

VITAE

Judy A. Daniels, Ed.D., CRC

CONTACT INFORMATION (office):

University of Hawaii  
College of Education



EDUCATION:

Ed.D. Vanderbilt University, Nashville, TN

August 1990

General Administrative Leadership: An interdisciplinary degree with course work, training, and supervision in human development counseling and human resource development

M.A. University of Alabama, Tuscaloosa, Alabama

May 2013

Counselor Education: Rehabilitation Counselor Education

M.S.S.W. University of Tennessee, Nashville, TN

June 1981

Masters of Science Social Work

B.A. Washington University, St. Louis, MO

June 1978

Human Services and Anthropology

SUMMARY

Dr. Daniels is the Director of the Rehabilitation Counselor Education Program and professor at the University of Hawaii. She has been a counselor educator for over 34 years working in the areas of school, community, and rehabilitation counseling. She has held many leadership positions within the counseling profession and she is a Fellow of the American Counseling Association. She is a founding member of the American Counseling Association's (ACA) division of Counselors for Social Justice (CSJ) and a past president of CSJ. She was also elected to be the ACA Governing Council representative for CSJ (2012-2018). She has served as the Special Advisor to the ACA President on the Pandemic & Social Justice Concerns for the Governing Council (2020-2021) and has been the Parliamentarian (2018-2019) and Process Observer (2019-2020). Dr. Daniels was the Chair of the ACA Task Force on Climate Change and Mental Health and served on the New Professional/Early Career Issues taskforce. She has been the Co-Chair of the ACA taskforce on Professional Identity and Membership Employment, served as a member of the ACA Portability Task Force, and was the liaison to the ACA Human Rights Committee for 5 years. In the 1990's she was the president of the Hawaii ACA state

branches of AMCD and ACES and served on the board of Hawaii Counselors Association. Dr. Daniels has received numerous awards in the areas of teaching, research, and community service. During her career as a counselor educator, she has been recognized with national awards from the American Counseling Association (ACA) and in 2002 she received the prestigious ACA Wrenn award which is also referred to as the Counselor of the Year award. She has published over 50 articles/book chapters, several books, numerous other scholarly works, video's and counseling assessment instruments, and conducted over 100 national and international presentations. She has worked in both paid and volunteer capacities with, students in K- 12 schools; adolescents and families in community mental health agencies; adults in psychiatric rehabilitation counseling and addictions rehabilitation settings, and with chronically unemployed individuals on welfare. For over 15 years she has worked with student athletes and teams at the University of Hawaii. Currently she volunteers for Hawaii Fi Do an organization that trains and provides service dogs to persons with disabilities.

#### CERTIFICATION

Certified Rehabilitation Counselor (CRC # 00117836)

Certified in Thought Field Therapy for Algorithm and DX treatments

#### CAREER: EMPLOYMENT

Present: Director of the Rehabilitation Counselor Education Program and Professor in the Department of Kinesiology and Rehabilitation Science, University of Hawaii at Manoa, College of Education

2008-2019: University of Hawaii at Manoa, College of Education, Professor in the Department of Kinesiology and Rehabilitation Science

1990-2008: University of Hawaii at Manoa, College of Education, Professor in the Department of Counselor Education.

1997-present: University of Hawaii at Manoa, Sport Counseling/Consultation/Training

#### NATIONAL COUNSELING AWARDS

1. The American Counseling Association's Gilbert and Kathleen Wrenn Award for a Humanitarian and Caring Person (2002)
2. The Ohana Award from the Counselors for Social Justice Division of ACA (2004)
3. The American Counseling Association Fellow Award (2006)
4. Mary Smith-Arnold Anti Oppression Award from the Counselors for Social Justice Division of ACA (2010)
5. The American Counseling Association Dr. Judy Lewis Counselors for Social Justice Award (2015)
6. The American Counseling Association Kitty Cole Human Rights Award (2020)
7. The American Counseling Association Presidential Award (2021)

#### TEACHING AWARDS

1. University of Hawaii Presidential Citation in recognition of outstanding merit in teaching (1994).
2. University of Hawaii, College of Education Teaching Excellence Award (2004)
3. Nominated for the University of Hawaii Teaching Excellence Award (1997, 2006, 2012)

Average Teaching evaluations from 1990- present= 4.7

#### RESEARCH AWARDS

1. Awarded the President's Citation Award from the Association for Multicultural Counseling and Development for the development of the Multicultural Awareness Knowledge and Skills Inventory. (1992)
2. Nominated for the Association for Counselor Education and Supervision Research Award (1992).

