

SHARON K. ANDERSON

EDUCATION

- Ph. D. Counseling Psychology, Cognate: Professional Psychology, University of Denver, Denver, CO. August 1993, APA approved program.
- M.A. Counselor Education, University of Wyoming, Laramie, WY, May 1981. CACREP Accredited program.
- B.A. English and Psychology Education, University of Wyoming, Laramie, WY, May 1978.
- Professional Licenses Licensed Psychologist—Colorado, License No. 1971, Current Professional Counselor License, WY, July 1988 to December 1992.

SUMMARY OF PROFESSIONAL EXPERIENCE

- 2006-Present Director of Graduate Programs, School of Education, Colorado State University
- 2000-Present Associate Professor, School of Education, Colorado State University
- 1999-2004 Program Chair, Counseling and Career Development, School of Education, Colorado State University
- 1994-2000 Assistant Professor, School of Education, Colorado State University
- 1996-Present State Approved Jurisprudence Workshop Provider, Colorado
- 1995-Present Private Clinical Practice and Consulting, Ft. Collins, Colorado
- 1993-1994 Psychologist and Coordinator of Peer Education/Counselor, Iowa State University, APA Accredited Program
- 1992-93 Psychology Intern, APA Accredited Program, Wichita Collaborative Psychology Internship Program
- 1982-88 Project Director and Administrator, Upward Bound and Educational Talent Search Programs, University of Wyoming
- 1981-82 Counselor, Student Support Services and Upward Bound, University of Wyoming
- 1978-79 Middle School Teacher, English Department, Rock Springs, Wyoming.

ADMINISTRATIVE EXPERIENCE IN HIGHER EDUCATION

- Director Graduate Programs, School of Education, Colorado State University, November 2006 to present: Director of Doctoral and Master programs

TEACHING EXPERIENCE IN HIGHER EDUCATION

- Associate Professor Community College Leadership Doctoral Program, Colorado State University, August 2007 to present: Graduate courses taught: Professionalism in Education and Leadership
- Counseling and Career Development Program, Colorado State University, September 2007 to present: Graduate courses taught: Ethical and Legal Issues in Counseling
- Associate Professor Counseling and Career Development Program, Colorado State University, September 2000 to present: Graduate courses taught: Internship, Practicum, Ethical and Legal Issues in Counseling, Mental Health Issues in Counseling, Multicultural Issues in Education, Adult Teaching and Learning (Adult Education-ITI Program).
- Assistant Professor Counseling and Career Development Program, Colorado State University, August 1994 to August 2000. Graduate courses taught: Individual Counseling and Theory, Group Counseling, Internship, Practicum, Ethical and Legal Issues in Counseling, Mental Health Issues in Counseling, and Educational Psychology for Teacher Licensure.
- Assistant Lecturer Psychology Department, Wichita State University, January to May 1993. Course: General Psychology
- Teaching Assistant Counseling Psychology Department, University of Denver, Denver, CO, January to March 1992. Course: Professional Ethics in Counseling
- Instructor Psychology Department, Metropolitan State College, Denver, CO, August 1991 to May 1992. Course: Introduction to Psychology

PUBLICATIONS/RESEARCH

Referred Articles

- Folkestad, J.E. & **Anderson, S.K.** (January 2009). Investigating the promise of Mass-customized education: A content analysis self-reported descriptions of web 2.0-Learning –tools based on multiple intelligence theory. I-managers' Journal of Educational Psychology, 2 (3), 34-47.
- Bashe, A., **Anderson, S.K.**, Handelsman, M.M., & Klevansky, R. (2007). An Acculturation Model for Ethics Training: The Ethics Autobiography and Beyond. Professional Psychology: Research and Practice, 38, 60-67.
- Harbour, C.P., Middleton, V., Lewis, C., & **Anderson, S.K.** (2004). Naming the Other: How dominant culture privilege and assimilation affect selected underrepresented populations at the community college. The Community College Journal of Research and Practice, 27, 829-842.
- Anderson, S.K.** & Middleton (2002, Jan/Feb). You want me to do what? The cultural & psychological struggle of putting a course online. The Technology Source. Retrieved from <http://ts.mivu.org/default.asp?show=issue&id=85>

