

Thomas Doroff, Ph.D., LPC,
Associate Professor, Program Director-Chair MA Counseling
Division of Counseling and Family Therapy
Rueckert-Hartman College for Health Professions
Regis University
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EDUCATION, LICENSURE, AND CERTIFICATIONS

Doctor of Philosophy: Counselor Education and Supervision, 2012
Doctoral Minor: Research, 2012
Concentration: Family/Couples, Children/Adolescents
University of Northern Colorado, Greeley, CO.

Dissertation: *Supervision in applied counseling settings: A socially constructed grounded theory.* Advisor: Heather Helm, Ph.D., LPC.

Master of Arts Psychology: Contemplative Psychotherapy, 1998
Naropa University, Boulder, CO.

Bachelor of Science Psychology, 1989
Minor Business Management, 1989
St. John's University, Collegeville, MN

Post-Doctoral Graduate Education

- Regis University, Center for Play and Family Therapy, *Play in Family Therapy*, Theresa Christiansen, PhD, RPT-S. Sept 14, 15, 21, 22/2012 Broomfield,
- Regis University, Center for Play and Family Therapy, *Advanced Play Therapy/Grief/Abuse*, Theresa Christiansen, PhD, RPT-S. Feb 21, 22, /2012 Broomfield, CO.
- Regis University, Graduate Counseling Program, *Supervision in Marriage and Family Therapy*, AAMFT Approved Supervisor Training, Linda Osterlund, PhD, LMFT. May 18, 20, June 1, 3/2011, Denver, CO.

Licensure and Certifications

**Licensed Professional Counselor
Approved non-MFT Supervisor**

State of Colorado, License LPC # 4934, 2006-Present
LMFT Candidates, Colorado Department of Regulatory
Agencies, 2015– Present

Somatic Experiencing Practitioner

SE Trauma and Healing Institute, Boulder, CO. Advanced
Level Trainee

EMPLOYMENT HISTORY

Professional Academic Experience

Department Chair

Regis University, Denver, Division of Counseling and Family Therapy:
Department of Counseling, Denver, CO. 2014 – Present

- Faculty administrative supervisor, faculty review, mentorship, support for rank advancement.
- Division of Counseling and Family Therapy administrative leadership team.
- Oversight of faculty course leads for MPCY Counseling Course committees: All courses to include course evaluations, CACREP accreditation reviews and curriculum modifications
- Established MA Counseling Student Representatives Council, student advocacy and governance, co-governing with Colorado Counseling Association Student Governance Council, May 2015.
- Implemented a student communication and complaint procedure, including student listening sessions and town halls, resulting in
- Established yearly American Counseling Association *April is Counselor Awareness Month* programs, resulting in average of 100 students/year participation. and increases to counselor professional identity (April 2014 - present).
- Conducted Counselor Identity review for faculty and students, implementing Counselor Identity factors into orientation and curriculum, and events (2016).
- Co-author CACREP Self-Study, MA Counseling Program, May 2016
- Developed and implemented curriculum changes to CACREP 60 hr. degree program (2012 – 2015).

CURRICULUM VITAE
Thomas Doroff, Ph.D., LPC

- Recruited 30 students to transfer from 48 – 60 hour program, increasing CACREP Core Competencies for graduates, and additional \$60k in tuition base.

Professor

Regis University, Denver, CO. Masters in Counseling Program, August 2018 - Present

- Professor, instructor, supervisor for core curriculum and advanced graduate practicum and internship in CACREP accredited programs.
- Student admissions reviews and new student orientation
- University, college, department, program, and community committees and service (see service and academic roles, below).
- Department of Counseling Chair, January 2014 – Present.

Associate Professor

Regis University, Denver, CO. Masters in Counseling Program, August 2013 – August 2018

- Program Director-Chair MA Counseling Program January 2014 – 2018 (see Academic Administration below for further description).
- Interim Program Director-Chair MA Marriage and Family Therapy, June 2013 – December 2013.
- Professor, instructor, supervisor for core curriculum and advanced graduate practicum and internship training.
- CACREP accredited Counseling and COAMFTE MFT programs.
- Internship/practicum supervisor and site evaluator
- Student admissions reviews and new student orientation
- University, departmental, program, and community service (see service and academic roles, below)

Assistant Professor

Regis University, Denver, CO. Masters in Counseling Program, Fall 2008-Summer 2013

- Professor, instructor, supervisor for core curriculum and advanced graduate practicum and internship training in CACREP accredited Counseling and COAMFTE accredited Marriage and Family Therapy programs
- Internship/practicum clinical supervisor and site evaluator
- Graduate student advisor
- Capstone evaluator
- Student admissions reviews and new student orientation
- University, departmental, program, and community service (see committees, service, and academic roles, below)

Doctoral Intern

University of Northern Colorado, Counselor Education and Supervision, Greeley, CO, 2006-2010

- Research: Analysis & publication of grounded theory study
- Pedagogy: Assistant instructor, APCE 607, Theories of Counseling
- Assistant instructor, APCE 669, Advanced Family Systems
- Supervision, Regis University, Colorado Springs, CO
- Assess and evaluate internship sites and supervisors
- Clinical supervision of practicum/internship
- Training graduate students in advanced techniques

CURRICULUM VITAE
Thomas Doroff, Ph.D., LPC

- Couple's Counseling, Regis University, Broomfield, CO
- Consultant, Adams 50 Educational Foundation, Denver, CO

**Practicum Supervisor/
Co-Instructor**

Psychological Services Clinic, Greeley, CO. Graduate School: University of Northern Colorado Counselor Training Program, 2007-2008.

- Supervisor for individual counseling practicum, Fall 2007
- Supervisor, Marriage and Family Therapy practicum, Spring 2008
- Supervisor, individual counseling practicum, Summer 2008

**Graduate Research
Assistant**

University of Northern Colorado, Greeley, CO, 2006-2007

- Assistant Editor, *Awareness Journal*, 2006, 2007
- Conducted research and literature reviews, edited publications

Assistant Instructor.

Naropa University, Graduate School: Contemplative Psychotherapy, Boulder, CO, 1999.

- Family Process: Systems therapy, co-instructor, group leader
- Psychopathology I, co-lecture, group leader

Instructor

College of St. Benedict, Dept. of Physical Education, St. Joseph, MN. 1992- 1995.

- Personal safety instruction. Lecture, physical instruction, evaluation

Professional Clinical Experience

Trauma Specialist

Trauma and Loss Consultants, Erie, CO 2018 – Present.

- Trauma and grief counseling and consultation.
- Trauma therapy clinical supervision and training.

Clinical Consultant

Clinical Consulting Services, Longmont/Erie, CO, 2012-Present.

