

**Comprehensive Program Review Self-Study
M.Ed. School Counseling**

**Columbus State University
Spring 2013**

Executive Summary for the M.Ed. School Counseling Program

Major Findings of the Program's Quality and Productivity

Program Quality and Productivity: Very Strong

The mission of educator preparation programs at Columbus State University is to prepare highly qualified teachers, counselors, and leaders who promote high levels of learning for all P-12 students by demonstrating excellence in teaching, scholarship, and professionalism. These three themes (i.e., excellence in teaching, scholarship, and professionalism) are the principles that form the foundation of the Educator Preparation conceptual framework and encompass the principles and standards derived from the Interstate New Teacher Assessment and Support Consortium, the National Board of Professional Teaching Standards, and various specialty association guidelines. In line with the mission and conceptual framework of educator preparation, the M.Ed. program in School Counseling is strong overall and prepares highly qualified school counselors in elementary, middle, and secondary school settings who possess the knowledge, skills, and dispositions necessary to promote academic, career, and personal/social development in all P-12 students. The program has been and continues to receive national accreditation by the Council for Accreditation of Counseling and Related Educational Programs (CACREP). The minimum 48-semester-hour degree program is designed around the eight core areas of (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 Individuals, (7) Research and Evaluation, and (8) Professional Orientation. The program is aimed to prepare students to design and implement comprehensive, developmental school counseling programs. Curricular experiences include clinical supervision of a 100-hour practicum and two 300-hour internships in a school setting. The program leading to the M.Ed. in School Counseling is designed also to prepare students for state certification in School Counseling. The M.Ed. School Counseling and M.S. Community Counseling programs have been awarded reaccreditation status by CACREP through October 31, 2017.

In February 2013, a continuing approval review of the Educator Preparation Unit at CSU was conducted by a Board of Examiners (BOE) consisting of representatives from the National Council for Accreditation of Teacher Education (NCATE) and the Georgia Professional Standards Commission (PSC). The 2008 NCATE Standards and the Georgia 2008 Standards were used to assess the unit and its programs. The BOE judged all standards to be met for the unit and for all initial and advanced programs. There were no areas for improvement cited, and the team noted multiple areas of strength. Through these processes and completion of annual assessments such as the Annual Program Review and Improvement Report, evaluation of the M.Ed. School Counseling program is ongoing.

When reviewing a 5-year average of students enrolled, the number of candidates in the School Counseling program is comparable to other M.Ed. programs offered in the College of Education and Health Professions. In addition, the number of M.Ed. School Counseling candidates has remained relatively steady over the course of the last five years, despite the ongoing implementation of stringent and consistent admissions standards, and it shows an increase in enrollment in 2011-2012 when compared to the program 5-year average.

In addition, the 3-year graduate rate for the M.Ed. School Counseling program is similar to the graduation rates of many other M.Ed. programs in the College of Education and Health Professions.

The oversight of the M.Ed. program in school counseling is provided primarily by counseling faculty and in collaboration with part-time faculty, colleagues in the department and college, practicum/internship site supervisors, and the Program Advisory Committee. Program content, even with ongoing review, remains in alignment with CACREP, ASCA, and NCATE Standards.

It is important to note that, at the time of writing this program review, a decision has been made to develop a fully online M.Ed. School Counseling program. At present, the implications of adding this program are currently being evaluated; however, at a minimum, adding this program is likely to generate a need for additional resources (e.g., faculty) to continue offering a quality campus-based program and implement successfully a new fully online program.

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:

- Continuing to integrate LiveText as the assessment platform to assist with program reviews and strategic planning.
- Ongoing integration of 2009 CACREP Standards (the program was reaccredited under the 2001 standards).
- Ongoing review of the program of study to enhance program delivery (could include, for example, exploring implementation of a cohort model).
- Ongoing assessment of program learning outcomes and key assessments.
- Continuing to support efforts of the Counseling Student Association (CoSA) and Chi Sigma Iota National Honor Society in service and scholarly activities.
- Maintaining compliance with CACREP standards.
- Continuing to focus on enhancing program diversity.
- Continuing further integration into the Partner School Network, including possible training and research activities.
- Exploring the possibility of moving to a stricter cohort structure to tighten program of study and increase the number of classes students will have with full-time faculty.
- Continuing to seek monies and other resources to support faculty and student professional development opportunities and research.
- Enhancing assessment strategies that are related to field experiences and also that reflect integration of CACREP, BOR, and NCATE/PSC standards.
- Expanding recruitment efforts to continue obtaining quality applicants.
- Continuing to strengthen admissions, orientation, and exit processes to support gatekeeping procedures reflective of candidates' knowledge, skills, and dispositions.
- Continuing staffing meetings each semester to enhance assessment of student progress.

List of Recommendations for Improving Program Productivity

Counseling program faculty, in collaboration with colleagues in the COEHP, the Counseling Program Advisory Committee, and/or members of the Partner School Network, will oversee efforts to improve the curriculum, courses, and resources offered to counselors-in-training. Recommendations to improve program productivity are to:

- Continue aligning coursework with CACREP standards, while maintaining compliance with BOR initiatives and NCATE/PSC standards, is likely to help the program remain competitive with other nationally-accredited programs.
- Hire additional faculty members to balance resources with training and administrative demands. The program has received recent support with the hiring of an additional faculty member, who began working at CSU during the Fall 2012 term.
- Continue focusing on enhancing program diversity, which is likely to attract a larger pool of quality applicants.
- Integrate further into the Partner School Network, including possible training and research activities, to foster productivity across multiple domains.
- Explore a more comprehensive cohort structure to address issues pertaining to the program-of-study or course offerings (e.g., a number of enrollment caps have been greatly exceeded, as some courses are offered only once per year).

Conclusion about the Program's Viability at CSU

The M.Ed. School Counseling program at CSU is a viable one. As indicated by the evaluation of the recent reaccreditation awarded by the Council for Accreditation of Counseling and Related Education Programs (CACREP), the quality of the program is very strong. Furthermore, collaboration with the COEHP Student Advising and Field Experiences (SAFE) Office is strengthening policies and procedures regarding counseling field placements that are more consistent with placement policies pertaining to other educator preparation programs, which helps to ensure compliance with NCATE/PSC standards.

Although the enrollment numbers are not large, CACREP accreditation promotes smaller faculty/student ratios, particularly in supervision of field experiences. Because the courses in the program of study overlap most of the coursework required of students in the M.S. Community Counseling program, counseling faculty members teach students in both programs, and resources are shared by both programs. Although the 5-year average of students enrolled is equal to 73 (includes M.S. Community Counseling, M.Ed. School Counseling, and Ed.S. School Counseling programs), enrollment figures for AY 2011 for all three programs total 99, with an increasing trend over the last five years. The addition of a fifth faculty member during the current academic year is helping to provide support for delivery of administrative and teaching responsibilities. Given the enrollment trend, future addition of faculty should help to expand course offerings, provide administrative support for oversight of the programs, remain in compliance with CACREP standards and other accreditation requirements (e.g., NCATE/PSC), supervise field experiences of counselors-in-training, and serve the region and profession through service and research initiatives.

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

DRAFT SUMMARY IN THIS SECTION

The M.Ed. School Counseling program continues to receive recognition as a nationally-accredited program by the Council for Accreditation of Counseling and Related Education Programs (CACREP), and the program quality is strong. Furthermore, ongoing efforts to integrate policies and procedures (e.g., assessment practices, field experiences) that are in alignment with the Educator Preparation Unit in the

COEHP helps to ensure compliance with NCATE/PSC standards. Furthermore, the quality of the program is very strong, enhanced by qualified, diverse faculty members who are active in service and research/professional development activities and by an administration that supports program, student, and faculty needs and CACREP standards.

Although the program quality is strong, the program can continue to be strengthened primarily through refinement of the program of study, ongoing enhancement of assessment practices, and continued focus on meeting CACREP accreditation standards within the context of needs to address standards of multiple other bodies (e.g., NCATE/PSC, SACS) and while decisions are made to expand online offerings.

With the goal of continued program improvement, specifically within the context of possible expansion of online offerings, additional faculty resources are needed to meet the instructional and administrative needs of the M.Ed. School Counseling program. Furthermore, support for strategic planning of program changes that are in concert with CACREP standards and ongoing university support of graduate education, in general, would help counseling faculty continue to deliver a quality program.

Summary Recommendation and Supporting Rationale

Recommendation: Enhance or Expand the Program

Despite the small number of degrees conferred each year, the program quality is very strong; and the recent program reaccreditation by CACREP and the February 2013 review of the Educator Preparation Unit at CSU (which includes the M.Ed. and Ed.S. School Counseling programs) provide evidence of the program's strength. Increasing faculty resources should serve to enhance teaching, supervision, research, assessment, and other administrative functions related to this and other counseling programs in the department. As a possible alternative to dealing with the increasing enrollment trend, administrative support for reducing the number of students and moving to more of a cohort structure would alleviate some of the pressures associated with those issues noted above (e.g., course enrollment caps being exceeded in high numbers). Currently, there is an imbalance of resources available for the education, training, and administrative demands that are internal and external to the College of Education and Health Professions. However, the college and CSU have increased services and attention to graduate programs on campus, which is very important to graduate programs' continued viability (e.g., to limit class enrollment, as appropriate, particularly during summer months when funding is dependent on tuition generated, which could impact course offerings that require smaller enrollment (e.g., clinical supervision of counseling practicum) in graduate programs.

