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## EDUCATION

**Doctor of Philosophy in Counselor Education**, University of South Carolina, 1999  
**Master of Arts Degree in Agency Counseling**, Appalachian State University, 1988  
**Bachelor of Arts Degree in Psychology**, University of North Carolina, 1984

## PROFESSIONAL EXPERIENCE

**Professor** Winona State University, 1999-current (Chair Position, 2012-2018). Duties include:

- teaching travel study/faculty led course (Guatemala: 2008-12),
- teaching community and school counseling courses (including school and community practicum and internship, Group Process, Counseling Theory and Practice, Career Development and Assessment, Orientation to Clinical Mental Health Counseling, Lifespan Development, Theory and Practice of Sexual, Addiction and Crisis Counseling,
- teaching workshops on areas of specialization such as gestalt therapy, co-dependency issues, tobacco addiction, wellness, multicultural counseling/identity development, positive psychology;
- teaching undergraduate career and life planning classes (many of these courses are taught in 'smart classrooms' and via online resources, D2L and Zoom);
- scholarly activities including publications and presentations at national, regional and local conferences on multicultural counseling competency, Education Trust, research and advocacy efforts in K-12 settings, and counselor education and training.
- contribution to community projects include career counseling Hispanic high school students in the local school district (2005-09), serving on the local School-to-Work board (1999-2004), and working with the Rochester Minnesota school district counselors on a Transforming School Counseling Initiative (1999-2007).
- serve as Chi Sigma Iota Faculty chapter Rho Sigma Upsilon Advisor (2000-current).
- academic advisor to CED graduate students: 1999-current.

**WSU Counselor Education Rochester Workshop Series Coordinator**, 2012-current:  
coordinate workshops and hire instructors for weekend workshop 1 credit courses (3-4 workshops per fall and spring; 2 workshops per summer).

### Private Practitioner

Counseling telehealth clients via Better Help, October 2020-current  
<https://www.betterhelp.com/mary-fawcett/>

**Doctoral Training**, University of South Carolina, fall, 1997-Spring, 1998. Two teaching internships of graduate level EDCE 600 (Communication Skills); counseling practicum, Lower Richland High School Guidance Department; supervision practicum with school counselors in elementary, middle and secondary education.

**Graduate Assistantship**, LINC (Ladders in Nursing Careers), South Carolina Health Alliance, Columbia, South Carolina, August 1996-June 1999. Engaged in cross-cultural individual and career counseling with nursing assistant staff and acted as assistant to Coordinator of LINC; presented workshops to students on stress management, study skills, parenting stress, and test anxiety; coordinated and maintained support programs in South Carolina at ten hospital sites and eight technical schools.

**Private Practitioner**, Boone, North Carolina, June 1992-June 1996. Provided individual and group counseling services to adults (most common concerns included depression, grief counseling for post-divorce issues, anxiety, sexual abuse, and self-esteem issues).

**Adjunct Instructor**, Appalachian State University, Boone, North Carolina, August 1994-June, 1996. Taught graduate courses in Community Counseling Internship, Life and Career Planning, Group Methods and Processes, and Human Relations. Co-developed assessment form for intern site supervisors.

**Student Support Services Counselor/Coordinator**, Caldwell Community College, Boone, North Carolina, August 1994-June 1996. Provided direct service counseling and referrals, taught undergraduate course in Personal Development and Orientation; coordinated the Student Support Services program; implemented tutoring services; and organized cultural programs. Met with faculty and conducted student conferences. Supervised a counseling practicum graduate student in a group setting for one quarter.

**Director of Counseling Services**, Lees-McRae College, Banner Elk, North Carolina, August 1989-1994. Delivered direct service counseling to students, faculty and staff, on developmental issues, job/career issues, family issues, eating disorders, sexual abuse issues, violence issues, addictions and anxiety disorders. Built counseling program and planned/implemented career counseling program. Gained CAS accreditation (Council for Standards in Higher Education) for the Career Planning Program and Counseling Services. Served as on-call counselor and engaged in crisis intervention when necessary. Worked with referrals/commitments to area private practitioners, Cannon Hospital Psychiatric Unit, New River Mental Health Department (Avery and Watauga Counties), Highland Hospital, and Appalachian Hall Hospital. Also conducted research on entering Freshmen from 1991-1993 on sexual activity, sexual identity issues, and drug use for program development in residence halls and Davis Health Service programs.

