
Jessica A. Fripp, PhD
Curriculum Vitae

Department of Psychological Science & Counseling
Austin Peay State University
PO Box 4537, Clarksville, TN 37044
931-221-7238

Email: frippi@apsu.edu

EDUCATION

Ph.D. Counselor Education and Supervision, 2015
University of South Carolina, Columbia, SC
(CACREP Accredited Program)

Dissertation Title: *“Understanding the influence of stigma and attitudes on African American and Latino/a populations regarding participation in mental health services”*

M.Ed. Counseling and Development, 2010
Winthrop University, Rock Hill, SC
(CACREP Accredited Program)

B.A. Psychology, 2007
Winthrop University, Rock Hill, SC
Minor: Business Administration

LICENSURE AND CERTIFICATIONS

National Certified Counselor #613542
National Board of Certified Counselors

TEACHING EXPERIENCE

Associate Professor, Austin Peay State University, Clarksville, TN 8/21-present
Department of Psychological Science and Counseling

- Teach in Clinical Mental Health Counseling and School Counseling programs
- Advise Clinical Mental Health master’s students, undergraduate Psychology students and serve on thesis committees
- Workload: 60% teaching, 10% scholarship, 10% service

Courses Taught

- COUN 5000 *Research and Evaluation in Counseling*
- COUN 5440 *Diversity Issues in Counseling*
- COUN 5170 *Practicum in Mental Health Counseling*
- COUN 5600 *Theories and Counseling in Career Development*
- COUN 5720 *Internship in Mental Health Counseling*
- COUN 6010 *Ethical, Legal and Professional Issues in Counseling*
- COUN 6020 *Special Topics*

Assistant Professor, Austin Peay State University, Clarksville, TN
Department of Psychological Science and Counseling

8/17 to 8/21

- Teach in Clinical Mental Health Counseling and School Counseling programs
- Advise Clinical Mental Health master's students, undergraduate Psychology students and serve on thesis committees
- Workload: 80% teaching, 10% scholarship, 10% service

Courses Taught

- COUN 5000 *Research and Evaluation in Counseling*
- COUN 5410 *Counseling Techniques*
- COUN 5420 *Advanced Counseling Techniques*
- COUN 5440 *Diversity Issues in Counseling*
- COUN 5600 *Theories and Counseling in Career Development*
- COUN 5170 *Practicum in Mental Health Counseling*
- COUN 5720 *Internship in Mental Health Counseling*
- COUN 6010 *Ethical, Legal and Professional Issues in Counseling*

Assistant Clinical Professor, Auburn University, Auburn, AL
Department of Special Education, Rehabilitation and Counseling

8/15 to 8/17

- Teach in CACREP accredited Clinical Mental Health Counseling and School Counseling programs and APA accredited Counseling Psychology program
- Advise Counselor Education and Counseling Psychology doctoral students and serve on dissertation committees
- Workload: 84% teaching, 8% outreach, 8% service

Courses Taught

- COUN 2000 *Living and Communicating in a diverse society*
- COUN 7200 *Introduction to Assessment*
- COUN 7330 *Counseling Diverse Populations*
- COUN 7350 *Introduction to Counseling Practice-Helping Skills*
- COUN 7360 *Advanced Counseling Practice*
- COUN 7400 *Orientation to the Profession of Counseling*

- **COUN 7910** *Clinical Mental Health Counseling Practicum*
- **COUN 7920** *Internship*
- **COUN 8910** *Counselor Education Doctoral Teaching Practicum*

Doctoral Student, University of South Carolina, Columbia, SC
Department of Educational Studies

8/12 to 5/14

Courses Taught

- **EDCE 510** *Introduction to Counseling*
- **EDCE 600** *Communication Skills in Counseling*
- **EDCE 717** *Practicum for Career Development Facilitation*
- **EDCE 832** *Practicum in Counseling Supervision*

ADMINISTRATIVE AND SUPERVISORY EXPERIENCES

Associate Dean, Austin Peay State University, TN
College of Behavioral and Health Sciences