THE PROGRAM'S DETAILED SELF-STUDY

Section One – Program Background and Overview

I. Brief Program Overview

Description of Program

The initial certification program in school counseling prepares highly qualified school counselors in elementary, middle, and secondary school settings who possess the knowledge, skills, and dispositions necessary to promote academic, career, and personal/social development in all P-12 students. The program has been and continues to receive national accreditation by the Council for Accreditation of Counseling and Related Educational Programs (CACREP). The 48-semester-hour degree program is designed around the eight core areas of (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 Individuals, (7) Research and Evaluation, and (8) Professional Orientation. The program is aimed to prepare students to design and implement comprehensive developmental school counseling programs. Curricular experiences include clinical supervision of a 100-hour practicum and two 300-hour internships in a school setting. The program leading to the M.Ed. in School Counseling is designed also to prepare students for state certification in School Counseling (neither teaching experience nor teacher certification is required for admission to the program).

Though the coursework and field experiences in the program of study, candidates have multiple opportunities to demonstrate excellence in counseling, research, and professionalism. Creating opportunities for candidates to demonstrate excellence in these three areas is consistent with the COEHP Conceptual Framework and is reflected in the broad goals of the school counseling program. These goals are briefly summarized as:

School Counselor candidates:

1. Increase P-12 students' social/emotional development and career preparedness.
2. Enhance P-12 students' academic success.
3. Advocate for school policies, programs and services that are equitable and responsive to cultural differences among students.
4. Advocate for rigorous academic preparation of all students to close the achievement gaps among demographic groups.
5. Coordinate a school to career transition plan for each student.
6. Provide leadership in the development, implementation, evaluation, and revision of a comprehensive school counseling plan that contributes to school renewal by promoting increased academic success, career preparedness, and social/emotional development for all students.
7. Use student outcome data to facilitate student academic success.
8. Provide individual and group counseling and classroom guidance that promote academic success, social/emotional development, and career preparedness for all students.
9. Collaborate with other professionals in the development of staff training, family support, and appropriate community initiatives that address student needs.
10. Assess student needs and make appropriate referrals to school and/or community resources.
11. Demonstrate mastery and application of the content knowledge in each of the following eight core areas of counseling recommended by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP): (1) Professional Identity and Orientation; (2) Social and Cultural Diversity; (3) Human Growth and Development; (4) Career Development; (5)

Helping Relationships; (6) Group Work; (7) Assessment and Evaluation; and (8) Research and Program Evaluation.

These goals are congruent with CACREP standards and American School Counselor Association's (ASCA) National Model [American School Counselor Association (2012). *The ASCA National Model: A framework for school counseling programs* (3rd ed.). Alexandria, VA: Author.].

Program Mission and Its Relation to CSU Mission

The M.Ed. School Counseling program is housed in the College of Education and Health Professions at Columbus State University. Responsibility for preparing candidates lies primarily with faculty in the Department of Counseling, Foundations, and Leadership. The curriculum includes a professional core, a concentration of counseling-specific classes, electives, and a minimum of 700 hours of field experiences. The program supports the CSU mission to achieve excellence in graduate education through coursework, field-based clinical experiences, and other scholarly activities (e.g., collaboration among faculty and staff in research or professional development opportunities). School-based partnerships are an integral part of the field components, and the program is nationally accredited by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP). Some online courses are offered, and integration of technology is infused throughout the curriculum.

The COEHP mission of *guiding* candidates is consistent with the philosophy of a comprehensive, developmental model of school counseling programs present in the current national guidelines mentioned previously. In line with these ideas, the program emphasizes growth toward skillful “whole” performance in addition to mastery of discrete knowledge and skills. The program emphasizes that candidates move through stages to become professionals who demonstrate the capacity to promote academic, career, and personal/social development in all P-12 students.

The program also reflects a respect for and valuing of *individuals*; thus, counselor education faculty treat individual differences among candidates such as age, career experiences and aspirations, and ethnicity as a resource. The value of diversity is also evident in the CACREP curriculum and in instructional practices that enable students to benefit from interacting with others. Operating within communities of learning as peers, collaborators, mentors, and leaders who construct, critically examine, and reflect upon counseling research, process, and practice, school counselor candidates seek out and explore multiple viewpoints, embracing diversity as it enriches their intellectual lives. Although issues pertaining to diversity are infused throughout the curriculum, students also take COUN 6175, Cultural Perspectives in Counseling, as a required course in the program of study. During field experiences, they have opportunities to apply what they have learned as they work with diverse groups of students in elementary, middle, and secondary settings. In addition, candidates interact regularly with colleagues in the Community Counseling program, and two required courses are taken with graduate students in other educator preparation disciplines, which fosters collaboration across settings.

Stakeholders' Satisfaction With the Program

The program assesses graduate students' perceptions of the program periodically through mailed surveys and an online survey that is readily available for graduates. These survey instruments are a part of an overall program to receive feedback from students in order to assess their experience and gain information to use in the process of program improvement. In addition, at the end of the program of study, prior to the exit exam, students complete a portfolio requirement which asks that they review and present materials directly related to their experience in classes, address professional and personal growth during the program, and relate how the program has impacted them. This comprehensive requirement allows both the student and the program faculty who rate the portfolio to assess the direct impact the

counseling program has on the individual student. Each portfolio contains self-reflections of the program experience and each individual course.

Program evaluation is made available to students, faculty administrators, and personnel in supporting and associated organizations (e.g., CACREP review). Program changes, including changes in curriculum and practicum/internship, are posted in the University catalog, updated handbooks available on the website, department brochures, and the department's newsletter.

In adherence to CACREP requirements, the program surveys graduates of the program, site supervisors, and employers of graduates at least once every three years and makes program changes accordingly. In addition, in preparation for the recent CACREP reaccreditation process, a CSU colleague conducted a student focus group and provided faculty with feedback from that meeting.

Past feedback from practicum and internship site supervisors, as well as employers, suggested a favorable perception by those in the community/schools toward both students and the program. Respondents were also favorable in their response toward the overall reputation in the community. In addition, students' performance and skill level were perceived favorably. Plans for a new round of surveys of graduates, employers, and supervisors are presently underway.

Data from surveys and direct contact from constituents and those who have an interest from the community continue to be used in the ongoing decision-making process to improve and sustain the highest level of training for our students, and graduating students/recent graduates' scores on the Georgia Assessments for the Certification of Educators (GACE) and the National Counselor Exam (NCE) are reviewed regularly, as well.

Furthermore, comprehensive program review (CPR) is conducted at CSU for all programs, including the Counseling programs, and graduate students in the counseling programs have the opportunity to evaluate each course completed during each term. These evaluations are reviewed by faculty and are included in the faculty member's yearly evaluation that goes to the Department Chair.

Relationship of Program to Needs of Students and Societal Demands

In the process of becoming professionals, school counselor candidates must demonstrate in-depth knowledge of the field and strive to meet standards outlined by CACREP. As they participate in field experiences during their program, school counselor candidates acquire and refine the dispositions expected of all counselors and model professionalism for students in elementary, middle, and secondary settings. Counseling faculty hold student staffing meetings each fall and spring semester and develop remediation plans, if needed, for students needing further development in knowledge, skills, or dispositions. Although issues related to professionalism and scholarship are integrated throughout the program, these areas are further reinforced through core coursework (e.g., Ethics and Professional Issues in Counseling, Educational Research Methods, School Counseling Services). Students have also had opportunities to apply for student travel funds to attend or present at conferences, and some students have been published in past issues of the COEHP's *Perspectives in Learning* journal.

Upon admission to the program, each candidate in the School Counseling program is assigned an advisor, a full-time Counseling faculty member. Furthermore, candidates meet with the Practicum and Internship Coordinator prior to applying for field experiences in order to facilitate appropriate placements (students are assigned both a site and CSU supervisor during field experiences) that are congruent with CACREP standards. In addition, candidates receive assistance with certification issues from the COEHP Office of Student Advising and Field Experiences (SAFE).

In addition to the narrative addressing multicultural issues above, the program works to ensure that all candidates have field placements to assist them in being prepared to work within a diverse society. Field placements are made in collaboration with the COEHP Office of Student Advising and Field Experiences (SAFE). This office maintains a database that tracks the school placements of each candidate in terms of diversity and levels of experience. At a minimum, school counseling candidates complete field experiences in COUN 6187, COUN 6415, and COUN 6697. They are expected to have a field experience in each level (elementary, middle, secondary).

Integration of technology to enhance teaching and learning is another important aspect of creating opportunities for excellence. Faculty model the use of technology for candidates so they can, in turn, integrate technology in services to children and adolescents in schools. Technology used in the counseling programs includes, but is not limited to, CougarVIEW, CougarNET, Galileo, word processing and other productivity software, SPSS, Wikis, web-infused instruction and discussions, video files, computer-assisted career guidance programs and occupational information, online assessment, COEHP.tv, and so forth.

Section Two – Indicators of Program Quality: Very Strong

II.A. Quality of Faculty: Very Strong

Appropriateness of Faculty Credentials

Program faculty members have extensive academic backgrounds. One hundred percent (100%) of the full-time faculty hold terminal degrees in either Counselor Education or a related professional field, and all five faculty members are in tenure-track positions. All full-time tenured and non-tenured faculty are systematically and annually evaluated by their department chair in the areas of Teaching, Scholarship, and Professional Service. Faculty members serve on committees and boards at the university and in the local community. They are also involved in local, state, and national professional associations.

Some examples of faculty highlights over the last five years include:

Baltimore:

- Created the first CSU course for mobile phones
- Initiated the video production lab in COEHP

Breaux:

- Recipient of the 2007 Dean's Award for Innovation (COEHP)
- Recipient of the 2010 Distinguished Teacher of the Year (COEHP)

Gillam:

- Nominated for and recognized as a finalist for the 2012 CSU Educator of the Year Award
- Service to the Association for Specialists in Group Work, a national division of the American Counseling Association, as President, among other roles
- Prepared at least 14 technical reports for COE, CSU, or other agency related to assessment of the School Counseling Programs

Long:

- Service on the Georgia Composite (licensure) Board for Marriage and Family Therapy, 3 year term, beginning 7/11
- Service as Chair, COEHP, Post-Tenure Committee, 2012-13

- Presented State of Georgia Delegate Report at the Association of Marriage and Family Therapy Regulatory Board, Annual Meeting, San Francisco, September 5-6, 2012
- Publication of Long, R. P. (2011, November/December). Supervision online. *Family Therapy Magazine*, 11(6), 38-40

Please see curricula vitae in the appendix of this report for additional information pertaining to faculty credentials. A fifth Counseling faculty member (Robinson-McDonald) was hired to begin at CSU in Fall 2012. Although she did not join the faculty until after the time parameters of this report, all Counseling program faculty are important in the future status of this program, so curricula vitae are included for all five full-time faculty members.