- Clinical mental health consultant to community-based agencies
- Program evaluation, service model development
- Facilitating and develop effective organizational and team processes
- Community clinical supervision for LPC and LMFT post-graduates

**Family & Couples
Counselor Supervisor**

Psychological Services Clinic, Greeley, CO, Fall 2008

- Supervise & train family & couples MA graduate counselors in Ph.D. supervision practicum

**Family & Couples
Counselor**

Psychological Services Clinic, Greeley, CO, 2007

- Family counselor, Ph.D. practicum training

Counselor

Psychological Services Clinic, Greeley, CO, 2006-2007

- Individual counselor as part of Ph.D. practicum

- Parent Educator** Longmont, CO, 2003-2007.
- Parenting skills instructor, consultant specializing with families & children
- Psychotherapist** Private Practice, Boulder, CO, 1998-2003
- Psychotherapy, specializing in families, couples, children, & play therapy.
- Counselor – Supervisor** Mental Health Center of Boulder County, Inc.: Summit Adolescent Day Treatment, Longmont, CO, 2000-2001.
- Family & adolescent treatment and middle-school liaison with treatment partners
 - Mental-health/educational assessments
 - Staff supervision, curriculum coordinator, program evaluation
- Family Treatment Therapist** Jefferson County Department of Human Services, Intensive Family Treatment Team, Golden, CO, 1999-2000.
- Assessment, treatment planning, treatment interventions
 - Clinical team treatment participant
 - Dependency & neglect oversight & case management
- Couples/Family Therapy Intern** The Counseling Center (Access Counseling), Boulder, CO, 1997-1998.
- Family, couples, children & adolescent counseling, play therapy
- Community Coordinator/Director** Community Violence Prevention Coordinator/SMART Moves Director. Central Minnesota Consortium for Violence Prevention, Boys and Girls Club, St. Cloud MN, 1993 – 1995.
- Coordinate 5-community, 8-agency violence prevention program.
 - Develop programs and curriculum for middle and high school at risk participants.
 - SMART moves program director of staff and group facilitators.
 - Community liaison with police, probation, courts, schools, employment services, mayor's council and other youth serving agencies
 - Public speaker and advocate for at-risk youth and violence prevention
- Assault Prevention Personal Safety Consultant** INTERACT! Collegeville, MN, 1991 – 1995.
- Instructor of personal safety, violence prevention, self-defense courses
- Primary Counselor** Probation Officers Rehabilitation and Training (PORT) of Crow Wing County, Inc., Brainerd, MN, 1991 – 1992.
- Adolescent corrections individual and group counselor
 - Supervise program staff
 - Program development committee leader

**Staff Associate/
Psychometrist**

- Personnel Decisions, Inc., Minneapolis, MN, 1990 – 1991.
- Psychological and skills assessment of managers and executives

Honors and Awards

- **Educator of the Year**, Regis University, Rueckert-Hartman College for Health Professions, Division of Counseling and Family Therapy, June 24, 2015.
- **Citation for Outstanding Dissertation**, *Supervision in Applied Counseling Settings: A Socially Constructed Grounded Theory*. The Graduate Dean's Citation for Outstanding Dissertation, recognized for outstanding research in graduate studies, University of Northern Colorado, May 6, 2012.
- **Outstanding Counselor Education and Supervision Article**, by Magnuson, S., Norem, K., & **Lonneman-Doroff, T.** (2009). *The 2000 cohort of new assistant professors of counselor education: Their first six years. Counselor Education and Supervision*, 49(1), 54-71. Association for Counselor Education and Supervision, June 2010.

SCHOLARSHIP: PUBLICATIONS AND PRESENTATIONS

Doctoral Dissertation

Lonneman Doroff, T. D. (2012). *Supervision in applied counseling settings: A socially constructed grounded theory*. University of Northern Colorado, Scholarship & Creative Works@DigitalUNC. <https://digscholarship.unco.edu/cgi/viewcontent.cgi?referer=https://www.google.com/&httpsredir=1&article=1197&context=dissertations>

Professional Juried Publications

Cates, J., Christensen T., Beres, S., Stratton J., **Lonneman-Doroff, T.**, & Reynolds, J. (equal authorship) (2013). Using play RESPECTFULLY: Engaging children in family therapy. *Family Therapy, May/June*, 12-15.

Magnuson, S., Norem, K., & **Lonneman-Doroff, T.** (2009). The 2000 cohort of new assistant professors of counselor education: Their first six years. *Counselor Education and Supervision*, 49(1), 54-71.

Professional Juried Presentations

Andrews, K., & **Lonneman-Doroff, T.**, (2017). *Meditation with Children: Structure and techniques for prevention and intervention of suicide risk factors*. Colorado Counseling Association, Colorado Mental Health Professionals Conference, Denver, CO. April 30, 2017.

Arman, J., & **Lonneman-Doroff, T.**, (2016). *Flipping the learning environment in MCPY 677 Counseling Adolescents*. Regis University, Denver, CO March 10, 2016.

Cates, J., Christensen T., Beres, S., Stratton J., **Lonneman-Doroff, T.**, & Reynolds, J. (equal authorship) (2013). *Using play RESPECTFULLY: Engaging children in family therapy*. American Association for Marriage and Family Therapy (AAMFT), October 18, 2013, Portland, OR.

Lonneman-Doroff, T., (2012). *Preparing Counselors for Internship and Beyond – Results of the Study, Supervision in Applied Counseling Settings: A Socially Constructed Grounded Theory*. Rocky Mountain Association for Counselor Education and Supervision (RMACES), Park City Utah, October 6, 2012.

Lonneman-Doroff, T., & Hanna, F. J. (2008). *Counselor Supervision and Training: Effective Change Strategies for Working with Difficult Clients.* Rocky Mountain ACES (Association for Counselor Education and Supervision, October 3, 2008, Breckenridge, CO.

Academic, Master's Thesis, non-published

Lonneman-Doroff, T. (1999). *Aggression, Rites of Passage, and the Making of Men in Therapy.* Masters thesis submitted for graduation, MA Contemplative Psychotherapy, Naropa University, Boulder, CO.

Publications Non-Juried, Organizational Use

Lonneman-Doroff, T. (2012). Regis University College for Professional Studies, Division of Counseling: *Affiliate Faculty Guide, Frequently asked Questions and Answers.* Division of Counseling and Family Therapy, Regis University, Broomfield CO, October 18, 2012.

Doroff, T. (1993). *I Am Peace: Violence prevention for youth curriculum.* Boys & Girls Clubs of Central Minnesota, St. Cloud, MN.

Doroff, T. (1989). *Behavioral Observation Assessment Scale (BOAS): An Employee evaluation system for student employees.* St. John's University, Collegeville, MN.

Invited Non-Juried Presentations

Lonneman-Doroff, T., (2017). *Radical empathy, radical acceptance: Buddhist Tonglen practice as a vehicle for practice.* RU Mindful, Regis University, Thornton, CO April 10, 2018.