Coordinated Southeastern Small Counseling Center Coalition: conducted research on small counseling center staff, created and maintained a newsletter for forty counselors, edited articles of interest and support for the "one person counseling center". Presented workshop on advocacy and research efforts for the small counseling center.

Administratively supervised Career Counselor and Davis Health Services R.N. Clinically supervised a semester each of two graduate interns, and three graduate practicum students. Supervised a work-study student. Served on four committees: Chair of Wellness Committee for faculty and staff; Chair of OSHA Blood borne Pathogen Committee; member of the Student Life Committee; and member of SACS self-study of Library.

Taught general psychology classes for eight semesters, delivered programs in classes and residence halls on prevention of date rape, alcohol abuse, and drug use, delivered week-long programs on stress management, AIDS/HIV and STD's, offered programs on relationships, sexuality, women's and men's issues, and utilized the Myers-Briggs personality inventory for

personality style workshops for faculty, staff, and students, co-trained Freshman Seminar class instructors, consulted with faculty and staff, planned and implemented successful system of immunization compliance in Davis Health Services, increased availability of campus nurse, and implemented condom availability on campus.

**Interim Staff Counselor.** Appalachian State University Counseling and Psychological Services Center, Boone, North Carolina, January 1989-June 1989. Delivered individual counseling, group counseling, and intake/emergency sessions. Served on-call emergency counseling services. Delivered direct service career counseling at Peer Career (a Para-professional career counseling service). Hired, trained and supervised paraprofessional career counselors.

**Graduate Intern.** Appalachian State University Counseling and Psychological Services Center, Boone, North Carolina, August 1988-December 1988. Delivered individual counseling, career counseling and co-lead an Adult Children of Alcoholics Group. Taught undergraduate Life and Career Planning course. Co-developed Peer Career. Trained and supervised paraprofessionals.

**Graduate Assistant.** Appalachian State University Counseling and Psychological Services Center, Boone, North Carolina, August 1987-May 1988. Delivered direct service counseling, group counseling, and career counseling in the counseling center.

**Testing Proctor.** Appalachian State University Counseling and Psychological Services Center, Boone, North Carolina, August 1987-1996. Administered/Proctored GRE, NTE, GMAT, and LSAT.

**Helpline Crisis Counselor Trainer.** Orange Person Chatham Mental Health Center, Chapel Hill, North Carolina, January 1984-January 1985. Trained paraprofessional crisis counselors in areas of counseling skills, crisis intervention counseling, education of community organization, education of mental health/disorders, and effective professional communication with various mental health clinicians.

**Helpline Crisis Counselor.** Orange Person Chatham Mental Health Center, Chapel Hill, North Carolina, June 1982-May 1985. Provided crisis counseling which included dealing with issues of suicide, rape, battered women, substance abuse, and mental health. (Time commitment was twelve hour/month for three years. Helpline is one of the largest crisis centers in the country and it has received awards for its' excellent training program.)

### **Related Professional Experiences**

Book reviewer for Cengage Learning, October, 2009-2012.

Article manuscript reviewer for special issue for the Journal of Humanistic Counseling, Education, and Development, spring, 2010.

### **Research Activities**

Fall 2021: Rho Sigma Upsilon Study on Peer Support for new Counselor Education Students by advanced Counselor Education Students. Presented at CSI Days at ACA, 2022

Fall 2019-Fall 2021: A Qualitative Study: How does talking with and listening to migration experiences of immigrants impact white counselors' perception of multicultural counseling competence and self-efficacy? (Co-researchers include Dr. Dawnette Cigrand and Dr. Rieko Miyakuni)

Fall 2019-Fall 2021: A Qualitative Study: Refugee and Immigrant Experiences of Transition to Life in the U.S. (Co-researchers include Dr. Patricia Arredondo and Dr. Dawnette Cigrand)

Fall 2019-Fall 2020: Rho Sigma Upsilon Study on Multicultural Counseling Competency Impacted by Local Community Immersion Activities, year-long quantitative study. (Co-researchers include Dr. Miyakuni and CSI students). Presented at CSI Days, ACA 2020

Fall 2018: Rho Sigma Upsilon: Study on Multicultural Counseling Competency Impacted by Immersion Activities Chi Sigma Iota Multicultural Immersion Research, quantitative data gathering fall term, analysis completed February 2019 with Dr. April Kerby, presented at ACA, New Orleans, March 2019.