Use of Part-Time Faculty

Due to ongoing increases in student enrollment and the necessary course offerings and need for supervision of field experiences, the program includes part-time faculty in the delivery of instruction and supervision. Part-time faculty must meet relevant hiring criteria (e.g., terminal degree or justification of other important professional credentials such as licensure) and must be approved by the University as Graduate Faculty. The responsibility for evaluation of part-time faculty rests with the department chair.

Diversity of Faculty

In terms of faculty diversity, of the five full-time Counseling faculty members and the four part-time faculty who have been teaching and/or supervising field experiences regularly, the summary table below denotes diversity as follows:

	Full-time Faculty in Counseling	Part-time Faculty in Counseling
Total	5	4
Black or African American	2	1
White	3	3
Female	2	3
Male	3	1

Opportunities for Faculty Development

The program has an expectation of professional growth/development of both full-time and part-time faculty members, and faculty demonstrate evidence of professional development by attending and/or presenting at workshops and conferences, reading journals, and conducting research. Furthermore, funds have been available at the college, department, and university levels to support faculty professional development in the areas of attending/presenting at conferences, conducting research, and developing online courses, to name a few.

Program Improvement Plans

The program improvement plans include the following to support ongoing faculty quality:

- Maintenance of CACREP accreditation to support manageable faculty/student ratios for instruction, supervision, and advising.

- Hiring of additional full-time faculty, support staff, and graduate assistants to support ongoing delivery of administrative and instructional responsibilities, while also providing adequate time for scholarly and service activities.
- These plans are likely to contribute to recruitment and retention of qualified faculty.

II.B. Quality of the Teaching: Very Strong

Indicators of Good Teaching

Students have the opportunity to evaluate courses and faculty instruction at the conclusion of each course. Faculty members receive this feedback, and the results are included in the faculty members' annual evaluation portfolio and reviewed each spring by the department chair. Other sources assessing teaching quality can be provided through means such as teaching honors/awards, peer feedback, student work samples, evidence of formative/summative assessment, employing multiple methods of instruction, and integrating technology. In addition, teaching quality is a consideration in the promotion and tenure processes. The COEHP has *Standards of Excellence* that provide a general overview of expectations pertaining to teaching effectiveness (*Standards of Excellence* file at <http://coehp.columbusstate.edu/resources.php>). Beyond faculty achievements noted in section IIE, aggregated data to provide additional support of teaching effectiveness are not available; however, the program intends to explore a process for gathering more examples for subsequent reports.

Indicators of Good Advising

Students are appointed a faculty advisor at the time they are accepted into the program and are so notified in their letter of acceptance. Only full-time faculty members serve as advisors. Students must also complete a graduate orientation prior to registration for their first term. Advisors meet with students regularly throughout each student's tenure in the program. Furthermore, the student handbook provides information about the program and expectations; and the academic catalog identifies core curriculum requirements, prerequisites, and university policies. In addition, program and departmental information can be found on the departmental website.

Students also receive a thorough advisement process pertaining to field experiences. Practicum is the first clinical experience in the sequence, and it must be completed satisfactorily prior to beginning the internship. Each field experience requires an application process prior to approval. To apply for practicum or internship, candidates must complete an orientation and application process, complete prerequisite coursework with satisfactory GPA (maintaining minimum 3.0 graduate GPA and no more than two grades of "C" or below). Students must also complete background checks and show proof of student liability insurance prior to field experiences.

After practicum/internship placements have been assigned, prospective site supervisors are contacted for follow up prior to the beginning of the semester during which the student's practicum /internship is to be completed. This contact involves a review of the program's expectations of both the student and the site and provides an opportunity for the site supervisor to ask questions. In addition, site supervisors are provided the link to the Site Supervisor's Handbook, which explains all practicum and internship requirements. This handbook is also available on the departmental website (see <http://cfl.columbusstate.edu/docs/supervisorshandbook.pdf> for access to the handbook).

All school counseling students are required to complete COUN 6415 – Applied Practice in School Counseling. Procedures for preparing for and enrolling in practicum are found in the Practicum/Internship Student Handbook (see <http://cfl.columbusstate.edu/resources.php> and click on "School Counseling" under "Handbooks for Practicum & Internship"). Practica are performed on-site in

public (and sometimes private) schools whose administration and personnel agree to accept graduate counseling students for supervised professional experiences. Most placements are arranged in collaboration with the COEHP's Student Advising and Field Experiences (SAFE) Office and then approved by the School Counseling Practicum/Internship Placement Coordinator prior to the beginning of the field experience. In addition, the SAFE Office serves as a resource for information about state certification in school counseling.

Finally, as noted previously, Counseling faculty hold student staffing meetings each fall and spring semester and develop remediation plans, if needed, for students needing further development in knowledge, skills, or dispositions.

Departmental Reward System

The Department of Counseling, Foundations, and Leadership includes faculty members from Educational Leadership and Counseling and also those who teach the foundations courses such as Educational Research Methods. There is not a specific departmental reward system; all full-time, tenure-track departmental faculty members are assessed in accordance with the same departmental, college, institutional, and BOR policies.

Program Improvement Plans

The program improvement plans include the following to support ongoing teaching quality:

- Implementation of LiveText to assist in program/student assessment
- Ongoing evaluation/modification of course syllabi to ensure integration of CACREP 2009 standards
- Continued modification of syllabi to integrate course objectives and key assessments
- Seeking administrative support for faculty professional development, not only for presentations/research but also for continuing education (e.g., conference attendance)
- Continued training in infusion of technology in instruction

II.C. Quality of Research and Scholarship: Above Average

Opportunity for Student Research Projects

Some student travel funding is provided through the college, and students have had the opportunity to collaborate with faculty on research projects and presentations. Professional associations may also offer scholarships or stipends (e.g., in exchange for volunteer work at conferences) to help fund students' attendance at conferences. In addition, the department has a chapter of Chi Sigma Iota (Counseling Honor Society). The chapter provides some opportunities for professional development and service. In coursework, students are also expected to complete research-based assignments that include, for example, literature reviews, critiques of professional journal articles, and research proposals.

Faculty Publications, Presentations, and Grants

Faculty members are expected to engage in scholarly activity and are assessed each spring by the department chair during an annual review process that includes evaluation of teaching, scholarship, and service. In addition, the COEHP has Standards of Excellence that provide a general overview of expectations pertaining to scholarship (Standards of Excellence file at <http://coeHP.columbusstate.edu/resources.php>).

Below is a summary of program faculty scholarly activity from AY 2008 - AY 2011. This summary reflects the activity of four full-time faculty members (an additional faculty member joined the program faculty in Fall 2012), one of whom has served as the department chair during part of this time.

Faculty Scholarly Activity (AY 2008-AY 2011)

# of Publications				# of Presentations		
Book Chapters	Refereed Journal Articles	Major Reports	Other (e.g., grants, handbooks, websites, manuscript reviews)	National or International	State or Regional	Local
9	2	13	8	14	12	13

Please see faculty curricula vitae in the appendix of this report for additional information pertaining to faculty scholarship.

Program Improvement Plans

The program improvement plans include the following to support ongoing research and scholarship activities:

- Continue seeking administrative support for faculty and student professional development, not only for presentations/research but also for continuing education (e.g., conference attendance)
- Engage in grant activity to provide additional opportunities for scholarship, service, and funding.
- Continue and expand interdisciplinary collaborative research and service activities with students and colleagues
- Strengthen partnerships for collaborative research (e.g., with Partner School Network)

II.D. Quality of Service: Very Strong

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

Program faculty members are strongly engaged in service activities at all levels (e.g., locally, institutionally, in the community, and within the profession). This section addresses some examples of faculty members’ service contributions from AY 2007 through AY 2011 (please note that an additional faculty member joined the program faculty in Fall 2012). Faculty members are actively engaged in service to the program and department through activities and/or roles such as program coordination (e.g., M.Ed. School Counseling, Ed.S. School Counseling, M.S. Community Counseling), faculty advisor/mentor to the Counseling Student Association and chapter of Chi Sigma Iota (an international counseling honor society), department chair, and committee membership/leadership commitments (e.g., Personnel Committee). Faculty members are also involved in service activities in the college (e.g., Diversity Committee; Post-Tenure Review Committee; Faculty Qualifications, Performance, and Development Committee – see, for example, <http://coehp.columbusstate.edu/resources.php>, for a listing of current-year COEHP committee assignments) and at CSU (e.g., Library Committee – see, for example, http://aa.columbusstate.edu/comm_coun.php, for a listing of current-year institutional committee assignments). Faculty also serve the community and profession through a diverse set of activities. Please see faculty curricula vitae in the appendix of this report for specific examples pertaining to service commitments.

Program Improvement Plans

Given the link between scholarship, teaching, and service, program improvement plans noted above are relevant in this section also. These plans include:

- Engage in grant activity to provide additional opportunities for scholarship, service, and funding.
- Continue and expand interdisciplinary collaborative research and services activities with students and colleagues
- Strengthen partnerships for collaborative research (e.g., with Partner School Network)

II.E. Quality of Faculty and Student Achievements: Above Average

Faculty Honors

Counseling faculty members (i.e., four full-time faculty members - an additional faculty member joined the program in Fall 2012) have received recognition for their achievements in teaching, scholarship, and/or service activities. Examples of honors received by program faculty from AY 2007 - AY 2011 include the 2010 Distinguished Teacher of the Year awarded in the COEHP (Breux); 2010 Past-President Award from the Association for Specialists in Group Work, a national division of the American Counseling Association (Gillam); and the Ft. Irwin Installation Chaplain Medal of Excellence for providing 23 contact hours of instruction in Peer Counselor Training, Barstow, California, 2008 (Long). Please see curricula vitae in the appendix of this report for additional information pertaining to faculty honors.