#### COUNSELING COMMUNITY SERVICE AWARDS

University of Hawaii Men's Basketball Team award for outstanding service (2000, 2001, 2004)  
Thought Field Therapy service award (2013)

#### ELECTED AND APPOINTED POSITIONS WITH THE AMERICAN COUNSELING ASSOCIATION (ACA), ACA DIVISIONS, AND STATE BRANCHES

American Counseling Association Governing Council Special Advisor to the President on the Pandemic & Social Justice Concerns (2020-2021)  
American Counseling Association Governing Council Process Observer (2019-2020)  
American Counseling Association Governing Council Parliamentarian (2018-2019)  
American Counseling Association Governing Council Representative (2012-2018)  
American Counseling Association Governing Council Executive Committee (2016-2020)  
Liaison for the ACA Governing Council to the Human Rights Committee (2012-2018) and member of this committee (2018-2021)  
Association for Humanistic Counseling co-chair of Diversity, Equity and Inclusion Committee (2019-2020); Member (2020-2021)  
Board member of the Counselors for Social Justice (2009-2018)  
President elect, President, and Past President of Counselors for Social Justice (2009-2012)  
President of the Hawai'i Association for Counselor Education and Supervision (1994-1995)  
Charter President and Board Member of the Hawai'i Association for Multicultural Counseling and Development (1993-1997)  
Board member of the Hawaii Counseling Association (1993-1995)

#### GRANTS

Principal investigator for a 6,000.00 grant to examine conflict resolution and problem solving between mothers and their adolescent sons/daughters. Provided mental health services for families dealing with mental health problems by conducting counseling and advocacy services aimed at resolving familial conflict (1990-1995)  
Co-investigator on a grant funded through the Hawaii Department of Human Services for career counseling and motivational training. Funding for this grant totaled 1,040,000.00 for a four-year period. Provided career/vocational education/counseling services for individuals with chronic

unemployment as a result of psychiatric disability, homelessness, substance abuse, and other mental health concerns (1991-1995)  
RSA grant principal investigator 1,200,000.00 (2019-2025)

### SCHOLARLY ENDEAVORS

Books (career total 4):

- Lewis, J., Lewis, M., Daniels, J., & D'Andrea, M. (2011). *Community counseling: A multicultural-social justice perspective*. (4<sup>th</sup> ed.). Pacific Grove, CA: Brooks/Cole.
- Lewis, J., Lewis, M., Daniels, J., & D'Andrea, M. (2003). *Community counseling: Empowerment strategies for a diverse society*. (3<sup>rd</sup> ed.). Pacific Grove, CA: Brooks/Cole.
- Wallace, R., D'Andrea, M., & Daniels, J. (2001). *The rainbow circle of excellence: Lessons from a championship season*. Honolulu, HI: Watermark.
- Lewis, J., Lewis, M., Daniels, J., & D'Andrea, M. (1998). *Community counseling: Empowering individuals and communities*. (2<sup>nd</sup> ed.). Pacific Grove, CA: Brooks/Cole.

Recent Refereed Journal Articles/Book Chapters/Publications (career total 59):