- Teng, L. Y., Morgan, G. A., **Anderson, S.K.** (2001). Career Development among Ethnic and Age Groups of Community College Students. Journal of Career Development, 28(2), 115-127.
- Anderson, S.K.** & Davies, T. G. (2000). An Ethical Decision-Making Model: A Necessary Tool for Community College Presidents and Their Boards of Trustees. Community College Journal of Research and Practice, 24 (9), 711-727.
- Anderson, S.K.**, Franco, H., & Handelsman, M. (2000). Colorado psychotherapists: Judgments of the Colorado Licensing and Grievance Boards. Ethics and Behavior. 10(2), 173-183.
- Anderson, S.K.**, Macphee, D. & Roley, D. (2000). Infusion of multicultural issues in curricula: A student perspective. Innovative Higher Education, 25(1) 37-58.
- LaSge, K., Kennedy, C., McMillen, B., Morris, D. & **Anderson, S.** (1999). Application of the stages of change model to promote physical activity in college students. Research Quarterly for Exercise and Sport, 70(1), A-112.
- Rivera, A. A.; **Anderson, S.K.**; Middleton, V. A. (1999). A career development model for Mexican-American women. Journal of Career Development, 26(2), 91-106.
- Anderson, S.K.**, & Kitchener, K. S. (1998). Nonsexual post-therapy relationships: A conceptual framework to assess ethical risks. Professional Psychology: Research and Practice, 29, 91-99.
- Anderson, S.K.** & Banning, J. (1998). Creating an ethical environment: A journey looking for a roadmap. Journal of Student Affairs, 7, 26-34.
- Anderson, S.K.** (1997). Nonromantic/nonsexual relationships with former clients: Implications for Psychologists' Training. Level 1 Publication for Resources in Education. (ERIC Document Reproduction Service No. ED CG027833).
- Anderson, S.K.** & Banning, J. (1997). Qualitative Analysis: Themes of the first five years of the CSU Journal of Student Affairs. Journal of Student Affairs, 6, 7-11.
- Anderson, S.K.**, & Kitchener, K.S. (1996). A critical incident study of nonromantic/ nonsexual relationships between psychologists and former clients. Professional Psychology: Research and Practice, 27(1), 59-66.
- Von Stroh, P., Mines, R.A., & **Anderson, S.K.** (1995). Impaired clergy: Application of ethical principles. Counseling and Values, 40(1), 6-14.
- Mines, R.A., **Anderson, S.K.**, & Von Stroh, P. (1991). Impaired professional and employee assistance programs: Applications of ethical principles. *Employee Assistance Professional Exchange*, 21(12), 26-29.
- Sherry, P., Teschendorf, R., **Anderson, S.**, & Guzman, F. (1991). Ethical beliefs and behaviors of college counseling center professionals. *Journal of College Student Development*, 34(4), 350-358.

Book Chapters—Published

Gilley, J.W., **Anderson, S.K.**, & Gilley, A. (2008). Ethics in Human Resources. In S. Quatro (Ed.) Executive Ethics: Ethical Dilemmas and Challenges for the C-Suite. (pp.191-212). Charlotte, NC: Information Age Publishing.

Anderson, S.K., Harbour, C. and Davies, T. (2007). Professional Ethical Identity Development and Community College Leadership. In D. M. Hellmich (Ed). Ethical Leadership in the Community College: Bridging Theory and Daily Practice. (pp. 61-76)Anker Publishing

Harbour, C., **Anderson, S.K.**, and Davies, T. (2007). Compromised Professional Ethical Identity Development and Community College Leadership. In D. M. Hellmich (Ed). Ethical Leadership in the Community College: Bridging Theory and Daily Practice. (pp. 166-181) Anker Publishing

Anderson, S.K., Wagoner, H. & Moore, G.K. (2006). Ethical Choice: An Outcome of Being, Blending, and Doing. In P. Williams & S.K. Anderson (eds.) Law and Ethics in Coaching: How to Solve and Avoid Difficult Problems in Your Practice. (pp. 39-61). Hoboken, New Jersey: John Wiley & Sons.

Zur, O. & **Anderson, S.K.** (2006). Multiple Role Relationships in Coaching. In P. Williams & S.K. Anderson (eds.) Law and Ethics in Coaching: How to Solve and Avoid Difficult Problems in Your Practice. (pp. 125-139). Hoboken, New Jersey: John Wiley & Sons.