06/21-present

- Oversee accreditation/program review issues
- Coordinate the college's assessment activities
- Coordinate pre-semester lecture series and TedX event
- Assist with staffing of Govs ROW as needed
- Chair: Honors and Awards Committee
- Chair: College Diversity Committee
- Chair: College Curriculum Committee
- Other duties as assigned
- Workload: 20% administration

Practicum and Internship Coordinator, Austin Peay State University, TN
Department of Psychological Science and Counseling

10/18-present

- Identifies and approves participating counseling sites
- Works with all CMHC students in applying for practicum and internship
- Manages the CMHC practicum/internship placement process through the collection and dissemination of student resumes and cover letters to participating sites and supervisors
- Ensures all CMHC students obtain a practicum and/or internship placement
- Communicates with site supervisors and students throughout the placement process

Individual/Triadic Supervision

8/15 to 8/17

7 Counselor Education doctoral students

- Utilized discrimination model to assist doctoral students in supervising master's level students in practicum
 - Ensured doctoral supervisors adhered to ethical standards of practice
- 4 Counseling Psychology doctoral students
- Utilized discrimination model to assist doctoral student in supervising master's level students in practicum
 - Ensured doctoral supervisors adhered to ethical standards of practice

Group Supervision, Auburn University, Auburn, AL 8/15 to 8/17

40 Clinical Mental Health Counseling master's level students

- Facilitated lecture and experiential activities to increase competency and case conceptualization, while integrating counseling theory and intervention
- Maintained professional standard of practice through evaluating timeliness and quality of clinical documentation and coursework

Practicum and Internship Coordinator, Auburn University, Auburn, AL 1/16 to 8/17
Department of Special Education, Rehabilitation and Counseling

- Identifies and approves participating counseling sites
- Works with all CMHC and CES students in applying for practicum and internship
- Manages the CMHC practicum/internship placement process through the collection and dissemination of student resumes and cover letters to participating sites and supervisors
- Ensures all CMHC and CES students obtain a practicum and/or internship placement
- Communicates with site supervisors and students throughout the placement process

Master's Thesis Committees (member), Austin Peay State University, TN 08/19–present
Defended (Chronological Order)

- Tyler Tims

Dissertation Committees (member), Auburn University, Auburn, AL 8/15 to 8/17
Defended (Chronological Order)

- Kristine Ramsay
- Steven Wright
- Simone May

RESEARCH AND SCHOLARSHIP

Refereed Publications

Published or In Press

- Gibson, E. M., & **Fripp, J. A.** (2022). Program practices for cultivating antiracist counselors. In K. Johnson, N. Sparkman-Key, A. Meca, & S. Tarver (Eds.), *Developing Anti-racist Practices in the Helping Professions: Inclusive Theory, Pedagogy, and Application* (pp. 197-224). Palgrave MacMillan. https://doi.org/10.1007/978-3-030-95451-2_1
- Fripp, J. A.**, & Adams, J. (2022). Enhancing the therapeutic alliance with African American clients: Using a critical race theoretical approach to navigate conversations about racism. *Journal of Multicultural Counseling and Development*, 1-10.
- Avent, J., Wahesh, E., Barrow, M., & **Fripp, J. A.** (2021). Demographics, Stigma, and Religious Coping and Christian, African Americans' Help-Seeking. *Counseling and Values*, 66, 73-91.
- Pica, E., & **Fripp, J. A.** (2020). The impact of participating in a juvenile offender mentorship course on students' perceptions of the legal system and juvenile offenders. *Journal of Criminal Justice Education*, 1-10.
- Duke, A., & **Fripp, J. A.** (2020). Examining youth participatory action research as a context to disrupt implicit bias in African American adolescent girls. *Educational Action Research*, 1-15.
- Avent, J., McKinney, J. L. G., & **Fripp, J. A.** (2019). "God is a keeper": A phenomenological investigation of Christian African Americans' experiences with religious coping. *The Professional Counselor*, 9(3), 157-170.
- Fripp, J. A.** & Carlson, R. G. (2017). Exploring the influence of attitude and stigma on participation of African American and Latino populations in mental health services. *Journal of Multicultural Counseling and Development*, 45, 80-94.
- Carlson, R. G., **Fripp, J. A.**, Cook, C. A., & Kelchner, V. (2015). Examining intimate partner violence, stress, and technology among young adults. *The Professional Counselor*, 5(3), 365-378.
- Carlson, R. G., **Fripp, J. A.**, Munyon, M. D., Daire, A. P, Johnson, J. D., & DeLorenzi, L. (2014) Passive and active recruitment considerations: For recruiting ethnically diverse, low-income couples to relationship interventions. *Marriage & Family Review*, 50(1), 76-91.
- Under Review
- Dickson, C., **Fripp, J.A.**, Foster, S., & Gibson, E. M. (under review) *Establishing a culture of prevention in your setting*. Submitted to *Practical Approaches to Crisis and Trauma in Counseling Settings: Prevention, Assessment, and Intervention* edited collection. Routledge.