- Metz, A., Corodimas, M., & Daniels, J. (In progress). Combating Mass Incarceration in Virginia: A Case Study on the Impact of Interdisciplinary Research in Criminal Justice Reform. Preparing to submit to the *Journal for Social Action in Counseling and Psychology*.
- Sturm, D., Duggan, J., & Daniels, J. (In progress). Existentialism, mental health and the climate crisis: A humanistic response. Preparing to submit to the *Journal of Humanistic Counseling*.
- Sturm, D., Daniels, J. (In progress). Conceptualizing counselor advocacy relating to the climate crisis and mental health using the ACA Advocacy Competencies. Preparing to submit to the *Journal for Social Action in Counseling and Psychology*.
- Toporek, R. & Daniels, J. (In progress). The ACA Advocacy Competencies. Preparing to submit to the *Journal for Social Action in Counseling and Psychology*.
- Metz, A., Daniels, J. (2024). Alone Together: An Exploratory Qualitative Study Examining Post-Traumatic Growth during the Shelter-in-Place Phase of the COVID-19 Pandemic. *Journal of Humanistic Counseling*.
- Sturm, D., Daniels, J., & Duggan, J. (2024) Climate crisis and mental health. In the Sage Encyclopedia of multicultural counseling, social justice, and advocacy. SAGE Publications.
- Bradley, L., Mendoza, K., Hollingsworth, L., Johnson, P., Duffey, T., & Daniels, J. (2023).

Creative Supervision: Ten Techniques to Enhance Supervision. *Journal for Creativity in Counseling*. Retrieved from <https://doi.org/10.1080/15401383.2023.2176391>

Sturm, D., Metz, A., Daniels, J., & Stauffer, M. (2021). Climate Crises: Helping Families Mitigate, Adapt, and Transition during Disruption. In Capuzzi, D. & Stauffer, M., Eds. (2021) *Foundations of couples, marriage, & family counseling*, Second edition. Wiley & Sons, Inc.

Toporek, R. L. & Daniels, J. (2018). *American Counseling Association Advocacy Competencies-Updated. Endorsed by ACA 2003 (Lewis, Arnold, House & Toporek) and Updated in 2018 (Toporek & Daniels)*. Retrieved from [https://www.counseling.org/docs/default-source/competencies/aca-2018-advocacy-competencies.pdf?sfvrsn=1dca552c\\_6](https://www.counseling.org/docs/default-source/competencies/aca-2018-advocacy-competencies.pdf?sfvrsn=1dca552c_6)

Daniels, J. (2014). Bold courage, visionary advocacy, and steadfast commitment: A model for social justice activism. *Journal for Social Action in Counseling and Psychology*, 6 (2), 19-20.

Daniels, J. (2012). Feminist counseling and therapy. In A. E. Ivey, M. D'Andrea, M.B. Ivey. *Counseling and psychotherapy: A multicultural perspective* (7<sup>th</sup> ed.) (pp.451-493). Thousand Oaks, CA: SAGE.

#### Recent Other Scholarly Publications (Career Total=61):

Sturm, D., Daniels, J., Metz, A., Stauffer, M., & Reese, R. (2020) Fact sheet on climate change and mental health. American Counseling Association: Alexandria, VA.

Daniels, J., Dollarhide, C., Griggs A., Leigh, K., Litam, S., Oller, M., Scholl, M., Vereen, L. (2019, December). Humanism as the Foundation of Culturally Informed Inclusive Practice. *InfoChange*,

Toporek, R. L. & Daniels, J. (2018). *American Counseling Association Advocacy Competencies-Updated. Endorsed by ACA 2003 (Lewis, Arnold, House & Toporek) and Updated in 2018 (Toporek & Daniels)*. Retrieved from <http://www.counseling.org/Publications>

Daniels, J. (2014, May). Celebrating the life and legacy of a social justice advocate and visionary. *Counseling Today*.

#### Psychological Assessment Instruments Developed (career total 4):

D'Andrea, M., Daniels, J., Gaughen, K. (1996). The racism awareness and knowledge scale. Unpublished inventory. University of Hawaii, Honolulu, HI.

D'Andrea, M., Daniels, J., & Heck, R. (1991). The multicultural awareness/knowledge/skills survey. Published instrument. *Journal of Counseling and Development*, 70(1), 143-150.

Houser, R., D'Andrea, M., Ham, P., & Daniels, J. (1991). Counselor Self-Efficacy Scale. Unpublished inventory. University of Hawaii, Honolulu, HI.

Whiting, R., D'Andrea, M., Daniels, J., & Martin, N. (1988). The personal loss inventory. Unpublished inventory. Peabody College, Vanderbilt University, Nashville, TN.

#### Videos:

Cartwright, B., Daniels, J., & D'Andrea, M. (2003). Confronting racial and gender differences: Three approaches to multicultural counseling and therapy. Microskills Training and Associates. Framington, MA.