Student Honors

Each spring semester, in addition to students who have received Who's Who recognition, an outstanding student in School Counseling is recognized at the CSU Honors Convocation; and an outstanding student is honored at the COEHP Awards Reception. In addition, the department has a chapter of Chi Sigma Iota, an international Counseling-related honor society. Ceremonies are held by the chapter once or twice per year to induct new students who are eligible for membership (please see <http://www.csi-net.org/> and <http://cfl.columbusstate.edu/counseling/csi.php> for additional information about Chi Sigma Iota and CSU's Chi Chi chapter of Chi Sigma Iota).

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

Upon successful completion of all program requirements and the requirements mandated by the Georgia Professional Standards Commission (PSC), students are recommended to the PSC for certification as a school counselor. Those students who complete additional post-graduate requirements established by the Georgia Composite Board of Professional Counselors, Social Workers, and Marriage and Family Therapists are able to apply for licensure as a professional counselor in the State of Georgia. (Graduates are also able to apply for certification and/or licensure in other states, although those these requirements may vary from state to state.) Program graduates are generally successful in securing employment as counselors in schools or community agencies, and some have continued graduate training (e.g., specialists or doctoral levels) within the counseling field.

Students Recommended to the Georgia Professional Standards Commission
for Initial Certification in School Counseling (AY 2007-AY 2011)

	2007- 2008	2008- 2009	2009- 2010	2010- 2011	2011- 2012

# MED Students Recommended for Initial Certification in School Counseling	11	7	11	7	7
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II.F. Quality of Curriculum: Very Strong

Relationship Between Program's Curriculum and Its Outcomes

Below is a summary table that highlights the required courses in the program of study in relation to program learning outcomes:

M.Ed. School Counseling Learning Outcomes and Required Courses

Student Learning Outcomes	COUN 6115 Ethics and Professional Issues	COUN 6225 Counseling Skills	EDUF 6116 Educational Research Methods	COUN 6117 Diagnosis in Counseling	COUN 6118 Career Development Counseling	COUN 6119 Human Growth and Development	COUN 6155 Counseling Theory	COUN 6175 Cultural Perspectives in Counseling	COUN 6187 School Counseling Services	COUN 6245 Individual Analysis	COUN 6265 Group Techniques and Procedures	COUN 6415 Applied Practice in School Counseling	COUN 6697 Internship in School Counseling	EDUF 6795 Collaborative Student Support	COUN 6000 Portfolio/Exit Exam
Increase P-12 students' social/emotional development and career preparedness									X			X	X		
Enhance P-12 students' academic success									X			X	X		
Advocate for school policies, programs, and services that are equitable and responsive to cultural differences among students								X	X				X		
Advocate for rigorous academic preparation of all students to close the achievement gaps among demographic groups									X				X		
Coordinate a school-to-career transition plan for each student					X								X		

Provide leadership in the development, implementation, evaluation, and revision of a comprehensive school counseling plan that contributes to school renewal by promoting increased academic success, career preparedness, and social/emotional development for all students									X					X		
Use student outcome data to facilitate student academic success									X					X		
Provide individual and group counseling and classroom guidance that promote academic success, social/emotional development, and career preparedness for all students		X									X	X		X		
Collaborate with other professionals in the development of staff training, family support, and appropriate community initiatives that address student needs														X		
Assess student needs and make appropriate referrals to school and/or community resources										X		X		X		
Demonstrate mastery and application of the content knowledge in each of the eight CACREP core areas	X	X	X	X	X	X	X	X		X	X					

Incorporation of Technology

The program offers courses via a variety of formats, including face-to-face, hybrid, and fully online instruction. The table below summarizes how technology is integrated throughout the Counseling curriculum (**note:** The elements of the standards listed below are from the NCATE/Georgia PSC Standards. Program standards may also include elements that address technology):

Elements of standards relating to technology (acceptable level)	Elements of standards relating to technology (target level)	Courses in which standard is addressed	Types of technology used	Examples of assessments providing evidence of meeting standards
Candidates for other professional school roles have an adequate	Candidates for other professional school roles have an in-depth understanding of	COUN 6119, Human Growth and Development	CougarVIEW CougarNET Galileo Power Points	Class information, handouts, and assignments submitted using CougarVIEW

<p>understanding of the knowledge expected in their fields and delineated in professional, state, and institutional standards. They know their students, families, and communities; use data and current research to inform their practices; use technology in their practices; and support student learning through their professional services.</p>	<p>knowledge in their fields as delineated in professional, state, and institutional standards and demonstrated through inquiry, critical analysis, and synthesis. They collect and analyze data related to their work, reflect on their practice, and use research and technology to support and improve student learning.</p>	<p>EDUF 6116, Research Methods</p> <p>COUN 6115, Ethics and Professional Issues</p> <p>and</p> <p>COUN 6175, Cultural Perspectives in Counseling</p> <p>COUN 6187, School Counseling Services</p> <p>COUN 6118, Career Development Counseling</p> <p>COUN 6245, Individual Analysis</p> <p>COUN 6155, Counseling Theory</p>	<p>Internet and Intranet Links</p> <p>CougarVIEW CougarNET SPSS EXCEL Microsoft Word Power Points Galileo Survey Monkey Wikis</p> <p>Course materials are provided on-line via CougarVista Blackboard system Discussions are provided on-line via CougarVista Blackboard system Students complete two research projects using electronically based resources in both courses. Email communications related to course of study are encouraged by instructor. Web-infused instruction via CougarVIEW Email Video files</p> <p>Galileo for electronic resources Web-infused instruction via CougarVIEW (discussion board; common file types such as PowerPoint, Word, .pdf)</p> <p>Email Video files Galileo for electronic resources Computer-assisted career guidance systems Occupational information sources (e.g., DOT, OOH) Web-infused instruction via CougarVIEW</p> <p>Galileo for electronic resources Online assessment resources</p> <p>Students in this course are required to complete a literature review and write a professionally-based researched paper using a counseling theory applied to a counseling presenting issue. Students use online literature reviews, library resources in-building and online. Latest research from professional journals is used.</p>	<p>Peer Review Articles obtained from Galileo Power point presentations SPSS and EXCEL for data organization and calculation assignments Research article critiques using peer reviewed articles.</p> <p>Survey information taken for assignments Social Networks used to in group assignments and meetings</p> <p>Instructor designed midterm and end of term examinations.</p> <p>Professional competency reflection papers assigned in COUN 6115 and 6175.</p> <p>Weekly quizzes are administered in COUN 6175 to insure comprehension of course material.</p> <p>Rubric for online discussion board participation Rubric for group project Assignments and exams submitted online</p> <p>Rubric for online discussion board participation Rubric for capstone group project Assignments and exams submitted online</p> <p>Research paper rubric Rubric for online discussion board participation Assignments submitted online Research paper rubric Case study</p> <p>Student papers are reviewed and video demonstrations are presented in class. Faculty demonstrations and other role play and technique demonstrations are presented on-demand on specific websites for viewing by students.</p>
<p>Candidates in</p>	<p>Candidates in</p>	<p>See types of</p>		

<p>programs for other school professionals participate in field experiences and clinical practice that require them to engage in structured activities related to the roles for which they are preparing. These activities involve the analysis of data, the use of technology and current research, and the application of knowledge related to students, families, and communities.</p>	<p>programs for other school professionals participate in field experiences and clinical practice that require them to design, implement, and evaluate projects related to the roles for which they are preparing. These projects are theoretically based, involve the use of research and technology, and have real-world application in the candidates' field placement setting.</p>	<p>technology and assessments for the following courses as noted above:</p> <p>COUN 6119, Human Growth and Development; EDUF 6116, Research Methods; COUN 6265, Group Techniques and Procedures; COUN 6175, Cultural Perspectives in Counseling; COUN 6225, Counseling Skills; COUN 6187, School Counseling Services; COUN 6118, Career Development Counseling; COUN 6245, Individual Analysis; COUN 6155, Counseling Theory</p>		
<p>The next two are from CACREP Standards – program standards pertaining to technology:</p>				
<p>Evidence exists of the use and infusion of technology in program delivery and technology's impact on the counseling profession (p. 10).</p>		<p>See types of technology and assessments for the following courses as noted above:</p> <p>COUN 6119, Human Growth and Development EDUF 6116, Research Methods COUN 6187, School Counseling Services COUN 6118, Career Development Counseling COUN 6245, Individual Analysis COUN 6155, Counseling Theory</p>		
<p>Demonstrates the ability to train others in the appropriate use of technology for career information and planning (p. 28).</p>		<p>See types of technology and assessments for COUN 6118, Career Development Counseling, as noted above.</p>		

Utilization of Multidisciplinary Approaches

Students in the M.Ed. School Counseling program are enrolled in most courses with students in the M.S. Community Counseling program. In addition, EDUF 6795, Collaborative Student Support, is a required course in this program. This course includes students from majors in Teacher Education and Educational Leadership and is designed to enhance collaboration among professionals in educational settings. Furthermore, students may satisfy the educational research course requirement by taking either EDUF 6116 (Educational Research Methods) or COUN 6110 (Counseling Research); either course may include students from majors other than School Counseling (e.g., students in Community Counseling in COUN

6110; students in Teacher Education, Community Counseling, and/or Educational Leadership in EDUF 6116).

