

# KENT STATE UNIVERSITY

## CERTIFICATION OF CURRICULUM PROPOSAL

Preparation Date **19-Oct-17** Curriculum Bulletin \_\_\_\_\_  
 Effective Date **Fall 2018** Approved by EPC \_\_\_\_\_

Department **Lifespan Development and Educational Sciences**  
 College **EH - Education, Health and Human Services**  
 Degree **CER6 - Post-Baccalaureate Certificate**  
 Program Name **Addictions Counseling Certificate** Program Banner Code **TBD**  
 Concentration(s) \_\_\_\_\_ Concentration(s) Banner Code(s) \_\_\_\_\_  
 Proposal **Establish program**

Description of proposal:

**The purpose of this proposal is to establish an addictions counseling graduate certificate (ACCP).**

Does proposed revision change program's total credit hours?  Yes  No  
 Current total credit hours: **0** Proposed total credit hours **15**

Describe impact on other programs, policies or procedures (e.g., duplication issues; enrollment and staffing considerations; need; audience; prerequisites; teacher education licensure):

**The proposed addictions counseling certificate program (ACCP) expands the number of courses currently offered at KSU that have as their focus addiction, substance abuse, and/or drugs and alcohol that will supplement, complement, and enhance existing courses and related (i.e., health and behavioral health) programs, such as Psychology, Health Education, and Human Development and Family Studies. The proposed ACCP will be housed in and sponsored by the Counselor Education and Supervision (CES) program. CES faculty (full-time, part-time) will provide instruction for the expanded undergraduate and graduate courses in addictions counseling that are proposed.**

Units consulted (other departments, programs or campuses affected by this proposal):

**Department of Psychological Sciences (College of Arts and Sciences), College of Nursing, Human Development and Family Studies (School of LDES, College of EHHS), Rehabilitation Counseling (School of LDES, College of EHHS), Department of Residence Services, School of Health Sciences (College of EHHS), and Human Services (Salem campus).**

### REQUIRED ENDORSEMENTS

<i>M. Dellmann-Jenkins</i>	11 / 2 / 2017
Department Chair / School Director	
	_ / _ / _
Campus Dean (for Regional Campuses proposals)	
<i>S. Mitchell</i>	11 / 20 / 17
College Dean (or designee)	
<i>Melody Tankersley</i>	11 / 25 / 17
Dean of Graduate Studies (for graduate proposals)	
	_ / _ / _
Senior Vice President for Academic Affairs or Provost (or designee)	

## **Proposal Summary**

### **Establish Addictions Counseling Certificate at Post-Secondary and Graduate Levels**

The purpose of this proposal is to establish an addictions counseling certificate program (ACCP) at the undergraduate and graduate levels at KSU. The ACCP will be housed in and sponsored by the Counselor Education and Supervision (CES) program within the School of Lifespan Development and Educational Sciences [LDES] in the College of Education, Health and Human Services [EH].

The ACCP will be a minimum of 15-credits comprising five 3-credit courses. The fifth and final course will be a practicum course that, at the undergraduate level, can be taken for 3-9 credits and, at the graduate level, can be taken for 3 or 6 credits. Completion of the ACCP will provide undergraduate and graduate students with all the requisite training hours for licensure eligibility as a chemical dependency counselor in Ohio (issued by the Ohio Chemical Dependency Professionals Board, or OCDPB; see <http://ocdp.ohio.gov/>). The completion of the first 3-credit course in the five-course ACCP series will provide undergraduate and graduate students with the requisite training hours necessary for the credential of chemical dependency counselor assistant (CDCA Phase I) in Ohio (also issued by the OCDPB). The CDCA is an employable credential (see specifically 9/19/2017 support letter from Robert Young at Townhall II in Kent) that, in addition to the chemical dependency-specific training hours fulfilled in the first course in the ACCP series, requires only a high school diploma or GED.

The ACCP will target undergraduate/post-secondary and graduate (post-baccalaureate or post-master) students at KSU enrolled in a behavioral sciences program (e.g., psychology, counseling, public health), as well as in-career professionals (non-KSU students) who wish to pursue a career or specialization in addictions counseling. Completion of the ACCP is projected to take students one academic year and one summer to complete (i.e., 12 months).

#### **Description of Action, Including Intended Effect**

The proposed 15-credit addictions counseling certificate program (ACCP) expands the number of undergraduate and graduate courses currently offered at KSU (across colleges, units, and programs) that have as their focus addiction, substance abuse, and/or drugs and alcohol. Courses offered in the ACCP will supplement, complement, and enhance existing courses and related (i.e., health and behavioral health) programs, such as Psychology, Health Education (HED), and Human Development and Family Studies (HDFS). Letters of support for the ACCP have been provided by faculty and administrators from these and other KSU academic programs and administrative/support offices (e.g., University Psychological Services). The ACCP will provide a career pathway (including state credentialing eligibility) for persons interested in practicing as an addictions counselor in Ohio.

In addition to currently enrolled KSU degree-seeking students, the ACCP is intended to attract non-degree-seeking students to KSU who are in-career professionals wishing to add an addictions counseling specialization to their current work (e.g., mental health therapists, clergy, rehabilitation counselors, nurses). The ACCP also may attract persons without a college degree who are currently practicing as a certified Ohio peer recovery supporter or a peer-support specialist or a recovery coach (see <http://workforce.mha.ohio.gov/Workforce-Development/Job-Seekers/Peer->

Supporter Certification) and who wish to pursue credentialing as an addictions counselor (e.g., chemical dependency counselor assistant) and potentially earn an associate's degree or bachelor's degree at KSU to fulfill degree requirements for licensure as a chemical dependency counselor in Ohio.

See attached catalog copy for certificate description, admission and graduation requirements, and course requirements.

### **Impact on Other Programs, Course Offerings, Students, Faculty, Staff**

Since Fall 2016, 22 persons from 12 different academic programs or administrative/support units within the university (representing Kent, Salem, and Stark campuses) were consulted about the ACCP proposal. Most of these consultations took place in-person. Among the programs and units consulted were the College of Nursing (Drs. Drew and Williams), the College of Public Health (Drs. Kenne and Stephens), the Department of Psychological Sciences (Drs. Hughes and Joynes) in the College of Arts and Sciences, the Criminology and Justice Studies program (Dr. Vander Horst) in the Department of Sociology in the College of Arts and Sciences, the Human Development and Family Studies (HDFS) program (Dr. Cichy) in the School of Lifespan Development and Educational Sciences (LDES) in the College of EHHS, and the Health Education program (Drs. Ding, Backus, and Kerr) in the School of Health Sciences in the College of EHHS. All faculty and administrators/support staff consulted from these and other academic programs voiced their support for the proposed ACCP.

Letters of support from eight academic programs or administrative/support units at KSU are included in ACCP proposal documents. One of these is from Dr. Lynne Rowan, Director of the School of Health Sciences (College of EHHS), the School that houses the Health Education (HED) program. In her letter (dated 9/21/2017), Dr. Rowan states: "The ACCP is not in conflict nor encroaches upon established curricular programs or specific courses within the School of Health Sciences; rather, the ACCP would lead to interprofessional training." One of the programs housed in and sponsored by the HED program is the Alcohol, Tobacco and Other Drug Prevention certificate. The proposed ACCP does not conflict with nor does it encroach upon this HED prevention certificate because the latter does not prepare students for licensure as a chemical dependency (CD) counselor in Ohio. The HED prevention certificate only prepares persons for a prevention certificate (not a license) issued by the Ohio CD Professionals Board.

### **Fiscal, Enrollment, Facilities and Staffing Considerations**

The proposed ACCP will be housed in and sponsored by the Counselor Education and Supervision (CES) program. CES faculty (full-time, part-time) will provide instruction for the expanded undergraduate and graduate courses in addictions counseling that are proposed.

### **Evidence of Need and Sustainability if Establishing**

(See *Notice of Intent to Offer* form for more details.)

Information gathered from 22 internal and 17 external constituents provided guidance in the development of the curricular content and the format (e.g., number of courses, length of time for earning the certificate) of the ACCP. All have supported a certificate program that targets three audiences (1) KSU undergraduate/post-secondary students, (2) KSU graduate students, and (3) in-

career professionals (e.g., licensed professional counselors, clergy, health care professionals) and others not affiliated with the university who wish to pursue a specialization in or a career in addictions counseling (including recovery coaches and other peer-support specialists whose work does not require a college degree). The ACCP curriculum – whether at the undergraduate or graduate level – fulfills training content areas and hours required of the ODCPB for licensure eligibility as a chemical dependency counselor in Ohio.

A brief Qualtrics survey was developed to assess current KSU undergraduate/post-secondary and graduate students' interest in the ACCP. The survey was administered over a 3-week period Fall 2017 (September 29 – October 17, 2017). Four faculty representing three undergraduate academic programs at the Kent campus of KSU (i.e., Psychology, Sociology, HDFS) were asked to disseminate the survey to their students. CES program faculty also were asked to disseminate the survey to graduate students enrolled in their courses. A total of 176 undergraduate students responded, with 73% (N=128) reporting interest in enrolling in the ACCP; another 22% reported “maybe” they would enroll. Ninety-one undergraduate students provided their names and contact information to receive further information about the ACCP.

A majority (60%) of the graduate students who responded (N=55) to the Qualtrics survey also expressed interest in enrolling in the ACCP, with another 22% reporting “maybe” they would enroll. Sixteen graduate students provided their names and contact information to receive further information about the ACCP. In a letter of support for the ACCP, Dr. Philip Rumrill, Professor of Rehabilitation Counseling in the College of EHHS (who was not asked to disseminate the Qualtrics survey to his students), states that “approximately 5-7 master’s-level students in Rehabilitation Counseling will enroll in your certificate program each year.” He further states that “The millions of Americans who struggle with addictions need and deserve greater access to highly qualified counselors who can address their complex therapeutic needs.”