#### Recent Refereed Presentations at National/International Conventions (career total 142):

Mendoza, K., Bradley, L., Hollingsworth, L., Del Re, J., & Daniels, J., (2023) *The Achilles' Heel Phenomenon: Helping students identify and Process through Countertransference*. ACES Conference, Denver, CO

Sturm, D., & Daniels, J. (2022) *Climate Change and Youth Mental Health*. Paper presented at Western Association of Counselor Educators and Supervisors (WACES). Portland, Oregon.

Pressman, S., Shaver, A., & Daniels, J. (2021) *The ACA Mentorship Program: A Global Initiative Created by Counselors for Counselors*. Paper presented at ACES Conference, Atlanta, GA

Pressman, S., Shaver, A. Daniels, J., Bradley, L., & Brawley, K., (2022) *Mentorship in the Professional Development of Early Counseling Professionals: A Global Initiative Created by Counselors for Counselors*. Paper presented at ACA Conference. Atlanta, GA.

Daniels, J., Toporek, R., Sturm D, Gebre, S., Duffey, T., & Yznaga, S. (2022) *Strength in Community: Highlighting ACA Advocacy Competencies in Practice*. Paper presented at the ACA Conference. Atlanta, GA

Daniels, J. (2021). *Leadership and Advocacy: Lessons Learned*. Paper presented at the AzCA Virtual Symposium

Pressman, S., & Daniels, J., (2021) *A Holistic Approach to Leadership Development with Youth*. paper presented virtually at Strengthening the Heartland Project.

Pressman, S., & Daniels, J., (2021) *Social Justice and Leadership*, Paper presented at RACA, Virginia

Johnson, P., Bradley, L., Hollingsworth, L., Mendoza K., Duffey, T. & Daniels, J., (2021) *Supervision: Uncovering Supervisees' Stories through Expressive Arts Techniques*. Paper presented at TCA, Galveston, Texas

Hendricks, B., & Daniels, J. (2021). *Ethical Counseling and Supervision in a Changing World*, (2021) TCA, Texas

Pressman, S., Shaver, A. Daniels, J., Bradley, L., Brawley, K., (2022) *Mentorship in the Professional Development of Early Counseling Professionals: A Global Initiative Created by Counselors for Counselors* ACA. Atlanta, GA ,

Daniels, J. (2022). *My Journey: The emergence of a social justice advocate and leader*. Emerging leaders in WACES presentation. Virtual Conference

Sturm, D., Daniels, J., Metz, A., Stauffer, M.; Reese, R. *Counselors and the Climate Crisis: Mental Health and Social Justice Advocacy Implications*. Accepted for the American Counseling Association Annual Conference, San Diego, CA. April 2020. [Conference rescheduled due to COVID-19.]

Toporek, R., Daniels, J. (2019). *Applying Advocacy Strategies for Client and Community Empowerment*. Paper presented at the annual convention of the American Counseling Association. New Orleans, LA.

Duffey, T., Haberstroh, S., Daniels, J., Ouzst-Moore, R. (2018). *The Future of Creativity in Counseling Inspiring Creative Leadership*. Paper presented at the Creativity in Counseling annual conference. Clearwater, FL.

Harper, A., Daniels, J., Swanson, R. (2018, April). *Decentralizing Whiteness and Other Forms of Privilege: Lessons from Standing Rock*. Paper presented at the annual convention of the American Counseling Association. Atlanta, GA.

Daniels, J., Pope, M., Goodman, J. (2017, March). *Using Parliamentary Procedure and Group Process in the Service of Social Justice*. Paper presented at the annual convention of the American Counseling Association. San Francisco, CA

Martinson, M., Daniels, J. (2017, March). *Culturally Based Strategies to Create a Sense of Belonging for Transfer Student*. Poster presented at the annual convention of the American Counseling Association. San Francisco, CA

Bemack, F., Chun, R. Daniels, J., Hutchins, M. Torres, E., Toporek, R. (2016, March). *The State*

*of the Union: Social Justice Leaders Discuss the Past, Present, and Future of Counseling and Social Justice.* Paper presented at the annual convention of the American Counseling Association. Montreal., CA

### TEACHING ENDEAVORS AT THE UNIVERSITY OF HAWAII

Qualitative teaching evaluations generally identify the following common themes:

“Experienced, knowledgeable, sincere, compassionate, collaborative, prepared, available, approachable, enthusiastic, caring, flexible, inspirational, fair, confident, dedicated, organized, hands-on, focused, clear, capable, “punahale-favorite,” open, global, fabulous, mentor, skillful, authentic, caring, supportive, motivated, and passionate.”