Utilization of Multicultural Perspectives

The table below highlights curriculum components and experiences addressing diversity proficiencies in the CACREP core COUN courses in the M.Ed. School Counseling and M.S. Community Counseling programs:

Course	Diversity Proficiencies Addressed	Course Objectives that Address Diversity Proficiencies	Brief Description of Activities, Assignments, and/or Assessments that Address Diversity
COUN 6175: Cultural Perspectives in Counseling	Multicultural and pluralistic trends, including characteristics and concerns between and within diverse groups nationally and Internationally; Attitudes, beliefs, understandings, and acculturative experiences, including specific experiential learning activities; Individual, couple, family, group, and community strategies for working with diverse populations and ethnic groups; Counselors' roles in social justice, advocacy and conflict resolution, cultural self-awareness, the nature of biases, prejudices, processes of intentional and unintentional oppression and discrimination, and other culturally supported behaviors that are detrimental to the growth of the human spirit, mind, or body; Theories of multicultural counseling, development, and multicultural competencies;	Identify multicultural issues that can greatly influence/impact the therapeutic relationship. Increase awareness of the dynamics framed around power, privilege and oppression. Explore perceptions about their own racial/ethnic/cultural background as well as that of others. Facilitate exploration of personal worldview, values, and identity personally and professionally. Understand the impact of various types of diversity on multiple aspects of behavior and performance. Understand how inclusion of issues of diversity into clinical practice and the academic settings is ethically required. Begin to develop a personal approach to multicultural counseling in applied settings.	Reflection Papers assigned to students to assist in their development of cultural awareness and integration throughout the course. Online discussion posts assigned to students to discuss content and process of multicultural and pluralistic trends and issues in counseling. Students have the opportunity to share relevant information pertaining to diversity with one another online that could be beneficial for growth and awareness in multicultural competency. Unique Cultural Experience Paper: Each student is to participate in a cross cultural experience and write a brief description of the experience. Presentations conducted by students on the various ethno-cultural minority groups. Students are to research relevant research and conceptual works pertaining to their ethno-cultural group.
COUN 6115: Ethics and Professional Issues in Counseling	Ethical standards of ACA and related entities, and applications of ethical and legal considerations in professional counseling; Ethical and legal considerations that pertain to such factors as culture, ethnicity, nationality, age, gender, sexual orientation, mental and physical characteristics, education, family values, religious and spiritual values, socioeconomic status and unique characteristics of individuals, couples, families, ethnic groups, and communities.	Provide an overview of the breadth and multi-disciplinary nature of counseling as a profession, with a focus on professional ethics. Become aware of the ethical standards of the ACA and related entities, ethical and legal issues, and their applications to various professional activities. Gain an appreciation of the implications of multicultural and diversity issues relevant to professional counseling. Demonstrate competency in the identification of ethical issues related to working with special populations of clients, marital and family counseling, group counseling, and other issues related to specialty practice.	Read and discuss chapters on Multicultural Perspectives and Diversity Issues. Read and discuss case studies that pertain to ethical situations in counseling regarding multicultural perspectives and diversity issues.
COUN 6225: Counseling Skills I	Counselor and consultant characteristics and behaviors that influence helping processes including age, gender, and ethnic differences, verbal and nonverbal behaviors and personal characteristics, orientations, and skills.	Demonstrate knowledge of multicultural issues relevant to the counseling process and to becoming a counselor. Ability to demonstrate basic counseling skills with clients that have different backgrounds, assumptions, beliefs, values and behaviors.	Discuss Chapter in textbook entitled, Issues of Human Diversity in Counseling. <i>Example Assignment:</i> Outline competencies necessary for culture-sensitive counseling. <i>Example Assignment:</i> Summarize a five-stage model of racial/cultural

			<p>identity development.</p> <p><i>Example Assignment:</i> Point out five skills for effective counseling of culturally diverse clients.</p> <p><i>Example Assignment:</i> Identify the implications of sexual minority bias for gay, lesbian and bisexual clients' experience in counseling and outline competencies necessary for counseling sexual minority clients.</p>
COUN 6265: Group Techniques and Procedures	Attitudes, beliefs, understandings, and acculturative experiences, including specific experiential learning activities; Individual, couple, family, group, and community strategies for working with diverse populations and ethnic groups;	<p>Understand group work with culturally-diverse populations; enhance dispositions as group workers and learn about ethical, legal, and other professional issues pertaining specifically to group work and to preparation of group leaders.</p> <p>Examine various types of counseling groups and related issues such as group stages, ethical and other professional practice considerations, leader and member behavior, and appropriate groups for particular populations.</p>	Students are to complete workbook responses on diversity as it pertains to group techniques and procedures.
COUN 6117: Diagnosis in Counseling	Age, gender, sexual orientation, ethnicity, language, disability, culture, spirituality, and other factors related to the assessment and evaluation of individuals, groups, and specific populations.	Examine issues pertaining to lack of diversity in current diagnostic procedures.	<p>Discuss diversity considerations pertaining to sample case study homework assignments.</p> <p>Diagnostic issues pertaining to multicultural perspectives are addressed in class lectures and class discussion.</p>
COUN 6118: Career Development Counseling	Interrelationships among and between work, family, and other life roles and factors including the role of diversity and gender in career development; Career counseling processes, techniques, and resources, including those applicable to specific populations.	Gain knowledge in career development with special populations including issues with women, men, dual career families, multicultural groups and individuals with disabilities.	<p>Read and discuss chapters in textbook on Career Counseling for Special Populations (Chapters. 9-12): Career Counseling for Multicultural Groups, Gender Issues & Dual Careers, Career Counseling for Gay, Lesbian, Bisexual, and Transgender Clients, Career Counseling for Individuals with Disabilities</p> <p><i>Example Assignments from Diversity Chapters:</i> (e.g. "How has studying the chapters on "Career Counseling for Special Populations" (chapters 9-12) impacted your professional development, specifically related to diversity issues?)"("How are culture and gender relevant in career counseling?)"</p>
COUN 6119: Human Growth and Development	Theories of individual and family development and transitions across the life-span; Theories of learning and personality development; human behavior including an understanding of developmental crises, disability, exceptional behavior, addictive behavior, psychopathology, and situational and environmental factors that affect both normal and abnormal behavior.	<p>Special emphasis is given to multicultural and ethical issues as they pertain to the area of human growth and development.</p> <p>Identify the multicultural/social factors in the human growth and development process.</p> <p>Ability to apply understanding of the interactions of biological, social/cultural, and psychological factors in the human growth and development process to the development of intervention plans.</p> <p>Acquire an appreciation and understanding of the uniqueness of each individual throughout the life span.</p>	<i>Example Assignment:</i> Students are to be a part of a small collaborative group that is responsible for developing and delivering a class presentation based upon an assigned stage of development to help gain greater understanding of human development throughout the lifespan. Students are strongly encouraged to include multicultural issues related to their topic.
COUN 6245: Individual Analysis	Human behavior including an understanding of developmental crises, disability, exceptional	Understand social and ethical issues in testing and professional standards for test use.	Group discussion, on chapter from textbook, entitled <i>Diversity Issues in Assessment</i> .

	behavior, addictive behavior, psychopathology, and situational and environmental factors that affect both normal and abnormal behavior; Age, gender, sexual orientation, ethnicity, language, disability, culture, spirituality, and other factors related to the assessment and evaluation of individuals, groups, and specific populations.	Course requires one to develop an awareness of the various cultural and ethical considerations in appraisal.	Group discussion on multicultural assessment, assessment of individuals with disabilities, and standards for assessment with diverse populations. <i>Example Assignment:</i> Students are to give a presentation on an assessment Instrument: must include diversity considerations for instrument.
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Program Improvement Plans

Given the very strong quality of this CACREP-accredited program and the intentional integration of technology and diversity perspectives throughout the curriculum, plans are to continue with these processes of integration. Incorporation of LiveText to enhance assessment practices and faculty training in Desire2Learn to facilitate transfer to new online instructional platform are currently underway and will be ongoing.

II.G. Quality of Facilities and Equipment: Very Strong

Availability of Classroom and Laboratory Space

Although the Counseling programs share classroom space (primarily in Jordan Hall) with other departments in the COEHP, space for COUN classes is generally adequate, given that the program of study is intentionally designed and courses are not offered each semester of the year. The inclusion of several online courses also reduces the needed physical classroom space. In addition, due to having labs affiliated with several courses (e.g., Counseling Skills, Group Techniques and Procedures, Individual Analysis), the program has consistently been able to request specific classrooms for certain courses that enable better access to lab space, and generally these requests have been approved.

The Counseling programs have state-of-the-art laboratory rooms (with equipment for recording and assessing students' clinical skills, with one-way mirrors for live observation, etc.) on the first floor of Jordan Hall that are used primarily for COUN 6225 (Counseling Skills) and also at times for COUN 6265 (Group Techniques and Procedures), COUN 6255 (Play Therapy), and COUN 6155 (Counseling Theory). This laboratory facility may also be approved for use by faculty and students for research or other professional activities; and COEHP.TV is a resource that can be used for video production pertaining to research, teaching, and service activities.

Availability of Equipment

Counseling faculty teach primarily in multi-media classrooms housed in Jordan Hall. These classrooms offer instructor stations with equipment such as computers, VCRs/DVDs, Prometian ActivBoards, projectors, and whiteboards. In addition to the lab facilities noted above, faculty members also have access to equipment such as iPads and a Polycom system and to workshops for enhancing instructional skills to use various available software and hardware.

Program Improvement Plans

The college is presently preparing for a prospective future move to the Riverpark Campus. A committee has been formed and is beginning to meet to discuss the various units' instructional and other needs. The counseling programs' needs include laboratory space. In light of the anticipated move and the committee's work on addressing units' needs (the Counseling programs are represented on this

committee), additional time is needed to better assess program improvement plans pertaining to classroom space and equipment.