Christensen, T., & Lonneman-Doroff, T., (2017). Creativity and experiential learning in the classroom. Regis University, Division of Counseling and Family Therapy, All Faculty Day, Thornton, CO, November 8, 2017.

Lonneman-Doroff, T., (2016, 17). *Talking from the heart.* Division of Counseling and Family Therapy's Blessing of the Heart, Regis University, Denver, CO. September, 9, 2017; September 16, 2017.

Lonneman-Doroff, T., (2017). Navigating the complexities of supervision. Division of Counseling and Family Therapy, Internship Fair, Colorado Springs, CO February 3, 2017.

Lonneman-Doroff, T., Miller, R., (2017). Navigating the complexities of supervision. Division of Counseling and Family Therapy, Internship Fair, Denver, CO February 2, 2017.

Lonneman-Doroff, T., (2014-2017). *Expanding the relationship from individual counseling to contextual systems.* Division of Counseling and Family Therapy, Techniques II, SP 14, SU 14, SU15, FA15, SP15, FA16, SP17.

Lonneman-Doroff, T., (2017). Practices in meditation, Regis University, Division of Counseling and Family Therapy, RU Mindful student group speaker, March 2017.

Lonneman-Doroff, T., (2015). *Authentic Leadership.* Regis University, Division of Counseling and Family Therapy, CSI/DK Honor Societies Induction: October 11, 2015.

Lonneman-Doroff, T., (2016). Applying mindfulness to counseling and therapy. RU Mindful Student Interest Group. Regis University, Thornton, CO, June 16, 2016.

Lonneman-Doroff, T. (2015, March 10). Mindfulness in Counseling. Regis University Spirituality in Counseling, Broomfield, CO,

Lonneman-Doroff, T. (October 11, 2014). Invited presentation to the Chi-Sigma-Iota International Counseling Honor Society, "The pillars of CSI: Ideals to actions." Counselor Induction Ceremony, Regis University, Denver, CO.

Lonneman-Doroff, T. (2013). *Befriending the Dragons: Supervision, difficult clients, and stress - getting the most from your practicum and internship experience.* Regis University Internship Fair, Denver, CO, February 6, 2011.

- Lonneman-Doroff, T.** (2012). *Divides of culture, devaluing counseling, politics, and supervision: Getting the best out of your practicum and internship experience.* Regis University Internship Fair, Denver, CO, February 2, 2011.
- Lonneman-Doroff, T.** (2010, 2011). *Top ten ways to have a thriving internship.* Regis University Internship Fair, Denver, CO, February 4, 2010 and February 2, 2011.
- Osterlund, L., and **Lonneman-Doroff, T.** (2009). *Transforming the supervision experience.* Site Supervisor break-out session, Regis University Internship Fair, Broomfield, CO, February 5, 2009 and Colorado Springs, CO, February 6, 2009.
- Lonneman-Doroff, T.** (2008). *Mindfulness.* Regis University, Denver, CO Fall Conference.
- Lonneman-Doroff, T.** (2007-2008). *Externalization: A common-factor of children's therapies.* University of Northern Colorado, Greeley, CO. Child & Adolescent Counseling.
- Lonneman-Doroff, T.** (2006). *Bringing Emotional Presence to Play Therapy.* Access Counseling, Boulder, CO. November 16, 2006.
- Lonneman-Doroff, T.** (2006). *Becoming a Love and Logic Parent.* St. John the Baptist Church and School, Longmont, CO. September 22 – October 26, 2006, March 6 – May 8, 2006, Spring 2007.
- Lonneman-Doroff, T.** (2004). *Love and Logic Parenting.* Champa House/Denver Rescue Mission, Denver, CO. June 1 – July 31st, 2004.
- Lonneman-Doroff, T.** (2003). *The Living Sand Tray: Experiential play therapy.* Workshop presented to The Counseling Center, Boulder, CO. April 12, 2003.
- Lonneman-Doroff, T.** (2003). *Embracing Aggression in Play Therapy.* The Counseling Center, Boulder, CO., Feb 23, 2003.
- Doroff, T.** (1995). *Proposed Programs for Adolescent Violence Prevention.* St. Cloud Mayor's Counsel on Violence Prevention, St. Cloud, MN. June 12, 1995.
- Doroff, T.** (1995). *Heroes, Leaders, and Role Models.* Mayor's Youth Council Leadership Day, City of St. Cloud Mayor's Office, St. Cloud, MN. February 21, 1995.
- Doroff, T.** (1995). *Gangs: What You Haven't Been Told.* North Junior High School, St. Cloud, MN. October 19, 1994.
- Doroff, T.** (1994). *Assault Prevention and Personal Safety.* Non-Violent Alternatives Week, St. Cloud State University, St. Cloud, MN. February 1 – 3, 1994.
- Doroff, T.** (1994). *Whadaya Lookin' At Wimp? Handling Harrassment in the Halls.* Central Minnesota Youth Health Day, College of St. Benedict, Collegeville, MN. January 25, 1994.
- Doroff, T.** (1993). *Assault Prevention and Personal Safety: Skills and Course Design.* National Student Conference on Campus Sexual Violence. St. John's University, Collegeville, MN. April 17, 1993.
- Doroff, T.** (1993). *True Colors: The Truth About Youth Gangs.* St. Cloud Technical High School, St. Cloud Minnesota. March 17 – 23, 1993.
- Doroff, T.** (1993). *Assault Prevention: De-escalation, Avoidance, and Assertiveness.* Non-Violent Alternatives Week, St. Cloud State University, St. Cloud, MN. February 2, 1993.
- Doroff, T.** (1993). *Assault Prevention and Personal Safety: Using Your Weapon Within.* Project Aware Week, Recognizing Women as Equals, College of St. Benedict, St. Joseph, MN.

Grant Activity: Completed Grants

2015 - 2016	Regis University Technology Grant, <i>Flipping the Classroom in MCPY 677 Counseling Adolescents</i> (Arman & Doroff).	\$1500
1995	Central Minnesota Arts Coalition Youth Arts Mural Grant, Underserved Youth Populations	\$12,500
1994	Central Minnesota Consortium For Violence Prevention, Community Violence Prevention for Youth Program	\$120,000
1994	Central Minnesota United Way, Community Violence Prevention Expansion Program	\$20,000

Current Research Activities

- PCOMS research, department assistance – research assessment dissemination in MCPY 692/93 Practicum sections, Fall 2015 and Fall 2017 in conjunction with research committee.
- Lonneman-Doroff, T., Helm, H. (in process). *Supervision in applied counseling settings: A socially constructed grounded theory*. To be submitted to *Counselor Education and Supervision.*, primary author.
- Lonneman-Doroff, T.(in process) *The Counselor Identity Project: Improving professional identity and commitment in counselor education programs*. Submission to *Journal of Counselor Education and Supervision*, (intended deadline, December 2019)., research development, author.
 - Additionally developing qualitative stages of development model.