Book Reviews

- Fripp, J. A.** (2020). Review of the book *Race and the Black Male Subculture: The lives of Toby Waller*, by William T. Hoston. *The Social Science Journal*, 1-2.
- Fripp, J. A.** (2019). Review of the book *Teenage reproductive health: Pregnancy, contraception, unsafe abortion, fertility*, by J. A. Odland. *International Journal of Childbirth Education*, 34(2), 50-51.

Other Related Publications

- White, P. W., Gibson, E. M., & **Fripp, J. A.** (under review) *Charting the journey with a community approach*. Submitted to *(When) Will the Joy Come: Black Womxn in the Ivory Tower* edited collection.
- Gibson, E. M., **Fripp, J. A.**, Moore, C. R., Shepard, D. L., & Campbell, S. M. (2020). *More than talking the talk: Counselor educators as models of anti-racist work*. Southern Association for Counselor Education and Supervision Newsletter.
<http://www.saces.org/resources/Documents/Fall%202020%20Newsletter.pdf>
- Fripp, J. A.** (2016). Freedom to fly. In D.Y. Ford, J.L. Davis, M.T. Scott, & Y. Saley-Ruiz (Eds.), *Gumbo for the Soul: Liberating memoirs and stories to Inspire Females of Color* (pp. 115-119). Charlotte, NC: Information Age Publishing, Inc.
- Fripp, J. A.** (2016). Breaking the silence: Speaking out against institutional racism by raising awareness in the academic community. In D.Y. Ford, M.T., Scott, R.B. Goings, T.T. Wingfield, & M.S. Henfield (Eds.), *R.A.C.E. Mentoring Through Social Media: Black and Hispanic Scholars share their journey in the Academy* (pp. 25-35). Charlotte, NC: Information Age Publishing, Inc.

GRANT WORK

- CO-PI.** (2021). “Motivational Mondays: Self-Care Lunch and Learn 2.0”. Submitted to the Student Academic Success Initiative at **Austin Peay State University**. (Awarded – Rolled Funds: \$2,950).
- CO-PI.** (2020). “Crisis management and self-care: Faculty and student intervention lunch and learn workshops. Submitted to the Student Academic Success Initiative at **Austin Peay State University**. (Awarded: \$2,950).

PI. (2019). “Special topics: Juvenile court mentorship”. Submitted to Quality Enhancement Plan (QEP) ‘Keys to the World’ at **Austin Peay State University**. (Awarded: \$6,025).

PI. (2019). “Crisis management and self-care: Faculty and student intervention lunch and learn workshops. Submitted to the Student Academic Success Initiative at **Austin Peay State University**. (Awarded: \$2,450).

CO-PI. (2019). “Conducting and writing research in psychology”. Submitted to the Student Academic Success Initiative at **Austin Peay State University**. (Awarded: \$3,920).

PI. (2018). “The impact of stigma, counselor mistrust, and racial trauma on help-seeking behavior of African American college students at predominantly white institutions”. Submitted to the Research and Scholarly Activities Support Grant at **Austin Peay State University** (Awarded: \$4,018).

CO-PI. (2017). “SAFE: Serving Alabama Fosters through Engagement Program”. Submitted to the Competitive Outreach Grant at **Auburn University** (Awarded: \$20,000).

PI. (2016). “Connecting African Americans to mental health services: The effect of stigmatizing attitudes on their level of engagement in counseling”. Submitted to the National Advisory Council Mini-Grant at **Auburn University** (Awarded: \$1,410).

