, 2005.
- ❖ Workshop conducted for The Family Center titled: “Principles and Practice of Sex Therapy”, April 12, 2005.
- ❖ Workshop conducted for The Family Center titled: “Couples Therapy”, October 12, 2004.
- ❖ Workshops conducted for Innovative Work Solutions titled: “Dealing with Difficult Co-Workers”, June 16, 2003, September 26, 2003, January 30, 2004.
- ❖ Georgia Association of Marriage and Family Therapy, Board of Directors, 1999-2003.
- ❖ President, Georgia Association of Marriage and Family Therapy, West Georgia Chapter, 1999-2003.
- ❖ Speech delivered to CSU’s Business Office and Plant Operations Staff titled: “Gold, Circumstance & Mud: A Perspective on the Holiday Season”, December 6, 2002.
- ❖ Speech delivered to CSU’s “VIP Breakfast” titled: “Fostering Families in Schools”, September 27, 2002.
- ❖ Delivered 4, 75 minute training sessions on effective and innovative training techniques to Southeast Region Girl Scout trainers, June 22, 2002.
- ❖ Delivered a training session on asking questions to Blue Cross/Blue Shield Training Department, Columbus GA, March 11, 1999.
 - ❖ Speech delivered to Seratoma, Columbus, GA, December 18, 1997.
 - ❖ Network AIDS, Board Member, 1996-1997.
 - ❖ Columbus Symphony Orchestra, Board Member, 1994-96.
- ❖ Resolving Difficult Cases: Advanced Skills for Experienced Counselors, Trade Center, Columbus, GA. Financial Counseling.
 - ❖ Seminar, University of Georgia, Cooperative Extension Service, August 1994.
- ❖ Addressed the third annual Support Staff Training Conference, Roosevelt Institute, Warm Springs, GA, June, 1994.
- ❖ Taught bi-weekly, four-hour sessions on "Children Coping with Divorce" for the Muscogee County Superior Court, Columbus, GA, 1994 to present.
- ❖ Taught five, eight-hour sessions parenting classes, for the Department of Children and Family Services and The Boys Clubs of Greater Columbus, Inc., 1993-94, 1994-95.
- ❖ Served as a Judge in Public Speaking for the Future Business Leaders of America, 1993.
- ❖ Taught "Speaking with Success" for Bell South through Continuing Education, 1992.

AWARDS

- ❖ University Distance Learning Committee Award to develop Coun 7285, Coun 7286 & Coun 7216 for online delivery by the Office of the Provost.
- ❖ QEP Advisory Committee Award for “Training Counselors to Use Writing as a Therapeutic Intervention” with Dr. Noreen Lape, Language and Literature Department, \$3,200, 2008-2009.

- ❖ Ft. Irwin Installation Chaplain Metal of Excellence for providing 23 contact hours of instruction in Peer Counselor Training, Barstow, California, 2008.
 - ❖ COE's Faculty Service Award, 2006-2007.
- ❖ CSU's Certificate of Honor, Outstanding Professional Service, 2007.
- ❖ Ft. Irwin Installation Chaplain Metal of Excellence for Ministering to Soldiers and Families, Barstow, California, 2005.
 - ❖ Oxford/Berkeley Summer Program, 2005.
 - ❖ Governor's Teaching Fellows, 2001-2002.
- ❖ Outstanding Performance in the Field of Education, presented by Student Government Association, spring, 2001.
 - ❖ Advisor of the Year 1997, presented by Student Government Association.
 - ❖ Educator of the Year Finalist, 1996-1997.
 - ❖ Educator of the Year Nominee, 1995-1996.
 - ❖ Who's Who Among America's Teachers, 1994.

COMMITTEES

- ❖ Chair, COEHP, Post-Tenure Committee, 2012-13
- ❖ Chair, CFL, Promotion and Tenure Committee, 2010-2011
 - ❖ COEHP, Post-Tenure Committee, 2011-2012
 - ❖ COEHP, Personnel Committee, 2010-2011
- ❖ COEHP, Field Experiences and Clinical Practice Committee, 2010-2011
 - ❖ *Perspectives in Learning*, Editorial Review Board, 2011-2013
 - ❖ COEHP, Personnel Committee, 2009-2010
 - ❖ COE, Faculty Service Award Committee, 2008-2009.
 - ❖ COE, Promotion and Tenure Committee, 2008-2009.
 - ❖ CLEPS, Promotion and Tenure Committee, 2008-2009.
 - ❖ CSU. Service Award Selection Committee, 2007-2008
- ❖ COE, Thomas Harrison Award Selection Committee, 2007-2008
 - ❖ COE, Chair, Promotion and Tenure Committee, 2007-2008.
 - ❖ COE, Post Tenure Review Committee, 2007-2008.
 - ❖ CLEPS, Promotion and Tenure Committee, 2007-2008.
 - ❖ COE, Thomas Harrison Award Committee, 2007.
- ❖ COE, Chair, Promotion and Tenure Committee, 2006-2007.
- ❖ CSU, Retention, Progression and Graduation Rates Committee, 2006-2007.
- ❖ Student Affairs, Counseling Center Psychologist Search Committee, 2006.
 - ❖ COE, Post Tenure Review Committee, 2005-2006.
 - ❖ COE, Promotion & Tenure Committee, 2005-2006.
- ❖ Chair, CLEPS, Promotion and Tenure Committee, 2005-2006.
- ❖ Chair, COE, PSC/NCATE Board of Examiners/Reviewer's Dinner Committee, 2005.
- ❖ COE, Faculty Qualifications, Performance, & Development Committee, 2004-2005.
 - ❖ COE, Curriculum Committee, 2004-2005.
 - ❖ COE, Diversity Committee, 2004-2005.
- ❖ Chair, Student Recruitment and Retention Committee, 2003-2004.
 - ❖ COAL, Promotion and Tenure Committee, 2003.
 - ❖ Student Fees Committee, 2001-2003.
 - ❖ Hunter Lecture Series Committee, 2001.
 - ❖ Campus Grievance Committee, 1999-Present.
 - ❖ University Appeals Committee, 1998-2001.
 - ❖ General Education Committee, 1997-2003.
 - ❖ Faculty Development Committee, 1998-2000.
- ❖ Director of Admissions Search Committee, 1998-1999.
 - ❖ Faculty Senate, 1995-1998.
- ❖ Academic Computer Utilization Committee, 1995-1996.
- ❖ Community Relations Search Committee Member, 1996-1997.
 - ❖ Counseling Center Search Committee Member, 1996.

- ❖ Department Search Committee Chair, 1994-1995.
- ❖ Advising Committee, LaGrange Extension, 1994.
- ❖ SACS, Continuing Education Sub-Committee, 1993-1994.
- ❖ Department Search Committee Chair, 1992-1993.
- ❖ College Cooperative Education Committee, 1992-1993.
- ❖ College Appeals Committee, 1992-1995.

PROFESSIONAL GROWTH AND DEVELOPMENT

Conference Presentations

Clinical Supervision: Advanced Practices Across Multiple Models of Supervision—Learning Institute, co-presented with Dr. Michael Baltimore, American Counseling Association, Cincinnati, OH, March 20, 2013.

State of Georgia Delegate Report presented at the Association of Marriage and Family Therapy Regulatory Board, Annual Meeting, San Francisco, September 5-6, 2012.

Readiness and Georgia Licensing Laws co-presented by Dr. Steven Livingston, Georgia Association for Marriage and Family Therapy, St. Simons, GA, May 6, 2012.

Using Skype to Support and Assess Student Work beyond the Classroom, Dalton College Teaching and Learning Conference, Dalton, GA, March 23, 2012.

Creating Communities Beyond Social Media co-presented with Dr. Michael Baltimore, Association for Counselors of Educational Supervision, Nashville, TN, October 29, 2011.

Peer Counseling in the Military co-presented with Chaplain Jeffrey Voyles, American Counseling Association, New Orleans, LA, May 23-27, 2011.