Professional Associations

- ACA, American Counseling Association, 2008 - Present
- ACES, Association for Counselor Education and Supervision, 2008 - Present
- CCA, Colorado Counseling Association, 2006 - Present
- APT, Association for Play Therapy, 2012 – 2014
- AAMFT, American Association for Marriage and Family Therapy, 2012 - 2014
- CAMFT, Colorado Association of Marriage and Family Therapists, 2012 - 2015

Professional Honor Societies

- Chi Sigma Iota, Counseling National Honor Society, Inducted September, 2011, University of Northern Colorado. Rho Upsilon Chi Chapter, Regis University, Denver, CO
- Delta Kappa, Marriage and Family Therapy Honor Society, Inducted May 3, 2014, Regis University, Denver, CO

ACADEMIC LEADERSHIP and ADMINISTRATION

Leadership Positions Served

Regis University Division of Counseling and Family Therapy, Department of Counseling, Chair
January 2014 – Present.

- Administration, policy, and procedures of MA Counseling Program
- CACREP oversight, curriculum development, and program evaluation.
- Curriculum delivery, program evaluation and accreditation oversight

- Employment and academic supervision of faculty members, hiring of affiliate faculty
- Admissions, orientation, remediation, student reviews.

MA Marriage and Family Therapy Program, Interim Program Director-Chair,
Summer 2013 – Fall 2013.

- Employment supervision of faculty members.
- Chair MFT committee on policies, procedures, and curriculum.
- Curriculum development and program oversight.
- Program and Division policy and procedure development
- **Marriage and Family Therapy Committee, Chair,** Summer 2013 – Fall 2013.

Leadership Committees Served (MA Counseling Chair)

Department of Counseling: MA Counseling Faculty Committee, Chair: January 2014 – present

- Chair, Faculty committee focused on program mission, goals, strategy and development,
- Oversee policies, procedures, curriculum and accreditation standards.
- Subcommittee and taskforce oversight
- (See Academic Positions, Chair, above).

Division of Counseling and Family Therapy: Academic Administration/Leadership Team,
June 2013 – Present.

- Policy & procedure development related to division, and program.
- Student oversight related to academic and university policy compliance.
- Faculty supervision and leadership.

MA Counseling: Program Advisory Board: Chair, January 2014 - Present

- Develop stakeholder involvement, recruit new membership for committee.
- Gather stakeholder feedback and develop strategic plan for MA Counseling program.

Division of Counseling and Family Therapy, Academic Committee, June 2013 – present

- Programmatic curriculum, policy, procedure, and program change review and approval within division and university system.

Professional Development in Leadership

- Regis University, *Academic Leadership Development Day*, Regis University, Denver, CO September 20, 2017
- Regis University, *Institutional Examen*, participant, Regis University, Denver, CO April 7, 2017
- Human Resources & Services Administration, *Health and Discrimination Protections for the LGBTQ Community*, online training, January 10, 2017
- Regis University, *Mentoring Program: The mentor project*, Regis University, Denver CO, Fall 2015 – Spring 2016
- Colorado Counseling Association, *Courageous Conversations*, cultural interaction seminar, Metro State University, Denver, CO., November 18, 2016.
- Regis University Mission's Retreat in the Workday, *St. Ignatius Loyola's Lessons on Discernment: What difference do my choices and decisions make?* Regis University, Denver, CO September 29, 2016.
- Colorado Counseling Association, *Special legislative training*, State Institute for Leadership Training, Denver, CO, February 28, 2016.
- Regis University, Rueckert Hartman College for Health Professions, *3rd Annual Summit for Healthcare Professionals*, Regis University, October 17, 2015.

- Colorado Counseling Association, *State Institute for Leadership Training*, Denver, CO, August 10, 2015.
- Workplace Answers, *Preventing Discrimination and Workplace Violence: Title IX, VAWA, and Clery Act for Faculty and Staff*. Online training, February 11, 2015.
- Regis University, Rueckert Hartman College for Health Professions, *2nd Annual Summit for Healthcare Professionals*, Regis University, September 19, 2014.
- Regis University *Leadership Training Institute*, Regis University, Denver CO Aug 2013 – July 2014
- Regis University, Office of Diversity, Engagement and Inclusion, *Building Bridges to Inclusion*, Regis University, Denver, CO, November 6, 2014.
- Regis University, Division of Counseling and Family Therapy, Leadership Retreat, DISC profile (Sheila Carlon facilitator), Regis University, April 7, 2014.
- Power+Systems, *The When Cultures Meet Workshop*, Barry & Karen Oshry, Denver, CO. March 14, 2014.
- Regis University, Rueckert Hartman College for Health Professions, *The Summit for Healthcare Professionals*, Regis University, September 20, 2014.
- Commission on Accreditation for Marriage and Family Therapy Education, *Accreditation Seminar*, American Association of Marriage and Family Therapy conference, Portland, OR, October 17, 2013.

SERVICE TO THE UNIVERSITY, COLLEGE, DIVISION AND COMMUNITY

Service to University Committees

Regis University, RU Learning, University Assessment Committee, May 2015 – Present

- RHCHP College Assessment Committee
- Form strategy and procedures for Higher Learning Commission assessment and implementation university-wide.
- Facilitated Higher Learning Commission requirements through committee work and integrated in Division of Counseling and Family Therapy programs.
- Internal document, *Best Practices in Assessment*, October, 2017.
- Evaluated existing assessment processes for best practices for year 1 summary report.
- Edited HLC presentation materials (Oakes & Haight).

Regis University Dean's Faculty Advisory Council, Fall 2012 – Fall 2013

- Represent faculty concerns and initiatives.
- Oversight of initiatives and implementation.
- College-wide policy and procedure related to curriculum and faculty.
- Advisement on strategic plan.

Dean's Faculty Advisory Council Subcommittee on Faculty Evaluation Observation, Summer – Fall, 2012.

- Develop faculty observation protocol, criterion, and rubric.

Regis University Admissions Committee, Fall 2008

- Input on admissions and interviewing process modifications.

Service to College Committees

Rueckert-Hartman College for Health Professions, Regis University:
College Assessment Committee, member, Summer 2013 - present

Rueckert-Hartman College for Health Professions, Regis University:
College Assessment Committee: Subcommittees served:
College Level Assessment
Course Evaluation
Peer Assessment of Team Teaching (PATT)

Service to the College: Additional Duties and Participation

- **Rueckert-Hartman College for Health Professions, Regis University**
Interprofessional Education: *End of Life Simulation*, facilitator, November 27, 2017
- IPE Event: Coordination with MA Counseling, as department chair, April, 19, 2018
- **Rueckert-Hartman College for Health Professions, Regis University**, *Project Homeless Connect*, United Way and Regis University, Denver, CO, September 26, 2012, and September 14, 2013, Liaison for DCFT event coordination, 2014

Service to the Division/Department

Division/Department Committees Served

Department of Counseling: MA Counseling Program Faculty Committee: member, 2008-2014. **Committee Chair**, 2014-Present.