Anderson, S.K. (2004). What's in a color? In L. Flowers (ed.) Diversity Issues in American Colleges and Universities: Case Studies for Higher Education and Student Affairs Professionals, (pp. 74-77). Springfield, IL: Charles C Thomas.

Anderson, S.K., & Kitchener, K.S. (2003). Nonromantic, nonsexual posttherapy relationships between psychologists and former clients: An exploratory study of critical incidents. In D. Bersoff (ed.) Conflicts in Psychology, 3rd ed. (pp. 550-600). Washington, D.C.: American Psychological Association.

Kitchener, K.S. & **Anderson, S.K.** (2000). Ethics: Old themes—new issues. In S.D. Brown & R.W. Lent (Eds.), Handbook of counseling psychology 3rd ed. (pp 50-82). New York: John Wiley & Sons, Inc.

Anderson, S.K., & Kitchener, K.S. (1999). A critical incident study of nonromantic/ nonsexual relationships between psychologists and former clients. In D. Bersoff (ed.) Conflicts in Psychology, 2nd ed. (pp. 247-253). Washington, D.C.: American Psychological Association.

Anderson, S.K. (1996). Career Counseling: An emotionally intimate relationship that requires ethical consideration. In G. Walz and R. Feller (Eds.) Optimizing Life Transitions in Turbulent Times: Exploring Work, Learning and Careers, (pp. 341-348). Greensboro, NC: ERIC/CASS Publications.

Articles in Press or Accepted

Anderson, S.K., Lujan, L; & Hegeman, D. (accepted). Prepared for challenges: The importance of professional and institutional ethical identity. In P Farrell & C. Harbour (Eds.) New Directions for Community Colleges—Institutional Ethics, (pp.. XX-XX). San Francisco: Wiley Periodicals.

Book Chapters in Press or Accepted

Anderson, S.K., Aragon, A., Brantmeier, E.J., Kees, N., & Peila-Shuster, J. (accepted).

Perspective taking: Practicing to really hear the other person's point of view. In M. Pope, J.S. Pangelinan, & A.D. Coker (Eds.) Experiential Activities for Teaching Multicultural Counseling Classes and Infusing Cultural Diversity into Core Classes. Alexandria, VA: American Counseling Association.

Aragon, A., Brantmeier, E. J., Kees, N., Peila-Shuster, J., & **Anderson, S. K.** (accepted).

Investigating meritocracy: An analysis of how all children are not part of the meritocracy American dream. In Pope, M., Pangelinan, J. S., & Coker, A. D. (Eds.) Experiential activities for teaching multicultural counseling classes and infusing cultural diversity into core classes. Alexandria, VA: American Counseling Association.

Brantmeier, E. J., Aragon, A., Kees, N., Peila-Shuster, J., & **Anderson, S. K.** (accepted).

Examining the inner circle: Unpacking white privilege. In Pope, M., Pangelinan, J. S., & Coker, A. D. (Eds.) Experiential activities for teaching multicultural counseling classes and infusing cultural diversity into core classes. Alexandria, VA: American Counseling Association.

Books in Press

Published Books

Anderson, S.K. & Handelsman, M.M. (2010). Ethics for psychotherapists and counselors: A proactive approach. Malden, MA: Wiley/Blackwell.

Williams, P. & **Anderson, S.K.** Editors (2006). Law and Ethics in Coaching: How to Solve and Avoid Difficult Problems in Your Practice. Hoboken, New Jersey: John Wiley & Sons.

Anderson, S.K. & Middleton, V.A. Editors. (2005). Explorations in privilege, oppression and discrimination. Belmont, CA: Thomson Brooks/Cole.

Unpublished manuscripts

Anderson, S. K. (1993). Post-therapy relationships. Dissertation.

Reviewer for publications

The Counseling Psychologist. Ad hoc reviewer. Fall 1996 to present

Journal of Counseling and Development. Reviewer. 1994 to 1996.