Spring, 2010: Pain Management Research with Winona area chronic pain patients. Data gathered on pre-post pain level scores and depression/anxiety/stress levels. Interventions measured included SIT model and cognitive-behavioral activities.

Spring, 2010: Counselor Education Survey with national sample of CACREP counselor education faculty. Data gathered included training levels of counselor education instructors in multicultural competencies.

Spring, 2010: Multicultural Competency Development via Guatemala Travel Study. Multicultural counseling competencies data gathered on graduate students via assessment delivered pre/post Guatemala travel study course.

Spring, 2008: Multicultural Competency Development via Guatemala Travel Study. Multicultural counseling competencies data gathered on graduate students via assessment delivered pre/post Guatemala travel study course.

Spring, 2008: Onsite Counseling Clinic Survey to CACREP training programs. Data collected on percentage of counselor education programs that offer onsite counseling services and related information (reasons for an onsite clinic, risks and benefits, supervision issues, administrative process, etc.).

Spring, 2006: Minnesota School Counseling and Research Coalition is currently developing and preparing to survey 1400+ K-12 school counselors on training, programs and services. Researchers will use data to educate communities, school boards and legislative leaders on training and services of school counselors. Grant monies were secured and findings will be available.

Fall, 2005: No Child Left Behind data gathering: demographic and discipline data collected on high risk students and counseling interventions at the elementary level, Rochester district schools, shared with community and Rochester School Board.

Fall, 2004: Transforming School Counseling data gathering on pre-post bullying and comparison with Rochester district schools, shared with community and Rochester School Board.

2000-2004: Transforming School Counseling data gathering on elementary counseling and effect on achievement from 2000, Rochester, MN, 2003, shared with community and Rochester School Board.

2002: Transforming School Counseling data gathering on K-12 risk factors and achievement, Rochester, MN, 2002

2000: “A pre-post study of high school career decision-making levels during the implementation of the first year of a new career development program”, study done with all students at mid-western high school

1999: Qualitative study of African American women’s career issues in SC nurses aide program, unpublished raw data

1999: “A Quantitative Study of the Effects of Vocational Programs on Career Decisiveness Levels of High School Seniors”, doctoral dissertation

## PUBLICATIONS

**Blog:** <https://www.findinghappinesssthroughchronicpain.com>

Finding Happiness Through Chronic Pain, published February 4, 2021

Cigrand, D., **Fawcett, M. L.**, Arredondo, P. Miyakuni, R., & Onderak, G. (2021).

Experiences of survival and perseverance through dire decisions: A phenomenological study of the immigration journey. *Journal of Counseling and Development*.

**Fawcett, M. L.**, Evans, J., & Maycock, G. (2012). A quantitative measure of the effects of CBT Stress Reduction Therapy for chronic pain. *Vistas online articles*. Alexandria, VA: American Counseling Association.

**Fawcett, M. L.**, & Evans, K. (2012). *Experiential Approach for Developing Multicultural Counseling Competence*. Thousand Oaks, CA: Sage.

**Fawcett, M. L.** (2010). *One counselor educator’s process of racial reeducation*. Journal of Michigan Counseling Association.

Teyber, E., **Fawcett, M. L.**, McClure, F., & Douwenga, D. (2010). *Instructor’s manual with test bank for Teyber’s Interpersonal Process In Therapy* (6<sup>th</sup> ed). San Bernardino, CA: Cengage.

**Fawcett, M. L.**, Briggs, C. A., Maycock, G., & Stine, L. (2010). *Multicultural counseling competency development with a Guatemala travel study*. *Journal of International Counselor Education*, 1 (1), 1-18.