- CACREP accreditation oversight.
- Curriculum reviews and modifications
- Policy and procedure development and implementation
- Chair Oversight of subcommittees and taskforces

Academic Committee, program member/representative, 2011 – 2013. Program Chair member for MA Counseling Programs, 2014-present. Program Chair member 2013-2014, Marriage and Family Therapy.

- Curriculum development and approval.
- Policy and procedure development and implementation

Marriage and Family Therapy Committee, member, Spring 2009 – December 2013.

- Collaborated to form MFT mission statement.
- Develop new program and curriculum.
- Assure systemic relational principles within existing program curriculum.
- **COAMFTE Standard IV accreditation sub-committee, chair.**
- Updated Learning Activity 1 MCPY 615 with MFT outcomes/objectives 6/12
- Rewrote MFT 667 syllabus to include accreditation objectives & outcomes, 6/12.

Mission and Vision Committee, member, Spring 2010 – Fall 2011

- Facilitated faculty input on individual mission related to overall program.
- Provide input to various committees on mission related issues.
- Insure inclusion of Ignation pedagogy/andragogy, division mission, and Regis mission within existing curriculum.

Counseling Children & Adolescents Certificate Committee, member, 2009 - present

- Developed and contributed to play therapy curriculum.
- Accreditation rubric review, Introduction to Play Therapy.
- Develop curriculum related to MFT program.

Research Committee, member, 2010, chair 2011-2016.

- Facilitate meetings to share research projects, collaborate on presentations, and support existing research.
- Work in conjunction with research coordinator position, 2010 – 2011.

Remediation Committee, member, Spring 2010; Spring 2012, Fall 2012, Fall 2016

- Learner remediation to address gatekeeping, ethics, and compliance issues,

Regis University Division of Counseling Fall Conference Committee, member, 2008

- Coordinate, market, and produce Regis CPS Division of Counseling educational conference.
- Conference presenter.

Other Academic Positions and Roles Served with Division/Department

Faculty Advisor, Fall 2008 – Present.

Affiliate Faculty Evaluation Coordinator, Fall 2011 – Fall 2013.

- Hiring and Administrative supervision of adjunct faculty.
- Authored and produced the *Division of Counseling Affiliate Faculty Guide: Frequently Asked Questions and Answers* - handbook containing policies and procedures for curriculum delivery.

Research Coordinator, Summer 2011 – Summer 2012.

- Assess existing data for use in counseling, supervision, or educational research.
- Chair research committee and promote scholarship with faculty.

Curriculum Course Subcommittees and Faculty Lead (See Teaching Effectiveness, below):

Faculty Advisor, RU Mindful, Student Interest Group, August 2016 – Present.

Capstone Evaluator, review capstone paper and evaluate final presentation, Regis University, spring, summer, & fall semesters 2008 – Present,

Triadic Clinical Supervisor for Practicum, Fall 2012, Spring 2012, Summer 2009.

Coordination/Presentation: Division of Counseling and Family Therapy: All Faculty Day, 2011 – Present.

Coordination/Presentation, DCFT Annual Internship Fair (see non-juried presentations), 2011-Present.

Co-facilitator/Speaker: DCFT, Blessing of the Hearts, September 26, 2014; September 11, 2015, September 9, 2016, September 16, 2017.

Participation/Speaker: Chi Sigma Iota/Delta Kappa Student Honor Society Induction, October 11, 2014 Keynote speaker,

Recognition of students/speaker, CSI/DK Graduation Celebration, Each semester, 2013-Present.

Student Awards, Mentorship, and Support for Doctoral Program Application

Callahan, Claire, Ph.D application, 2017

Vonmeunster, Katlyn, nomination and award, Alpha Sigma Nu, 2017

The Father Ignacio Martín-Baró S.J. Award, 2017

Andrews, Kelly, Research mentor, juried presentation, Colorado Counseling Association, May 2017.

Granados, Mayra, nomination and award: The Father Ignacio Martín-Baró S.J. Award, 2017. National Board of Certified Counselors, *NBCC Minority Fellowship Award in Master's Mental Health Counseling*, \$8k Scholarship, 2016.

Buenavidez, Brandon. Research Assistant and PhD application, 2015

Anderson, Kyla. Research Assistant, 2014-15

Mousseu, Kristin. Research Assistant, Ph.D. application. 2015.

Zenner, Lily., PhD application and Dissertation Committee, 2014 – 2015.

Baerncopf, Robert, PhD application, 2014.

Marschke, Alan. PhD application, 2014.

Everett, Alyssa. PhD application, 2014.

Professional Service and Service to Community

Colorado Counseling Association (CCA), Policy and Legislation Committee, 2014 - 2018

- Lobbied legislators on Counselor identity concerns related to psychotherapy database, particularly Representative Foote, Spring 2015
- Collaborated with multi-disciplinary mental health group to introduce bill to recognize and identify individual licensure regulations.
- Testified in front Senate Committee on H.B. 105 Clear Pathways to licensure, March 17, 2016.
- H.B. 105 Clear Pathways to Licensure enacted, April, 2016, resulting in Licensed Professional Counselor Candidacy LPCC designation.
- Continued efforts to establish Counselor Identity within legislation and Colorado Department of Regulatory Agencies.

Other Professional and Community Service:

Zehner, L. A., (2015). A Study of how a psychotherapist's education impacts their competency, comfort, and attitudes in consensual non-monogamous relationships. The Institute for the Advanced Study of Human Sexuality, Denver, CO.

Plymouth University, Rank and Tenure Committee: Outside Faculty Reviewer, Dr. Steven Flynn, Plymouth State University, Department of Counseling (CACREP), September 25, 2014.

Clinical Consultant (pro-bono), Living Well Transitions, Boulder, CO., Spring 2013.

- Program development and evaluation of service delivery
- Facilitate collaborative involvement of staff in program development, and multi-role relationships amidst leadership transition.
- Develop organizational vision and strategy.

Clinical Supervisor, service learning volunteer, Project Homeless Connect, United Way and Regis University, Denver, CO, September 26, 2012, and September 14, 2013, Liaison for DCFT event coordination, 2014 - Present

- Present topic and recruit students university wide.
- Service learning project leader and counselor supervisor- trained and supervised counselors in collaboration with Rueckert-Hartman College for Health Professions

- Provided homeless population with counseling, assessment, and resource linkage services.

Parent Volunteer, St. John the Baptist Church and School, Longmont, CO, 2007-Present.