International, National, Regional, State, University and Community Presentations

- Anderson, S.K., Kuk, L., Zimmerman, T., Banning, J., & Kees, N. (2008, November). Journey Toward Tenure: Eliminating Barriers and Creating Successful Pathways. Roundtable Discussion, Research on Women and Education Annual Conference, Arlington, VA.
- Anderson, S.K., Hardy, D.E., & Harbour, C.P. (2008, April). The Teaching and Learning of Ethics in Higher Education Graduate Programs: Curricular Approaches, Content Concerns, and Issues of Relevancy. Roundtable Discussion, Council for the Study of Community Colleges Annual Conference, Philadelphia, PA.
- Kitchener, K.S. & Anderson, S.K. (2007, October). Blunders and Blinders: Ethical Problems in Clinical Supervision. Ninth Annual Seton Hall University Clinical Supervision Conference, Seton Hall University and The New Jersey Psychological Association, South Orange, New Jersey.
- Anderson, S.K., Harbour, C.P., & Davies, T.G. (2007, April). Professional Ethical Identity Development and Community College Leadership. Paper Discussion, Division J. American Educational Research Association Annual Meeting. Chicago, Illinois.
- Harbour, C.P., Anderson, S.K., & Davies, T.G. (2007, April). A Conceptual Framework for Promoting Ethical Identity Development for Community College Leaders. Paper presentation, Council for the Study of Community Colleges Annual Conference, Tampa, FL.
- Williams, P. & Anderson, S.K. (2006, May). The Law and Ethics in Coaching: Using Critical Thinking Skills to Stay out of Trouble. Poster session. ICF European Coaching Conference in Brussels.
- Bianco, M., Anderson, S.K., Wilson, C. & Garrison-Wade, D. (2006, November). Addressing Teacher Dispositions with Pre-service Teachers: Strategies for Teacher Education Programs. Teacher Education Division of the Council for Exceptional Children Conference, San Diego, California.
- Anderson, S.K. (2005, October). Coming to Know One's Privilege. Annual Women in Educational Leadership Conference, Lincoln, Nebraska.
- Anderson, S.K. (2005, September). Got Privilege-Let's Talk. Annual Diversity Conference, Colorado State University, Fort Collins, CO
- Anderson, S.K. (2005, May). Guest Speaker. The Fort Collins Human Relations Commission. Fort Collins, Colorado.
- Anderson, S.K. (2005, April). Learning and Unlearning Privilege: Implications for Psychologists. Workshop, Rocky Mountain Psychological Association, Phoenix, Arizona.
- Anderson, S.K. & Handelsman, M. (2005, April). When do you fire a therapist? Workshop, Rocky Mountain Psychological Association, Phoenix, Arizona.

- Schans, B. & Anderson, S.K. (2005, January) Ethical Reasoning in Students and Graduates of Radiologic Technology Programs, Panel Presentation, 2005 Hawaii International Conference on Education, Honolulu, Hawaii.
- Wagoner, H. & Anderson, S.K. (2005; January) Career Education in the Rocky Mountain Region: The Perceptions of Vocational and Academic Secondary Educators in a Rural State, Panel Presentation, 2005 Hawaii International Conference on Education, Honolulu, Hawaii.
- Anderson, S.K. & Middleton, V. (2003, January) "Invisible People": Explorations in Diversity, Privilege, and Oppression - Educating Counselors and Teachers in Training, Round Table, Hawaii International Conference on Education, Honolulu, Hawaii.
- Anderson, S.K. (2000, August) Nonsexual relationships: Assessing and decreasing the ethical risk. Workshop facilitated American Psychological Association, Washington, DC.
- Anderson, S.K., Franco, H., Handelsman, M., Silver, J. (1999, June). Politics, Sanctions and Judgments of Mental Health Regulation. Poster session at the annual American Psychological Society Convention, Denver, CO.
- Rivera, A. A.; Anderson, S.K.; Middleton, V. A. (1999, April). A career development model for Mexican-American women. Paper presented at the annual meeting of the American Educational Research Association, Montreal, Canada.
- Anderson, S.K. (1998, August). Teaching from the heart. Teaching and Learning Center, Colorado State University, Ft. Collins, CO.
- Anderson, S.K., Roley, D., & Smith, C (1997, August). Nonromantic-nonsexual posttherapy relationships: The former client's perception. Paper presented at the annual meeting of the American Psychological Association, Chicago, IL.
- Anderson, S.K., MacPhee, D., & Roley, D. (1997, August). Infusion of multicultural issues in curricula: A student perspective. Poster session presented at the annual meeting of the American Psychological Association, Chicago, IL.
- Anderson, S.K. (1997, April). Equity and Ethics. Paper presented at the meeting of the Colorado Institute for Gender Equity in Vocational Education, Denver, CO.
- Anderson, S.K. (1997, February). Creating an Ethical Climate for Positive Results. Paper presented at the annual meeting of the Colorado Association of Vocational Administrators, Colorado Springs, CO.
- Anderson, S.K. (1996, August). Nonromantic/nonsexual relationships with former clients: Implications for psychologists' training. In K. Kitchener (Chair) Training of ethical psychologists—Implications of Current Research. Symposium conducted at the annual meeting of the American Psychological Association, Toronto, Canada.
- Anderson, S.K. (1993, August). Ethical sensitivity and nonromantic/nonsexual relationships with former clients. K. Kitchener (Chair). Symposium conducted at the annual meeting of the American Psychological Association, Toronto, Canada.
- Mines, R., Von Stroh, P., & Anderson, S.K. (1992). Meta-ethical considerations for the EAP provider in working with impaired professionals. Paper presented at the annual meeting of the Western District of Employee Assistance Professional Association, Las Vegas, NV.