Connecting Learning through Podcasting: A Case Study in Design and Implementation with Dr. Dee Fabry, Association for Educational Communications and Technology, Anaheim, California, October 29, 2010.

Engaging the Student: Video Scenarios for Best Practice with Dr. Michael Baltimore, Distance Learning Conference, Columbus, GA., September 24, 2010.

Use of Videoconferencing in Counseling Supervision, Distance Learning Conference, Columbus, GA., September 24, 2010.

Teaching Counselors to Use Writing as a Therapeutic Interventions co-presented with Dr. Noreen Lape, WAC 2010 Conference, Bloomington, Ill., May 20-22, 2010.

Innovations in Podcasting, Georgia Teaching Fellows, Athens, Georgia, January 29, 2010.

Teaching Counselors to Use Writing as a Therapeutic Intervention co-presented with Dr. Noreen Lape, 2009 Wellness and Writing Connections Conference, Atlanta, Georgia, October 24, 2009.

A 6-Hour, Clinical Supervision Refresher Workshop co-presented with Dr. Michael Baltimore, Columbus, Georgia, September 18, 2009.

Clinical Supervision in Marriage and Family Therapy: Required Refresher, Southern Association for Counseling Supervisors, Houston, Texas, October 23, 2008 with Dr. Michael Baltimore and Dr. Tom Hackett.

Sex Therapy: Constructing an Experiential Course, a 3-hour “Learning Institute”, American Counseling Association Annual Conference, Honolulu, Hawaii, March 27, 2008.

Lecture, Conversation and Possibilities, Governor’s Teaching Fellows, Teaching and Learning Conference, Athens, GA, University of Georgia, January 25th, 2008.

Constructing Competence, a 5-hour “Supervision Refresher”, Georgia Association for Marriage and Family Therapy Spring Conference, St. Simons Island, Georgia, May 3, 2007, with Dr. Michael Baltimore.

How to Help “Problem” Clients Present in “Solution-Focused” Ways, National Employment Counseling Association, American Counseling Association, Montreal, Canada, March 30, 2006.

Balancing Candor and Caution, Annual Day of Learning, College of Education, Georgia State University, Atlanta, Georgia, February 10, 2006.

Communication Orientation, Reciprocity, Stress, and Satisfaction in Intimate Intracultural and Intercultural Relationships, Speech Communication Association of Puerto Rico, San Juan, P.R., December 3, 2005 (in absentia).

Preparing Teachers to Teach the New Georgia Performance Standards, Georgia Department of Education and the University System of Georgia, Tifton, GA., March 31-April 1, 2005, Attendee.

Family Therapy Ethics: Promoting Alliances, Empowering Families, and Building Competencies, Southern Association for Counselor Education and Supervision Annual Conference, Co-Presented with Dr. Michael Baltimore, Athens, GA, September 9, 2004.

Engaging Part-Time Faculty: Recommendations at Departmental and Institutional Levels, Georgia Communication Association Annual Convention, Morrow, GA, February 21, 2004.

Teaching Family Communication: A Cross-Cultural Workshop, Speech Communication Association of Puerto Rico convention, San Juan, Puerto Rico, December 6, 2003.

Georgia Teaching Fellows: Sustaining Vitality for the Long-Term, University of Georgia, Athens, GA, April 16, 2003.

Strengthening Departmental Leadership Using Portfolio Reviews and Exit Exams, Southern States Communication Association, Birmingham, ALA, April 3, 2003.

Organizational Communication: Applications in Service Learning, Georgia Communication Association convention, Dunwoody, Georgia, February 21, 2003.

Classroom Assessment Techniques in Communication, National Communication Association Convention, New Orleans, Louisiana, November 21-24, 2002 (short course).

Teaching communication training and development using a service learning model, Eastern Communication Association convention, New York, New York, April 25-27, 2002 (short course).

Reframing Talk in Family Communication: Pedagogical and Clinical Implications, Southern Speech Communication Association convention, Winston-Salem, North Carolina, April 3-7, 2002.

Creating a department in a changing curriculum environment, Georgia Speech Communication Association, Valdosta, Georgia, February 15-16, 2002.

An experiential strategy for teaching a course in communication training and development, Southern States Communication Association, Lexington, Kentucky, April 4-8, 2001 (short course).

Responding to the 21st century with new courses, Georgia Communication Association Conference, Athens, Georgia, February 16-17, 2001.

Teens adjust to divorce, Georgia Association for Marriage and Family Therapy, 21st Annual Spring Conference, St. Simons Island, GA, May 18-21, 2000 (short course).

An experiential approach to teaching a course in communication training and development, Eastern Communication Association, 91st Annual Conference Pittsburgh, PA, April 27-30, 2000 (short course).

Assessing student learning in the classroom, Eastern Communication Association, Pittsburgh, PA, April 27-30, 2000.

Student portfolio assessment: a three-year perspective, Georgia Communication Association 69th Convention, Augusta, Georgia, February 18-19, 2000.

The quantitative and qualitative implications of technology on the future of (distance) education, NCA Summer Conference on Technology, Washington, D.C., July 22-24, 1999.

PowerPoint and pedagogy: The challenge of critiquing student PowerPoint presentations, Eastern Communication Association, Charleston, WV, April 29-May 2, 1999.

Using computer lab exercises to teach displaying of visual information and charts, Eastern Communication Association, Charleston, WV, April 29-May 2, 1999.

How to convert a standard syllabus to a technologically advanced syllabus, Georgia Conference on College and University Teaching, Kennesaw, GA, March 18-19, 1999 (in absentia).

Using technology to teach the basic course, Georgia Communication Association, Valdosta, GA, February 19-20, 1999.

Grounding faculty and students in Edward Tufte's principles of visual presentation of information, Speech Communication Association of Puerto Rico, San Juan, Puerto Rico, December 3-6, 1998 (in absentia).

Pointing clicking and speaking: changing the way faculty critique student presentations, Eastern Communication Association, Saratoga, N.Y. April 23-26, 1998.

Technology and public speaking, Eastern Communication Association, Saratoga, N.Y., April 23-26, 1998 (short course).

Relating to teens as they adjust to divorce, Successful Relating Conference, University of Arizona, Tuscon, AZ, March 18-21, 1998.

PowerPoint as a virtual reality for communication students, Georgia Speech Communication Association, Dunwoody, GA, February 27-28, 1998 (in absentia).

Using distance learning to teach public speaking: A conceptual overview, Speech Communication Association Convention, San Diego, California, 1996.

Assessment in speech communication, Georgia Speech Communication Association, Columbus, Georgia, February, 1996.

Using video clips in the classroom, Georgia Conference on college and university teaching, Kennesaw State College, April, 1995.

Using video sample speeches in a public speaking course, Georgia Speech Communication Association, Columbus, Georgia, February, 1995.

Couples communication: techniques for teaching a unit in a family or interpersonal communication course using experiential techniques, Speech Communication Association Convention, New Orleans, 1994.

Family communication: new kid on the communication block, Georgia Speech Communication Association Keynote Address, Augusta, Georgia, 1993.

Teaching organizational communication: A writer's panel discussion, Eastern Communication Association Convention, New Haven, Connecticut, 1993.

Family communication goes to the movies, Eastern Communication Association Convention, Portland, Maine, 1992(short Course).

Family communication goes to the movies, Speech Communication Association Convention, Atlanta, Georgia, 1991(short Course).

Speech expert as corporate trainer, Eastern Communication Association Convention, Philadelphia, Pennsylvania, 1990.

Corporate communication training and the shifting organizational environment in banks, Eastern Communication Association Convention, Baltimore, Maryland, 1988.

Communication training and development, Eastern Communication Association Convention, Ocean City, Maryland, 1980.

Self-disclosure as an influence on participation in faculty development, Professional Organizational Development Network in Higher Education, Ashland, Massachusetts, 1979.