Section Three – Indicators of Program Productivity: Above Average

III.A. Enrollment in Program for Past 5 Years: Above Average

The enrollment pattern for the M.Ed. program in School Counseling is shown in Table 3.1.

	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	5-Year Avg.
Full-Time	11	18	14	14	15	14
Part-Time	22	17	23	17	27	21
<i>Total</i>	<i>33</i>	<i>35</i>	<i>37</i>	<i>31</i>	<i>42</i>	<i>36</i>

Table 3.1 Number of Declared Majors in M.Ed. School Counseling – Fall Semester

The majority of students in the M.Ed. program are part-time students. The total enrollment has been on an increasing trend over the last five years, with the exception of AY 2010-2011, despite the implementation of more stringent and consistent admissions standards. Furthermore, the program of study has been designed around two entry points (although students are still being admitted three times per year), reducing the number of adjunct faculty employed and creating more of a cohort effect among students entering the program.

Table 3.2 shows the 5-year average enrollment of master’s-degree programs (based on available data) housed in the College of Education and Health Professions at CSU. The numbers indicate that enrollment in the M.Ed. School Counseling program has been higher than many programs, with the exception of Early Childhood Education, Middle Grades Education, and Special Education. Given that most of the curriculum for the M.Ed. School Counseling and M.S. Community Counseling programs is the same, the combined enrollment for these two Counseling programs reflects a 5-year average of 72 students. (*Please note in the table below that the information on the MAT (Collaborative) in Math and Science program reflects a 3-year average.)

Program	5-Year Average (Includes Full- and Part-Time Students)
Community Counseling	36
Early Childhood Education	55
Educational Leadership	30
Health & Physical Education	25
MAT (Collaborative) in Math and Science *	25
Middle Grades Education	45
School Counseling	36
School Library Media	16
Secondary English	33
Secondary Mathematics	19
Secondary Science	14
Secondary Social Science	15
Special Education	51
School and Community Counseling Programs Combined	72

Table 3.2 Number of Declared Majors in COEHP Master’s-Degree Programs

The oversight of the M.Ed. School Counseling program is provided primarily by counseling faculty and in collaboration with adjunct faculty and the Program Advisory Committee. Program content, even with ongoing review, remains in alignment with CACREP, ASCA, and Board of Regents of The University System of Georgia (BOR) Standards.

III B. Degrees Awarded Over Past 5 Years: Satisfactory

Table 3.3 indicates the number of master’s degrees conferred (based on available data) over the last 5 years in programs housed in the College of Education and Health Professions. The number of M.Ed. School Counseling degrees has been variable over this time period and is higher than some programs and lower than others. When looking at Counseling programs, in general, over a 5-year period, the average number of Counseling master’s degrees awarded per year is 29.

Program	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012
Community Counseling	19	15	15	21	20
Early Childhood Education	11	15	31	24	22
Educational Leadership	11	10	25	23	14
Health & Physical Education	7	3	16	10	12
MAT (Collab.) in Math and Science	Information not available.				
Middle Grades Education	10	12	12	20	19
School Counseling	11	8	17	7	8
School Library Media	Information not available.				
Secondary English	12	9	13	16	14
Secondary Mathematics	0	3	2	5	9
Secondary Science	6	3	6	6	1
Secondary Social Science	0	4	6	5	10
Special Education	20	14	18	13	14
School and Community Counseling Programs Combined	30	23	32	28	28

Table 3.3 Number of Degrees Conferred

In summary, there may be several factors contributing to the fact that the graduation numbers for the M.Ed. School Counseling program are smaller than the numbers from other programs. These might include:

1. Many students work full or part-time. Getting through the program often takes longer than the full-time program of study that is just over two years because of state certification requirements and the fact that field experiences cannot be completed during the summer term.
2. The M.Ed. program is an initial-certification program, which is greater in intensity than a program allowing for add-on certification.
3. Almost all master’s programs in the COEHP require 36 semester hours. The M.Ed. in School Counseling requires a minimum of 48 semester hours, given CACREP accreditation.
4. Up until the Fall 2012 semester, there was only one faculty member assigned to coordinate the administrative tasks of the School Counseling program (another faculty member has been an advisor to M.Ed. students, and all Counseling faculty members teach across both master’s programs); therefore, departmental resources are already stretched to accommodate the number of students currently admitted and graduating.

III C. Comparison With CSU & University System of Georgia Programs: Above Average

Based on available data (e.g., information from Georgia State University, the University of Georgia, and Valdosta State are not included, but these institutions have been offering Counseling programs), Table 3.4

represents the Counseling degrees conferred by institution in the University System of Georgia. Of the institutions listed, CSU's program appears to be awarding more degrees than all but the State University of West Georgia.

USG Institution	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Albany State University	11	14	15	13	8
Augusta State University	16	26	24	14	26
Columbus State University	32	30	23	32	28
Fort Valley State University	8	4	6	12	20
State University of West Georgia	43	40	44	43	39

Table 3.4 Counseling Degrees Conferred by Institution

III D. Retention Rates: Above Average

Table 3.5 shows the retention rates for master's degree programs housed in the College of Education and Health Professions at CSU. Compared to other master's degree programs offered in the unit, these rates are above average, with the exception of the percentage of students who entered in Summer or Fall 2009 and returned in Fall 2010.

Program	Students Entering Fall 2006 (or Su 2006) and Returning the Following Fall	Students Entering Fall 2007 (or Su 2007) and Returning the Following Fall	Students Entering Fall 2008 (or Su 2008) and Returning the Following Fall	Students Entering Fall 2009 (or Su 2009) and Returning the Following Fall	Students Entering Fall 2010 (or Su 2010) and Returning the Following Fall
Art Education	66.7%	33.3%	--	100%	50%
Community Counseling	85%	100%	100%	84.2%	95.7%
Early Childhood Education	100%	67.7%	76.7%	76.5%	93.3%
Educational Leadership	90.9%	85.7%	100%	90.5%	58.8%
Health & Physical Education	83.3%	66.7%	71.4%	91.7%	76.9%
Middle Grades Education	75%	86.7%	75%	66.7%	76.9%
Music Education	100%	80%	100%	100%	100%
School Counseling	100%	80%	92.3%	71.4%	90%
School Library Media	--	100%	64.3%	33.3%	0%
MATC Secondary Education	--	--	--	86.7%	64.7%
Secondary English	50%	78.6%	33.3%	88.2%	63.6%
Secondary Mathematics	100%	83.3%	45.5%	88.9%	50%
Secondary Science	100%	57.1%	100%	71.4%	100%
Secondary Social Science	100%	100%	57.1%	100%	100%
Special Education	100%	85.7%	50%	68.8%	100%
Total: All Master's Programs	79%	74.8%	70.6%	77.3%	74.9%

Table 3.5 Retention Rates in COEHP Master's-Level Programs

III E. Student Learning Indicators (Using a Variety of Data Sources): Very Strong

Although all courses have different types of assignments that contribute to students' final course grades, the M.Ed. School Counseling program also evaluates students' progress on several key assessments throughout the course of the program. Table 3.6 below highlights the key assessments in the M.Ed. School Counseling program (note that some key assessments are course embedded, and others are not).

Key Assessments	Key Assessment is Not Course Embedded	COUN 6115 Ethics and Professional Issues	COUN 6225 Counseling Skills	EDUF 6116 Educational Research Methods	COUN 6117 Diagnosis in Counseling	COUN 6118 Career Development Counseling	COUN 6119 Human Growth and Development	COUN 6155 Counseling Theory	COUN 6175 Cultural Perspectives in Counseling	COUN 6187 School Counseling Services	COUN 6245 Individual Analysis	COUN 6265 Group Techniques and Procedures	COUN 6415 Applied Practice in School Counseling	COUN 6697 Internship in School Counseling	EDUF 6795 Collaborative Student Support	COUN 6000 Portfolio/Exit Exam
GPA – at admission, during program, at exit	X															
Dept. Admissions Process (e.g., Group interview, writing sample)	X															
Counseling Skills Grading Rubric			X													
Counseling Session Self-Report			X													
School Counseling Services Project										X						
Application for Practicum/Internship Sequence	X															
Staffing	X															
University supervisor final evaluation of Internship														X		
Portfolio																X
Exit Exam																X
GACE	X															

Table 3.6 M.Ed. School Counseling Program Key Assessments

III F. Graduation Rate of Program: Above Average

Table 3.7 shows the 3-year graduation rates for master’s degree programs housed in the College of Education and Health Professions at CSU.

Program	Students Entering Fall 2005 (or Su 2005)	Students Entering Fall 2006 (or Su 2006)	Students Entering Fall 2007 (or Su 2007)	Students Entering Fall 2008 (or Su 2008)	Students Entering Fall 2009 (or Su 2009)
Art Education	0%	--	33.3%	--	50%
Community Counseling	86.7%	80%	100%	92.9%	78.9%
Early Childhood Education	100%	100%	61.3%	73.3%	64.7%
Educational Leadership	90.9%	100%	85.7%	100%	95.2%
Health & Physical Education	100%	66.7%	66.7%	71.4%	91.7%
Middle Grades Education	30.8%	37.5%	60%	62.5%	53.3%
Music Education	83.3%	100%	80%	100%	100%

School Counseling	77.8%	100%	70%	76.9%	57.1%
School Library Media	--	--	66.7%	50%	0%
MATC Secondary Education	--	--	--	--	73.3%
Secondary English	60%	50%	78.6%	0%	64.7%
Secondary Mathematics	50%	100%	16.7%	27.3%	44.4%
Secondary Science	0%	50%	14.3%	80%	57.1%
Secondary Social Science	33.3%	100%	66.7%	42.9%	85.7%
Special Education	55.6%	100%	57.1%	40%	37.5%
Total: All Master's Programs	58.8%	66.8%	61.5%	60.4%	61.3%

Table 3.7 3-Year Graduation Rates

Although the graduation numbers addressed in section III.B. above are smaller than those in some programs, a review of 5-year data reveals the following percentages addressing 3-year graduation rates from those students who began the program from Fall 2005 through Fall 2009: 77.8%, 100%, 70%, 76.9%, and 57.1% (from Table 3.7 above). These rates are comparable to other master's programs in the college and higher than the combined averages for all master's programs, with the exception of the graduation rates for students entering Fall 2009 (or Summer 2009).