Mines, R., Anderson, S.K., & Graham, R.J. (1991). A meta evaluation model for EAP practitioners. Paper presented at the annual meeting of the Employee Assistance Professional Association, San Diego, CA.

Anderson, S.K. (1990, March). Increasing ethical sensitivity through the teaching ethics. In P. Sherry (Chair), Increasing ethical awareness in counseling centers: teaching, supervision, ethnic issues. Symposium conducted at the annual meeting of the American College Personnel Association, St. Louis, MO.

Anderson, S.K. (1990). Teaching ethics. Paper presented at the meeting of the Colorado College Personnel Association, Denver, CO.

GRANTS

RESEARCH/GRANTS

- Journey Toward Tenure (2008). Principal Investigator, Research to examine the tenure track journeys of the jounior faculty at three institutions. \$ 558,605. Funding source: U.S. Dept of Education—Institute of Educational Sciences (IES). Not funded.
- Mapping the Journey toward Tenure (2005-present). Co-Principal Investigator, Research examines the barriers as well as the bridges for junior faculty as they make their journey toward achieving tenure and promotion. \$6,827. Funding source: College of Applied Human Sciences, Colorado State University. Funded.
- Re-engineering Diversity (1997-1998). Co-Principal Investigator, Research examines barriers to employment for ethnic minority students. \$30, 000. Funding sources: Hewlett Packard and Colorado State University. Funded.
- Lookout Mountain Evaluation Project (1997-1998). Member of research team, Grant evaluates administrative, academic, and student services components of school. \$30,000/year. Funding source: Colorado Department of Human Services-Department of Youth Corrections. Funded.
- School of Education Research Grant (1996). Principal investigator, Research examines licensed psychotherapists' perception of the ethicalness of nonsexual posttherapy relationships. \$500. Funding source: School of Education, Colorado State University. Funded.
- College of Applied Human Sciences (1995). Principal Investigator, Research examines student perception of diversity issues infused in curriculum. \$350. Funding source: College of Applied Human Sciences. Funded.
- Curriculum Infusion Project (1995). Member of project group, Grant provided funds to infuse courses. \$800. Funding source: Colorado State University. Funded.
- TRIO Educational Grants—Upward Bound, Educational Talent Search, and Educational Opportunity Center. (1982-1988). Principal investigator and project leader. Grants funded educational programs for educationally disadvantaged youth and adults. \$100,000 to \$300,000/yearly. United States Department of Education. Funded.

AWARDS

- “Leadership in Learning Award”, College of Education, University of Denver 2005
- Nominated for “Best Teacher Award” Colorado State University Alumni Association 2004
- Nominated for “Best Teacher Award” Colorado State University Alumni Association 1997
- Nominated for “Jason Millman Promising Scholar” Program, Cornell University 1997
- American Psychological Association Dissertation Research Award 1993

PROFESSIONAL MEMBERSHIPS

- American Psychology Association
- American Counseling Association
- American Educational Research Association
- American Association for Mental Health Counselors (past member)
- Rocky Mountain Association for Counselor Educators (past member)
- American College Personnel Association (past member)
- National Council of Educational Opportunity Association (past member)
- Association of Special Programs in Region Eight (past member)