Resistance to change in the basic course, Eastern Communication Association, Basic Course, Director's Conference, New Britain, Connecticut, 1978.

The faculty developer and the adult learner, Connecticut Association for Continuing Education, Middlesex, Connecticut, 1978.

Match-mismatch: faculty questioning styles - student learning styles, Eastern Communication Association Convention, New York, New York, 1977.

Clarifying competencies in the basic communication course, Eastern Communication Association Convention, New York, New York, 1975.

PUBLICATIONS

Long, R. P. (2011, November/December). Supervision online. *Family Therapy Magazine*, 11(6), 38-40.

Long, R.P. & Fabry, D.L. (2011) Exploring Podcasting to Increase Students' Comprehension of Required Reading in a Graduate Counseling Course. *Perspectives in Learning, Vol 12, Issue 1, 13-20.*

Long, R.P. (2010) A Bibliotherapy Approach to Group Supervision. *Journal of Research in Innovative Teaching.* Vol 3, Issue 1, 73-79.

Long, R. P. (2006) Using the film *Crash* to promote a multicultural identity in students. *Perspectives in Learning, Volume 7, Issue 1, 44-46.*

Long, R. (1/10/2006) The Challenges of Supervision: An interview with Dr. Michael Baltimore [Podcast]. CounselorAudioSource.Net, CAS001.

Communication Quarterly, Editorial Board, 2003-2005.

Long, R.P. Creating a department in a changing curriculum environment. Proceedings of the 2002 convention of the Georgia Communication Association.

Long, R. P. Student portfolio assessment: a three-year perspective. Proceedings of the 2000 convention of the Georgia Communication Association.

Communication Research Reports, Editorial Board, 1996-1999.

Crowell, W.C., Long, R.P., Rosenthal, A, and Sheeks, G. Technology applications in teaching public speaking. Proceedings of the 1999 convention of the Georgia Communication Association.

Long, R. P. (1998). Teaching presentation software. In L.W. Hugenberg and B.S. Moyer (Eds), Teaching Ideas for the Basic Course, Dubuque, IO: Kendall Hunt.

Long, R. P. (1995). Social Construction: From Theory to Therapy and Beyond. Communication Quarterly, Vol. 43, No.1, 117-118.

Long, R. P. (1984). Designing a Dual Career Marriage Seminar. Training and Development Journal, Vol. 38, No.11, 87-91.

CONTINUING EDUCATION IN MARRIAGE AND FAMILY

- ❖ The Ten Core Competencies of Trauma, PTSD, Grief & Loss, presented by Mike Dubi, Ed.D., January 31-February 1, 2013, 12 contact hours.
- ❖ Trauma Assessment Training, presented by Jen Packard, CMSW, December 30, 2012, 10 contact hours.
- ❖ Acceptance Comittment Therapy and Psychological Flexibility, presented by Kelly Wilson, Ph.D., July 30-August 3, 2012, 15 contact hours.
- ❖ Prolonged Exposure Therapy for Post-Traumatic Stress Disorder, presented by Kirsten DeLambo, Ph.D., May 17, 2012, 6 contact hours.
- ❖ Experiential Reframing: The Uzee Technique, presented by Carrell Dammann, Ph.D. and Steven Rogers, Ph.D., May 3-6, 2012, 10 contact hours.
- ❖ Clinical Applications of Neurobiology: An Attachment Theory Perspective, presented by Philip Flores, Ph.D., February 18, 2012, 6 contact hours.
- ❖ Ethical Issues, Best Practices and Common Factors in Clinical Supervision, presented by Pat Harwell, LMFT, December 1, 2011, 5 contact hours.
- ❖ Collaborative Couple Therapy Intensive, presented by Dan Wile, Ph.D., October 22-23, 2011, 12 contact hours.
- ❖ Attachment-Focused Treatment, presented by Dan Hughes, Ph.D., August 1-5, 2011, 15 contact hours.

- ❖ Couples Therapy for the 21st Century, presented by Ron King, Ph.D., April 18, 2011, 4 contact hours.
 - ❖ Collaborative Therapy: Relationships and Conversations That Make a Difference, presented by Harlene Anderson, Ph.D., February 19, 2011, 6 contact hours.
 - ❖ Keeping Ethics in Clinical Practice: Everyday Issues, presented by Frances Clark-Patterson, Ph.D., January 12, 2011, 6 contact hours.
- ❖ Collaborative Couple Therapy Intensive, presented by Dan Wile, Ph.D., October 2-3, 2010, 12 contact hours.
- ❖ Healing Affairs using Emotionally Focused Therapy, presented by Scott Woolley, Ph.D. AAMFT Annual Conference, September 23, 2010, 5 contact hours.
- ❖ Emotionally Focused Therapy Training, presented by Lorrie Brubacher, M.Ed., August 9-12, 2010, 20 contact hours.
- ❖ Collaborative Couple Therapy: Turning Fights into Intimate Conversations, presented by Dan Wile, Ph.D., May 2010, 6.0 contact hours.
 - ❖ Ethics Mock Trial, presented by Tom Camp, October 2, 2009, 6 contact hours.
 - ❖ Therapeutic Quickies: A Relational Approach to Brief Sex Therapy, presented by Douglas Flemons, Ph.D. and Shelley Green, Ph.D. February 21, 2009, 6.0 contact hours.
- ❖ EFT Core Skills Advanced Training, presented by Gail Palmer, MSW, April 24-25, 2009.
- ❖ EFT Core Skills Advanced Training, presented by Gail Palmer, MSW, The International Center for Excellence in Emotionally Focused Therapy, November 22. 2008, 12.0 contact hours.
- ❖ Emotionally Focused Therapy Externship, presented by Susan Johnson, Ph.D., The International Center for Excellence in Emotionally Focused Therapy, September 15-18, 2008, 30 contact hours.
 - ❖ Ethics, presented by Nancy Hickman, Ph.D. June 27, 2008, 5.0 contact hours.
- ❖ Social Construction: Relational Theory, and Transformative Practices, presented by Sheila McNamee, Ph.D. and Harlene Anderson, Ph.D., November 2-4, 2007, 28.0 contact hours.
- ❖ Emotionally Focused Therapy for Individuals, Couples and Families, presented by Susan Johnson, Ph.D., August 13-17, 2007, 15 contact hours.
- ❖ Where the Person Meets the Professional, presented by Bill O'Hanlon, May 4-5, 2007, 13.0 contact hours.
 - ❖ Understanding Adult and Adolescent Substance Abuse Treatment, presented by Bradford Health Services, April 26, 2007, 6.0 contact hours.
 - ❖ Aging and Cognition, presented by Susan McPherson, March 9, 2007, 6.0 contact hours.
- ❖ PREPARE/ENRICH: State of the Art Pre-Marital and Marital Counseling Programs, presented by David Olson, Ph.D., February 24, 2007, 6.0 contact hours.
- ❖ The Supervisory Relationship: Self, Context, and Power, presented by Megan Murphy, Ph.D., January 19, 2007, 6.0 contact hours.
- ❖ Advanced Ethics and Boundaries for the Behavioral Health Professional, presented by Hugh Johnston, M.D., July 25, 2006, 5.0 contact hours.
- ❖ Emotionally Focused Therapy for Couples, presented by Michael Barnett, July 18, 2006, 5.0 contact hours.
- ❖ AAMFT 63rd Annual Conference, presented by AAMFT, October 20-23, 2005, 6 contact hours.
 - ❖ New Developments: 40 Years Later, presented by Sal Minuchin, M.D., April 15-16, 2005, 11 contact hours.
- ❖ Revitalizing Sexuality in Low-Sex or No-Sex Marriages, presented by Barry McCarthy, Ph.D., February 19, 2005, 6.0 contact hours.
 - ❖ How to Work Effectively with Suicidal Clients, presented by David Jobes, Ph.D., October 15, 2004, 6.0 contact hours.