There is a national shortage of professionals prepared to care for persons with substance-related conditions, a shortage that now has become “a severe workforce crisis” (see Vestal, 2015). Estimates are that by 2025, there will be a shortage of approximately 16,540 substance abuse counselors in the United States, representing a 16% supply shortage (Health Resources and Services Administration, HRSA, 2015).

National data compiled in 2015 by the research firm Advocates for Human Potential (and reported by Vestal, 2015, at The Pew Charitable Trusts) revealed that the number of behavioral health professionals (including addictions counselors) qualified to treat persons with substance-related problems ranged from a low of 11 professionals per 1,000 adults in Nevada to a high of 70 professionals per 1,000 adults in Vermont. The national average was 32. Ohio was below this average at approximately 29 professionals per 1,000 adults.

Hwang (2015) reported that nation-wide there will be approximately 300,000 job openings for substance abuse treatment providers. This expansion of mental health benefits is applicable to approximately 60 million American citizens.

Research cited by Andrews (2014) reveals that in 2004, less than 50% of staff in addictions treatment facilities in the United States held a professional or other graduate degree. In Ohio, projections indicate a 19% increase in substance abuse counselor positions from 2014 to 2024 (see [www.onetonline.org](http://www.onetonline.org)), necessitating current investment in workforce development and addictions

counselor preparedness. This workforce includes licensed chemical dependency counselors, the workforce that the proposed ACCP intends to prepare.

**Provisions for Phase-Out if Inactivating**

NA

**Timetable and Actions Required:** The proposal will go through the required curriculum approval process with changes to take effect fall 2018. The following is the anticipated schedule:

- CES program approval: October 2017
- LDES SCC approval: November 1, 2017
- presented to EHHS for approval: November 17, 2017
- presented to EPC for approval: January 22, 2018
- notification of HLC

## **Addictions Counseling Graduate Certificate**

### **College of Education, Health and Human Services**

School of Lifespan Development and Educational Sciences

405 White Hall

Kent Campus

330-672-2294

[www.kent.edu/ehhs/ides](http://www.kent.edu/ehhs/ides)

### **Description**

The Addictions Counseling Certificate Program (ACCP) is a five-course certificate (minimum of 15 credits) housed in and sponsored by the Counselor Education and Supervision (CES) program. The ACCP prepares graduate students to provide a wide range of theory- and research-informed services in addictions counseling in a variety of settings with a range of clientele. It also provides all necessary training hours in the requisite content areas for licensure eligibility as a chemical dependency counselor in Ohio. The first course in the ACCP course series provides all necessary training hours for certification as a chemical dependency counselor assistant (CDCA) in Ohio, an employable credential. The ACCP course content includes theories and models of addiction and addictive behaviors, pharmacology (i.e., review of substances typically misused, as well as medications used to treat symptoms of substance use disorders), screening and diagnostic assessment of substance use and co-occurring disorders, case conceptualization and treatment planning using the American Society of Addiction Medicine (ASAM) Criteria, evidence-based practices in addictions (e.g., motivational interviewing, contingency management), and legal and ethical considerations in addictions counseling. Experiential training is infused throughout the curriculum (e.g., use of simulated clients in the classroom) and culminates in a practicum in addictions counseling, undertaken in the field at an approved counseling facility under the supervision of an approved licensed behavioral health provider. The ACCP is most useful for graduate students who wish to pursue a specialization in or a career in addictions counseling.

### **Fully offered at:**

Kent campus

### **Admission Requirements**

- Official transcript(s)
- Bachelor's degree from an accredited institution
- Minimum 3.000 GPA
- Two letters of recommendation
- Goal statement

**Graduate Certificates for the College of Education, Health and Human Services**

- Students seeking a graduate certificate must maintain a minimum 3.000 grade point average. A graduate certificate student who receives a combination of more than 8 credit hours of B or lower grades, or more than 4 credit hours of grades lower than C is subject to dismissal. Students who are unable to maintain academic standards of the College are subject to dismissal for academic reasons. Grades of C- or below are not counted toward completion of the certificate.
- Certificates must be completed within six years after the first graduate enrollment.
- No more than 2 credit hours of workshop may be used toward a certificate.
- Before being eligible to be awarded a Certificate, students must be admitted to the Certificate program.
- Students currently in a graduate degree program may also apply to a certificate program. Their degree seeking coursework may be applied to the certificate coursework with advisor approval. The courses must be completed within six years and satisfy certificate course requirements.
- Students who have a previous graduate degree and are not currently seeking another graduate degree may transfer a maximum 6 credit hours with advisor approval. These credits may include hours from another KSU program, or from another accredited institution, if the following conditions are met: (1) courses were at the graduate level; (2) a grade of "A" or "B" was earned; (3) credit will be less than six years old at the time the certificate is conferred at Kent; and (4) student was admitted as a graduate student at the time the course was taken.
- Some program areas may be more restrictive. Students are advised to consult their program.

**Program Requirements**

Graduate Certificate Requirements

Requirements for the Addictions Counseling Certificate Program (ACCP)

<b>Course Number</b>	<b>Course Name</b>	<b>Credit Hours</b>
CES 6/77662	Foundations of Addictions Counseling	3
CES 6/77664	Theories and Practices in Addictions Counseling	3
CES 6/77665	Treatment Planning in Addictions Counseling	3
CES 6/77666	Evidence-based Practices in Addictions Counseling	3
or CES 6/77668	Motivational Interviewing	
CES 6/77692	Practicum in Addictions Counseling	3-6
<b>Minimum Total Credit Hours:</b>		<b>15</b>

**Graduation Requirements**

Minimum certificate GPA

3.000

- Students declared in a doctoral degree should enroll in the doctoral level version of these courses.

## Notice of Intent to Offer an Educational Program Addictions Counseling Certificate Program Kent State University

Gainful Employment Electronic Announcement #5 dated 1 June 2011 and posted on [www.ifap.ed.gov](http://www.ifap.ed.gov) explains the process for institutional notification to the U.S. Department of Education (ED) of new educational programs that prepare students for gainful employment in a recognized occupation (GE Programs). An institution's notification to ED of its intent to offer a new GE Program must include information to support the institution's determination of the need for the program, as required by the regulations at 34 CFR 600.20(d)(2). Descriptions and documentation provided by an institution can cover more than one new GE Program, if the same, or similar, process was used by the institution to determine the need for the program, and should be provided as follows:

1. Institution Name: **Kent State University**
2. OPEID: **00305100**
3. Program name(s) and program CIP code(s) supported by this documentation: *(Therese Tillett will provide CIP code once document has been submitted to Curriculum Services.)*

### **Addictions Counseling Certificate (Post-Secondary and Post-Baccalaureate)**

4. Narrative description of how the institution determined the need for the program. For example, describe what need this program will address and how the institution became aware of that need. If the program is replacing a current program(s), identify the current program(s) that is being replaced by the new program(s) and provide details describing the benefits of the new program(s). If the program will be offered in connection with, or in response to, an initiative by a governmental entity, provide details of that initiative. The institution must retain documents that support this description for review or submission to the ED upon request.

In Spring 2016, Dr. Mary Dellmann-Jenkins, Director of the School of Lifespan Development and Educational Sciences (LDES) in the College of Education, Health and Human Services (EHHS), recommended to Dr. Cynthia Osborn, Professor of Counselor Education and Supervision (CES)/LDES, the development of a certificate program in addictions counseling at KSU. This recommendation was based on the observed need in the community and the Northeast Ohio region for an expanded addictions workforce, a workforce well prepared and equipped to address ongoing societal challenges related to substance misuse, including the rising rates of opioid misuse and overdose. Dr. Osborn's clinical background is in substance abuse counseling, specifically working with adults with both substance use disorders and mental illnesses. She also teaches the two elective CES graduate courses in addictions counseling.

Dr. Osborn's initial work in developing the proposed 15-credit hour addictions counseling certificate program (ACCP) at the undergraduate/post-secondary and graduate levels revealed only seven undergraduate and/or graduate courses offered at KSU that have as the focus (in the title of the course) substance abuse, addiction, and/or drugs and alcohol. For a higher education institution the size of KSU (i.e., student enrollment, number of academic programs offered), this is a paltry number of courses in the cross-disciplinary field of addictions. Two therapists at Psychological Services at KSU noted this as well. In their joint letter of support for the ACCP, Dr. John Schell, Senior Psychologist, and Ms. Ashley Holt,



Chemical Dependency Specialist, referred to “a curricular gap at the university” specific to addictions and addictions counseling.

Two of the seven existing courses at KSU that have as their focus (in the title of the course) substance abuse, addiction, and/or drugs and alcohol are the two CES courses Dr. Osborn already teaches (CES 6/77664 and CES 6/77665). They are graduate-only courses. Another graduate-only course (RHAB 6/77744) is offered in Rehabilitation Counseling (School of LDES, College of EHHS). Health Education (School of Health Sciences, College of EHHS) offers two courses, one an undergraduate only course (HED 32530), the other an undergraduate and graduate course (HED 4/54550). Another undergraduate and graduate course is offered in Sociology (College of Arts and Sciences), specifically Criminology (CRIM 46701). The remaining course offered at KSU that has as its focus substance abuse, addiction, and/or drugs and alcohol is an undergraduate only course in the Department of Psychological Sciences (PSYC 41364; College of Arts and Sciences). No course that addresses substance abuse, addiction, and/or drugs and alcohol is offered in the College of Nursing or the College of Public Health. Of the seven existing courses that have as their focus substance abuse, addiction, and/or drugs and alcohol, four have as their explicit focus pharmacology, or a survey of substances typically misused and their pharmacologic properties and medical and subjective effects.