SERVICE

- Member, School of Education, Promotion and Tenure Committee, Fall 2004 to 2007
- Member, School of Education, Executive Committee, Fall 2001 to 2002
- Member, School of Education, Promotion and Tenure Committee, Fall 2001 to 2003
- Member, School of Education, Interview team for HRD position, Fall 2000.
- Member, Colorado State University, Committee on Human Research Review Board, 2000t.
- Member, Colorado State University, Committee on Faculty Governance, 1999—present.
- Roadhouse Faculty Advisor, Colorado State University, 1999-2000.
- American Psychological Association, Division 17, Awards Committee, 1998-Fall 2001
- State of Colorado Place Exam for School Counselors, 1999-2000
- Subcommittee on International Curriculum, Colorado State University, 1998
- Douglas County Ethics Committee, Castle Rock, CO, 1998
- Psychotherapist—Pro Bono for Mental Health Connections. 1997—present
- Chair—School of Education, Awards and Recognition Committee. 1997—1999
- Member—School of Education, Mentor Committee. Spring 1997
- Member—School of Education, Graduate Committee. 1996-1997
- Mentor—Colorado State University, Minority Student Mentoring Program. 1996—1998
- Faculty Sponsor—Counseling & Career Development Student Organization. Fall 1995—1999
- Member—School of Education, Educational Psychology curriculum revision. 1995-1996
- Coordinator—CACREP Accreditation for Counseling and Career Development Program. Fall 1995—Fall 1996

CLINICAL EXPERIENCE

Professional Clinical Experience

Licensed Psychologist, Denver, Colorado. 1995—Present. Private clinical and consulting practice.

Psychologist, Iowa State University, Student Counseling Services, Ames, IA. Aug 1993—1994.

Experiences at Iowa State University include:

- Provide individual, group, and couples counseling to traditional/nontraditional students from different ethnic, cultural, & religious backgrounds. Issues include: sexual, physical, & emotional abuse; sexual assault; suicidal ideation; eating disorders; grief and loss; anxiety; depression; adjustment issues; career exploration; marital & relationship dynamics; and developmental issues
- Determine treatment plan
- Complete intakes and assessment to determine appropriateness for services or need for referral
- Administer and interpret assessments
- Supervise practicum students, consulted with university faculty, staff, and students

Clinical Training Experience with Supervision

Psychology Internship, Wichita State University Counseling and Testing Center/Wichita.

Collaborative Psychology Internship Program, Wichita, KS, August 1992 to July 1993.

Experiences at Wichita State University included:

- Provided individual, couples, and group counseling to traditional/nontraditional students from different ethnic, cultural, & religious backgrounds. Issues included: anxiety; depression; feelings of isolation; marital & relationship problems; developmental and adjustment issues; sexual abuse and sexual assault; suicidal ideation; eating disorders and career exploration.
- Determined a DSM-III-R diagnosis and develop a treatment plan
- Supervised practicum student, consulted with faculty, staff, and students
- Co-facilitated pain management group and consulted with staff at rehabilitation center

St. Francis Hospital included:

- Provided therapy to inpatients and provided consultation to psychiatrist and psychiatrist residents
- Administered and interpreted assessments

Examiner, Educational Assessment Center, University of Denver, Dec 1989 to July 1992.

Experiences included:

- Completed psychoeducational assessments and reports on children and adolescents.

Practicum, Child, Adolescents, and Family Unit, Boulder County Mental Health, Boulder, CO. September 1990 to May 1991.

Experiences included:

- Provided child, adolescent and family therapy to peoples from low income and ethnic minority populations.
- Determined DSM-III-R diagnosis and developed treatment plan
- Consulted with Head Start Program

Practicum, Regis University, Personal Counseling Services, Denver, CO. September 1989 to May 1990. Experiences included:

- Provided individual and group counseling to traditional college age and short term counseling (3 sessions) or referrals for staff. Holistic approach
- Administered and interpreted a variety of assessment instruments

CONSULTING

- Clinical Supervision, Southwest Counseling Associates, Denver, CO, Fall 1999
- Strategic Planning, Weld Opportunity School, Greeley, CO, Spring 1997
- Team Building, Weld Opportunity School, Greeley, CO, Spring and Fall, 1996
- Operation Success Affairs Division, Wichita State University, Wichita, KS, 1992-1993
- Rocky Mountain Talent Search, University of Denver, Denver, CO. July 1992
- Group facilitator, Eating Disorders, YWCA of Denver, Denver, CO, Dec 1989 - Dec 1990
- Headstart Program, Boulder County Mental Health, Boulder, CO, Sept 1990 - May 1991
- Women's & Men's Basketball Teams, Regis University, Denver, CO, 1989 - 1990
- AT&T Employee Displacement Grant, University of Wyoming, Laramie, WY, Dec 1988
- Crisis Counselor, Emergency Intervention Team, University Counseling Center; University of Wyoming, Laramie, WY, 1984-1988