- ❖ AAMFT Annual Conference, presented by AAMFT, September 10-12, 2004, 9 contact hours.
- ❖ The Ethics of Experience, presented by Stephen Howard, M.D., February 27, 2004, 5.0 contact hours.
 - ❖ Angry and Aggressive Behavior: A Life-Span Treatment Approach, presented by Donald Meichenbaum, Ph.D., October 30, 2003, 5.0 contact hours.
 - ❖ A State Association's Perspective on Mental Health, presented by Steve Fishack, President, GAMFT, May 16, 2003, 1.0 contact hour.
- ❖ GAMFT Annual Spring Conference, presented by GAMFT, May 1-3, 2003, 15 contact hours.
- ❖ Transforming the Difficult Teenage, presented by Scott Sells, Ph.D., February 14, 2003, 6.0 contact hours.
 - ❖ Treating Sexual Abuse Perpetrators and Victims, presented by Deloris Roys, Ph.D., February 14, 2003, 6.0 contact hours.
 - ❖ The Legal System's Perspective on Individual and Family Therapy, presented by Suzanne Goddard, January 17, 2003, 1.0 contact hour.
- ❖ A Consumer Perspective on Community Mental Health, presented by Perry Alexander, November 15, 2002, 1.0 contact hour.
- ❖ A Consumer Perspective on Individual & Family Therapy, presented by Jackie Titus, September 27, 2002, 1.0 contact hour.
- ❖ Ethical Considerations for Special Populations, presented by Karen McClesky, Ed.D., May 31, 2002, 5 contact hours.
 - ❖ The Ethical Interplay Among Business, Government and Managed Care Systems, presented by Wayne Anthony, January 22, 2002, 1.0 contact hour.
 - ❖ AAMFT's Code of Ethics: Handling Complaints, presented by Michael Chafin, November 20, 2001, 1 contact hour.
- ❖ AAMFT Annual Conference, presented by AAMFT, October 18-21, 2001, 14.0 contact hours.
- ❖ GA's Code of Ethics, presented by Carl Johnson, October 16th, 2001, 1.0 contact hour.
- ❖ AAMFT's Code of Ethics, presented by Ron King, Ph.D., September 18th, 2001, 1.0 contact hour.
- ❖ Understanding Boys and Men, presented by Harvard Medical School, April 27-28, 2001, 14 contact hours.
- ❖ Marital Therapy: A Research-Based Approach, presented by John Gottman, Ph.D., October 20-21, 2000, 14 contact hours.
- ❖ How to Be Happy, presented by Frank Pittman, M.D., May 18-21, 2000, 12 contact hours.
- ❖ A Systemic Orientation to Supervision in Marriage and Family Therapy, presented by Dorothy Buckner, M.Ed. & Patricia Harwell, M.N., August 27, 1999-May 5, 2000, 20 contact hours.
 - ❖ Emotions in Couples Therapy, presented by Fred Remick, M.S., March 21, 2000, 1 contact hr.
 - ❖ Expressive Therapy, presented by Bert Kae-Je, Ph.D., January 18, 2000, 1.0 contact hour.
- ❖ Adolescent Self-Destruction, offered by Harvard Medical School, February 4-5, 2000, 14 contact hours.
- ❖ Raising our Sons, presented by Michael Gurian, Ph.D., November 5, 1999, 2.45 contact hours.
 - ❖ Ethics, presented by Karen McClesky, Ed.D., March 27, 1999, 5.0 contact hours.
 - ❖ Forgiveness, presented by Stephen Muse, Ph.D., February 16, 1999, 1.0 contact hour.
 - ❖ Building a Successful Private Practice, Karen McClesky, Ed.D., February 13, 1999, 7.0 contact hours.
- ❖ The Secret Life of Families presented by Evan Imber-Back, Ph.D., February 5-6, 1999, 6.0 contact hours.

- ❖ The Marriage Experience, presented by Augustus Y. Napier, Ph.D., November 14, 1998, 5.5 contact hours.
- ❖ AAMFT Annual conference, presented by AAMFT, September 18-21, 1997, 13 contact hours

STUDENT ORGANIZATIONS

Advisor, Counseling Student Association, 2004-2007

Advisor, Chi Sigma Iota, 2004-2007

Advisor, Kappa Sigma, 1992 to 1998

Advisor, SABER, 1994-1997

VITA

Dr. Walter Breaux

Walter Breaux, III, Ph.D., LMFT, LPC, NCC
Associate Professor of Counseling {Tenured, Fall 2011}

3544 Marriot Drive
Columbus, GA 31907

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breaux_walter@columbusstate.edu

Education

Doctor of Philosophy in Counselor Education Emphasis Area: Community Counseling
University of New Orleans (UNO) 2005

Dissertation: *The Relationship between the Cultural Competency of Supervisors' and the Satisfaction with Supervision of Their Supervisees'.*

Master of Arts in Mental Health Counseling Area of Focus: Community Counseling
Xavier University of Louisiana (XU) 2001

Bachelor of Science in Psychology Minor: Sociology
Xavier University of Louisiana (XU) 1999

University Teaching & Supervisory Experience

Columbus State University, Columbus, GA

<i>Semester</i>	<i>Academic Rank</i>	<i>Course(s) Taught:</i>
Spring 2012	Associate Professor	COUN 6175 – Cultural Perspectives in Counseling COUN 6105 – Psych. Aspects of Substance Abuse COUN 6698 – Community Counseling Internship
Fall 2012	Associate Professor	COUN 6115 – Ethics & Prof. Issues in Counseling COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum
Summer 2012	Associate Professor	COUN 6405 – Community Counseling Practicum COUN 6110 – Counseling Research
Spring 2012	Associate Professor	COUN 6175 – Cultural Perspectives in Counseling COUN 6105 – Psych. Aspects of Substance Abuse COUN 6115 – Ethics & Prof. Issues in Counseling
Fall 2011	Associate Professor	COUN 6115 – Ethics & Prof. Issues in Counseling COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum

Masters of Science Community Counseling

Summer 2011	Associate Professor	COUN 7215 – Family Therapy: Theory & Process COUN 6110 – Counseling Research COUN 6115 – Ethics & Prof. Issues in Counseling
Spring 2011	Associate Professor	COUN 6175 – Cultural Perspectives in Counseling COUN 6105 – Psych. Aspects of Substance Abuse COUN 6115 – Ethics & Prof. Issues in Counseling
Fall 2010	Associate Professor	COUN 6115 – Ethics & Prof. Issues in Counseling COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum
Summer 2010	Associate Professor	COUN 6115 – Ethics & Prof. Issues in Counseling EDUF 6116.1 – Educational Research Methods EDUF 6116.2 – Educational Research Methods COUN 6555 – Field Experience in Crisis Counseling <i>(Student Independent Study)</i>
Spring 2010	Associate Professor	COUN 6175 – Cultural Perspectives in Counseling COUN 6105 – Psych. Aspects of Substance Abuse COUN 6415 – School Counseling Practicum
	Guest Lecturer	EDUF 7115 – Psychology of Teaching
Fall 2009	Associate Professor	COUN 6115 – Ethics & Prof. Issues in Counseling COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum
Summer 2009	Associate Professor	COUN 6115 – Ethics & Prof. Issues in Counseling EDUF 6116 – Educational Research Methods
Spring 2009	Associate Professor	COUN 6175 – Cultural Perspectives in Counseling COUN 6105 – Psych. Aspects of Substance Abuse EDUF 6795 – Collaborative Student Support COUN 6415 – School Counseling Practicum
Fall 2008	Assistant Professor	COUN 6115 – Ethics & Prof. Issues in Counseling COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum COUN 6555 – Advanced Group Counseling <i>(Student Independent Study)</i> COUN 6555 – Research Methods in Counseling <i>(Student Independent Study)</i>
Spring 2008	Assistant Professor	COUN 6175 – Cultural Perspectives in Counseling COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum COUN 6425 – School Counseling Internship
	Guest Lecturer	EDUF 6115 – Educational Psychology