From 1990-2008 I taught the following courses in the department of Counselor Education with a mean teaching evaluation of 4.7 on a 5 point scale: Counseling: Group theory and practice; Practicum in elementary school; Practicum in intermediate school; Practicum in high school; Internship in elementary school; Internship in intermediate school; Internship in high school; Counseling in schools; Seminar in school counseling; Problems of school adjustment; Contemporary Issues in Counseling: Conflict Resolution; Seminar in contemporary perspectives in Educational Psychology; Research; and Cross cultural counseling.

From 2008 to present an electronic evaluation system was implemented with poor student responses rates. Additional courses taught from 2008 to present include: Counseling theory and practice; Human growth and development across the lifespan; Case management; Vocational evaluation and assessment in rehabilitation; Medical and psychosocial aspects of disability; Seminar in rehabilitation counseling, and Career counseling.

Undergraduate courses taught include: Personal Health and Wellness; Life skills; and Psychosocial Aspect of Sport.

### SERVICE ENDEAVORS AT THE UNIVERSITY OF HAWAII

#### Departmental service

Departmental representative to the COE Senate (2008-2025)

Departmental DPC member (1995-2005, 2008-2009, 2010-2011, 2015--2017, 2018-2020, 2022, 2024-2025)

CACREP self-study committee (1994-1995, 2007-2008, 2018- 2019)

Admissions and retentions committee (1990-1994, 1995-1997, 2014-2025)

Scholarship Funding Review Committee for Graduate Students in Rehab Counseling (2014-2025)

Advising Graduate Students in Rehab Counseling (non-thesis 2014-2025)

Assessment coordinator for Rehab Counseling (2019-2025)

Senate CCPP committee member (2011-2012, 2018-2019, 2024-2025)

Senate diversity committee member (2022-2024)

EDEP School Counseling hiring committee (2024-2025)

Member of the school counseling committee for reinstatement and accreditation (2022-2025)



Chair Rehabilitation hiring committee (2007-2008) and faculty search committee (1992-1993)  
DOE planning committee (1994-1995)  
School counseling committee (1990-1992, 1993-1994, 1995-1998, 2004-2005)  
Policy and planning committee (1991-1998, 2000-2002, 2003-2004)  
Curriculum committee (1990-1991, 1993-1994, 1999-2000)  
Multicultural committee (2002-2003)

Service to the College of Education

COE Faculty Senate Diversity committee (2021-2024)  
COE Faculty Senate Representative (2008- 2025)  
COE CCPP committee member (2011-2012, 2018-2019, 2024-2025)  
COE Everly Endowed Scholar Committee (2018, 2021)  
COE ad-hoc visioning the future committee (2009-2010)  
COE ad-hoc Reorganization committee (2009-2010)  
COE Deans Committee for Strategic Planning (1996-1998)  
COE Faculty Senate Executive Council (1996-1997)  
COE Budget and Facilities Committee Chairperson (1996-1997)  
COE Personnel Committee (1996-1997, (1994-1995, 1993-1994)  
Faculty Reorganization Committee (1994-1996)  
COE Personnel Committee (1995-1996)  
COE Budget and Space Allocation Committee (1995-1996, 1994-1995)  
COE Scholarship Committee (1995-1996)  
COE Faculty Development Committee (1995-1996)  
COE colloquium on the topic of ethics in higher education (1992)

Service to the University of Hawaii

Sports Counseling, Consultation, team building, and Academic/Career/Personal Counseling for the University of Hawaii Athletic teams (1997-present)  
University Women's Mentoring Program (1995-1998)  
Appointed to the graduate faculty (1993- present)

NATIONAL SERVICE ENDEAVORS (non-elected)