WORKSHOPS

- Southwest Counseling Associates, Denver, CO, Nov. 1999. Ethical issues in private practice.
- Project Self-Sufficiency, Fort Collins, CO, Sept. 1998. Skills for helpers: understanding dysfunction.
- Jurisprudence Workshops for the State of Colorado, Regulatory Board for Mental Health, February 1996-present.
- Colorado State University, Fort Collins, CO (1997). Communication and issues of diversity.
- Project Self-Sufficiency, Fort Collins, CO, Sept. 1997, Working with clients with borderline issues.
- Project Self-Sufficiency, Fort Collins, CO, May 1997, Emotional boundaries with clients.
- Centennial Mental Health, Fort Morgan, CO, May 1997, Confidentiality and supervision ethical and legal issues.
- National Jewish Hospital, Denver, CO, January 1997, Multiple role relationships and legal issues in mental health.
- Colorado Counseling Association, Denver, CO (1996). Supervision: Working from different models.
- Colorado State University, Fort Collins, CO (1996). Ethics and advertising
- Iowa State University, Ames, IA, (1993) MARS (Men against rape and sexism) training
- Wichita State University, Wichita, KS, (1992, 1993) Working through grief and loss and Peer Counselor training.

ADDITIONAL PROFESSIONAL EXPERIENCE

Project Director, Upward Bound/Educational Talent Search, Division of Student Educational Opportunity, University of Wyoming, Laramie, WY, Sept 1982 to Aug 1988

Counselor, Student Support Services & Upward Bound, Division of Student Educational Opportunity, University of Wyoming, May 1981 to September 1982.

English Teacher, Sweetwater County School District, Rock Springs, WY, September 1978 to January 1980.

SPECIAL TRAINING

- Intercultural communications, Milton Bennet, Colorado State University, 1999
- Case Writing for Education Workshop, Colorado State University, 1996.
- Lawsuit proofing your practice? Denver, Colorado, 1996.
- Curriculum Infusion of Diversity Issues, Colorado State University, 1994-1995.
- Image Management and Diversity Issues, Iowa State University, December 1993.
- Marital-Family Seminar, Wichita Collaborative Internship Program, Aug 1992 -July 1993
- Issues of Diversity Conference, University of Denver, October 1991.
- Drawing of Sexually Abused Children, Mary Ann Moore, April 1991.
- Ethnic Minority Issues in Psychology, 10 week course by Arthur Jones, Ph. D.
- Psychopathology Series, Boulder County Mental Health, 1990-1991.
- Play Therapy, Psychology Associates, November 1990.
- Kellogg Training through National Center for Educational Brokering, Oct 1983 & Feb 1984.
- Writing Federal Grants, September and October 1984.
- Understanding Sex and Disability, University of Wyoming 1982.

LEADERSHIP POSITIONS

- Chair of Counseling and Career Development Program, Colorado State University, 1999-present.
- Co-coordinator, PDS model for school counselors, Colorado State University, 1997 to present.
- Graduate Programs Representative, Colorado State University, 1996-1997, 1999-2000.
- Coordinator, CACREP Accreditation, 1995-1996.
- Graduate Student Association, University of Denver, Denver, CO.
- Student Affiliate Group Representative, Division 17 of APA, 1990-1991.
- Student Representative to Faculty Meetings, 1988-1989.
- Acting Chairperson of Recreational Facility Use by Faculty, Staff, & Students, University of Wyoming, Laramie, WY, 1987-1988.

- Chairperson for Academic Decathlon competition, University of Wyoming, Laramie, WY 1984-1986.
- Chairperson of Cluster for Retention of Transfer Students, University of Wyoming, Laramie, WY, 1983-1984.
- President of Wyoming Association, ASPIRE Executive Board Member, Association of Special Programs in Region Eight, 1983-1984, 1986-1987.
- Chairperson of ASPIRE Legislative Committee, 1983-1984.