Fall 2007	Assistant Professor	COUN 6115 – Ethics & Prof. Issues in Counseling COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum
	Guest Lecturer	EDUF 6115 – Educational Psychology
Summer 2007	Assistant Professor	COUN 6245 – Individual Analysis
Spring 2007	Assistant Professor	COUN 6175 – Cultural Perspectives in Counseling COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum
	Guest Lecturer	EDUF 6115 – Educational Psychology
Fall 2006	Assistant Professor	COUN 6115 – Ethics & Prof. Issues in Counseling COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum
Summer 2006	Assistant Professor	COUN 6115 – Ethics & Prof. Issues in Counseling COUN 6245 – Individual Analysis EDUF 6116 – Research Methods & Action Research
Spring 2006	Assistant Professor	COUN 6175 – Cultural Perspectives in Counseling COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum
	Guest Lecturer	EDUF 6115 – Educational Psychology
Fall 2005	Assistant Professor	COUN 6115 – Ethics & Prof. Issues in Counseling COUN 6265 – Group Techniques & Procedures COUN 6119 – Human Growth & Development
Summer 2005	Adjunct Professor	COUN 6225 – Counseling Skills I COUN 6245 – Individual Analysis

Loyola University, New Orleans, LA

Fall 2004	Adjunct Professor	EDGR 865 – Practicum in Counseling
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Southern University at New Orleans, New Orleans, LA

Fall 2004	Guest Lecturer	PSYC 432 – Personality Theories
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University of New Orleans, New Orleans, LA

Spring 2005	Teaching Assistant	EDGC 6400 – Theories of Counseling
Fall 2004	Teaching Assistant	EDGC 6660 – Crisis Intervention Counseling
Summer 2004	Teaching Assistant	EDGC 6852 – Advanced Multicultural Counseling

Spring 2004 Teaching Assistant EDGC 6430 – Counseling Techniques

<i>Summer 2003</i>	<i>Adjunct Instructor</i>	<i>EDUC 1100 – Effective Teacher</i>
<i>Communication</i>	<i>Teaching Assistant</i>	<i>EDGC 6990 – Practicum Lecture</i>
<i>Spring 2003</i>	<i>Guest Lecturer</i>	<i>PSYC 1000 – General Psychology</i>
	<i>Teaching Assistant</i>	<i>EDGC 6430 – Counseling Techniques</i>
		EDGC 6340 – Career Counseling

Professional Awards

- 2010 RECIPIENT - *Columbus State University College of Education and Health Professions 2009-2010 Distinguished Teacher of the Year Award*
- 2009 NOMINEE - *2009-2010 Board of Regent’s Excellence in Teaching Award*
- 2007 RECIPIENT - *Columbus State University College of Education Dean’s Award for Innovation*

Academic Awards

- Ernest G. Chachere Academic Fellowship Recipient
- ~ Awarded consecutively for the 2002, 2003, & 2004 academic years

Service/Keynote Speaking Engagements

- 2012 In-service Facilitator – *Professional Leadership in Education*
North Columbus High School, Columbus GA
- 2011 Panelist – *Manhood: What Does it Mean Today?*
Omega Psi Phi Fraternity, Inc. Community Empowerment Seminar
- 2011 Speaker - Graduation Address
Muscogee County Juvenile Drug Court Program
- 2010 Speaker - *When I Hurt: Dealing with Conflict in Youth*
Veterans Memorial Middle School Special Education Classes, Columbus GA

- 2010 Speaker - *Leading through Profession*
Columbus State University Inaugural Leadership Class Program, Columbus, GA
- 2010 Speaker - *The Future of Service and Servant Leadership*
Chattahoochee Valley Episcopal Ministries, Columbus, GA Annual Board Meeting
- 2010 Speaker - *The Future of Education: The Concerns of an Educated Parent*
Muscogee County School Board Lighthouse Program, Columbus, GA.
- 2009 Speaker - *Marginal Realities in Classism*
Infusion: Collaborative Youth Project, Columbus, GA
- 2009 Trainer - *Breaking the Cycle of Poverty*
Innovative Work Solutions, Columbus, GA
- 2009 Trainer - *Managing Stress and Balancing Life*
Innovative Work Solutions, Columbus, GA
- 2008 Speaker - *Excellence Defined: Finding the Leader within Us*
Columbus Regional Hospital Nursing Excellence Awards Banquet, Columbus, GA
- 2008 Speaker - *Counselor, Empower Thy Self*
Muscogee County School Counselor's Luncheon, Columbus, GA
- 2007 Speaker - *Networking: A Conversation with Dr. Breaux*
CSU Counseling Student Association (CoSA), Columbus, GA
- 2007 Speaker - *Managing Interpersonal & Professional Conflict*
CSU Secretaries, Administrative Assistants, and Support Staff (SASS), Columbus, GA
- 2007 Trainer - *Academic and Social Success*
Reese Road Elementary School, Columbus, GA

Publications

Hickson, J., Pascoe, D. & Breaux, W. (in review). Gender Differences and Spirituality in Later Life: Implications for Counseling. *Journal of Counselling and Spirituality*. St. Paul University, Ottawa, ON.

Breaux, W. (2011). Gaming: Pastime or problem? *Valley Parent*, 5(11), 7-9

Breaux, W. (2010). Integrative approaches: Using the expressive arts, narrative, and symbolism. In D. Capuzzi & D. R. Gross (Eds.) *Counseling and psychotherapy: Theories and interventions*, (4th ed.). Upper Saddle River, NJ: Merrill/Prentice Hall.

Baltimore, M., Breaux, W., Beaty, L., & Greer, D. (2008). *College of Education: University Professors Promotional DVD*. Columbus State University's Studio 212.

Olatunji, C. A., Frazier, K. N., Guy, T. L., Smith, A. J., Clay, L., & Breaux, W. (2007). The use of the racial/cultural identity development model to understand a Vietnamese American: A research case study. *Journal of Multicultural Counseling and Development*, 35, 40-50

Breaux, W. (2007). Integrative approaches: Using the expressive arts, narrative, and symbolism. In D. Capuzzi & D. R. Gross (Eds.) *Counseling and psychotherapy: Theories and interventions*, (3rd ed.). Upper Saddle River, NJ: Merrill/Prentice Hall.

Breaux, W. (2007). Into the faculty mind: Awareness, insight, and action. *What I Hear You Saying*, 13(1), 5

Breaux, W., Baltimore, M., & Hackett, T. (2006). CAS039 - *Development of theoretical orientation and use of theories*. <http://counselorudiosource.net/archives.htm>

Breaux, W., & Gilliam, L. (2006). CAS019 - *Inclusivity in multicultural counseling*. <http://counselorudiosource.net/archives.htm>

Breaux, W. (2006) An inadvertent breach of confidentiality. In B. Herlihy & G. Corey (Eds.) *ACA ethical standards casebook*, (6th ed.). Alexandria, VA: ACA Press.