**Fawcett, M. L.** (2008). *Guatemala Travel Study*. Counseling Today.

- Fawcett, M. L.** (2008). *Identity formation: Marcia*. In encyclopedia of counseling. Virginia: American Counseling Association.
- Sexton, E., Starr, E., & **Fawcett, M. L.** (2006). Finding my way in working with the Inupiat Eskimo: Building trust. *International Journal for the Advancement of Counseling*.
- Couillard, D., Garnett, J., Hutchins, A., **Fawcett, M. L.**, & Maycock, G. (2006). Student risk factors identified by school counselors and student achievement. *Alberta Journal of Educational Research*, 52(4).
- Fawcett, M. L.** (2005). School counselors face elimination in Minnesota. *Counseling Today*, March.
- Fawcett, M. L.** & Maycock, G. (2001). A quantitative assessment of culture and career decision-making confidence levels of high school seniors in a school-to-work program using the Career Decision Scale (Report No. CG 031 060). Greensboro, NC: International Career Development Library. (ERIC Document Reproduction Service No. ED 455 467)
- Casado, M. & **Fawcett, M.** (2000). It Takes a Village to Graduate a Doctor. *International Association of Marriage and Family Counselors, The Family Digest*, 12, p. 3 & 14.
- Fawcett, M.** (1999). A quantitative study of the effects of vocational programs on career decisiveness levels of high school seniors. Unpublished doctoral dissertation, University of South Carolina, Columbia.
- Fawcett, M.** (1999). [qualitative interviews with African American nursing students regarding career path issues]. Unpublished raw data.
- Fawcett, M.** (2000). Tribute to Annie Belle. *Counseling Today*, October.
- Rotter, J. C., Barnett, D. E., & **Fawcett, M. L.** (1998). On the road again: Dual-Career commuter relationships. *The Family Journal: Counseling and Therapy for Couples and Families*, 6, 46-48.
- Sack, R. T., **Graham, M. F.** and Simmons, K. P. (1995). Treatment groups for sexual abuse

survivors on campus: results of a national survey, (1995). *Journal of College Student Psychotherapy*, 9 (4), 89-95.

**Graham, M. F.** (1990). [Survey results from small college counseling centers]. Unpublished raw data.

**Graham, M. F.** (1991, October). Small college counseling center issues [Letter to the editor]. Guidepost, p. 3.

## PROFESSIONAL CONFERENCES

### COORDINATED

Dr. Patricia Arredondo Visit to Winona State University, Winona, MN, May 2-3, 2019. Presentations included: Counselor Education Department on integrating multicultural development curriculum in classes, KEAP Diversity Center on Minority Strengths, WSU students on Multicultural Competency as a Career Advantage, Faculty Development on Difficult Conversations in the Classroom, and CED Site Supervisors on Counseling with Immigrant Clients.

Minnesota Counseling Association Regional Workshop, St. Catherine's College, Minneapolis, Nov 6, 2004

School Counselor Update Workshop Series. WSU, 2002-2008. Winona, MN.

Minnesota Association for Counseling and Development, November, 2003, Mankato, MN.

Minnesota Association for Counseling and Development, Regional Workshop Series, April, 2001, Moorhead, St. Cloud, & Winona, MN

Minnesota Association for Counseling and Development, April, 2000, St. Paul, MN.

### PRESENTED

Cigrand, D., & Fawcett, M. (2021). A Qualitative Study: How does talking with and listening to migration experiences of immigrants impact white counselors' perception of multicultural counseling competence and self-efficacy? ACES, Atlanta, 2021.

Arredondo, P., Cigrand, D., & **Fawcett, M.** 2021 Qualitative Study: Refugee and Immigrant Experiences of Transition to Life in the U.S. American Counseling Association, April 5-31, 2021, USA, Virtual Conference.

Arredondo, P., Cigrand, C., **Fawcett, M.**, Windl, C. & Onderak, G. A Qualitative Study: Refugee and Immigrant Experiences of Transition to Life in the U.S. American Counseling Association, April 17, 2020, San Diego, CA. (Conference Canceled).