Content Expert. (2015) Critical race theory in counseling individuals from diverse populations. *Building Rural Alliances through Collaboration and Education (BRACE). A Health Resources and Services Administration Grant for the Clinical Mental Health Counseling Program* (Awarded: \$983,000).

SCHOLARLY PRESENTATIONS AND WORKSHOPS

Refereed Presentations

Fripp, J.A., & Gibson, E.M. (accepted). *Program practices for cultivating anti-racist counselors*. Southern Association for Counselor Education and Supervision Conference (SACES), Baltimore, MD.

Fripp, J. A., & Gibson, E. M. (2022, July). *Good trouble: Best practices for cultivating anti-racist counselors*. TN National Association for Multicultural Education (NAME), Cookeville, TN.

Gibson, E. M., & **Fripp, J. A.** (2021, October). *Good trouble for antiracist counseling professionals*. Association for Counselor Education and Supervision Conference (ACES), Atlanta, GA.

- Gibson, E.M., **Fripp, J.A.**, & Moore, C.R. (2021, June). *Cultural competency... have we arrived?* [virtual conference session]. West Tennessee Counseling Association Conference (WTCA).
- Lyle-Gonga, M., **Fripp, J.A.**, & Gongga, G. (2021, March). *Crisis management and self-care lunch and learn workshop*. [virtual conference session]. National Social Science Association Conference (NSSA).
- Lyle-Gonga, M., **Fripp, J.A.**, & Gongga, G. (2021, March). *Crisis management and self-care lunch and learn workshop*. [virtual conference session]. Teaching Academic Survival and Success Conference (TASS).
- Gibson, E.M., **Fripp, J.A.**, Moore, C.R., Shepard, D.L., & Campbell, S.M. (2020, November). *Cultural competency: A catch phrase or an embedded practice?* [virtual conference session]. Tennessee Counseling Association Conference (TCA).
- Fripp, J.A.**, & Coggins, K. (2020, August). *Redesigning a multicultural counseling graduate course: Strategies to increase multicultural competence*. [virtual conference session]. Tennessee Licensed Professional Counselors Association Conference (TLPCA).
- Fripp, J.A.**, & Duncan, C. (2020, July). *Help-seeking behavior and therapeutic alliance with African American college students at predominantly white institutions*. Proposal accepted at the TN National Association for Multicultural Education Conference (TN NAME), Cookeville, TN [conference canceled].
- Lyle-Gonga, M., **Fripp, J.A.**, & Gongga, G. (2020, March). *Crisis management and self-care lunch and learn workshop*. Proposal accepted at the Teaching Academic Survival and Success Conference (TASS), Ft. Lauderdale, FL [conference canceled].
- Fripp, J.A.**, & Coggins, K. (2019, October). *Implementing teaching strategies to facilitate learning in a multicultural counseling graduate course*. Association for Counselor Education and Supervision Conference (ACES), Seattle, WA.
- Fripp, J.A.**, Coggins, K., & Felts, K. (2018, October). *Redesigning and Implementing a multicultural counseling course: Implications for Counselor Education graduate programs*. Southern Association for Counselor Education and Supervision Conference (SACES), Myrtle Beach, SC.
- Fripp, J.A.** (2018, October). *Supporting the therapeutic alliance with African American clients using a Critical Race approach*. Southern Association for Counselor Education and Supervision Conference (SACES), Myrtle Beach, SC.
- Fripp, J.A.** (2018, April). *Integrating Critical Race Theory to inform counseling practice with African Americans*. Western Social Science Conference (WSSA), San Antonio, TX.