Committee Service

Community Level

Spring 2013 - current	Board Member, Columbus Hospice's Board of Directors, Columbus, GA
Spring 2013 - current	Board Member, Columbus Hospice of Alabama's Board of Directors, Phenix City, AL
Fall 2009 - current	"Partner in Education" (Volunteer), Veteran Memorial Middle School, Columbus, GA
Spring 2010 - Spring 2013	Board Advisor, One Columbus' Executive Board, Columbus, GA

Spring 2008 *Day Co-Chair, Education Day, Leadership Columbus' Executive Board, Columbus, GA*

Spring 2007 - Spring 2009 *Curriculum Advisor, The Greater Columbus Chamber of Commerce: Leadership Columbus Curriculum Committee*

University Level

Fall 2012 – current *Member, Cunningham Center for Leadership Development Search Committee for Executive Director*

Spring 2010 – current *Member, Diversity Initiatives Committee*

Fall 2009 – Summer 2012 *Member, Library Committee*

Spring 2009 *Member, Counseling Center Search Committee for Substance Abuse Therapist*

Fall 2008 – Fall 2009 *Member, Minority Affairs Committee*

Fall 2008 – Fall 2009 *Chair, Faculty Senate Committee on Elections*

Spring 2008 – Spring 2010 *Member, Jack Kent Cooke Foundation Scholarship Nomination Committee*

Fall 2007 – Spring 2010 *Member, Quality Enhancement Plan (QEP) Advisory Committee*

Fall 2007 – Spring 2008 *Member, Search Committee for the Dean of the College of Arts & Letters*

Spring 2007 – Spring 2009 *Member, Servant Leadership Faculty Advisory Committee*

Fall 2006 – Fall 2009 *Senator, Faculty Senate*

Summer 2006 – Fall 2009 *Member, Faculty Senate Committee on Elections*

Spring 2007 *Member, Counseling Center Search Committee for Staff Psychologist*

Fall 2006 – Spring 2007 *Member, University Search Committee for Executive Director of Institutional Effectiveness*

College Level

Fall 2012 – Spring 2013 *Chair, COEHP Standards of Excellence: Core Values Committee*

Fall 2011 – Fall 2012 *Member, COEHP Personnel Committee*

Fall 2007 – current *Chair, Faculty Qualifications, Performance, & Development Committee*

Fall 2007 – current *Member, COEHP Steering Committee*

Fall 2007 – current *Member, COEHP Conceptual Framework Committee*

Fall 2006 – current *Member, Editorial Board Perspectives in Learning Journal*

Fall 2006 – Fall 2012 *Member, COE Graduate Council*

Summer 2006 – Fall 2007 *Member, Faculty Qualifications, Performance, & Development*

Departmental Level

Fall 2012 – current *Member, CFL Curriculum Committee*

Spring 2012 – Fall 2012 *Chair*, Counseling Faculty Member Search Committee

Fall 2010 – Fall 2011 *Member*, CELPS Curriculum Committee

Student Organizations

Spring 2007 - current *Faculty Advisor*, Chi Sigma Iota National Honor Society, Chi Chi Chapter

Spring 2007 - current *Faculty Advisor*, Counseling Student Association (CoSA)

Conference Presentations

2013 *Presenter - Title: Surviving the Thanatos: A Model of Transitory Consciousness*
South Carolina Counseling Association Annual Conference, Hilton Head Island, SC

2013 *Presenter - Title: The Foundations of Psycho-Numerological Therapy*
South Carolina Counseling Association Annual Conference, Hilton Head Island, SC

2010 *Co-presenter - Title: Don't Call Me Ghetto: How Black Males from Rural Settings Display Resilience in College Settings*
American Association of Blacks in Higher Education (AABHE) Conference, Atlanta, GA

2008 *Co-presenter - Title: Using Group Dynamics to Promote Inclusivity in Counselor Training Courses*
Southern Association of Counselor Education & Supervision (SACES) Conference, Houston, TX

2008 *Co-presenter - Title: Using Group Dynamics to Promote Inclusivity in Counselor Training Courses*
Association of Specialist in Group Work (ASGW) Conference, St. Petersburg, FL

2007 *Presenter - Title: Theoretical Orientation Development and Mastery*
Association of Counselor Education and Supervision (ACES) Conference, Columbus, OH

2007 *Co-Presenter - Title: Supportive Efforts and Impediments toward Mental Health Services in the Community*
National Youth-at-Risk Conference (NYARC), Savannah, GA

2006 *Presenter - Title: A New Perspective: Inclusive Practices in the Education and Exploration of Multiculturalism in Counseling*
Southern Association of Counselor Education and Supervision (SACES), Orlando, FL

- 2006 Presenter - Title: *Back to Practicum: The Initial Development of Supervisees' Theoretical Orientation through Supervision*
Southern Association of Counselor Education and Supervision (SACES), Orlando, FL
- 2005 Presenter - Title: *A Qualitative Analysis of White Male Supervisors' Perceptions of Culture and its Impact on the Supervisory Relationship*
Association of Counselor Education and Supervision (ACES), Pittsburg, PA
- 2004 Co-Presenter - Title: *Emergence of the Self: Clinical Supervision within a Jungian Context*
Louisiana Counseling Association (LCA) Conference, Lafayette, LA
- 2004 Presenter - Title: *A Qualitative Analysis of White Male Supervisors' Perceptions of Culture and its Impact on the Supervisory Relationship*
Southern Association of Counselor Education and Supervision (SACES), Athens, GA
- 2001 Co-Presenter - Title: *The Rise of ADHD in Children/Adolescents*
Louisiana Counseling Association (LCA) Conference, Lafayette, LA
- 2000 Co-Presenter - Title: *Effective Uses of Derald Wing Sue's Racial/Cultural Identity Development Model when Counseling Asian-American Clients*
Louisiana Counseling Association (LCA) Conference, Alexandria, LA.

Professional Consultant Activities

- 2012 Workshop Trainer - *Managing Interpersonal & Intrapersonal Conflict*
TIC Credit Union Managers, Columbus, GA
- 2012 Workshop Trainer - *Managing Interpersonal & Intrapersonal Conflict*
Columbus State University 5th Leadership Class Program, Columbus, GA
- 2011 Workshop Trainer - *Managing Interpersonal & Intrapersonal Conflict*
Columbus State University 4th Leadership Class Program, Columbus, GA
- 2011 Workshop Trainer - *Issues in Workplace Diversity*
TIYA, LLC (Military Contractors) Field Managers, Ft. Benning, GA
- 2011 Workshop Trainer - *Issues in Workplace Diversity*
TIYA, LLC (Military Contractors) Executive Management, Ft. Benning, GA

- 2011 Executive Coach - Cultural Sensitivity Training – Incident Remediation
TIYA, LLC (Military Contractors), Ft. Benning, GA
- 2011 Workshop Trainer - *Managing Interpersonal & Intrapersonal Conflict*
Columbus State University 3rd Leadership Class Program, Columbus, GA
- 2010 Workshop Trainer - *Conflict: How to Have Tough Conversations and Mediate*
Columbus Regional Hospital Tier Two Managers, Columbus, GA
- 2010 Workshop Trainer - *Managing Interpersonal & Intrapersonal Conflict*
Columbus State University 2nd Leadership Class Program, Columbus, GA
- 2010 Workshop Trainer - *Managing Conflict and Diversity Issues*
FICK Construction & Service Contractors, Columbus, GA.
- 2010 Workshop Trainer - *Managing Interpersonal & Intrapersonal Conflict*
Columbus Regional Hospital Tier One Managers, Columbus, GA
- 2009 Workshop Trainer - *Conflict Resolution within School Systems*
Muscogee County School Board Lighthouse Program - New Principals, Columbus, GA.
- 2009 Workshop Trainer - *Effective Conflict and Communication Skills*
Enrichment Services Program (ESP), Columbus, GA
- 2009 Workshop Trainer - *Managing Interpersonal & Intrapersonal Conflict*
Columbus State University Inaugural Leadership Class Program, Columbus, GA
- 2009 Workshop Trainer - *An Overview of Conflict Management*
American Society for Quality (ASQ), Columbus, GA
- 2009 Workshop Trainer - *Conflict Resolution within School Systems*
Muscogee County School Board Lighthouse Program - Senior Principals, Columbus, GA.
- 2008 Retreat Facilitator - *Effective Communication in Conflict Management*
The Girl Scouts of Historic Georgia, Inc., Columbus, GA