- Fawcett, M. L.** (2019). Cultural Identity and Positive Psychology. CED Rochester Series Workshop, May 17 & 18, 2019.
- Britney Brennan, La Green, Emily Erickson, Sarah Jackson, **Mary Fawcett**, Ph.D. Rho Sigma Upsilon: Study on Multicultural Counseling Competency Impacted by Immersion Activities, American Counseling Association, March 30, 2019, New Orleans, LA.
- Fawcett, M.** (2018). Millennials and Higher Education, Hub Presentation, WSU, February 12, Winona, MN.
- Fawcett, M.** (2017). Happiness: What's it all about? CED Rochester Series Workshop, July 22 and 23, Rochester, MN.
- Fawcett, M.** (2016). Motivational Interviewing and career counseling. MN Colleges and Universities Career Services Counselors and Staff Annual Convention, WSU, Winona, MN.
- Fawcett, M.** (2016). Motivational Interviewing with students in an advisory role. WSU, Winona, MN.
- Fawcett, M. & Hittner J.** (2015). WSU Training Clinic pre-post effectiveness research, Association for Counselor Education and Supervision, Philadelphia, PA.
- Sato, M., Saner, R., Cigrand, D., **Fawcett, M.** and Portman, T. (2015). Counselor Education Student Dispositions Related to Retention Plans for Student Success: Opportunities and Challenges in Counselor Education Leadership, Association for Counselor Education and Supervision, Philadelphia, PA.
- Fawcett, M. L.** (2013). Experiential approach for developing multicultural counseling competency. Association for Counselor Education and Supervision. Denver, CO.
- Fawcett, M. L.** (2013). Innovative screening techniques for counselor education programs. Association for Counselor Education and Supervision. Denver, CO.
- Fawcett, M. L.** (2013). Happiness at work. Winona State University Wellness Conference, Winona, MN
- Fawcett, M. L.** (2011). Guatemala travel study. Association for Counselor Educators and Supervisors, Nashville, TN.
- Fawcett, M. L.** (2010). Guatemala travel study. Minnesota Counseling Association, MN.
- Fawcett, M. L. & Briggs, C. A.** (2009). Guatemala travel study. Association for Counselor Education and Supervision, San Diego, CA.
- Fawcett, M. L.** (2009). Minnesota School Counseling Comprehensive Guidance Programs. Education Trust Conference, Austin, TX.
- Fawcett, M. L. & Briggs, M. L.** (2008). Guatemala travel study. North Central Association of Counselor Education and Supervision, Indianapolis, IN.
- Briggs, C. A. & **Fawcett, M. L.** (2006). Preparing counselors for social and professional advocacy: From theory to practice. North Central Association of Counselor Education and Supervision, Kansas City, MO.
- Fawcett, M. L. & Hutchins, A.,** (2005). The use of NCLB data and tracking counseling interventions. Minnesota School Counseling Association Conference, St. Cloud, MN.
- Fawcett, M. L. & Ward, C.** (2005). Counselor Educators Taking a Leadership Role in Promoting School Counseling. Education Trust Summer Counseling Academy, Houston Tx.
- Fawcett, M. L., Garner, J., Hutchins, A., Hatfield, T., Couillard, D.** (2004). School Counseling Risk Factors and Achievement. American Counseling Association International Conference, Kansas City, MO.
- Fawcett, M. L.,** (2004). Transforming School Counseling Follow-Up on Rochester. Association of School Counselors National Research Summit, Reno, NV.
- Fawcett, M. L.** (2003). Using Career Counseling Activities in the Classroom. Minnesota State College-Southeast Technical Fall Conference, Winona, MN.



- Fawcett, M. L.** (2003). Come Play. Minnesota State College-Southeast Technical Fall Conference, Winona, MN.
- Sexton, E. & **Fawcett, M. L.** (2003). Finding My Way in Learning Relevant Skills in Counseling the Inupiat Eskimo. Presented at the American Counseling Association International Conference, Anaheim, CA.
- Fawcett, M. L.** (2003). Evaluating and Improving Your Career Development Program. Presented at the American Counseling Association International Conference, Anaheim, CA.
- Fawcett, M. L.** & Traxler, K., Kinneberg, C. (2002). Evaluating and Improving Your Career Development Program. Presented at the Wisconsin Career Development Association Annual Conference, Madison, WI.
- Fawcett, M. L.** (2002). Stress Management. Minnesota State College-Southeast Technical Fall Conference, Winona, MN.
- Fawcett, M. L.**, Traxler, K. & Kinneberg, C. (2002). Tools for Success in Teaching Careers. Minnesota State College-Southeast Technical Fall Conference, Winona, MN.
- Fawcett, M. L.** (2002). Promoting Counseling Services in Your Community. Keynote address presented at the Minnesota Association for Counseling and Development Spring Workshop, Moorhead, MN.
- Fawcett, M. L.** (2001). Developing and Evaluating Career Development Programs. Minnesota State College-Southeast Technical Fall Conference, Winona, MN.
- Fawcett, M. L.** & Traxler, K. (2001). Nurturing the Dreams of High School Students: Innovative Methods that Include Teachers and the Use of Research. Presented at the National Association for Career Development, Tuscon, AZ.
- Fawcett, M. L.** (2001). Professional development sites for advanced training and supervision of counseling students. Presented at the North Central Association for Counselor Education and Supervision Annual Conference, Chicago, Ill.
- Fawcett, M. L.** (2001). Career Decision Making and Gender: An Adolescent Study. Presentation at the American Counseling Association, March, 2001, San Antonio, TX.
- Barron, L., Casado, M., **Fawcett, M. L.**, Hawley, L., Hayes, B., Jones, K., Rhodes, D., & Ward, C. (2001). The Junior Faculty Experience: What to Know as You Search for Your First Position. Presentation at the American Counseling Association, March, 2001, San Antonio, TX.
- Fawcett M. L.** & Ward, C. (2000). Frozen Fish Bowl: A Supervision Model. Presentation at the North Central Association for Counselor Education and Supervision, Indianapolis, IN.
- Fawcett, M.L.** (2000). Codependency Theory for Helpers. Presentation with the Winona State University Workshop Series, Rochester, MN.
- Fawcett, M. L.** & Ward, C. (2000). Coping with Secondary Trauma: Nurturing Self-Care Strategies for Helping Professionals. Presentation with the Winona State University Workshop Series, Rochester, MN.
- Fawcett, M. L.** (2000). The Potential of School-to-Work Programs: A Career Decisions Study With Adolescents. Presentation at the American Counseling Association, Washington, D.C.
- Fawcett, M. L.** & Ward, C. (1999). Managing the Addictive Crucible: An Alternative Approach to Treatment. Presentation with the Winona State University Workshop Series, Winona, MN.
- Fawcett, M. L.** (1999). Counselor Self-Care. Presentation at the Southeast Minnesota School Counselors Association, Winona, MN.
- Fawcett, M. L.** (1999). Self-Care Strategies for Counseling Professionals. Southeastern School Counseling Association. Winona, Minnesota.
- Fawcett, M. L.** & Hawley, L. D. (1998). Nurturing the Self. Presentation at South Carolina Counseling Association Conference, Myrtle Beach, South Carolina.