- Parent-child behavioral consulting, fundraising, school functions,, basketball coach assistant.
- Approximately 200 hours per year since 2010 as volunteer, behavioral consulting, and coaching.

St. Cloud Minnesota Mayor’s Violence Prevention Council: Youth Committee, Chair, St. Cloud Office of the Mayor, St. Cloud, MN. 1993 – 1995

St. Cloud Police Department, Gang Prevention Task Force, Committee Member, St. Cloud, MN, 1994 – 1995.

Multicultural Task Force, Committee Member, City of St. Cloud, St. Cloud MN, 1993 – 1995

Teen Pregnancy Prevention Network, Committee Member, Stearns County Extension Office, St. Cloud, MN, 1993 – 1995

Stearns County Court Services, Juvenile Adjudication Court Procedures Task Force, Member, St. Cloud, MN., 1995

Stearns County District Court, Juvenile Female Offenders Grant Committee, Member, St. Cloud, MN, 1994

TEACHING EFFECTIVENESS AND CURRICULUM DEVELOPMENT

Teaching Responsibilities

Courses Taught as Full Professor, Regis University

Course Name and Teaching Role	Course #	Year/Semester	S/Cr.
Crisis, Trauma, and Loss, Instructor	MPCY 672	2019 Fall	3
Counseling in Practicum/Clinical Supervision, Instructor and Primary Clinical Supervisor	MCPY 692/693	2019 Fall	6
Counseling in Practicum/Clinical Supervision, Instructor and Primary Clinical Supervisor	MCPY 692/693	2019 Spring	6
Counseling Internship, Instructor/Clinical Supervisor	MCPY 698	2019 Spring	3
Counseling Internship, Instructor/Clinical Supervisor	MCPY 698	2018 Fall	3
Crisis, Trauma, and Loss, Instructor, 7 week 1	MCPY 672	2018 Fall	3
Crisis, Trauma, and Loss, Instructor, 7 week 2	MCPY 672	2018 Fall	3

Courses Taught as Associate Professor, Regis University

Course Name and Teaching Role	Course #	Year/Semester	S/Cr.
Counseling in Practicum/Clinical Supervision, Instructor and Primary Clinical Supervisor	MCPY 692/693	2018 Spring	6
Counseling in Practicum/Clinical Supervision, Instructor and Primary Clinical Supervisor	MCPY 692/693	2017 Fall	6
Crisis, Trauma, and Loss, Instructor	MPCY 672	2017 Fall	3

CURRICULUM VITAE
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Counseling Internship, Instructor/Clinical Supervisor	MCPY 698	2017 Spring	3
Professional Orientation and Ethical Issues, Instructor	MCPY 625	2017 Spring	3
Counseling Internship, Instructor/Clinical Supervisor	MCPY 698	2016 Fall	3
Crisis, Trauma, and Loss, Instructor	MCPY 672	2016 Fall	3
Counseling Internship, Instructor/Clinical Supervisor	MCPY 698	2016 Summer	3
Counseling Internship, Instructor/Clinical Supervisor	MCPY 698	2016 Spring	3
Family or Origins and Lifecycles, Instructor	MFT 650	2015 Fall	3
Counseling in Practicum/Clinical Supervision, Instructor and Primary Clinical Supervisor	MCPY 692/693	2015 Fall	6
Professional Orientation and Ethical Issues, Instructor	MCPY 625	2015 Summer	3
Professional Orientation and Ethical Issues, Instructor	MCPY 625	2015 Spring	3
Crisis, Trauma, and Loss, Instructor	MCPY 672	2015 Spring	3
Counseling Internship, Instructor/Clinical Supervisor	MCPY 698	2015 Spring	3
Counseling Internship, Instructor/Clinical Supervisor	MCPY 698	2014 Fall	3
Theories of Counseling, Instructor	MPCY 610	2014 Fall	3
Crisis, Trauma, and Loss, Instructor	MCPY 672	2014 Summer	3
Counseling Internship, Instructor/Clinical Supervisor	MCPY 698	2014 Summer	3
Family or Origins and Lifecycles, Instructor	MFT 650	2014 Summer	3
Techniques in Couple and Family Therapy, Instructor	MFT 638	2014 Spring	3
Mind Body Health, Instructor	MFT 621	2014 Spring	3
Gender and Sexuality, Instructor	MFT 665	2013 Fall	3
Marital Systems and Couples Therapy, Instructor	MFT 667	2013 Fall	3

Courses Taught as Assistant Professor, Regis University

Course Name and Teaching Role	Course #	Year/Semester	S/Cr.
Family or Origins and Lifecycles, Instructor	MFT 650	2013 Summer	3
Marital Systems and Couples Therapy, Instructor	MFT 667	2013 Summer	3
Counseling in Practicum/Clinical Supervision, Instructor and Primary Clinical Supervisor	MCPY 692/693	2013 Spring	6
Family or Origins and Lifecycles, Instructor	MFT 650	2013 Spring	3
Marital Systems and Couples Therapy, Instructor	MFT 667	2013 Spring	3
Practicum in Counseling/Clinical Supervision, Instructor and Clinical Supervisor	MCPY 692/693	2012 Fall	6
Theories in Family Therapy	MFT 610	2012 Fall	3
Marital Systems and Couples Therapy, Instructor	MFT 667	2012 Summer	3
Counseling Pre-Adolescents and Adolescents, Instructor	MFT 677	2012 Spring	3
Gender Development and Sexuality Counseling	MFT 617	2012 Spring	3
Internship in Counseling, Instructor/Clinical Supervisor	MCPY 698	2012 Spring	3
Counseling Pre-Adolescents and Adolescents, Instructor	MCPY 677	2011 Fall	3
Internship in Counseling, Instructor/Clinical Supervisor	MCPY 698	2011 Fall	3
Gender Development and Sexuality Counseling, Instructor	MFT 617	2011 Summer	3
Family of Origins and Lifecycles	MCPY 664	2011 Summer	3
Internship in Counseling, Instructor/Clinical Supervisor	MCPY 698	2011 Summer	3

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Counseling Pre-Adolescents and Adolescents, Instructor	MCPY 677	2011 Spring	3
Practicum in Counseling/Clinical Supervision, Instructor/Primary Clinical Supervisor	MCPY 692/692	2011 Spring	3
Family of Origins and Lifecycles, Instructor	MFT 664	2010 Fall	3
Gender Development and Sexuality Counseling	MFT 617	2010 Fall	3
Counseling Pre-Adolescents and Adolescents, Instructor	MCPY 677	2010 Fall	3
Cultural Issues and Social Justice, Instructor	MCPY 615	2010 Summer	3
Marital Systems and Couples Therapy, Instructor	MFT 667	2010 Summer	3
Counseling Techniques II, Instructor	MCPY 636	2010 Spring	3
Cultural Issues and Social Justice, Instructor	MCPY 615	2009 Fall	3
Marital Systems and Couples Therapy, Instructor	MFT 667	2009 Fall	3
Practicum in Counseling/Clinical Supervision, Instructor and Clinical Supervisor	MCPY 692/692	2009 Fall	3
Gender Development and Sexuality Counseling	MFT 617	2009 Summer	3
Cultural Issues and Social Justice, Instructor	MCPY 615	2009 Summer	3
Counseling Techniques II, Instructor	MCPY 636	2009 Spring	3
Theories of Counseling, Instructor	MPCY 610	2009 Spring	3
Human Growth and Development, Instructor	MCPY 605	2008 Fall	3