- Evans, A.M., Tuttle, M., **Fripp, J.A.**, & Branch, J. (2017, October). *Perceived Racial Trauma: How to Address Race-Based Trauma in the Counselor Education Classroom*. Association for Counselor Education and Supervision (ACES), Chicago, IL.
- Fripp, J.A.**, & Bynum, B. (Summer 2017). *Understanding Stigma, Forgiveness and Self-Care with Women in a Prison Population*. Kilby Correctional Facility, Montgomery, AL.
- Evans, A.E., Hemmings, A., Barnett, J., **Fripp, J.A.**, & East, C. (2017, March). *Personal Narratives on overcoming racism: An Ethnographic Content Analysis*. American Counseling Association Conference (ACA), San Francisco, California.
- Fripp, J.A.** (2016, October) *Integrating Critical Race Theory and Storytelling to engage African Americans in counseling*. European-Branch of the American Counseling Association Conference (EB-ACA), Geneva, Switzerland.
- Fripp, J.A.** (2016, October) *Exploring the influence of attitude and stigma in counseling among African Americans and Latinos*. Southern Association for Counselor Education and Supervision (SACES), New Orleans, LA.
- Fripp, J.A.** (2016, October) *Integrating Critical Race Theory and Storytelling to engage African Americans in counseling*. Southern Association for Counselor Education and Supervision (SACES), New Orleans, LA.
- Carney, J., Hemmings, C., Lanier, B., May, S., & **Fripp, J.A.** (2015, November). *Doctoral programs in counseling: Considering admissions and strategies for success*. Alabama Counseling Association (ALCA), Montgomery, AL.
- Fripp, J.A.** (2014, October). *Cultural barriers to mental health: Moving past stigma*. Southern Association for Counselor Education (SACES) Birmingham, AL.
- Carlson, R., **Fripp, J.A.**, & Cook, C. (2014, October) *Examining the relationship between cyber aggression, attitudes towards violence, and IPV typologies among emerging adults*. Southern Association for Counselor Education and Supervision (SACES), Birmingham, AL.
- Cavanagh, N., **Fripp, J.A.**, & Greiner, A. (2014) *Maximizing on-site supervision: Cultivating a win-win experience*. Presentation at the Palmetto State School Counselor's 30th Annual Conference, Myrtle Beach, SC.
- Fripp, J.A.** (2014). *Attitudes and perceptions of low income, ethnically diverse individuals toward receiving mental health services: Implications for counselors and supervisors*. Presentation at the 8th Annual Counseling Student Conference-the University of South Carolina, the Upsilon Sigma Chi Chapter of Chi Sigma Iota, Columbia, SC.
- Fripp, J.A.** (2013, October). *Attitudes and perceptions of low income, ethnically diverse*

individuals toward receiving mental health services: Implications for counselors and supervisors. Presentation at the Association for Counselor Education and Supervision, Denver, CO.

Invited/Other Presentations and Workshops

Whiteside, D., **Fripp, J.A.**, & Lyle-Gonga, M. (2022). "For Colored Girls Who Have Considered Politics". Young Women's Leadership Symposium, Austin Peay State University.

Thompson, A., **Fripp, J.A.**, & Lyle-Gonga, M. (2022). "The Importance of Self-Care: 2022 Edition". Young Women's Leadership Symposium, Austin Peay State University.

Gibson, E. M., & **Fripp, J. A.** (2022). Invited Panelist for First Year Faculty Programming on "African American Employee Council". Austin Peay State University

Fripp, J.A., Hayes, M. A., & Gibson, E. M. (2021). Invited Panelist for the Pre-Semester Calendar on "Beloved Community Writing Retreat". Austin Peay State University.

Fripp, J.A., Eckenrode, J., Gibson, E. M., & Tomaszewski, N. (2021). Invited Panelist for the Womxn's Empowerment Week webinar on "Women's Health". Austin Peay State University.

Fripp, J.A. and others (2021). Invited Panelist for OEAI forum entitled, "The Peayple's Voice: Dialogue on Diversity". Austin Peay State University.

Fripp, J.A., & Gibson, E. M. (2021). Invited Panelist for the First Year Faculty Orientation forum on the "African American Employee Council". Austin Peay State University.

Fripp, J.A., Gibson, E., & White, P. (2020). Invited Panelist for the African American Employee Council's Forum, "Vote Talk After Dark". Austin Peay State University

Gibson, E., & **Fripp, J. A.**, (2020). Racial Injustice. ***PSY 4020: Forensic Psychology***, Instructor: Dr. Emily Pica

Gibson, E., & **Fripp, J. A.** (2020). Invited Panelist for Psi Chi and Psychology Club's Graduate School Panel at Austin Peay State University.