- Evans, K. & **Fawcett, M. L.** (1997). Multiculturalism and Career Counseling in High Schools.  
Presentation at South Carolina Counseling Conference, Myrtle Beach, South Carolina.
- Graham, M. F.** (1996). Creative Arts. Group leader for workshop on Play Therapy, Appalachian State University Summer Institute, Boone, North Carolina.
- Coutant, S. B. & **Graham, M. F.** (1992). Centers Dancing to a Different Tune, In Minor!  
Presentation at Southeastern Conference for Counseling Center Personnel, Charlotte, North Carolina.

### ATTENDED

- Minnesota Counseling Association, 2000, 2001, 2002, 2003, 2004, 2009, 2016, 2017
- Southern Association for Counselor Education and Supervision, 2012, 2014, 2016
- Association for Counselor Education and Supervision, 2009, 2011, 2013, 2015
- Education Trust Winter Academy, 2009
- Minnesota School Counseling Association, 2007
- Education Trust Summer Academy, 2004, 2005
- Association of School Counselors National Research Summit, 2004
- American Counseling Association, 1997, 1998, 2000, 2001, 2002, 2003, 2004, 2006, 2019, 2020 (cancelled), 2021 virtual attendance
- North Central Association for Counselor Education and Supervision, 2000, 2002, 2006, 2008
- Wisconsin Career Development Association Annual Conference, 2002, 2003
- Career Fest/Job Fair, La Crosse, WI, 2002
- ACA Midwest Leadership Conference, Indianapolis, IN, September 2001,
- National Association for Career Development, Tucson, AZ, 2001
- Southeastern Minnesota Association for School Counselors, Winona, MN, 1999, 2000, 2001, 2002, 2003, 2004, 2005
- Southeastern School Counseling Association, Columbia, SC, 1999,
- South Carolina Counseling Conference, Myrtle Beach, SC, 1997, 1998,
- North Carolina Association of Women in Education, 1988, 1989, 1990, and 1995.
- Appalachian State University Summer Institute, Addictions, and Gestalt Training, 1992, and 1994
- Southeastern Conference for Counseling Center Personnel, 1989, 1990, 1991, and 1992
- North Carolina Placement Association, 1989
- North Carolina Alcohol Task Force, 1989