- 2008 Workshop Trainer - *An Overview of Conflict Management*
Executive Management Team of Batson-Cook Construction Company, Columbus, GA
- 2008 Clinical Assessor - 360 Feedback Assessment
Columbus Regional Hospital, Columbus, GA
- 2008 Workshop Trainer - *Supervising, Empowering, & Mentoring*
Columbus Regional Hospital (Level 2 Management), Columbus, GA
- 2008 Workshop Trainer - *Supervising, Empowering, & Mentoring*
Columbus Regional Hospital (Level 1 Management), Columbus, GA
- 2008 Workshop Trainer - *Understanding Conflict in the Academic Sector*
Muscogee County Assistant School Principals, Columbus, GA
- 2008 Workshop Trainer - *Exploring Emotional Intelligence in Sales*
Columbus Board of Realtors, Columbus, GA
- 2007 Workshop Trainer - *Managing Interpersonal & Intrapersonal Conflict*
Enrichment Services Program (ESP), Columbus, GA
- 2007 Retreat Facilitator - Senior Management Planning Retreat
Precision Components Institute (PCI), Newnan, GA
- 2007 Workshop Trainer - *Conflict Resolution in Service and Sales*
Construction Suppliers Association (CSA) of Georgia and Alabama, Columbus, GA
- 2007 Workshop Trainer - *Creating Opportunity through Conflict Resolution*
Precision Components Institute (PCI), Midland, GA
- 2007 Workshop Trainer - *Professional Approaches to Managing Conflict*
Medical Office Managers of Columbus, Columbus, GA
- 2007 Workshop Trainer - *Conflict Styles & Resolution Techniques*
The Greater Columbus Chamber of Commerce, Columbus, GA

- 2007 Workshop Trainer - *Embracing Difference and Understanding Similarity in Culture*
The Greater Columbus Chamber of Commerce, Columbus, GA
- 2007 Workshop Trainer - *Conflict Resolution in Community Agency and Service*
Cusseta Community Center, Cusseta, GA
- 2007 Workshop Trainer - *Valuing Community Diversity*
Cusseta Community Center, Cusseta, GA
- 2007 Workshop Trainer - *Conflict Styles & Resolution*
Kodak Manufacturing Facility Line Supervisors, Columbus, GA
- 2006 Workshop Trainer - *Valuing Diversity in the School*
Muscogee County School Board Administrators & New Principals, Columbus, GA
- 2006 Workshop Trainer - *Valuing Diversity in the School*
Muscogee County Assistant School Principals, Columbus, GA
- 2006 Workshop Trainer - *Supervising, Empowering, & Delegating*
J.P. Thayer Property Management Company, Phenix City, AL
- 2006 Workshop Trainer - *Resolution of Conflict in the Workplace*
Kodak Manufacturing Facility Supervisors, Columbus, GA
- 2006 Workshop Trainer - *Conflict Resolution*
J.P. Thayer Property Management Company, Phenix City, AL
- 2006 Workshop Trainer - *Conflict Styles & Resolution*
Cusseta Community Center, Cusseta, GA
- 2006 Workshop Trainer - *Valuing Community Diversity*
Cusseta Community Center, Cusseta, GA
- 2006 Workshop Trainer - *Conflict Styles & Resolution*
Muscogee County School Board, Columbus, GA.

~ Presented trice (3) to principals and assistant principals in Muscogee County School System

2006 Workshop Trainer - *Coaching & Mentoring: Being an Effective Resource for Your Team*
Muscogee County School Board, Columbus, GA.
~ Presented trice (3) to principals and assistant principals in Muscogee County School System

2006 Co-Presenter - *Issues in Group Work*
Region V School Counselors Meeting, Columbus, GA

2005 Co-Presenter - *Do You Care if You Live or Die: A Wake Up Call to Youth Violence*
UNO/Capdua Joining Forces Conference, New Orleans, LA

2004 Guest Panel Member - *The Impact of Emotions and Stress on Adult Learning*
Literacy Alliance of Greater New Orleans, New Orleans, LA

2004 Workshop Trainer - *Multicultural Counseling*
National Counselor Certification Examination Preparatory Workshop, New Orleans, LA

2003 Workshop Trainer - *Theories of Counseling*
National Counselor Certification Examination Preparatory Workshop, New Orleans, LA

Professional Affiliations

Licensed Professional Counselor (LPC) – *Georgia and Louisiana*

Licensed Marriage and Family Therapist (LMFT) – *Louisiana*

Nationally Certified Counselor (NCC)

Curriculum Advisor, Columbus Chamber of Commerce: Leadership Columbus

Member, Chi Sigma Iota National Honor Society, Alpha Eta Chapter

Member, American Counseling Association (ACA)

Member, Association of Counselor Educators and Supervisors (ACES)

Member, Southern Association of Counselor Educators and Supervisors (SACES)

Graduate Assistantships

University of New Orleans, New Orleans, LA

Spring 2005	Skills Coach	EDGR 6440 – Advanced Counseling Techniques
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Summer 2002 to Spring 2005	Intern Supervisor	EDGC 6995 – Internship in Counseling
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<i>Fall 2004 LA to Spring 2005</i>	<i>Interim Counselor</i>	<i>P. A. Capdau Middle School, New Orleans,</i>
<i>Spring 2004 LA to Fall 2004</i>	<i>Group Facilitator Intern Supervisor</i>	<i>PrepStart Academic Program, New Orleans,</i>
<i>Summer 2003</i>	<i>Group Supervisor</i>	<i>EDGC 6990 – Practicum Group</i>
<i>Spring 2003</i>	<i>Process Observer</i>	<i>EDGC 6450 – Group Work</i>
<i>Fall 2002</i>	<i>Skills Coach</i>	<i>EDGC 6430 – Counseling Techniques EDGC 6440 – Adv. Counseling Techniques</i>
Fall 1999 to Development &	Intern Supervisor	C. J. Peete Housing
Spring 2001 Ward Community Internship Sites,		Saint Roch Ninth
		New Orleans, LA

Professional Clinical Experience

6/2009 – Present	Therapist	Behavioral Health Partners, Inc., Columbus, GA
3/2004 – 6/2005	Therapist	Professional Helping Services, Inc., New Orleans, LA
7/2003 – 3/2004	Therapist	The Center for Family and Youth Services, New Orleans, LA
2/2003 – 6/2003	Drug Court Therapist	Jefferson Parish Human Services Authority, Metairie, LA
1/2002 – 2/2003	Assistant Director	Divine Concepts, Inc., Gretna, LA
8/2001 – 2/2002	Behavioral Consultant	Gulf Coast Teaching Family Services, Inc., Gretna, LA
6/2000 – 8/2001	Clinical Director	The Riverside Residential Center, New Orleans, LA
5/1999 – 8/2001	Program Therapist	The Riverside Residential Center, New Orleans, LA

Professional References

Available Upon Request

VITA

Dr. Dawn Robinson McDonald

Dawn M. Robinson-McDonald, Ph.D., LPC, NCC
Columbus State University
4225 University Avenue
Columbus, Georgia 31907-5645
Department of Counseling, Foundations and Leadership
(404) 808-0373; robinson_dawn@columbusstate.edu

Education/Certification

Ph.D.	Counselor Education and Practice, Georgia State University, Atlanta, GA, 2012
Ed.S.	School Counseling, Georgia State University Atlanta, GA, 2006
M.Ed.	Counselor Education, The University of Texas at Austin Austin, TX, 2004
BSW	Social Work, The University of Texas at Austin Austin, TX, 1997
School Counseling Certificate	EC-12 School Counseling, Georgia and Texas
Special Education Certificate	PK-12, Special Education, Georgia and Texas
National Certified Counselor	April, 2009
Licensed Professional Counselor Georgia	2009
Leadership Certificate	Georgia, 2008
School Crisis Response	Board Certified in School Crisis Response, The American Academy of Experts in Traumatic Stress
General Mediation Certificate	Georgia, 2008

Professional Work Experience

**Assistant Professor, Columbus State University,
Columbus, GA 2012-present**

- Teaching Master level counseling students
- Supervision of Master level counseling students
- Program Coordinator for the Educational Specialist and Post-Graduate Certification programs in school counseling, 2013-present
 - Research and service
- Women's Advisory Committee, 2012-2013
- COEHP Awards Committee, 2012-2013
- Retention Committee, 2012-2013