With three entry points each year, graduation rates tend to fluctuate as students complete their programs of study at varying paces. While the program has designed the course offerings to create more of a cohort effect (the program of study is set up for summer or fall entry, although applicants can be admitted for spring terms if they choose), these multiple entry points and the fact that more students are enrolled on a part-time than full-time basis tend to make graduation rates difficult to predict. Again, other factors impacting graduation rates include the facts that (1) the M.Ed. School Counseling program is an initial-certification program, which is greater in intensity than a program allowing for add-on certification; and (2) almost all master's programs in the COEHP require 36 semester hours, while the M.Ed. in School Counseling requires a minimum of 48 semester hours. Furthermore, students who do not hold teaching certification prior to enrolling in the M.Ed. program in School Counseling must complete additional requirements for initial certification.

Despite the continued need for increasing faculty resources (although the program has recently received support with the addition of a new Counseling faculty member who joined the department in Fall 2012), the program maintains focus on providing quality graduates to impact the personal/social, career, and academic development of students in P-12 schools, as well as preparing graduates to have the requisite education needed if they elect to eventually apply for state licensure as professional counselors.

III G. Cost Effectiveness of Instructional Delivery: Satisfactory

As illustrated below in Tables 3.8 and 3.9, the budget for the Department of Counseling, Foundations, and Leadership represented approximately 3% of the total instructional costs for Columbus State University (CSU) from 2008 to 2012, ranging from approximately 2.86% in 2010 to 3.47% in 2008. In addition, the information in Table 3.9 addressing institutional budgetary data shows an increasing trend in instructional costs, generation of credit hours, and total headcount. Though the cost per headcount appears to have varied since 2008, the last cost-per-headcount figure from 2011 is the highest amount in the 2008-2011 time period. Also based on the available data highlighted in the tables below, state funding allocated to departments appears to have increased annually, with the exception of state funding allocated to the Department of Teacher Education.

Department/Program	Fiscal Year				
	2008	2009	2010	2011	2012

Department of Biology					
State Funds	\$1,281,713	\$1,284,732	\$1,244,498	\$1,333,196	\$1,374,909
Grant Funds	\$5,115	\$23,410	\$41,925	\$66,091	\$8,782
<i>Total</i>	<i>\$1,286,828</i>	<i>\$1,308,142</i>	<i>\$1,286,423</i>	<i>\$1,399,287</i>	<i>\$1,383,691</i>
Department of Counseling, Foundations, & Leadership					
State Funds	\$1,105,758	\$1,037,768	\$991,051	\$1,177,501	\$1,186,887
Grant Funds *					\$5,000
<i>Total</i>	<i>\$1,105,758</i>	<i>\$1,037,768</i>	<i>\$991,051</i>	<i>\$1,177,501</i>	<i>\$1,191,887</i>
Department of Health, PE & Exercise Science					
State Funds		\$241,322	\$844,936	\$1,068,143	\$1,148,276
Grant Funds *				\$538	\$805
<i>Total</i>	<i>\$0</i>	<i>\$241,322</i>	<i>\$844,936</i>	<i>\$1,068,681</i>	<i>\$1,149,081</i>
School of Nursing					
State Funds	\$1,706,289	\$1,715,713	\$1,894,321	\$2,004,013	\$2,278,912
Grant Funds *	\$145,857	\$128,783	\$95,113	\$425,671	\$310,099
<i>Total</i>	<i>\$1,852,146</i>	<i>\$1,844,496</i>	<i>\$1,989,434</i>	<i>\$2,429,684</i>	<i>\$2,589,011</i>
Department of Teacher Education					
State Funds	\$2,340,134	\$2,162,502	\$1,993,635	\$1,823,652	\$1,977,860
Grant Funds	\$41,841	\$61,223	\$131,963	\$129,421	\$102,877
<i>Total</i>	<i>\$2,381,975</i>	<i>\$2,223,725</i>	<i>\$2,125,598</i>	<i>\$1,953,073</i>	<i>\$2,080,737</i>
* Grant funds are actual expenditures for the FY					
Accomplished Teaching		\$189,769.00	\$324,634.00	\$403,870.00	\$751,504.00
M.Ed. Leadership		\$48,000.00	\$127,770.00	\$97,742.00	\$88,915.00

Table 3.8 Budget Data for Comprehensive Program Review

Fiscal Year	Instructional Costs	Total Credit Hours Generated	Total Headcount	Cost per Credit Hour	Cost per 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	\$37,092,885.00	178,078	8,298	\$208	\$4,470
2012	\$39,203,981.00				

Table 3.9 Total Instructional Costs Per Credit Hour and Headcount at CSU

Section Four – Program Viability

IV.A. Summary of Program’s Viability: Very Strong

Reference Supporting Information Previously Presented in This Report

As noted in this report, the M.Ed. School Counseling program at CSU is viable. The program continues to receive recognition as a nationally-accredited program by the Council for Accreditation of Counseling and Related Education Programs (CACREP), and the program quality is strong. Furthermore, ongoing

efforts to integrate policies and procedures (e.g., assessment practices, field experiences) that are in alignment with the Educator Preparation Unit in the COEHP helps to ensure compliance with NCATE/PSC standards.

The 5-year enrollment average of students in the M.Ed. School Counseling program is comparable to the enrollment figures of other M.Ed. programs offered in the College of Education and Health Professions; and the number of students enrolled over the course of the past five years has remained relatively stable, even within the context of implementing stringent and consistent admissions standards. In addition, the program showed an increase in enrollment in 2011-2012. Meanwhile, 3-year graduation rates for this program are similar to the rates of many master's programs in the COEHP, despite the fact that most other programs require a minimum of 36 hours, and the M.Ed. School Counseling program requires a minimum of 48 hours.

Furthermore, the quality of the program is very strong, enhanced by qualified, diverse faculty members who are active in service and research/professional development activities and by an administration that supports program, student, and faculty needs and CACREP standards.

Summarize Recommendations for the Future of the Program

Although the program is strong and faculty members continue to focus on ways to further enhance the program, key recommendations for the future of the M.Ed. School Counseling program include:

- Continuing enhancement of assessment practices, related to both program key assessments and course assessments, through further integration of LiveText (timeline: begin LiveText rollout in Summer 2013 and have key assessments fully integrated in LiveText by Spring 2015).
- Continuing incorporation of 2009 CACREP Standards (and 2016 Standards as they are developed) in preparation for next CACREP reaccreditation process (timeline: these processes are ongoing; however the next reaccreditation report and CACREP site visit will need to occur within approximately the next 4 years, given that the current reaccreditation is granted through October 31, 2017).
- Ongoing exploration of prospective changes to program delivery (e.g., cohort model, online programming, field experiences) (timeline: this process is ongoing; exploration of online options is expected to receive a stronger focus in AY 2013).
- Continuing focus on enhancing program diversity (timeline: ongoing process).
- Ongoing support of service, teaching, and scholarly activities that impact students (e.g., Chi Chi chapter of the Chi Sigma Iota National Honor Society; opportunities and funding for student scholarly/professional development activities (timeline: ongoing process).

Include Timetable for Program Changes

Please see timelines indicated in the previous section.

IV. B. Summary of Program Improvement Plan: Very Strong

Reference Recommendations Previously Made in This Report

Although the program quality is strong, the program can continue to be strengthened primarily through refinement of the program of study, ongoing enhancement of assessment practices, and continued focus on meeting CACREP accreditation standards within the context of needs to address standards of multiple other bodies (e.g., NCATE/PSC, SACS) and while decisions are

made to expand online offerings. More specific actions to address ongoing program improvement will be addressed in the next section.

Specify Initiatives/Actions to be Implemented

Specific program improvement plans include the following initiatives:

- Continued implementation of LiveText to facilitate program and student assessment practices and strategic planning (timeline: begin LiveText rollout in Summer 2013 and have key assessments fully integrated in LiveText by Spring 2015)
- Preparation for next CACREP review as reaccreditation cycle ends in 2017, specifically in the context of any program changes resulting in expansion of online offerings (timeline: beginning in Summer or Fall 2013)
- To address anticipated increase of online offerings, continued adaptation of courses from face-to-face to online instruction on an as-needed basis (timeline: already being implemented; anticipated to receive support for training and adaptation in Summer 2013 or Fall 2013, depending on online initiatives)
- Continued implementation of Desire2Learn (timeline: ongoing)
- Routine evaluation/modification of course syllabi to further incorporate CACREP 2009 standards (timeline: already being implemented and to continue prior to each semester when courses are taught)
- Continue interdisciplinary collaborative research and services activities with colleagues and students (timeline: already being implemented; ongoing)
- Continued focus on student learning outcomes and key assessments and make changes, as deemed appropriate (timeline: already being implemented; ongoing)
- Ongoing focus on program diversity and on processes to track diversity of field experiences (timeline: already being implemented; ongoing)
- Enhancing recruitment efforts to continue attracting quality applicants (timeline: beginning AY 2013 and ongoing)
- Reassess admissions, orientation, and exit processes to foster gatekeeping procedures addressing candidates' knowledge, skills, and dispositions (timeline: beginning AY 2013 and ongoing)
- Collaborate with faculty teaching foundations coursework (EDUF 6116) to ensure that content addressing CACREP content is being included in the program of study (timeline: AY 2013)

Include Timetable for Program Changes

Please see timelines indicated in the previous section.