Existing coursework at KSU at the undergraduate and graduate level is lacking in theories or models of addiction, methods of prevention and intervention (e.g., evidence-based practices), ethical and legal considerations in the care of persons struggling with substance use, and methods for engaging persons struggling with substance use to consider behavior change. These represent content or training areas required for licensure eligibility as an addictions professional in many states including Ohio (e.g., Licensed Chemical Dependency Counselor in Ohio). Furthermore, no academic unit at KSU houses a degree or certificate program in addictions counseling. The proposed ACCP fills the need for additional and comprehensive coursework in the broad area of addictions, and provides qualifying students with a university/academic credential (i.e., certificate) that satisfies training requirements of the Ohio Chemical Dependency Professionals Board (OCDPB) for licensure eligibility as a chemical dependency counselor in Ohio.

5. Narrative description of how the program was designed to meet local market needs, or for an online program, regional or national market needs. For example, indicate if Bureau of Labor Statistics data or state labor data systems information was used, and/or if state, regional, or local workforce agencies were consulted. Include how the course content, program length, academic level, admission requirements, and prerequisites were decided; including information received from potential employers about course content; and information regarding the target students and employers. The institution must retain copies of documents and its analysis for review and submission to the ED upon request.

Since Fall 2017, Dr. Osborn and/or the CES doctoral student and graduate assistant helping her develop the ACCP, Annaleise Lessick, have consulted with persons within and outside the university about the proposed ACCP. These consultation meetings took place in person or over the telephone. To date, we have consulted 22 persons from 12 different academic programs or administrative units within the university (representing Kent, Salem, and Stark campuses). Seven letters of support for the ACCP from internal constituents are included in

the ACCP proposal. Seventeen persons from 11 different agencies (e.g., community-based addictions treatment facilities) or organizations external to the university also were consulted. Seven persons external to the university have provided letters of support and these are included in the ACCP proposal. External consultants represent agencies located in six different Northeast Ohio counties (i.e., Portage, Stark, Summit, Cuyahoga, Mahoning, and Wayne). Two of the external consultants were the former Executive Director of the OCDPB (located in Columbus, Ohio) and then her predecessor.

Information gathered from the 22 internal and 17 external constituents we consulted provided guidance in the development of the curricular content and the format (e.g., number of courses, length of time for earning the certificate) of the ACCP. All have supported a certificate program that targets three audiences (1) KSU undergraduate/post-secondary students, (2) KSU graduate students, and (3) in-career professionals (e.g., licensed professional counselors, clergy, health care professionals) and others not affiliated with the university who wish to pursue a specialization in or a career in addictions counseling (including recovery coaches and other peer-support specialists whose work does not require a college degree). The ACCP curriculum – whether at the undergraduate or graduate level – fulfills training content areas and hours required of the OCDPB for licensure eligibility as a chemical dependency counselor in Ohio.

One aspect of the proposed ACCP that has received support from internal and external constituents consulted is the inclusion of a practicum course. External consultants have indicated the need for students and potential employees (e.g., addictions counselors) to have practical, structured, and supervised experience in addictions counseling. Although experiential training opportunities will be infused in two earlier courses in the ACCP sequence, the final course of a practicum provides intensive and closely supervised work experience for students. Clock hours accrued in the field during practicum also will count toward the total 2,000 practice hours required for licensure eligibility as a chemical dependency counselor in Ohio. The inclusion of a practicum course specific to addictions counseling is unique among the other certificate programs offered by other academic institutions in Ohio. Other two- and four-year universities in Ohio (e.g., Cleveland State University) offer a certificate program in substance abuse counseling. None of these universities appears to offer comprehensive and structured experiential training in addictions counseling that targets undergraduate, graduate, and post-graduate health care workers. Only one of these universities (Cincinnati State Technical and Community College) offers comprehensive training (i.e., 33 credit hours) that includes a formal practicum course. This institution, however, is a two-year college unable to cater to upper division undergraduates or graduate students.

Additional information for the development of the ACCP was obtained by attending several professional and public gatherings. Among these were the Portage County Opioid Awareness Symposium held at NEOMED in Rootstown, Ohio, in October 2016; and the Ohio Workforce for the Future Forum held in Columbus, Ohio, in April 2017, a gathering sponsored in part by the Substance Abuse and Mental Health Services Administration (SAMHSA) and the Association for Addiction Professionals (NAADAC). Dr. Osborn attended the Ohio Addictions Studies Institute ([www.addictionstudiesinstitute.com](http://www.addictionstudiesinstitute.com)) in Columbus in late July 2017. She also attended the one-hour webinar, Research to Strengthen Behavioral Health Workforce Capacity, sponsored by NAADAC ([www.naadac.org](http://www.naadac.org)) in September 2017 and conducted by researchers at the Behavioral Health Workforce Research

Center at the University of Michigan (see [www.behavioralhealthworkforce.org](http://www.behavioralhealthworkforce.org)). These professional and public gatherings reinforced the need for a well-trained workforce to address ongoing regional and national challenges of substance use in general, and the opioid epidemic in particular.

There is a national shortage of professionals prepared to care for persons with substance-related conditions, a shortage that now has become “a severe workforce crisis” (see Vestal, 2015). Estimates are that by 2025, there will be a shortage of approximately 16,540 substance abuse counselors in the United States, representing a 16% supply shortage (Health Resources and Services Administration, HRSA, 2015).

National data compiled in 2015 by the research firm Advocates for Human Potential (and reported by Vestal, 2015, at The Pew Charitable Trusts) revealed that the number of behavioral health professionals (including addictions counselors) qualified to treat persons with substance-related problems ranged from a low of 11 professionals per 1,000 adults in Nevada to a high of 70 professionals per 1,000 adults in Vermont. The national average was 32. Ohio was below this average at approximately 29 professionals per 1,000 adults.

Hwang (2015) reported that nation-wide there will be approximately 300,000 job openings for substance abuse treatment providers. This expansion of mental health benefits is applicable to approximately 60 million American citizens.

Research cited by Andrews (2014) reveals that in 2004, less than 50% of staff in addictions treatment facilities in the United States held a professional or other graduate degree. In Ohio, projections indicate a 19% increase in substance abuse counselor positions from 2014 to 2024 (see [www.onetonline.org](http://www.onetonline.org)), necessitating current investment in workforce development and addictions counselor preparedness. This workforce includes licensed chemical dependency counselors, the workforce that the proposed ACCP intends to prepare.

6. Narrative description of any wage analysis the institution may have performed, including any consideration of Bureau of Labor Statistics wage data related to the new program. The institution must retain copies of analysis documents for review and submission to the ED upon request.

The Ohio Chemical Dependency Professionals Board (OCDPB; <http://ocdp.ohio.gov/>) issues four professional chemical dependency credentials: (1) the chemical dependency counselor assistant (CDCA), (2) the licensed chemical dependency counselor II (LCDC II), (3) the LCDC III, and (4) the licensed independent chemical dependency counselor (LICDC). The CDCA is an entry-level credential (not a license) that requires only a high school diploma or GED and 40 clock hours of content-specific chemical dependency (CD) training. This training will be satisfied in the first of five courses in the proposed ACCP. The scope of practice for a CDCA includes assessment, facilitating treatment groups, and case management. Robert Young, Clinical Services Director at Townhall II in Kent, an addictions treatment facility, states in his ACCP support letter of September 19, 2017, that persons with the CDCA credential can be employed at Townhall II with a starting salary “usually in the \$30K range.”

Persons who hold a CD license (LCDC II, LCDC III, or LICDC) have varying levels of academic degrees but all require the same 180 clock hours of content-specific CD training. This training will be completed in the five-course series of the proposed ACCP. The LCDC II requires an associate's degree, the LCDC III requires a baccalaureate/four-year degree, and the LICDC requires a graduate degree. In his ACCP support letter of September 28, 2017, Jason Joyce, Senior Director of Clinical Services at Recovery Resources in Cleveland, states that his agency employs CD counselors at a starting salary of "around \$40,000" which he indicates "is a significant increase for most people who are working in case management [a professional role that may require only a minimum of a high school diploma or GED] and care coordination." At Meridian Healthcare in Youngstown, Meghan Fawcett, Vice President Clinical Treatment, states in her October 4, 2017 ACCP letter of support, that "Compensation (starting pay) for positions with Chemical Dependency Licensure ranges from \$12.00 per hour to 40,000 a year; depending on licensure and experience."

These reported pay and salary ranges for CD counselors reported by senior clinicians at addictions treatment facilities in NE Ohio are consistent with the 2016 mean wage (\$21.23/hour), median wage (\$19.75/hour), and median annual wage (\$41,070) reported by the U.S. Bureau of Labor Statistics for "substance abuse and behavior disorder counselors" (see <https://data.bls.gov/cgi-bin/>). From another source ([www.onetonline.org](http://www.onetonline.org)), the average salary for substance abuse and behavioral disorder counselors is approximately \$19.50 per hour and \$39,980 per year across educational levels.

7. Narrative description of how the program was reviewed or approved by, or developed in conjunction with, one or more of the following: business advisory committees; program integrity boards; business that would likely employ graduates of the program; and/or public or private oversight or regulatory agencies (not including the state licensing/authorization agency and accrediting agency).

For example, describe the steps taken to develop the program, identify when and with whom discussions were held, provide relevant details of any proposals or correspondence generated, and/or describe any process used to evaluate the program. The institution must retain, for review and submission to the ED upon request, copies of meeting minutes, correspondence, proposals, or other documentation to support the development, review, and/or approval of the program.