Courses Taught as Doctoral Intern, University of Northern Colorado

Course Name and Teaching Role	Course #	Year/Semester	S/Cr.
Advanced Family Systems, doctoral internship instructor	APCE 669	2009 Spring	(3)
Theories of Counseling, doctoral internship instructor	APCE 607	2008 Fall	

Course Curriculum Subcommittees Served

Crisis, Trauma, and Loss, MCPY 672 Course Committee, Member Fall 2012 – Spring 2017;
Faculty Lead, Spring 2017 – Present.

- Conduct rubric evaluation and syllabi modifications.
- CACREP mid-cycle review modifications for 2016 standards update.
- Chair committee on course development and curriculum modification.
- Rewrote syllabus and modified course extensively, including crisis simulation, traumatology research, skills practice simulations, and course assessments.
- Communicate changes to, consult with, and provide resources to faculty and affiliate faculty teaching the course.

Theories of Counseling, MCPY 610 Course Committee, Faculty Lead, Fall 2010 – Present.

- Conduct rubric evaluation and syllabi modifications.
- Chair committee on course development and curriculum modification.
- Communicate changes to, consult with, and provide resources to faculty and affiliate faculty teaching the course.

Advanced Techniques in Family Therapy, MCPY 668, Faculty Lead, Fall 2012 - Fall 2015.

- Chair task-committee on new course development and curriculum modification.
- Course author: Course and syllabus currently in development, in proposal phase.

- Communicate changes to, consult with, and provide resources to faculty and affiliate faculty teaching the course.

Cultural Issues and Social Justice (MCPY 615), Faculty Co-Lead, Fall 2012 – Fall 2015.

- Reauthored syllabus, with major changes to engaged research.
- Communicate changes to, consult with, and provide resources to faculty and affiliate faculty teaching the course.

Marital Systems and Couples Therapy, MFT 667 Course Committee, Faculty Lead Fall 2009-Summer 2014

- Original course author, providing primary design, syllabus and rubric.
- Conduct rubric evaluation and syllabi modifications.
- Chair committee on course development and curriculum modification.
- Communicate changes to, consult with, and provide resources to faculty and affiliate faculty teaching the course.

Family Lifecycles and Transitions, MFT 650, Faculty Lead, Fall 2015 – Present.

- Reauthored syllabus to develop integrative experiential approach focused on person of the therapist factors.

Additional Curriculum Development

- Introduction to faculty and implementation of Higher Learning Commission requirements for assessment and evaluation of Regis 9 university outcomes, and Jesuit values in curriculum.
- Introduction of treatment plan to MCPY 692/698 Practicum in Counseling/Counseling Supervision, Fall 2016
- Oversee Curricular quality through yearly program evaluation and CACREP accreditation. Co-author CACREP Self-Study, MA Counseling Program, May 2016.
- As chair supervised course development, MCPY 622 Diagnosis and Treatment Planning in Clinical Mental Health Counseling. Modified based on feedback from pilot courses, conducted approval process, implemented within curriculum, Fall 2015.
- Co-author of 2015 MA Counseling Self-Study for Accreditation. Oversaw and coordinated CACREP accreditation tasks for faculty in collaboration with CACREP Liaison, Summer 2015.
- Enhanced courses with a structural theoretical and conceptual mapping process (Morris, 2003) to MCPY 610 636, 692/693, 698, and MFT 610 and 667 for greater theory comprehension and comparison that leads to improved case conceptualization and treatment planning skills that learners may incorporate in field practice.
- Enhanced courses with additional treatment planning exercises to MCPY 610, 692/693, and MFT 667 that simulates expected clinical conceptualization of applied counseling and therapy settings.
- Added experiential simulations that integrate academic knowledge, research, practice, and demonstration of counseling/therapy outcomes to MCPY 605 (interview protocol); MCPY 610 (theory conceptualization and treatment planning, direct skills role plays); MCPY 615 (cultural immersion/population study); MYCY 667 (couples approach project, from theory to practice); MCPY 617 (gender study and practice approach); MCPY 692/693 (enhanced treatment planning); MCPY 677 Adolescent issues, networking, presentation and demonstration; peer role play).
- Consistently maintained good to excellent ratings, matching or exceeding comparisons with department faculty and university wide faculty course evaluation ratings.

- Consistently receive positive qualitative feedback from learner evaluations and unsolicited responses by learners of providing effective relationships, high feedback, challenge and rigor in coursework.
- Oversee course leads and course committees in regular course evaluation and review.
- Course Author, MFT 638 Techniques in Family and Couple Therapy, Approved September 2013, Regis University, Denver, CO.
- Developed specific grading criterion in all courses where criterion were not developed nor required. Criteria have been adopted for most courses to fulfill CACREP and COAMFTE requirements.
- Conduct rubric evaluations for MCPY 636, MCPY 698, and MCPY 688, including modifications of benchmark assignments and curriculum to fulfill accreditation requirements and to assure outcomes.
- Syllabus writer for MFT 667 Marital Systems and Couples Therapy, developing the course, criterion, and expected outcomes according to COAMFTE accreditation requirements.
- Chair of Standards IV MFT accreditation committee to gather, interpret and write information for MFT Accreditation Self Study 8/11.
 - Significantly enhanced and modified syllabus for MCPY 615 Cultural Issues and Social Justice.
 - Significantly enhanced and modified syllabus for MFT 617 Gender and Sexuality.
 - Significantly enhanced and modified syllabus for MCPY 677 Counseling Pre-Adolescents and Adolescents.
 - Added a significant component, Professionalism in Practicum and Internship to MCPY 692/693, and 698 syllabi, with supervision designed to simulate the professional counseling environment based on dissertation research – seeking adoption for MCPY 692/693 through academic committee.
 - Regularly modify curriculum and teaching processes based on learner evaluations and feedback.
 - Communicate learner feedback to academic and program committees to modify curriculum and program.