Fripp, J. A., Gibson, E., & Baker, H. (2020). Invited Panelist for the Wilbur N. Daniel African American Cultural Center's Forum, "Black Minds Matter". Austin Peay State University

Sanders, A., Coggins, K., & **Fripp, J.A.** (2020, May). "Working in a 'New Normal'". Austin Peay State University's Human Resources Development Workshop.

Fripp, J.A. (2020, March). "Intro to Qualtrics". SASI Grant Workshop. Austin Peay State University.

Hayes, M., Collins Woods, S., Crenshaw-Williams, N., **Fripp, J.A.**, Gibson, E., Shamble, C., & Whiteside, D. (2020, February). Invited Panelist for the Wilbur N. Daniel African American Cultural Center's Forum, "Bring Back Our Girls". Austin Peay State University.

Gibson, E., **Fripp, J.A.**, & Cockrell, R. (2020, February). Invited Panelist for the Wilbur N. Daniel African American Cultural Center's Forum, "African Americans in Education". Austin Peay State University.

Whiteside, D., Lyle-Gonga, M., **Fripp, J.A.**, & Wallace, H. (2019, November). Invited Panelist for the Wilbur N. Daniel African American Cultural Center on "For Colored girls who have considered politics". Austin Peay State University.

Harris, K., **Fripp, J. A.**, Gibson, N., Eichhorn, J., Bowron, C., & Harris, J. (2019, October). Invited Panelist on "Society, Culture, and Gender Issues" in **PSY 1050: Psychology of Modern Culture**.
Instructor: Derrick Tims

Fripp, J. A., & Coggins, K. (2019, August). Invited Workshop for the Academic Support Center's Training, "Cultural Awareness". Austin Peay State University.

Coggins, K., & **Fripp, J. A.** (2019, August). Invited Workshop for the Academic Support Center's Training, "Building Rapport with Students". Austin Peay State University.

Fripp, J. A. (2019, March). Invited Panelist for the Wilbur N. Daniel African American Cultural Center's Forum, "Women in the Workplace". Austin Peay State University.

Coggins, K., **Fripp, J. A.**, Sanders, A., & Woods, N. (2019, March). Invited Panelist for Psi Chi and Psychology Club's Graduate School Panel at Austin Peay State University.

Fripp, J. A. (2019, February). Invited Panelist for the Wilbur N. Daniel African American Cultural Center's Forum, "Being a Black faculty/staff member on campus". Austin Peay State University.

Pica, E., & **Fripp, J.A.** (2018). "No Justice, No Mercy: The challenges of diversity, equity and reform in the justice system". Invited lecturer for Peay Read Event.

DeMarco, J., & **Fripp, J.A.** (2018, September). Social Media and Mental Health. Forum presented at the Wilbur N. Daniel African American Cultural Center, Austin Peay State University

Fripp, J.A. (2018, May). Invited Keynote Speaker for the Wilbur N. Daniel African American Cultural Center's graduation ceremony, Austin Peay State University.

Fripp, J.A. (2018, February). *'That's not what I meant: Understanding and combatting*

microaggressions'. Breakout session sponsored by the Ziegler Leadership Forum, Austin Peay State University.

Charles, J., & **Fripp, J.A.** (2017, October). *Situational Allyship*. Black Law Student Association of Northern Kentucky University, Highland Heights, KY.

Evans, A.E. & **Fripp, J.A.** (2017, September). *SAFE: Serving Alabama Fosters through Engagement Program*. Proposal accepted at the Engagement Scholarship Consortium Conference (ESC), Birmingham, AL.

Fripp, J.A., Duke, A., & Charles, J. (2017). "Stay Woke: A discussion on racial violence and Black mental health in Jordan Peele's *Get Out*". Workshop sponsored by Department of Africana Studies, Auburn University, Spring 2017.

Crawford, S., & **Fripp, J.A.** (2017). *Ethical considerations when working with diverse populations in a group setting*. Alabama Association for Specialists in Group Work (ALASGW) Winter Workshop in collaboration with the Alabama Multicultural Counseling Division (ALAMCD), Montgomery, Alabama, Spring 2017.