As stated, since Fall 2017, Dr. Osborn and/or the CES doctoral student and graduate assistant, Annaleise Lessick, have consulted with persons within and outside the university about the proposed ACCP. These consultation meetings took place in person or over the telephone. To date, we have consulted 22 persons from 12 different academic programs or administrative units within the university (representing Kent, Salem, and Stark campuses). Seven letters of support for the ACCP from internal constituents are included in the ACCP proposal. Seventeen persons from 11 different agencies (e.g., community-based addictions treatment facilities) or organizations external to the university also were consulted. Seven persons external to the university have provided letters of support and these are included in the ACCP proposal. External consultants represent agencies located in six different Northeast Ohio counties (i.e., Portage, Stark, Summit, Cuyahoga, Mahoning, and Wayne). Clinicians from behavioral health (including addictions) facilities in NE Ohio who have submitted letters of support for the ACCP have all offered their facilities as practicum sites for students

in the ACCP. These sites also represent potential employers of ACCP graduates.

8. Date of the first day of class. Include both:

a. The first day the program was or will be offered by the institution, and

August 27, 2018

b. The day you would like to begin disbursing Title IV funds to students enrolled in the program.

August 20, 2018

# New Program Needs Analysis and Faculty Credentials

## Establishment of Addictions Counseling Certificates (Post-Secondary and Post-Baccalaureate)

All Kent State academic units are required to provide evidence of the need for a proposed academic program. Generic statements that imply the “need” for the program are not sufficient. Proposals should include data-driven market research that addresses a student demand that will increase enrollment, potential for employment upon graduation, competitive advantage for the university, reasonable non-duplication with other programs and appropriate multi-year financial analyses.

The elements of a needs analysis include:

### 1. ESTABLISH A NEED FOR THE PROPOSED PROGRAM

#### The Need and Rationale:

Substance use disorders are among the three most prevalent categories of mental disorders in the United States (the other two are anxiety and mood disorders; Rosenthal, 2013). The Centers for Disease Control and Prevention (CDC; [www.cdc.gov](http://www.cdc.gov)) reports that each day in the United States: 1,300 deaths are attributable to cigarette smoking; 91 persons die of an opioid overdose; and 6 persons die of alcohol poisoning. The CDC also reports that in an average year, 480,000 deaths are attributable to cigarette smoking and 88,000 deaths are related to excessive alcohol use. In 2015, more than 33,000 persons died of an opioid overdose. Ohio Department of Health data reveal that 3,050 persons died of a drug overdose in 2015, the highest number on record at that time and the highest compared to all other states (see [www.healthy.ohio.gov](http://www.healthy.ohio.gov)). Unfortunately, this number increased (by 25%) to 4,050 in 2016. Fentanyl, a synthetic opioid (and, more often than not, illegally produced), was involved in the majority (58.2%) of drug overdose deaths in 2016.

Given the expansion of Medicaid under the 2010 Affordable Care Act (ACA) that remains federal law, all states (including Ohio) will be required to provide basic coverage for substance use services (e.g., counseling) to Medicaid enrollees (Andrews, 2014). The ACA considers substance use services as one of 10 essential health benefits (see [www.hhs.gov/healthcare/about-the-aca](http://www.hhs.gov/healthcare/about-the-aca)). Manderscheid (2014) projected that Medicaid expansion will “favor persons with primary substance use conditions” (pp. 88-89). (**References** to all scholarly and other sources cited in this Needs Analysis are found in **Appendix A**. Exceptions are sources that have electronic link citations in-text.)

There is a shortage of professionals prepared to care for persons with substance-related conditions, a shortage that now has become “a severe workforce crisis” (see Vestal, 2015). Estimates are that by 2025, there will be a shortage of approximately 16,540 substance abuse counselors in the United States, representing a 16% supply shortage (Health Resources and Services Administration, HRSA, 2015). National data compiled in 2015 by the research firm Advocates for Human Potential (and reported by Vestal, 2015, at The Pew Charitable Trusts) revealed that the number of behavioral health professionals (including addictions counselors) qualified to treat persons with substance-related problems ranged from a low of 11 professionals

per 1,000 adults in Nevada to a high of 70 professionals per 1,000 adults in Vermont. The national average was 32. Ohio was below this average at approximately 29 professionals per 1,000 adults.

Hwang (2015) reported that nation-wide there will be approximately 300,000 job openings for substance abuse treatment providers. This expansion of mental health benefits is applicable to approximately 60 million American citizens. Research cited by Andrews (2014) revealed that in 2004, less than 50% of staff in addictions treatment facilities in the United States held a professional or other graduate degree. In Ohio, projections indicate a 19% increase in substance abuse counselor positions from 2014 to 2024 (see [www.onetonline.org](http://www.onetonline.org)), necessitating current investment in workforce development and addictions counselor preparedness. This workforce includes licensed chemical dependency counselors.

#### Occupational Titles:

An August 2016 report of the Behavioral Health Workforce Research Center at the University of Michigan (see [www.behavioralhealthworkforce.org](http://www.behavioralhealthworkforce.org)) highlights a major challenge in the training, preparation, and supply of behavioral health care providers (including addictions counselors): the lack of “comprehensive data describing the size and composition of the numerous disciplines comprising the behavioral health workforce.” Names and titles abound for those who are employed and practice in the addictions field or provide addictions services. The array of designations illustrates the cross-disciplinary nature of addictions work. Persons who struggle with substance use and other addictive behaviors (e.g., gambling) are seen by a variety of health care providers (whether or not the providers are initially aware of their patients’ or clients’ substance use and addictive behaviors). Substance use disorders and addictive behaviors in general do not discriminate.

Nationally, behavioral health occupations that have a licensure procedure include psychiatry, psychology, marriage and family therapy, social work, professional counseling, and addictions counseling. Those whose specialization is addictions include those with the title of substance abuse counselor, addiction(s) counselor, chemical dependency counselor, alcohol and other drug (AOD) counselor, and addiction psychiatrist or addictionologist. The U.S. Bureau of Labor Statistics uses the occupational category of Substance Abuse and Behavioral Disorder Counselors (see <https://data.bls.gov>) to assess employment and wages for this vast occupational group. The designation used in Ohio for professionals who have earned the state credential is chemical dependency counselor. The broad and all-encompassing occupational title used in this proposal and for the proposed certificate program is addictions counselor.

#### Employment Opportunities:

The Ohio Chemical Dependency Professionals Board (OCDPB; <http://ocdp.ohio.gov/>) issues four professional chemical dependency credentials: (1) the chemical dependency counselor assistant (CDCA), (2) the licensed chemical dependency counselor II (LCDC II), (3) the LCDC III, and (4) the licensed independent chemical dependency counselor (LICDC). The CDCA is an entry-level credential (not a license) that requires only a high school diploma or GED and 40 clock hours of content-specific chemical dependency (CD) training. This training will be

satisfied in the first of five courses in the proposed addictions counseling certificate program (ACCP). The scope of practice for a CDCA includes conducting assessment and treatment planning, facilitating individual and group counseling sessions, providing education on substance use and addiction, and engaging in case management – all services conducted under supervision. Robert Young, Clinical Services Director at Townhall II in Kent, an addictions treatment facility, states in his ACCP support letter of September 19, 2017 that persons with the CDCA credential can be employed at Townhall II with a starting salary “usually in the \$30K range.”

Persons who hold a CD license in Ohio (LCDC II, LCDC III, or LICDC) have varying levels of academic degrees but all require the same 180 clock hours of content-specific CD training. This training will be completed in the five-course series of the proposed ACCP. The LCDC II requires an associate’s degree, the LCDC III requires a baccalaureate/four-year degree, and the LICDC requires a graduate degree. According to the OCDPB, academic degrees that qualify for CD counselor licensure must be at least 27 credit hours and in a behavioral science, broadly defined to include such degree programs in human services, addictions, chemical dependency, social work, criminal justice, corrections, psychology, child development, counseling, personnel and industrial relations, vocational rehabilitation counseling, and sociology.

In his ACCP support letter of September 28, 2017, Jason Joyce, Senior Director of Clinical Services at Recovery Resources in Cleveland, describes the significant need for CD counselors in Cuyahoga County. He states: “We have had continuous openings for counselors over the past year and are in need of additional support. On many days, we have more people walk in for an assessment than we are able to see, prompting us to reschedule. We are striving towards same day access, much like physical health and the hospital system, but we need highly trained staff to do so.” This need is evident in Mahoning and Trumbull counties as well, the counties served by Meridian Healthcare. In her October 4, 2017 ACCP letter of support, Meghan Fawcett, Vice President Clinical Treatment at Meridian Healthcare, states that “we have been unable to fill positions as fast as the demand has occurred. Programs such as [the ACCP at KSU] will assist us in hiring individuals with knowledge and experience in the treatment of addictions.”

A similar need is apparent in Summit County, where Child Guidance and Family Solutions (CG&FS), a community-based treatment facility in Akron, is located. Steve Case, Senior Clinical Consultant for Co-Occurring Disorders at CG&FS describes in his September 21, 2017 ACCP support letter the “significant chemical dependency workforce shortage” in Ohio and the need to “provide future mental health professionals the opportunity to gain the much needed and highly valued specialization in chemical dependency treatment.” Because of Medicaid expansion and its call for health care integration, Mr. Case explains that more health care professionals will need training in addictions counseling. He states that “fewer than 5” of the over 100 mental health clinicians employed at CG&FS “possess a dual chemical dependency credential.”

The need for well-trained addictions professionals is further echoed by Dr. Sarah Friebert, Director of the Haslinger Pediatric Palliative Care Division and Director of the Office of Addiction Services at Akron Children’s Hospital. In her October 16, 2017 ACCP letter of support, Dr. Friebert states: “More helping professionals (including physicians) are needed with formal training in addictions counseling.” This includes professionals in the hospital setting, she adds, “to enhance the coordination of care that takes place on a treatment team.”