**Graduation Coach, Sequoyah Middle School,
DeKalb County Public Schools,
Doraville, GA 2010-2012**

- Planned and implemented a comprehensive school counseling program
- Provided individual and small group counseling services for middle school students
- Conducted classroom guidance groups to teach academic, social and emotional skills to middle school students
- Planned and implemented programs and services to assist middle school students in transitioning from middle school to high school
- Collaborated services between the school and community

**Professional School Counselor, Argyle Elementary School,
Cobb County Public Schools,
Smyrna, GA 2004-2010**

- Planned and coordinated a comprehensive school counseling program
- Provided individual and small group counseling services for elementary school students
- Conducted classroom guidance groups to teach academic, social and emotional skills to elementary school students
- Collaborated services between the school and community
- Assisted with county wide training of new school counselors, Fall 2008-May 2010
- Provided mentoring for new school counselors, Fall 2008-May 2010
- Served on the county crisis response team

**Intern, Talbott Recovery Center, Atlanta,
GA, Summer 2009**

- Facilitated process, track, community, and peer support groups for clients in recovery
- Facilitated parent, spouse, and multifamily groups for family members of clients in recovery from addictions
- Conducted initial client assessments and family assessments

**Professional School Counselor, River Oaks Elementary School,
Pflugerville Independent School District,
Pflugerville, TX 2003-2004**

- Planned and coordinated a comprehensive school counseling program
- Provided individual and small group counseling services for elementary school students
- Conducted classroom guidance groups to teach academic, social and emotional skills to elementary school students
- Coordinated statewide assessment testing for River Oaks Elementary School

**Intern, Phoenix Academy, Austin, Texas,
Summer 2003**

- Provided individual counseling to clients in recovery from substance abuse
- Facilitated multifamily group counseling sessions

Teaching Experience

**Instructor,
Columbus State University, Columbus, GA Spring 2013**

- COUN 6187, Supervision of School Counseling Service
 - COUN 6415, Applied Practice: School Counseling
 - COUN 7165, Counseling Children
- Incorporation of a service learning component into curriculum

**Instructor,
Columbus State University, Columbus, GA Fall 2012**

- COUN 6415, Applied Practice: School Counseling
- COUN 6698, Internship: Community Counseling
- COUN 6119, Human Growth and Development
- Implementation of online learning opportunities to enhance education experiences
 - Incorporation of a service learning component into curriculum

**Instructor,
Georgia State University, Atlanta, GA Fall 2010**

- GSU 1010, Culture, Career, and Life Planning III

**Teaching Assistant,
Georgia State University, Atlanta, GA Fall 2010**

- CPS 7550, Consultation in School Counseling with Dr. Fran Mullis

**Instructor,
Georgia State University, Atlanta, GA Spring 2010**

- CPS 2500, Career Development and Life Planning

**Instructor,
Georgia State University, Atlanta, GA Fall 2009**

- Perspectives 2001, Comparative Culture

**Teaching Assistant,
Georgia State University, Atlanta, GA Fall 2009**

- CPS 7550, Consultation in School Counseling with Dr. Fran Mullis

**Teaching Assistant,
Georgia State University, Atlanta, GA Summer 2007**

- CPS 2500, Career Development and Life Planning with Dr. Deborah Smith

**Middle School Special Education Teacher,
Mendez Middle School, Austin, TX 2000-2003**

- Integrated various methods of teaching to educate students with special needs
- Managed cases and conducted IEP meetings for students receiving special education services

Supervision Experiences

- Supervision of Master level students, COUN 6415, Applied Practice: School Counseling, Fall 2012
- Supervision of Master level students, COUN 6698, Internship: Community Counseling, Fall 2012
 - Supervision of Master level student, Fall 2009
- Co-supervision of Master level students, CPS 7660, Applied Practice I: Professional Counseling, Georgia State University, Fall 2009.
 - Supervision of Master level student, Fall 2006

Presentations and Publications

- Brown, A., Robinson, D. & Grubbs, N. (November, 2008). *Counseling techniques using play to help students have a successful day*. Presented at the Georgia School Counselor Association Annual Conference, Augusta, GA.
- Morgan, T., Grubbs, N. & Robinson, D. (November, 2008). *Encouragement in the classroom (roundtable idea exchange)*. New Educators Induction Conference. Georgia State University.
- McMahon, G., & Robinson, D. (November, 2008). *Professional school counseling from an ecological counseling perspective*. Presented at the Georgia School Counselor Association Annual Conference, Augusta, GA.
- McMahon, G, Mason, E., & Robinson, D. (March, 2010). *Professional school counselors as leaders: A review of two empirical studies*. Presented at the American Counseling Association Annual Conference, Pittsburgh, PA.
- Robinson, D. & Pierre, A. (November, 2009). *School counselors encouraging wellness: Working as change agents by implementing wellness programs in our school communities*. Presented at the Georgia School Counselor Association Annual Conference, Atlanta, GA.
- Robinson, D. (November, 2010). *School counselors encouraging wellness: Working as change agents by implementing wellness programs in our school communities*. Presented at the Georgia School Counselor Association Annual Conference, Region III Meeting, Athens, GA.
- Robinson, D. (February, 2011). *School counselors encouraging wellness: Working as change agents by implementing wellness programs in our school communities*. Presentation for Atlanta Public Schools school counselors, Atlanta, GA.
- Watson, L., Robinson, D., Dispenza, F., & Nazari, N. (2012). African American Women's Sexual Objectification Experiences: A Qualitative Study. *Psychology of Women Quarterly*.

Current Research

Robinson, D. (2009-present). *The perceived relationship between wellness and racial microaggressions in African American and Latina American female doctoral students*.

Robinson, D., McMahon, G., & Winston, A. (2008-present). *A qualitative study of new school counselors' perception of factors promoting and impeding their ability to establish themselves as leaders in their schools*.

Guest Presentations and Lectures

Invited guest speaker for Dr. George McMahon, Georgia State University, Leadership in School Counseling, Summer 2009

Invited guest speaker for Dr. Erin Mason, Career counseling with elementary school aged children, Spring 2008

Grants

Assisted with grant writing for the Fresh Fruit and Vegetable Grant at Argyle Elementary School providing free fruits and vegetables daily for students and staff members. Direct funding associated with this grant is \$40,000. This grant was funded.

Wrote Walton Instructional Grant at Argyle Elementary School to implement an intervention designed for students with special needs. This intervention supports the implementation of the ASCA comprehensive model. Direct funding associated with this grant is \$1,000. This grant was funded.

Editorships for Journals

Assistant to the Editor, Dr. Douglas Davis, Journal of Personnel Evaluations in Education (Peer Reviewed Journal), Spring 2006-Spring 2007

Professional Organizations

- American Counseling Association
 - American School Counselor Association
 - Georgia School Counselor Association, Region III, Chair (2010)
- Cobb County School Counselor Association, Professional Development Chair 2009-2010
 - Cobb County Crisis Response Team, 2006-2010
 - Cobb County Counselor Advisory Team, 2009-2010
 - Chi Sigma Iota
 - Counselors for Social Justice

Community Involvement

- Big Brothers Big Sisters of Metro Atlanta, Atlanta, GA, mentor, 2006-2007
 - Big Brothers Big Sister of Central Texas, Austin, TX, mentor, 2001-2004
 - Gardner Batts Juvenile Detention Center, mentor, 2003-2004
- Projects to feed those experiencing homelessness through sorority and/or church involvement, 1996-present
- Served on Mayor's Race Reconciliation Committee, Austin, Texas, 1999-2000
 - Pediatric AIDS League, Austin, TX, volunteer childcare worker, 1993-1995
 - Sequoyah Middle School, volunteer, counseling department, 2012-present
 - Argyle Elementary School, volunteer, 2012-present