### RELATED TRAINING

- 2021, Advocating for Adolescents with Chronic Illness, ACA, Virtual Conference
- 2021, Attending to Spirituality and Religion in Counselor Education with the SCS-R-II
- 2021, Be Spontaneous: Improv for Fostering Connection with Clients and Counseling Students, ACA, Virtual Conference
- 2021, A Developmental Approach to Counseling First Generation College Students, ACA, Virtual Conference
- 2021, Building Bridges for Postsecondary Success, ACA, Virtual Conference
- 2021, Clinical Techniques for Managing Suicidal Clients, ACA, Virtual Conference
- 2021, Addressing Refugee Discrimination: A Social and Cultural Capital Model of Advocacy, ACA, Virtual Conference
- 2021, Developing Agency as Black Male Counselor Educators, ACA, Virtual Conference
- 2021, Becoming Trauma-Informed: A rural, Southern Community's Journey, ACA, Virtual Conference
- 2021, Discussion on Treating Depression in African American Youth, ACA, Virtual Conference
- 2021, Breaking Through Barriers to Provide Effective Crisis Support, ACA, Virtual Conference

2021, Beyond the Binary: Understanding Non-binary and Gender Non-conforming Identities, ACA, Virtual Conference  
 2021: Behind the Screen: Best Practices for Conducting and Engaging in Virtual Supervision, ACA, Virtual Conference  
 2021: Best Practices in Online Education: 5 Do's and Don'ts to Enhance Student Learning, ACA, Virtual Conference  
 2021: Black Mothers and Fathers: Charting a Course of Challenge, Hope, Wisdom and Resilience, ACA, Virtual Conference  
 2021: Confronting and Passive Acceptance in Response to Racism: What works, for who, and why? ACA, Virtual Conference  
 2021: A Mindful Intervention for Adolescent Social Media Users: An Experimental Study ACA, Virtual Conference  
 2021: A case Study of Restorative Justice Practices in a Middle School Setting, ACA, Virtual Conference  
 2021: A Phenomenological Inquiry of Clients' Meaningful Experiences in Counseling, ACA, Virtual Conference  
 2021: Bridging the Gap: Counselors' Roles in Law Enforcement Understanding of Mental Health, ACA, Virtual Conference  
 2019: A Strengths-Based Approach to Working with Immigrants in Counseling, WSU, MN  
 2019: Courtroom Testimony, PESI  
 2018: Mindfulness, PESI  
 2018: Multiculturalism and Diversity, PESI  
 2018: MN Legal and Ethical, PESI  
 2018: Sex Counseling, Love and Intimacy and Working with Men, PESI  
 2017: Clinical Supervision, MN Counseling Association  
 2017: Legal and Ethical Issues, PESI  
 2017: DSM-5 Training, Psycholegal Associates  
 2017: Mindfulness and Creativity, PESI  
 2016: Brain Changing Mindfulness Techniques, PESI  
 2016: Motivational Interviewing, PESI  
 2010: Career Development Facilitator Training, Madison, WI  
 2008: Guatemala cultural immersion and Spanish courses, Antigua, Guatemala  
 2007: Guatemala cultural immersion and Spanish courses, Antigua, Guatemala  
 2005-present: Spanish courses, Winona State University and Rosetta Stone

### SERVICE AND COMMUNITY EXPERIENCE

Served as consultant and co-creator in the building of a Walking Labyrinth at Manitou Center, Winona, February, 2018.

Clinical Supervision with MN LPCC counselors-in-training, 2008-current.

Volunteer, St. Anne's, Winona, MN, June 2016-current.

Member, Lion's Club, Whitehall, WI, 2014-current.

Enhancing Caregiver Communication, Alma, WI, Wisconsin Family Caregiver Support Program, August 12, 2010.

Volunteer, Common Hope, Antigua, Guatemala, service projects and advocacy, 2008-current

Volunteer, Career Counseling with Hispanic High School Students on Career Counseling, St. Charles, MN, 2005-2009

Guest Speaker on Dining Etiquette, UW-La Crosse, WI, Upward Bound Program, June 12, 2008.

Preventing Burn-Out, Church volunteers, Broad St Presbyterian Church, Winona, MN, April 23, 2007.

Walk the Labyrinth for Self-Care and Renewal, Southeast Minnesota School Counselor Association, 2004, 2005; St. Paul's Church, Winona, MN, 2000-2003 (monthly offering)

Working with Difficult People, Southeast Minnesota Community Action Corporation, 2005

Interviewing skills for College Freshmen. Winona State University, 2004

Counseling Skills for Teachers. Onalaska School District, 2004

MBTI for Adolescents in Day Treatment. Winona Senior High School, 2004

MBTI and Communication in the Workplace, Southeast Minnesota Community Action Corporation, 2004

Gestalt Theory for Counseling Practice. Winona State University Counselor Education Workshop Series, Winona, MN, 2002