Earnings for CD counselors in NE Ohio are not extremely high; however, they are not extremely low either. In his ACCP support letter, Jason Joyce from Recovery Resources in Cleveland, states that his agency employs CD counselors at a starting salary of “around \$40,000” which he indicates “is a significant increase for most people who are working in case management [a professional role that may require only a minimum of a high school diploma or GED] and care coordination.” At Meridian Healthcare in Youngstown, Meghan Fawcett, states that “Compensation (starting pay) for positions with Chemical Dependency Licensure ranges from \$12.00 per hour to 40,000 a year; depending on licensure and experience.” For someone who has just graduated with a 2- or 4-year degree in a behavioral science (e.g., Psychology, Sociology, HDFS) and has been able to obtain a CD counselor license in Ohio as a result of completing the ACCP at KSU, these starting pay ranges will be appealing.

These pay and salary ranges for CD counselors reported by senior clinicians at addictions treatment facilities in NE Ohio are consistent with the 2016 mean wage (\$21.23/hour), median wage (\$19.75/hour), and median annual wage (\$41,070) reported by the U.S. Bureau of Labor Statistics for “substance abuse and behavior disorder counselors” (see <https://data.bls.gov/cgi-bin/>). From another source ([www.onetonline.org](http://www.onetonline.org)), the average salary for substance abuse and behavioral disorder counselors is approximately \$19.50 per hour and \$39,980 per year across educational levels.

#### Other Evidence:

On April 12, 2017, the CES program faculty voted unanimously to “proceed with completing work [on] the development of the Addictions Counseling Certificate Program and submit the documents needed for curriculum review/approval fall 2017” (CES program faculty meeting minutes). CES program faculty maintained their support for the ACCP on September 14, 2017 after reviewing a 2-page draft overview and description of the proposed ACCP prepared by Dr. Osborn. This unanimous vote was documented in CES program faculty meeting minutes as follows: “Faculty voted to support the Addictions Counseling Certificate Program (ACCP) as presented by Osborn (see handout).”

**Appendix B** of this Needs Analysis is the 2-page overview of the proposed ACCP provided to internal and external constituents. This overview was prepared by Cynthia Osborn and circulated among her CES faculty colleagues.

**Appendix C** of this Needs Analysis includes all letters of support (N=15) obtained for the ACCP. **Internal letters of support** (N=8) are from:

1. Mary Dellmann-Jenkins, Director, School of Lifespan Development and Educational Sciences (LDES), College of EHHS;
2. Lynne Rowan, Director, School of Health Sciences, College of EHHS;
3. Maria Zaragoza, Chair, Department of Psychological Sciences, College of Arts and Sciences;

4. Kelly Cichy, Program Coordinator, Human Development and Family Studies (HDFS), College of EHHS;
5. Kimberly Steele, Academic Program Director of Human Services at Columbiana County Campuses of KSU;
6. John Schell, Senior Psychologist, and Ashley Holt, Chemical Dependency Specialist, both of Psychological Services, University Health Services;
7. Kevin Mowers, Director, Residence Life, Residence Services; and
8. Philip Rumrill, Professor of Rehabilitation Counseling, School of LDES, College of EHHS.

**External letters of support** (from constituents external to the university; N=7) are from:

1. Robert Young, M.Ed., Clinical Services Director at Townhall II in Kent;
2. Steve Case, M.Ed., Senior Clinical Consultant for Co-Occurring Disorders, Child Guidance and Family Solutions, Inc., in Akron;
3. Greg Emanuelson, Ph.D., Massillon Site Coordinator of CommQuest in Massillon;
4. Jason Joyce, M.Ed., Senior Director of Clinical Services at Recovery Resources in Cleveland;
5. Bill Russell, M.Ed., Chief Officer, Portage Behavioral Health, Coleman Behavioral Health in Kent and Ravenna;
6. Meghan Fawcett, Vice President of Clinical Treatment at Meridian Healthcare, Youngstown; and
7. Sarah Friebert, M.D., Director of the Haslinger Pediatric Palliative Care Division and Director of the Office of Addiction Services at Akron Children's Hospital.

## 2. PROJECTED STUDENT AND GRADUATE DATA

Provide an explanation of potential and identified sources of students for the program. Documentation should demonstrate sufficient student interest to support the program and may include surveys of current students and related program majors, secondary students, as well as employees seeking advanced training. The data should include projected student enrollment and a projection of the number of graduates for the first five years of the program. Present projected enrollments in a table showing how many students will attend full-time and how many part-time.

The proposed addictions counseling certificate program (ACCP) has three target audiences: (1) KSU undergraduate/post-secondary students, (2) KSU graduate students, and (3) in-career professionals (e.g., licensed professional counselors, clergy, health care professionals) and others not affiliated with the university (non-degree seeking KSU students) who wish to pursue a specialization in or a career in addictions counseling (including recovery coaches and other peer-support specialists whose work does not require a college degree). The ACCP curriculum – whether at the undergraduate/post-secondary or graduate level – fulfills training content areas and training hours required by the Ohio Chemical Dependency Professionals Board (OCDPB; <http://ocdp.ohio.gov/>) for licensure eligibility as a chemical dependency counselor in Ohio.

A brief, 3-item Qualtrics survey was developed to assess current KSU undergraduate and graduate students' interest in the ACCP. The survey was administered over a 3-week period Fall

2017 (September 29 – October 17, 2017). Four faculty representing three undergraduate academic programs at the Kent campus of KSU (i.e., Psychology, Sociology, HDFS) were asked to disseminate the survey to their students. CES program faculty also were asked to disseminate the survey to graduate students enrolled in their courses. A total of 176 undergraduate students responded, with 73% (N=128) reporting interest in enrolling in the ACCP; another 22% reported “maybe” they would enroll. Ninety-one undergraduate students provided their names and contact information to receive detailed information about the ACCP.

This level of undergraduate student interest in the ACCP is underscored by Dr. Kelly Cichy, HDFS Program Coordinator (School of LDES, College of EHHS), in her letter of support. She states: “I anticipate that the ACCP certificate will be very attractive to our students across all of our concentrations...[and] is likely to be particularly sought after by students in our Case Management (2016 RPIE, *n* = 73) and Child and Youth Development (2016 RPIE, *n* = 168) concentrations.” Dr. Cichy adds: “I would anticipate that more than half of our Case Management concentration students will pursue the ACCP as a means toward employment in addictions by obtaining the chemical Dependency Counselor Assistant (CDCA) during their undergraduate studies.” Dr. Maria Zaragoza, Chair of the Department of Psychological Sciences, also envisions high undergraduate student interest in the proposed ACCP. She explains in her letter of support that “the proposed ACCP provides a viable employment pathway for the large number of undergraduate Psychology majors who are interested in counseling work.” In clarifying that the proposed ACCP does not conflict with nor encroach upon curricular programs in Psychology, she adds that “To the contrary, we believe that the ACCP would augment the academic training our students receive in a way that is both targeted and practical.”

A majority (60%) of the graduate students who responded (N=55) to the brief Qualtrics survey also expressed interest in enrolling in the ACCP, with another 22% reporting “maybe” they would enroll. Sixteen graduate students provided their names and contact information to receive detailed information about the ACCP. This graduate student level of interest in the ACCP also is reinforced by Dr. Kelly Cichy in her letter of support. She explains: “In addition to their core coursework, HDFS MA students have the opportunity to develop a concentration area, where they select the courses that best fit their interests and career goals. This concentration area often includes the pursuit of additional certificates, and I anticipate that prospective HDFS MA students will be strongly interested in the ACCP certificate as a means of rounding out their training and increasing their competitiveness.” In another letter of support for the ACCP, Dr. Philip Rumrill, Professor of Rehabilitation Counseling (School of LDES) in the College of EHHS (who was not asked to disseminate the Qualtrics survey to his students), predicted that “approximately 5-7 master’s-level students in Rehabilitation Counseling will enroll in your certificate program each year.”

As proposed, the 15-credit ACCP can be completed in 12 months (Fall, Spring, and Summer). Students will enroll in 6 credits (two 3-credit courses) in the Fall, 6 credits (two 3-credit courses) in the Spring, and 3 credits (practicum) in the Summer. Undergraduate students who wish to enroll in 6 or 9 credits of practicum in the Summer (to accrue additional practice hours toward the 2,000 hours required for CD counselor licensure eligibility in Ohio) can do so. This also is true for graduate students who wish to enroll in 6 credits of practicum in the Summer.

Given student responses to the Qualtrics survey conducted Fall 2017 about the proposed ACCP, consultations with internal and external constituents since early Fall 2016, and given the support letters received from specifically internal constituents (e.g., academic program coordinators), it is anticipated that student enrollment in the ACCP will increase significantly (i.e., up to 110%) over the first 5 years of its implementation. Table 1 presents projected student enrollment in the ACCP over the first 5 years. Each year represents a new group of ACCP students as the ACCP is intended to be completed within 12 months (Fall, Spring, and Summer). These are conservative estimates.

Table 1.

*Projected student enrollment over the first 5 years of the ACCP.*

	2018-19	2019-20	2020-21	2021-22	2022-23	5-Year % Increase
KSU Undergraduate Students	20	25	28	32	35	75%
KSU Graduate Students	8	10	12	15	18	80%
In-career Professionals (non-degree seeking KSU students)	3	4	6	8	12	33%
<b>Total projected student enrollment</b>	31	39	46	55	65	110%

One explanation for projected student enrollment increases over the first 5 years of the ACCP is the continued development of the KSU Collegiate Recovery Community (CRC) mentioned in the joint letter of support from Dr. John Schell and Ms. Ashley Holt of Psychological Services. They state that the CRC “has been underway for the past three years, but has really gathered more broad-based support this year [i.e., 2017-18] and is one of the strategic initiatives of University Health Services as well as a priority within the Division of Student Affairs.” They proceed to explain that “The ACCP will provide students in recovery a chance to learn more about addictions and various treatment options, and will be an important way for students in the CRC to connect intellectually and academically.” They end their letter of support by referring to the development of a Living and Learning Community (LLC) through Residence Services at KSU and that the proposed ACCP may serve as the academic program to which this newly proposed LLC may be tied.