Fripp, J.A. (2016). Counseling the Family: Implications for Clinical Practice. *COUN 8910, Practicum-Counseling Psychology*. Instructor: Dr. Marilyn Cornish

Fripp, J.A. (2016). Preparing for the Academy: Strategies for Career Success. *COUN 8920, Internship*. Instructor: Dr. Chippewa Thomas

Fripp, J.A. (2016). Critical Race Theory in Counseling Individuals from Diverse Populations. *COUN 7410, Orientation to Clinical Mental Health Counseling*. Instructor: Dr. Amanda Evans

Fripp, J.A. (2016). Supervisor Training in Practicum and Internship. *COUN 7410, Orientation to Clinical Mental Health Counseling*. Instructor: Dr. Amanda Evans

SERVICE TO THE PROFESSION AND ACADEMY

Service to the Profession

Poster Judge (2021)	<i>Tennessee Counseling Association Conference Poster Judge</i>
Poster Judge (2020)	<i>Tennessee Counseling Association Conference Poster Judge</i>
Poster Judge (2019)	<i>Tennessee Counseling Association Conference Poster Judge</i>
Journal Reviewer	<i>Teaching and Supervision in Counseling (TSC)</i> . 2018-2021
Journal Reviewer	<i>Journal of Counseling and Development (JCD)</i> . 2016-present
President (2017-2018)	Multicultural Counseling and Development (Alabama Chapter)
President-Elect (2016-2017)	Multicultural Counseling and Development (Alabama Chapter)
Awards Chair (2016)	Multicultural Counseling and Development (Alabama Chapter)
Invited Ad Hoc Reviewer	<i>Journal of Humanistic Counseling (JHC)</i> . 2014-2015

Service to the Academy

Committee Member (2022). University Strategic Plan Employee Strategic Pillar Subcommittee, Austin Peay State University

Chair (2021-present). College Diversity Committee, Austin Peay State University

Chair (2021-present). College Curriculum Committee, Austin Peay State University

Committee Member (2021-2023). Student Wellness Steering Committee, Austin Peay State University.

Committee Member (2021-2022). Academic Affairs Strategic Planning Subcommittee/Co-Chair for Academic Identity, Austin Peay State University

Committee Member (2021-2022). SHAPE Steering Committee, Austin Peay State University.

Executive Committee Member (2021-2022). Vice Chair, African American Employee Council, Austin Peay State University

Search Committee Member (2021). Human Resources Business Partner and Human Resources Coordinator, Austin Peay State University.

Committee Member (2021-2024). Faculty and Staff Grievance Committee, Austin Peay State University

Task Force (2021). AAEC Faculty Affairs Beloved Community Writing Retreat Proposal. Austin Peay State University.

Poster Judge (2021). COBHS Virtual Student Poster Symposium, Austin Peay State University

Planning Committee Member (2021). Women's Empowerment Week, Austin Peay State University.

Executive Committee Member (2020). Faculty Affairs Committee Chair, African American Employee Council, Austin Peay State University

Search Committee Member (2020). EEO and ADA Director, Office of Equity, Access, and Inclusion, Austin Peay State University

Committee Member (2018-2021). University Diversity Committee, Austin Peay State University

Advisory Committee Member (2018-2020). Wilbur N. Daniel African American Cultural Center, Austin Peay State University

Board Member (2018-2022) University Hearing Board, Austin Peay State University

Search Committee Member (2020). Assistant Professor in Counseling Psychology, Department of Psychological Science and Counseling, Austin Peay State University

Committee Member (2019-2020). University QEP Assessment Committee, Austin Peay State University

Committee Member (2019-2021). University Mental Health and Wellness Committee, Austin Peay State University

Committee Member (2019). Suicide Prevention Planning, Austin Peay State University

Search Committee Member (2019). Center Director, Wilbur N. Daniel African American Cultural Center, Austin Peay State University.

Search Committee Chair (2019). Assistant Professor in School Counseling, Department of Psychological Science and Counseling, Austin Peay State University

Service to Auburn University

Faculty Advisor of Student Diversity Committee (2016 - 2017). Department of Special Education, Rehabilitation and Counseling at Auburn University.

Department Diversity Committee Chair (2016 - 2017). Department of Special Education, Rehabilitation and Counseling at Auburn University.