Chair of the ACA task force on Climate Change and Mental Health (2019-2020)  
Member of the New Professional/Early Career Issues taskforce (2019-2020)  
Co-Chair of the ACA taskforce on Professional Identity and Membership Employment (2014-2015)  
Member of the ACA Portability Task Force (2015-2016, 2018-2019)  
ACA Executive Committee Strategic Planning work group (2017-2018)  
ACA/CSJ awards committee (2018)  
ACA Governing Council strategic planning committee initiative # 6 (2014-2015)  
CSJ By-laws and revisions committee (2014)  
Editorial board Journal for Social Action in Counseling and Psychology (2007-2017)  
Founding board member of the National Institute of Multicultural Competence (1998-present)  
American Counseling Association Service and Leadership Academe Task Force (2010-2011)  
Task Force for the development of counseling accreditation MCAC (2008-2010)  
National Institute for Multicultural Competence Early Career Mentoring Committee (2008-2009)

Counselors for Social Justice Division membership committee (2008-2009)  
 National Discussion on Race, Peace, and Justice Co-coordinator (2007-2009)  
 National Institute for Multicultural Competence co-coordinator of the "Giving Back to the Community" training program (2005, 2007, 2008, 2009, 2010)  
 Appointed Senior Co-Chair ACA Taskforce on Exemplary Practices for the Implementation of Multicultural Counseling and Advocacy Competencies (2005-2006)  
 Co-Editor of "Promoting human dignity and development through diversity" a monthly column in the American Counseling Association's national newspaper entitled "Counseling Today." (1997-2008)  
 Giving Back to the Community: American Psychological Association Division 17 service committee volunteer (2006)  
 Co-chaired the NIMC National CACREP Revisions Committee (2005-2006)  
 Co-developed and implemented the NIMC Student Mentoring/Early Career Leadership Development Training Project which provides monthly cyber consultation and training services to students, early career faculty members, and counseling practitioners across the United States. (2005-2006)  
 Appointed Co-Chair Ethics Committee for Counselors for Social Justice  
 Co-editor for the Counselor for Social Justice newsletter (2000-2001).  
 Co-chair of the Health Disparities Committee for division 45 of the American Psychological Association (2000-2001). Co-chair of the ACES Multicultural Interest Group Committee (1999-2001).  
 Co-chair of the Strategic Planning Committee for the Association of Multicultural Counseling and Development (1997-1998).  
 International Association of Marriage and Family Counselors Human Rights Committee, Chair (1997-1998).  
 National Multicultural Ad hoc Committee (1997-1998).  
 Futures Committee for the Association for Counselor Education and Supervision (1996-1997).  
 Co-convener and speaker at the 1995 Opening Session of The American Counseling Association Convention (1994-1995).  
 Co-convoked a national leadership conference on multicultural concerns within the counseling profession (1993).  
 Association of Multicultural Counseling and Development Strategic Planning Committee (1994-1995).  
 Member of the Multicultural Counseling Outcome Research Advisory Committee (1994-1995).  
 Member of the Multicultural Ethics Review Committee (1994).  
 Member of the Multicultural Counseling Outcome Research Advisory Committee (1994-1995).  
 Member of the Multicultural Ethics Review Committee (1994).  
 Reviewed manuscripts and books for publication with Brooks/Cole and Sage Publishing Companies and different journals in the counseling profession on an ad-hoc basis (on-going).  
 Association of Multicultural Counseling and Development Strategic Planning Committee (1994-1995).  
 Assisted with establishing the charter for the Hawaii State Division of the Association for Multicultural Counseling and Development (1993).  
 DOE and Counselor Education Committee to assess the Basic Specialists Program (1995).