It is anticipated that initial enrollment in the ACCP will be greater for KSU undergraduate students than for KSU graduate students. Compared to undergraduate students, graduate students already may be enrolled in a professional degree program that leads toward licensure in a

behavioral science (e.g., professional counseling, psychology). Increases in enrollment across student levels each year are anticipated in response to ACCP promotion and marketing efforts. These efforts will include CES program faculty and CES doctoral students (e.g., graduate assistants) disseminating information about the ACCP to undergraduate and graduate students via in-classroom guest appearances, meeting with professional advisors in various academic programs and colleges, and attending job and career fairs at various KSU campuses. A brief promotional video about KSU's ACCP will be developed. This promotional video will be accessible on the CES program website and will be disseminated across KSU campuses and to constituents outside the university (e.g., clinical directors of behavioral health treatment/care facilities in Northeast Ohio, county boards of mental health and addictions services, CES program alumni).

ACCP enrollment increases over the first 5 years also are projected when certain ACCP courses are offered online or at least as hybrid courses. Online course delivery of at least two ACCP courses is planned to begin the second year of ACCP implementation (i.e., 2019-2000). Further enrollment increases are projected in response to the CES program applying for and securing external teaching/training funds (e.g., from the U.S. Health Resources and Services Administration, [www.hrsa.gov](http://www.hrsa.gov)) to provide financial support to ACCP students during practicum, as well as to onsite practicum supervisors. Dr. Sarah Friebert of Akron Children's Hospital specifically states in her letter of support that she is willing to collaborate with ACCP personnel to "secure extramural funding for joint interdisciplinary initiatives, including financial support for ACCP students and their onsite supervisors during practicum."

### 3. COMMUNICATION WITH BUSINESS AND INDUSTRY

Since early Fall 2017, Cynthia Osborn, Professor of CES in the School of LDES, College of EHHS, and/or Annaleise Lessick, the CES doctoral student and graduate assistant who has assisted Dr. Osborn with the ACCP proposal development, have consulted with persons within and outside the university about the proposed ACCP. These consultation meetings took place in person or over the telephone. To date, we have consulted 22 persons from 12 different academic programs or administrative units within the university (representing Kent, Salem, and Stark campuses). Eight letters of support for the ACCP from internal constituents are included in the ACCP proposal. Seventeen persons from 11 different agencies (e.g., community-based addictions treatment facilities) or organizations external to the university also were consulted. Seven persons external to the university have provided letters of support and these are included in the ACCP proposal. External consultants represent agencies located in six different Northeast Ohio counties (i.e., Portage, Stark, Summit, Cuyahoga, Mahoning, and Wayne). Clinicians from behavioral health (including addictions) facilities in Northeast Ohio who have submitted letters of support for the ACCP have all offered their facilities as practicum sites for students in the ACCP. These sites also represent potential employers of ACCP graduates. Refer to **Appendix B** of this Needs Analysis for all seven letters of support from constituents external to the university who represent potential practicum and employment sites for ACCP students and graduates.

#### 4. FACULTY CREDENTIALS AND CAPACITY

##### Faculty Credentials

The proposed ACCP will be housed in and sponsored by the Counselor Education and Supervision (CES) program (School of LDES, College of EHHS). All undergraduate and graduate ACCP courses will be CES courses. The following faculty will provide oversight of and instruction for the ACCP. Unless otherwise specified, all resumes/CVs of faculty listed in this section are included in **Appendix D** of this Needs Analysis.

##### Full-time ACCP Faculty:

**Cynthia Osborn**, Ph.D., Professor of CES at KSU Kent, will serve as the initial ACCP coordinator and is prepared and qualified to teach all five ACCP courses at the undergraduate and graduate levels. She routinely teaches the two existing CES courses in addictions counseling that will be part of the graduate ACCP (and modified as part of the undergraduate/post-secondary ACCP). Dr. Osborn has been on the CES faculty for 20 years, has an earned Ph.D. degree in Counselor Education and Supervision (from Ohio University), is a Licensed Professional Clinical Counselor (with supervisory endorsement) in Ohio (LPCC-S), is a Licensed Independent Chemical Dependency Counselor in Ohio (LICDC), and practiced addictions counseling for 2 years prior to her tenure-track appointment to the CES faculty in 1997. Her CV is accessible at [www.kent.edu/node/dr-cynthia-osborn](http://www.kent.edu/node/dr-cynthia-osborn).

**Cassandra Storlie**, Ph.D., Assistant Professor of CES at KSU Kent, is prepared to teach at least one of the graduate courses in the ACCP series. Dr. Storlie routinely teaches master's and doctoral courses in the CES program (e.g., doctoral internship, orientation to clinical mental health counseling). Prior to her 2013 tenure-track appointment to the CES faculty, Dr. Storlie practiced counseling for approx. 5 years in a variety of care facilities, including almost 2 years as the Director of an inpatient mental health and substance abuse treatment facility. She has an earned Ph.D. degree in Counselor Education and Supervision (University of Iowa) and is a licensed Professional Clinical Counselor (with supervisory endorsement) in Ohio (LPCC-S). Her CV is accessible at [www.kent.edu/node/dr-cassandra-storlie](http://www.kent.edu/node/dr-cassandra-storlie).

##### Part-time ACCP Faculty:

**Kimberly Steele**, M.S.Ed., Academic Program Director at KSU Salem, is prepared to serve as the undergraduate ACCP coordinator, depending on student enrollment. She also is prepared and qualified to teach one or more of the ACCP courses at the undergraduate and graduate levels. Since 2007, Ms. Steele has directed all operational, administrative, instructional, and student service activities for the Associate of Applied Science in Human Services Technology at KSU Salem. Prior to her current appointment (from 2007-15), she provided similar services for the Bachelor of Science degree in the HDFS program at the Salem and East Liverpool campuses of KSU. Ms. Steele has a master's degree in Clinical Counseling and Higher Education Student Services Administration (from YSU), is currently enrolled in the Ph.D. degree program in

Cultural Foundations at KSU, is a licensed Professional Clinical Counselor (with supervisory endorsement) in Ohio (LPCC-S), is a licensed independent Chemical Dependency Counselor (with supervisory endorsement) in Ohio (LICDC-CS), and has practiced in the addictions treatment field for almost 30 years. She continues to provide counseling services to the Mahoning County Juvenile Court in Youngstown. Her CV is included in Appendix D.

**Greg Emanuelson, Ph.D.**, is currently Site Coordinator for CommQuest, a community-based and residential addictions treatment facility in Canton, Ohio. He is prepared and qualified to teach one or more ACCP courses at the graduate level. Dr. Emanuelson has practiced counseling and clinical supervision in a variety of settings for over 27 years. He has an earned Ph.D. degree in Counselor Education and Supervision (University of Akron) and is a licensed Professional Clinical Counselor (with supervisory endorsement) in Ohio (LPCC-S). Dr. Emanuelson is currently a part-time instructor for the CES program, teaching one section of Theories of Counseling. His resume/CV is included in Appendix D.

**Jennifer Waugh, M.Ed.**, is the Assistant Director of The Counseling Center at KSU Kent. She also is a doctoral candidate in the CES Ph.D. degree program. Her master's degree is in Community Counseling from KSU. Ms. Waugh has taught (as instructor of record) seven different graduate CES courses over the past 4 years (14 different sections), and also has taught two different undergraduate courses in the HDFS program in that same time (4 different sections). She is prepared and qualified to teach one or more of the ACCP courses at the graduate and undergraduate levels. Ms. Waugh has practiced in the mental health and addictions fields for over 12 years and holds dual licenses of Professional Clinical Counselor (with supervisory endorsement) in Ohio (LPCC-S) and independent Chemical Dependency Counselor in Ohio (LICDC). Her CV is included in Appendix D.

**Steve Case, M.Ed.**, is Senior Clinical Consultant for Co-Occurring Disorders at Child Guidance and Family Solutions, Inc., a large community-based mental health facility in Akron, Ohio. He has practiced in the mental health and addictions fields for over 12 years. His master's degree is in Community Counseling from KSU and he holds the dual licenses of Professional Clinical Counselor (with supervisory endorsement) in Ohio (LPCC-S) and independent Chemical Dependency Counselor (with supervisory endorsement) in Ohio (LICDC-CS). Mr. Case has guest lectured in CES addictions counseling courses and is currently a part-time instructor for the CES program, teaching the Diagnosis in Counseling course. He is prepared and qualified to teach one or more of the ACCP courses at the graduate level. His resume is included in Appendix D.

**Cheryl Stahl, M.Ed.**, is Program Manager of the Portage Area Recovery Center, a part of Family and Community Services, Inc., of Portage County. Ms. Stahl has over 12 years of experience providing counseling services in the addictions and mental health fields, including serving as Clinical Coordinator of a women's half-way house sponsored and run by Townhall II in Kent. Her master's degree is in Community Counseling from KSU and she holds the license of Professional Clinical Counselor (LPCC) in Ohio. For over 13 years, Ms. Stahl has served as an adjunct instructor in the Criminology and Justice Studies program (Department of Sociology, College of Arts and Sciences), teaching seven different courses at the undergraduate level. She is prepared and qualified to teach one or more of the ACCP courses at the undergraduate level, and perhaps at the graduate level as well. Her resume is included in Appendix D.

**Ashley Holt**, M.Ed., is Chemical Dependency Specialist for Psychological Services at KSU Kent. She has practiced as a professional counselor for over 12 years in settings that include a university counseling center (at Ohio University, OU) and a women's residential addictions treatment facility (as Clinical Coordinator). Her master's degree is in Community and Rehabilitation Counseling from OU. Ms. Holt holds dual licenses of Professional Clinical Counselor (with supervisory endorsement) in Ohio (LPCC-S) and as independent Chemical Dependency Counselor in Ohio (LICDC). She is prepared and qualified to teach one or more of the ACCP courses at the undergraduate level. Her resume is included in Appendix D.