Diversity Committee Member (2016 - 2017). College of Education at Auburn University.

Task Force Member for SLO #9 Core Diversity Outcome (2016). Auburn University's Core Curriculum and General Education Committee

- Implemented *COUN 2000: Living and Communicating in a Diverse Society* to meet one of Auburn University's core curriculum requirements. The specific requirement met by this course is Student Learning Outcome 9 (SLO 9) which focuses on competencies in living and working with diverse individuals. The course emphasizes self-awareness and self-reflection, increased knowledge about others of differing cultural backgrounds, appreciation for cultural differences, and engaging in dialogues about culture (sometimes called difficult dialogues).

PROFESSIONAL MEMBERSHIPS

- American Counseling Association (ACA)
- Association for Counselor Education and Supervision (ACES)
- Southern Association for Counselor Education and Supervision (SACES)
- Tennessee Counseling Association (TCA)

AWARDS AND HONORS

Socrates Award for Teaching Excellence 2022 Recipient
Department of Psychological Science and Counseling

ASERVIC's Bigg-Pine Award (Best Research Article of the Year) 2021 Recipient
Counseling and Values Journal

Counselor Educator Award 2020 Recipient
Middle Tennessee Counselor Association

Socrates Award for Teaching Excellence 2020 Nomination
Department of Psychological Science and Counseling

COUNSELING AND RELATED EXPERIENCE

Part-time Clinical Therapist, Sexual Assault Center, TN 05/19-01/2020

- Provides individual, group, and family counseling to survivors and non-offending caregivers
- Complete initial treatment planning
- Complete and review treatment assessments

Intake Therapist (PRN), The Next Door, TN

06/18-05/19

- Assessed prospective patients for treatment, identifying psychosocial, mental health and medical issues through a face-to-face assessment upon admission
- Determined what LOC the client meets using ASAM criteria and medical necessity guidelines
- Completed the initial treatment plan in TIER
- Completed and reviewed initial ASI assessment with client
- Participated in rotating on-call system once a month for admission concerns
- Served as the client's advocate to get needs met related to intake and assessment

Career Counselor, Department of Employment and Workforce, SC

11/14-07/15

- Provided face to face employment service coaching to individuals for employment opportunities
- Coordinated with local businesses and employer service teams to promote job seekers needing interviews and networking opportunities
- Provided work monitoring, job shadowing, vocational or technical school training to individuals as necessary
- Created and revised resumes, cover letters, and promotes job preparation to include mock interviews

Behavioral Health Provider, Newberry County Memorial Hospital, SC

06/13-8/14

- Provided group, individual, and family therapy and served as a member of the multi-disciplinary clinical team
- Developed and implemented psychosocial, initial evaluation, and intake assessments
- Provided advocacy for victims and members of underserved populations

Assessment Coordinator, Midlands Counseling & Consulting Center, SC

01/13-8/14

- Administered and interpreted vocational testing to make inferences about educational and career choices for soldiers and veterans experiencing mental and physical disabilities
- Analyzed data and generated reports to include psychosocial development, educational and vocational exploration, work experience, functional and limitations/disabilities for rehabilitation needs and employability
- Provided recommendations and referrals for vocational rehabilitation success in veterans and soldiers transitioning out of military service

Clinical Supervisor, Youth Villages, NC

04/12-07/12

- Provided training and professional development to a team of mental health clinicians
- Assured that the quality of clinical services in the human services field was maintained through individual and group supervision
- Assured that performance reviews were completed annually for staff under direct supervision, including establishing specific, individual professional development goals
- Advocated for the safety and welfare of children and families
- Ensured that clinical records were accurate, current and in compliance with standards of the company
- Participated in internal and external committees and management team meetings

Clinical Counselor, Youth Villages, NC

05/10-04/12

- Developed strong community relationships and located resources with which to provide families as part of treatment i.e., Department of Juvenile Justice, Social Services, and educational/school/vocational settings, as well as people from a variety of backgrounds in the community
- Provided multi-systemic therapy with children and families with a cognitive behavioral, evidenced-based approach
- Worked closely with multiple types of clinical supervision provided in individual and group settings led by trained and licensed MST professionals