## PROFESSIONAL MEMBERSHIPS

Life time member and Fellow of the American Counseling Association (ACA)  
Counselors for Social Justice (CSJ)  
American Rehabilitation Counseling Association (ARCA)  
National Rehabilitation Association (NRA)  
The Association for Specialists in Group Work (ASGW)  
National Career Development Association (NCDA)  
National Employment Counseling Association (NECA)  
Western Region of the American Counseling Association  
Association for Counselor Education and Supervision (ACES)  
Association for Creativity in Counseling (ACC)  
Association for Humanistic Counseling ((AHC)

#### EMPLOYMENT HISTORY: HISTORICAL AND CLINICAL EXPERIENCES

1987-1990: Vanderbilt University, George Peabody College, Nashville, TN 37203  
Human Development Counseling Program Graduate Teaching Assistant, 1987-1990.  
Co-instructor for master's- and doctoral-level courses. The titles of these courses include:  
Developmental Psychology; Counseling and the Behavioral Sciences; Consultation; Practicum  
(community and school); Provided clinical supervision for Practicum/Internship (community and  
school); and Community Counseling. Assisted in departmental research and administrative  
duties. One year of counseling supervision and training provided by Dr. Roger Aubrey.

Corporate Learning Institute Design Specialist, September-April, 1988-1989.  
Design specialist on a team responsible for developing a twelve-course curriculum for an  
international Fortune 500 company. Courses content included the following topics: instructional  
techniques, conducting need's analysis, designing and developing training programs, and  
measurement and evaluation strategies.

1988-1990: Personal Loss Institute H.D.C. Box 322 Nashville, TN 37203  
Program Developer and Research Associate  
Conducted research on the psychology of personal loss. Assisted in developing an instrument  
called "The Personal Loss Inventory" which measures the psychology of loss. Administered and  
scored the Washington University Sentence Completion Test and the Personal Loss Inventory.  
Wrote grants and obtained funding from private foundations.

1981-1990: Consultation and Training Services 918 Kirkwood Nashville, TN 37204  
Consultant and Trainer  
Provided consultation and training services to non-profit and for-profit organizations. Six-year  
contract with Vanderbilt University Medical School to provide training in patient communication  
skills. Consultant for a variety of non-profit agencies in Middle Tennessee providing services in  
organizational development, conflict resolution, and Board development. Provided training for  
DuPont Corporation on team building and group facilitation. Consultant and trainer for five  
southeastern experiential education institutions in the areas of staff development and program  
administration.

1981-1988: Oasis Center, P.O. Box 121648 Nashville, TN 37212

Program Director, 1983-1988

Initiated program design and implementation of adolescent school and community services program. These responsibilities included coordinating three guidance and counseling programs for junior high and high school students. The first program, the Nashville Youth Network, utilized a group work format to promote moral development, values clarification, leadership skills, self-esteem, problem-solving capabilities, and social awareness. The second program, the Youth Minority Employment Program was designed for minority high school students and based on an eight-week curriculum. The career counseling and guidance program was designed to enhance career awareness, life skills, values clarification, and leadership skills. It included an after-care program with other guidance activities, individual counseling, and social/recreational outings. The third program was part of a school-based early-intervention project providing outdoor adventure-based counseling for youth. These activities included a group counseling process model to enhance communication, trust-building, self-awareness, motivational, and problem-solving skills. Administrative duties included: hiring and supervising staff; operating a \$150,000 budget; fund raising, and research and evaluation activities. Won the Jack C. Massey United Way Award of Middle Tennessee for developing an innovative volunteer, youth service organization. A total of 245 hours of post-master's counseling supervision provided from 1981-1988.

School Prevention Counselor, 1981-1983

Counselor in a school-based prevention program. This 24-session guidance and counseling program was implemented in the public and private schools in Nashville and the surrounding counties. It targeted youth from the 5th grade to high school. The guidance activities were aimed at promoting moral development, values clarification, self-esteem building, decision-making, problem-solving skills, substance abuse prevention, peer and race acceptance, and communication skills. The program involved extensive and ongoing consultation with teachers, guidance counselors, and principals. Agency supervision provided.

Crisis Counselor and Volunteer Coordinator, 1981-1982

Crisis counselor for adolescents and adults. Responsibilities included telephone counseling and providing walk-in counseling services. Coordinator of the agency volunteer program and recruited and supervised agency volunteers.

1977-1981: Therapeutic Wilderness Counselor School and Juvenile Court Liaison

Worked in a variety of 24-hour residential treatment programs, which focused on individual and group counseling treatment modalities with clients referred from juvenile court and community mental health centers. Consultation with probation officers, schools, and community agencies was also involved.