**CES Doctoral Students** may be called upon to teach ACCP courses at the undergraduate or graduate level, depending on their availability and qualifications. This teaching assignment may be part of their graduate assistantship. CES doctoral students currently teach one CES undergraduate course and a variety of CES graduate courses. Ms. Waugh, whose qualifications are described above, is one such example.

### Faculty Capacity

The ACCP will be overseen (as Program Coordinator) by Dr. Cynthia Osborn, CES Professor. She also will serve as initial advisor to ACCP students. Ms. Kimberly Steele is prepared to serve as coordinator of the undergraduate ACCP, depending on enrollment (see her letter of support in Appendix B). Ms. Steele also will serve as advisor to ACCP undergraduate students.

To address the need for more CES full-time faculty involvement in and responsibility for the ACCP, a request has been submitted (Fall 2017) to the Office of the Provost for the hire of a new full-time non-tenure-track (NTT) faculty position in the CES program. If approved, and with a successful hire, this new full-time CES faculty will teach primarily in the ACCP. In addition to holding minimum requisite academic and professional credentials, priority will be given to hiring a new full-time CES faculty member who reflects the racial, ethnic, and gender diversity of the local/regional and campus communities. The CES program faculty uphold their commitment to enhancing, in their composition, their representation of the racial, ethnic, and gender diversity of the community and the student body. Of the current 11 CES full-time program faculty, eight identify as female, three as male; and three identify as persons of color (African American, Latino/a), eight as Caucasian.

In the first year of ACCP implementation (2018-19), all courses will be delivered face-to-face and classes will be held at the Kent campus of KSU. To address projected increases in student enrollment and to have the capacity to recruit additional students to the ACCP (e.g., from KSU campuses other than the Kent campus), online course delivery of at least two of the ACCP courses is planned in the second year of the ACCP implementation (2019-20).



**APPENDIX A:**

References

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**APPENDIX B**

Two-page Draft Overview of the Proposed ACCP

(distributed to internal and external consultants and those who provided letters of support)

**Kent State University**  
**Counselor Education and Supervision (CES) Program**  
**Overview of Proposed Addictions Counseling Certificate Program (ACCP)**

Structure and Components of ACCP

- Housed in/sponsored by the Counselor Education and Supervision (CES) program
- Cynthia Osborn will serve as initial program coordinator
- Offered to: (a) KSU graduate and undergraduate students enrolled in a behavioral science program, and (b) non-KSU students/in-career professionals (e.g., LPCs/LPCCs, social workers, recovery coaches, clergy) desiring to expand their credentials/expertise in addictions counseling
- Total training hours (225 hours of education) exceed minimum training hours of 180 required by the Ohio Chemical Dependency Professionals Board (OCDPB) for eligibility as a licensed chemical dependency counselor (LCDC II, LCDC III or LICDC)
- Five 3-credit CES courses taught/offered in 12 months; separate course offerings and sections for undergraduate and graduate students, although content similar
- All 15 ACCP credits for currently enrolled KSU CES graduate students can be earned while pursuing their KSU degree
- Former KSU students or students currently enrolled in another university can only transfer in 6 credits toward the 15-credit ACCP

Five-Course Sequence of ACCP (intended to be taken in the following 1-5 sequence):

1. **Introduction to Addictions Counseling:** offered in first 7 weeks of Fall 2018
  - CES 37662 for undergraduates; CES 6/77662 for graduates/doctoral students
  - Content in this course will satisfy the 40 hours of education covering six defined content areas required for eligibility as a chemical dependency counselor assistant (CDCA Phase I) in Ohio
  - Additional content area included in this course that is not required by the OCDPB is pharmacology (3 clock/training hours)
2. **Theories and Practices in Addictions Counseling:** offered in second 7 weeks of Fall 2018
  - CES 37664 for undergraduates; CES 6/77664 for graduates/doctoral students (this a revised course of existing CES 6/77664)
  - Theories and models of addiction (including public health and harm reduction, social learning, biological/medical, disease)
  - Further training in pharmacology/substance classification
  - Introduction to counseling procedures in addictions counseling (e.g., screening, assessment, diagnostic assessment) and recommended approaches (e.g., client-centered care)

3. **Treatment Planning in Addictions Counseling:** offered in first 7 weeks of Spring 2019
  - CES 37665 for undergraduates; CES 6/77665 for graduates/doctoral students (this a revised course of existing CES 6/77665)
  - Screening and assessment measures
  - Further training in pharmacology, including medication assisted treatment (MAT)
  - The ASAM Criteria
  - Case conceptualization practices as basis for treatment planning
  - Defining relapse and methods for promoting maintenance
  - Legal and ethical considerations in treatment planning
  - Use of simulated clients in class to teach/learn specific practices
  
4. **Evidence-based Practices in Addictions Counseling:** offered in second 7 weeks of Spring 2019
  - CES 37666 for undergraduates; CES 6/77666 for graduates and doctoral students)
  - Approximately 6 evidence-based practices (EBPs) will be introduced, including community reinforcement approach, contingency management, motivational interviewing, mindfulness-based approaches, and skills training as part of cognitive-behavior therapy
  - Use of simulated clients in class to teach/learn specific practices
  - 3-credit CES course in motivational interviewing (MI) can be substituted for this course (an undergraduate CES MI course will be established)
  
5. **Practicum in Addictions Counseling:** offered over 10 weeks of Summer 2019, and possibly in Fall and Spring also
  - CES 37692 for undergraduates; CES 6/77692 for graduates and doctoral students
  - Course content covered during class sessions include professional development practices (e.g., self-care, making use of supervision)
  - Intended to be completed in a treatment facility that provides services to persons struggling with substance use
    - ACCP coordinator will develop appropriate practicum sites in the NE Ohio area by working with current providers at treatment facilities
  - 300 clock hours total (will count toward 2,000 practice experience clock hours required for LCDC II, LCDC III, and LICDC eligibility)
    - 20% of practice hours need to be in addiction-related services
    - the ODCPB has no requirements for direct client contact minimum for the 2,000 practice experience hours
  - On-site supervisor will need to be licensed as a LICDC/LICDC-CS, LPCC-S, psychologist, or LISW
  - KSU CES School Counseling (SCON) and Clinical MH Counseling (CMHC) students (and graduates of a CACREP-accredited master's or doctoral degree program who completed a practicum or internship in past 5 years) can substitute either their SCON or CMHC practicum or internship under certain conditions
  - KSU students enrolled in another behavioral science program that offers a practicum and/or internship can substitute their degree program practicum or internship under certain conditions

**APPENDIX C**

Letters of Support:

Internal and External



# Haslinger Family Pediatric Palliative Care Center

One Perkins Square, Akron, OH 44308 | 330-543-3343 or 800-262-0333, ext. 33343 | [www.akronchildrens.org/palliativecare](http://www.akronchildrens.org/palliativecare)

October 16, 2017

Cynthia J. Osborn, Ph.D., LPCC-S, LICDC  
Professor, Counselor Education and Supervision  
310 White Hall, 150 Terrace Dr.  
Kent State University  
Kent, OH 44242  
[cosborn@kent.edu](mailto:cosborn@kent.edu)

Dear Dr. Osborn,

I was pleased to learn recently from you about the development of an Addictions Counseling Certificate Program (ACCP) at Kent State University (KSU). I understand that the ACCP will be sponsored by and housed in the Counselor Education and Supervision (CES) program at KSU.

As you know, I am the founder and Director of the Akron Children's Hospital's Haslinger Family Pediatric Palliative Care Center. My role and responsibilities recently have expanded to include directorship of the Office of Addiction Services at Akron Children's. We have created this initiative to respond to children and their families who are affected by substance misuse (namely opioids recently). The office is housed within the Division of Palliative Medicine precisely because palliative care is focused on children with life-threatening conditions and their families, and there is nothing more life-threatening facing our children today than the epidemic of addiction. I am committed to serving the Northeast Ohio community to identify and implement evidence-based prevention and treatment services to halt the slow-moving hurricane of opioid overdoses, as well as to address substance use disorder as a whole, especially as it affects our youth. The time is now to do so. And the ACCP you have described is one means to prepare a dedicated workforce to provide needed services.

I have reviewed the 2-page overview of the proposed ACCP you provided that includes information about the proposed 15-credit hour academic program to be completed in 12 months. I understand the ACCP will provide all the training hours and content necessary by the Ohio Chemical Dependency Professionals Board (OCDPB) for eligibility as a Chemical Dependency Counselor Assistant (CDCA) and a licensed chemical dependency counselor (LCDC II, LCDC III, or LICDC). I further understand that the ACCP is designed to prepare persons for a career in addictions counseling or add a level of specialization to those who are already

employed as professional helpers (e.g., mental health providers). It also may provide a career path for those who currently are not pursuing a college degree. I applaud these efforts!

I fully support your efforts because there is a great need for well-prepared professionals in the hospital setting and in the community to provide caring, patient-centered, empathic, and effective services to children and their families. The stigma of addictive behaviors (let alone mental illnesses and other medical conditions) and the longstanding perspective in the United States that addictive behaviors are immoral and should be somehow punished has unfortunately kept many persons from considering a career in the field of addictions. More helping professionals (including physicians) are needed with formal training in addictions counseling. This will clearly benefit children and their families who interact with a wide range of professionals in the hospital setting. Training in addictive behaviors for professionals will enhance the coordination of care that takes place on a treatment team, and will allow us to focus on prevention and education efforts to begin to quell this devastating epidemic.