Address Any New or Reallocated Resources Required to Implement Improvement Plan

Although the program has received favorable reviews from CACREP and the February 2013 BOE assessment of the Educator Preparation Unit, program improvement is an ongoing goal of the M.Ed. program. With the goal of continued program improvement, specifically within the context of possible expansion of online offerings, additional faculty resources are needed to meet the instructional and administrative needs of the M.Ed. School Counseling program. Furthermore, support for strategic planning of program changes that are in concert with CACREP standards and ongoing university support of graduate education, in general, would help counseling faculty continue to deliver a quality program.

Specific examples of resources and support needed to foster program improvement include:

- Support of CACREP accreditation to allow for manageable faculty-student ratios for instruction, supervision, and advising
- Hiring of additional full- and part-time faculty, support staff, and graduate assistants to support ongoing delivery of administrative and instructional responsibilities, while also providing adequate time for scholarly and service activities
- Funding for professional development activities, including attendance at workshops and conferences
- Support for strategic planning for any online programming

APPENDIX – FACULTY CURRICULA VITAE

(Please see CV in accompanying attachment.)

APPENDIX – BOE Report

(Please see final report in accompanying attachment.)

VITA

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Phone (706) 561-7521

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 speciality 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 speciality
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 as theSTUDIO. <http://coehp.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., & Shoupe, 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://coehp.tv/>.

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

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

Baltimore, M. L., & Myers, S. (2001). Triadic Supervision: A comparison of Individual and Group Supervision. (Research in progress).

Baltimore, M. L., & Patton, S. (2001). Grief in Families: A counseling response to individual differences in grief. (Research in progress).

Baltimore, M. L., & Crutchfield, L. B. (2000). *Clinical Supervisor Training: A CD-ROM Based Training Program for Mental Health Professionals*. Manuscript under submission.

Crutchfield, L. B., Baltimore, M. L., Felfeli, M., & Worth, S. R. (2000). *Empathic Responding Across Counselor Education Training Tracks: A Comparison Study*. *Journal for Humanistic Education and Development*.

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).

Jencius, M., & Baltimore, M. L. (1999). Welcome to a New Vision for Scholarly

Publication in Counseling. Journal of Technology in Counseling, 1-1.

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.

Baltimore, M. L. (1998). Multifamily Psychotherapy Groups: Implementing for Success. ERIC/CASS Publications, Winston-Salem, NC.

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

Baltimore, M. L. , Hickson, J., George, J. D., & Crutchfield, L. B. (1996). Portfolio assessment: A model for counselor education. Counselor Education and Supervision, 36 -2, 113-121.

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.

Smith, T., and Baltimore, M. L. Sexual Harassment in the Work Place: An Adlerian Approach.

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.

Walter Breaux, III, Ph.D., LMFT, LPC, NCC
Associate Professor of Counseling *{Tenured, Fall 2011}*

3544 Marriot Drive
Columbus, GA 31907

Home Phone: (706) 221-8079
Office Phone: (706) 565-7825
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 Counseling Abuse	Associate Professor	COUN 6175 – Cultural Perspectives in COUN 6105 – Psych. Aspects of Substance COUN 6698 – Community Counseling Internship
Fall 2012 Counseling	Associate Professor	COUN 6115 – Ethics & Prof. Issues in 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 Counseling Abuse Counseling	Associate Professor	COUN 6175 – Cultural Perspectives in COUN 6105 – Psych. Aspects of Substance COUN 6115 – Ethics & Prof. Issues in
Fall 2011 Counseling	Associate Professor	COUN 6115 – Ethics & Prof. Issues in COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum
Summer 2011 Counseling	Associate Professor	COUN 7215 – Family Therapy: Theory & Process COUN 6110 – Counseling Research COUN 6115 – Ethics & Prof. Issues in
Spring 2011 Counseling Abuse Counseling	Associate Professor	COUN 6175 – Cultural Perspectives in COUN 6105 – Psych. Aspects of Substance COUN 6115 – Ethics & Prof. Issues in
Fall 2010 Counseling	Associate Professor	COUN 6115 – Ethics & Prof. Issues in COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum
Summer 2010 Counseling Counseling	Associate Professor	COUN 6115 – Ethics & Prof. Issues in EDUF 6116.1 – Educational Research Methods EDUF 6116.2 – Educational Research Methods COUN 6555 – Field Experience in Crisis <i>(Student Independent Study)</i>
Spring 2010 Counseling Abuse	Associate Professor Guest Lecturer	COUN 6175 – Cultural Perspectives in COUN 6105 – Psych. Aspects of Substance COUN 6415 – School Counseling Practicum EDUF 7115 – Psychology of Teaching

Fall 2009 Counseling	Associate Professor	COUN 6115 – Ethics & Prof. Issues in COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum
Summer 2009 Counseling	Associate Professor	COUN 6115 – Ethics & Prof. Issues in EDUF 6116 – Educational Research Methods
Spring 2009 Counseling Abuse	Associate Professor	COUN 6175 – Cultural Perspectives in COUN 6105 – Psych. Aspects of Substance EDUF 6795 – Collaborative Student Support COUN 6415 – School Counseling Practicum
Fall 2008 Counseling	Assistant Professor	COUN 6115 – Ethics & Prof. Issues in 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 Counseling	Assistant Professor Guest Lecturer	COUN 6175 – Cultural Perspectives in COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum COUN 6425 – School Counseling Internship EDUF 6115 – Educational Psychology
Fall 2007 Counseling	Assistant Professor Guest Lecturer	COUN 6115 – Ethics & Prof. Issues in COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum EDUF 6115 – Educational Psychology
Summer 2007	Assistant Professor	COUN 6245 – Individual Analysis
Spring 2007 Counseling	Assistant Professor	COUN 6175 – Cultural Perspectives in COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum

	Guest Lecturer	EDUF 6115 – Educational Psychology
Fall 2006 Counseling	Assistant Professor	COUN 6115 – Ethics & Prof. Issues in COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum
Summer 2006 Counseling	Assistant Professor	COUN 6115 – Ethics & Prof. Issues in COUN 6245 – Individual Analysis EDUF 6116 – Research Methods & Action
Research		
Spring 2006 Counseling	Assistant Professor	COUN 6175 – Cultural Perspectives in COUN 6265 – Group Techniques & Procedures COUN 6415 – School Counseling Practicum
	Guest Lecturer	EDUF 6115 – Educational Psychology
Fall 2005 Counseling	Assistant Professor	COUN 6115 – Ethics & Prof. Issues in 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 Counseling	Teaching Assistant	EDGC 6852 – Advanced Multicultural

Spring 2004	Teaching Assistant	EDGC 6430 – Counseling Techniques
Summer 2003	Adjunct Instructor Teaching Assistant	EDUC 1100 – Effective Teacher Communication EDGC 6990 – Practicum Lecture
Spring 2003	Guest Lecturer Teaching Assistant	PSYC 1000 – General Psychology EDGC 6430 – Counseling Techniques 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
- 2007 Facilitator - *Issues in Economic Diversity and Class*
Infusion: Collaborative Youth Project, 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://counseloraudiosource.net/archives.htm>
- Breaux, W., & Gilliam, L. (2006). *CAS019 - Inclusivity in multicultural counseling*. <http://counseloraudiosource.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 |
| Summer 2002
to Spring 2005 | Intern Supervisor | EDGC 6995 – Internship in Counseling |
| Fall 2004
to Spring 2005 | Interim Counselor | P. A. Capdau Middle School, New Orleans, LA |
| Spring 2004
to Fall 2004 | Group Facilitator
Intern Supervisor | PrepStart Academic Program, New Orleans, LA |
| Summer 2003 | Group Supervisor | EDGC 6990 – Practicum Group |
| Spring 2003 | Process Observer | EDGC 6450 – Group Work |
| Fall 2002 | Skills Coach | EDGC 6430 – Counseling Techniques
EDGC 6440 – Adv. Counseling Techniques |

Fall 1999 to Spring 2001 Sites,	Intern Supervisor	C. J. Peete Housing Development & Saint Roch Ninth Ward Community Internship New Orleans, LA
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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

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://counseloraudiosource.net/archives.htm>
- Breaux, W. III, & Gillam, S.L. (2006). Inclusivity in multicultural counseling with Dr. Walter Breaux III. Podcast CAS019. Retrieved from <http://counseloraudiosource.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. Whitlege (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. Whitlege (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. Whitlege (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., Breau, 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 Shoupe 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

Site: Counseling Center

8/99-12/01

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

12/95

1/94-

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.

2013

February 27,

CURRICULUM VITAE

DR. RICHARD P. LONG
Professor of Counseling
609 Broadway
Columbus, Georgia 31901

Home: 706/596-8952
3673

Office: 706/565-

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 Medal 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 THERAPY

- ❖ **The Ten Core Competencies of Trauma, PTSD, Grief & Loss, presented by Mike Dubi, Ed.D., January 31-February 1, 2013, 12 contact hours.**
- ❖ **Revolutionizing Diagnosis & Treatment Using the DSM-5, a self-study course, January, 30, 2013, 5.75 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

Dawn M. Robinson-McDonald, Ph.D., LPC, NCC

Columbus State University

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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
 - Integration of ExacqVision for live counseling demonstrations

**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.
- Robinson-McDonald, D. (February, 2013). *School counselors encouraging wellness: Working as change agents by implementing wellness programs in our school communities*. Presentation for Georgia School Counselor Association Region 5, Columbus, 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

- Brown, J. & Robinson-McDonald, D. (2013-present). *Follow-up focus groups to examine first-year retention within the College of Education and Health Professions*.
- 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., Flowers, L. & 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*.
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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
- Association for Multicultural Counseling and Development
- American School Counselor Association
- Georgia School Counselor Association, Region III, Chair (2010)
- Georgia School Counselor Association
- 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, 2008-2011
- 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
- Muscogee County Public Schools, volunteer at Academic Decathlon, January 2013
- Muscogee County Public Schools, volunteer at Dimon Magnet Academy, February 2013-present