Codependency Issues of Counselors. Winona State University Counselor Education Workshop Series, Winona, MN, 2001

Addictive Process. Winona State University Counselor Education Workshop Series, Winona, MN, 2001

Gestalt Theory and Techniques: Be Here Now. Winona State University Counselor Education Workshop Series, Rochester, MN, 2001

Myers Briggs Personality Preferences, WSU undergraduate Emotions and Behaviors Class, 2001

Stress Management for Parents, Winona ADD Association, Winona, MN, 2001

Myers Briggs Workshop on Communications and Occupational Information, Southeastern Minnesota Business Corporation, La Crosse WI, 1999

Stress Management for Freshmen Orientation, Winona State University presentations: presented four classes to PA and Freshman Orientation classes during academic year 1999-2000

Post-Holiday Blues, Winona Women in Business, 2000

Career Planning in the High School, University of South Carolina, Visiting lecturer, Career Planning Course. Presented lecture on career counseling centers in two high schools in Columbia, South Carolina. This presentation included a comparison of two high schools and their respective

career planning resources, counseling activities, information about vocational programs and career-related curriculum offerings, February, 1997

SCCA Volunteer, South Carolina Counseling Association Graduate Student Volunteer, Myrtle Beach, South Carolina. Assisted with programs offered at SCCA conference, February, 1998

Critical Issues Workshops for College Students, Lees-McRae College. Developed and conducted over one hundred and fifty programs/workshops for Lees-McRae College students on sexual abuse, date rape, alcohol and drug abuse, stress management, eating disorders, Myers Briggs workshops, steroid use and other developmental and health issues. Developed and presented four Myers Briggs Workshops, fifteen Wellness and Stress Management Programs for faculty and staff. Created and co-implemented with career counselor, job mock-interviews for all seniors in over thirty speech classes at Lees-McRae College, September, 1989-June, 1994

Stress Management, Appalachian State University, Boone, North Carolina, Developed and conducted over twenty programs for students involving stress management, self-esteem, suicide prevention, and career planning, August, 1987-June, 1989

Career Planning, Ashe County Career Center. Developed and presented career planning program for Ashe county high school graduates, 1989

### **PROFESSIONAL MEMBERSHIPS**

Association for Counselor Education and Supervision, 1998-present

American Counseling Association, 1988-present

National Career Development Association, 1988-1994, 1998-present

North Central Association for Counselor Education and Supervision, 1999-present

Minnesota Association for Counselor Education Supervision, 2000-present

Minnesota Counseling Association, (President 2000, Past-president and Conference Coordinator 2001) 2000-present

Southeastern Minnesota School Counselor Association, 1999-2015

Association for Multicultural Counseling and Development, 1998-present

Chi Sigma Iota 1999-present; Faculty Advisor for Rho Sigma Upsilon, 2000-present

American College Counseling Association, 1993-2002

South Carolina Counseling Association, 1996-1999

North Carolina Association of Women Educators, 1987-1999

### **BOARD MEMBERSHIPS**

Member, Counselor Education Search Committee, 2009- current

Chair, Counselor Education Search Committee, 2003-04, 2005, 2006, 2007, 2012, 2014, 2015, 2016, 2022

Member, A2C2 Committee, Winona State University, 1999-2009

Member, CACREP Self-Study Committee, Counselor Education, WSU, 2001, 2008

Minnesota School Counseling and Research Coalition, 2003-2005

Member, Family and Children's Center Winona Community Board, 2005-2007

Member, MnCA Executive Committee, 2000-2005

Member, Winona Area School-to-Work Board of Directors, 2000-2003

Chair, State Conference Committee, MnCA, 2000-2005

Member, ACA Restructuring Task Force, Sub-Committee, under the direction of Dr. J.

McFadden, University of South Carolina, December, 1996-February, 1997

Member, SACS Self-Study Committee, Lees-McRae College, 1993-1994

Chair, Wellness Committee, Lees-McRae College, 1989-1994

Chair, OSHA Blood borne Pathogen Committee, Committee, Lees-McRae College, 1990-1994  
Member, Student Life Committee, Lees-McRae College, 1989-1994

**HONORS MEMBERSHIPS**

Chi Sigma Iota, 1996-present.

**AWARDS**

Minnesota School Counselor Association Post-Secondary Counselor of the Year, 2007  
Southeast Minnesota School Counselor Association Post-Secondary Counselor of the Year, 2007  
Best State Conference, Minnesota Counseling Association, 2004