Professional Development in Teaching and Practice: Continuing Education

- Somatic Experiencing Trauma Institute (SETI), Boulder, CO. Intermediate III, May 3-6, 2018.
- Somatic Experiencing Trauma Institute (SETI), Boulder, CO. Intermediate II, March, 2018.
- Somatic Experiencing Trauma Institute (SETI), Boulder, CO. Intermediate I, November 9-12, 2018.
- Somatic Experiencing Trauma Institute (SETI), Boulder, CO. Beginner III, September 7-10, 2018.
- Somatic Experiencing Trauma Institute (SETI), Boulder, CO. Beginner II, June 1-4, 2018;
- Somatic Experiencing Trauma Institute (SETI), Boulder, CO. Beginner I, May 12-15, 2018;
- Professional Education Systems Institute (PESI). *The Mindfulness Toolbox: 50 Practical Tips, Tools & Handouts for Anxiety, Depression, Stress & Pain*, Donald Altman, presenter, Boulder, CO, June 1-2, 2017.
- Foundation for Human Experiencing Somatic Experiencing Institute *Basic Principles of Somatic Experiencing: Online trauma seminar*, May 18, 2017
- *Colorado Legal and Ethical Issues for Mental Health Clinicians*, PESI, Boulder, CO., May 11, 2017
- Colorado Association for Marriage and Family Therapy, *The Pulsating Heart of Therapy: The personal relationship*. Harry Aponte, presenter, Arvada, CO, October 14, 2016.
- Regis University, Rueckert-Hartman College for Health Professions, *Faculty Development Day* Denver, CO, October 12, 2015.

- Regis University, Division of Counseling and Family Therapy. *Colloquium Partners for Change: Using the PCOMS in Psychotherapy and Supervision*, Hiedi Hietzer Ph.D., Denver, CO, September 9, 2015,
- *Worldwide Conference on Mindfulness and Vocations*, Thich Nhat Hahn, Plum Village, Thenak, France, July 1 – 10, 2015.
- Colorado Counseling Association, *Mindfulness and the Brain in Psychotherapy*, Dan Siegel, 4.5 Approved NBCC hours., April 9/10, 2015, Denver, CO.
- American Association for Marriage and Family Therapy (AAMFT) National Conference, Engaging Children in Therapy, October 17 – 20, 2013, Portland, OR.
 - Thirteen contact hours: *Common Factors in Curriculum Development* (2), *Writing for Publication* (2), *The Evidenced-Based Clinician* (2), *Foundations of Disaster mental Health* (3), *Keynote Sessions* (2.5), and *Research Poster Sessions* (1.5).
 - COAMFTE Accreditation Seminar: *Training on meeting COAMFTE accreditation standards through program outcomes development*, October 17, 2013.
- Regis University, College of Professional Studies, Sharing our work: A faculty engagement workshop, Denver, CO, March 3, 2013.
- Association for Counselor Education and Supervision, Rocky Mountain ACES 2012 Conference, *Transformation & Integration: Creating Connections*, October 4-7, 2012, Breckenridge, CO.
- CITI: Collaborative Institutional Training Initiative, *Human Research Curriculum*, November 3, 2011, Regis University, Denver, CO.
- Regis University College for Professional Studies Faculty Development Day, *Foundations for Adult Learning and Integration of Ignatian Pedagogy*, September 24, 2011, Denver, CO.
- Colorado Association for Marriage and Family Therapy, John and Judy Gottman, *Level 1: Bridging the Couple Chasm, A new research-base approach*, September 16-17, 2011, Denver, CO.
- Regis University, Graduate Counseling Program, *Supervision in Marriage and Family Therapy*, AAMFT Approved Supervisor Training, Linda Osterlund, PhD, LMFT. May 18, 20, June 1, 3, 2011, Denver, CO
- Association for Counselor Education and Supervision, Rocky Mountain ACES 2008 Conference, *Sharing Tools for Awareness, Competence, and Advocacy*, October 2-5, 2008, Breckenridge, CO.
- Denver Family Institute: William Doherty, *Working With Couples on the Brink*, April 18, 2008, Denver, CO.
- *Carl Rogers: A Colloquium with his student Dr. Jerry Berlin*, University of Northern Colorado, Denver, Colorado, December 19, 2008.
- Regis University Faculty Development Day: Writing Seminar, Regis University, Denver, Colorado, November 1, 2008.
- Colorado Association for Play Therapy: *Superheroes in Play Therapy*, October 26, 2007, Colorado Springs, CO.
- Colorado Psychological Association: Society for the Advancement of Multiculturalism and Diversity, *An Intersection of Multicultural Identities: A Personal Journey*, September 28, 2007, Denver, CO.
- Love and Logic Institute: *Becoming a Love and Logic Parent: Facilitator certification*, Love & Logic Institute, Golden, CO, May 13-15, 2004.
- Colorado Department of Human Services: *Dependency & Neglect Training*, Required training for Jefferson County Department of Human Services, June 1999.
- Colorado Center for the Advancement of Group Studies: *Transference and Countertransference in Group Psychotherapy*, Spring 1998. *Working With Aggression in Group Treatment*, Fall 1998.

- Colorado Sand Play Therapy Association: *Gates of Initiation*, Feb. 23, 1998.
- Colorado Association for Play Therapy: *Play Therapy Conference*, Mar. 6, 1998.
- Colorado Institute on Marriage and the Family, Boulder, CO: *Advanced Family Systems Therapy*, Fall 1997, *Family and Couples Systems, Skills Building Tutorial*, Dr. Susanne Pope, Spring 1998.
- Minnesota Board of Social Work: *Reporting Maltreatment of Minors*, October 1994;
- Minnesota Board of Social Work: *Family and Domestic Violence*, December 1994.
- Academy of Boys & Girls Clubs of America: *Midwest Program Institute SMART Moves/ Gang Prevention Targeted Outreach*, September 1993; *Youth Gang Symposium*, March 1995.
- Mid-Minnesota Educational Cooperative: *Grant Writing*, Nov. 1994.
- Minnesota Juvenile Officers Assn.: *Deadly Consequences: Impact of violence on our kids; strategies for change*, Jan. 1994.
- Western Regional Center for Drug Free Schools & Communities: *Prevention in Schools*, Aug. 1994.
- Crisis Prevention Institute: *Non-violent diffusion tactics and methods*, Sep. 1993.

AREAS OF SPECIALIZATION

Counselor Education and Supervision
Supervision in Applied Counseling Settings
Clinical Consulting and Supervision
Organizational Consulting
Program Evaluation and Development

Families, adolescents, and children
Marriage, Couples and Family Systems
Experiential Education
Pedagogy/Andragogy
Mindfulness Based Therapies

RESEARCH AREAS & INTERESTS

Supervision in Applied Counseling Settings
Counselor training, supervision, and development
Common Factors in Systemic and Relational Therapies and Supervision
Experiential Education and Simulation in Pedagogy & Andragogy
Community-Based/Applied Setting Systemic Supervision
Men's Therapy & Men's Issues Related to Fatherhood, The Family, and Partnering
Indigenous Rites of Passage and Ritual as a means of Family Lifecycle Transitions