I am fully committed to assisting you and others involved in the approval and implementation of the ACCP at KSU. This commitment includes providing consultation services to you as you prepare for ACCP approval (e.g., curricular content), as well as its implementation once it is approved. Once approved, I am willing to be interviewed or shadowed by an ACCP student, and I would be interested in serving as a guest lecturer in some of the ACCP courses (e.g., medical interventions used in the treatment of addiction). I will pursue opportunities here at Akron Children's Hospital so that ACCP students can undertake their practicum experience under the supervision of qualified staff. I am also interested in learning of opportunities to collaborate with you and others in the ACCP program to develop, submit, and secure extramural funding for joint interdisciplinary initiatives, including financial support for ACCP students and their on-site supervisors during practicum. Of course funding for joint research initiatives (e.g., investigating the effects of recommended practices in addictions care/treatment provision) is something I would gladly welcome the opportunity to pursue with you.

I look forward to learning more from you about the status of the ACCP at KSU. Please be assured of my support for your efforts for the reasons I have stated here.

Sincerely,



Sarah Friebert, MD  
Director, Haslinger Pediatric Palliative Care Division  
Director, Office of Addiction Services  
[sfriebert@chmca.org](mailto:sfriebert@chmca.org)





**CENTRAL OFFICE**  
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Fax: 330-762-2242  
[www.cgfs.org](http://www.cgfs.org)

September 21, 2017

Cynthia J. Osborn, Ph.D., LPCC-S, LICDC  
Professor, Counselor Education and Supervision  
310 White Hall, 150 Terrace Dr.  
Kent State University  
Kent, OH 44242  
[cosborn@kent.edu](mailto:cosborn@kent.edu)

Dear Dr. Osborn:

Thank you for updating me on the progress of the proposed Addictions Counseling Certificate Program (ACCP) at Kent State University (KSU). We spoke about this in person approximately nine months ago and I was pleased then to learn about its development. I understand that the ACCP will be sponsored by and housed in the Counselor Education and Supervision (CES) program at KSU.

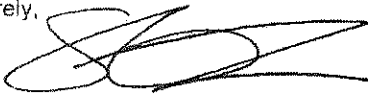
I have reviewed the 2-page overview of the proposed ACCP that you provided which includes information about the proposed 15-credit hour academic program to be completed in 12 months. From the information you provided, I understand the ACCP will provide all the training hours and content necessary by the Ohio Chemical Dependency Professionals Board (OCDPB) for eligibility as a Chemical Dependency Counselor Assistant (CDCA) and a licensed chemical dependency counselor (LCDC II, LCDC III, or LICDC). I further understand that the ACCP is designed to prepare persons for a career in addictions counseling or add a level of specialization to those who are already employed as professional helpers (e.g., mental health providers). It also may provide a career path for those who currently are not pursuing a college degree. I applaud these efforts!

I fully support your efforts. As you are aware, Ohio is experiencing a significant chemical dependency workforce shortage and this need continues to grow as a result of the opioid epidemic and increased access to care through Medicaid Expansion. Additionally, given the prevalence of co-occurring mental health and substance use disorders and the importance of integrating these into one treatment plan, this program will provide future mental health professionals the opportunity to gain the much needed and highly valued specialization in chemical dependency treatment. This is a real need across all the community mental health organizations in Summit County, including Child Guidance & Family Solutions, which employs over 100 mental health clinicians but fewer than 5 possess a dual chemical dependency credential.

I am fully committed to assisting you and others involved in the approval and implementation of the ACCP at KSU. At this time, my commitment would include serving as a guest lecturer or as a supervisor of practicum students. If Child Guidance & Family Solutions is ever able to provide a practicum experience for your students, then we would be happy to explore that as well.

I look forward to learning more from you about the status of the ACCP at KSU. Please be assured of my support for your efforts for the reasons I have stated here.

Sincerely,



LPCCS LICDCS

Steve Case LPCC-S, LICDC-CS  
Manager, Home Based Therapy  
Sr. Clinical Consultant for Co-Occurring Disorders  
[Cases@cgfs.org](mailto:Cases@cgfs.org)

An affiliated agency of the County of Summit  
Alcohol, Drug Addiction and Mental Health  
Services Board. Accredited by the  
Joint Commission on Accreditation of  
Healthcare Organizations.



**FRONT STREET**  
2100 Front Street Mall  
Cuyahoga Falls, OH 44221-3220  
330-928-2042

**NORTH SUMMIT**  
2305 E. Aurora Road A-12  
Twinsburg, OH 44087-1940  
330-425-7111 Akron: 330-798-8010

**SOUTHEAST SUMMIT**  
87 N. Canton Road  
Akron, OH 44305-3838  
330-733-7993

**SOUTHWEST SUMMIT**  
524 W. Park Avenue  
Barberton, OH 44203-2516  
330-753-1096

**FISCAL**  
87 N. Canton Road  
Akron, OH 44305-3838  
330-794-4254

**DEVELOPMENT**  
18 N. Forge Street  
Akron, OH 44304-1317  
330-384-2882

10/13/17

Cynthia J. Osborn, Ph.D., LPCC-S, LICDC  
 Professor, Counselor Education and Supervision  
 310 White Hall, 150 Terrace Dr.  
 Kent State University  
 Kent, OH 44242  
[cosborn@kent.edu](mailto:cosborn@kent.edu)

Dear Dr. Osborn,

Thank you for updating me on the progress of the proposed Addictions Counseling Certificate Program (ACCP) at Kent State University (KSU). We conferred about this via email approximately 1 month ago and I was pleased then to learn about its development. I understand that the ACCP will be sponsored by and housed in the Counselor Education and Supervision (CES) program at KSU.

I have reviewed the 2-page overview of the proposed ACCP that you provided which includes information about the proposed 15-credit hour academic program to be completed in 12 months. From the information you provided, I understand the ACCP will provide all the training hours and content necessary by the Ohio Chemical Dependency Professionals Board (OCDPB) for eligibility as a Chemical Dependency Counselor Assistant (CDCA) and a licensed chemical dependency counselor (LCDC II, LCDC III, or LICDC). I further understand that the ACCP is designed to prepare persons for a career in addictions counseling or add a level of specialization to those who are already employed as professional helpers (e.g., mental health providers). It also may provide a career path for those who currently are not pursuing a college degree. I applaud these efforts!

I fully support your efforts because we continue to struggle, detrimentally, as an industry to keep up with the need for addiction disorder treatment, and qualified professionals to provide such treatment. Best practices continue to support full capability in treating both mental health and addiction disorders, yet finding eager new professionals who come into the field with necessary competencies continues to be more and more challenging, as demand is ever exceeding supply. Having a local academic institution cultivating such a knowledge base will immensely help our local healthcare providers train and recruit the next generation of substance use treatment experts, as they have in other areas previously.

I am fully committed to assisting you and others involved in the approval and implementation of the ACCP at KSU. This commitment could include providing guest speakers on addiction treatment topics, interviewees for students, and other consultative and experiential learning opportunities. We have a long history of partnering with Kent State University for internships and clinical placements in a variety of programs, including but not limited to the Clinical Mental Health Counseling program. We would be very interested to accommodate clinical placements

that will enhance learning opportunities for new addiction disorder providers, especially for those pursuing a counseling-track licensure. Our population at Coleman is such that the majority of our clients have both mental health and substance use disorders, and upon accepting a student's placement we would ensure a student's direct care-related requirements were satisfied for this program, compliant with state standards in care, and provide a meaningful experience in treating addictions. We have multiple providers who hold LPCC-S, Psychologist, LISW-S, licensures and may be available to offer such supervisory experiences.

I look forward to learning more from you about the status of the ACCP at KSU. Please be assured of my support for your efforts for the reasons I have stated here.

Sincerely,

A handwritten signature in black ink, appearing to read "BR LPCC-S". The signature is stylized and cursive.

Bill Russell, M. Ed., LPCC-S  
Chief Officer, Portage Behavioral Health



September 25, 2017

Cynthia J. Osborn, Ph.D., LPCC-S, LICDC  
Professor, Counselor Education and Supervision  
310 White Hall, 150 Terrace Dr.  
Kent State University  
Kent, OH 44242  
[cjoshorn@kent.edu](mailto:cjoshorn@kent.edu)

Dear Dr. Osborn,

Thank you for updating me on the progress of the proposed Addictions Counseling Certificate Program (ACCP) at Kent State University (KSU). We spoke about this in person approximately three months ago, I was pleased then to learn about its development. I understand that the ACCP will be sponsored by and housed in the Counselor Education and Supervision (CES) program at KSU.

I have reviewed the 2-page overview of the proposed ACCP that you provided which includes information about the proposed 15-credit hour academic program to be completed in 12 months. From the information you provided, I understand the ACCP will provide all the training hours and content necessary by the Ohio Chemical Dependency Professionals Board (OCDPB) for eligibility as a Chemical Dependency Counselor Assistant (CDCA) and a licensed chemical dependency counselor (LCDC II, LCDC III, or LICDC). I further understand that the ACCP is designed to prepare persons for a career in addictions counseling or add a level of specialization to those who are already employed as professional helpers (e.g., mental health providers). It also may provide a career path for those who currently are not pursuing a college degree. I applaud these efforts!

I fully support your efforts because my employer, CommQuest, regularly hires employees with their chemical dependency licensure to work in their recovery based programming. These employees routinely conduct assessments, treatment planning, and provide individual and group counseling to those individuals struggling with addictions of various kinds. Having an additional addictions training program in Northeast Ohio will help provide well trained chemical dependency counselors with the resources to become employed and be viewed as an employee of choice with the skills and knowledge necessary to be successful on the job. With the ever present heroin epidemic rampaging through Ohio, the need for highly qualified chemical dependency counselors is higher than ever!

I am fully committed to assisting you and others involved in the approval and implementation of the ACCP at KSU. This commitment includes a willingness to serve as a practicum site supervisor, guest lecturer, or be interviewed by ACCP students. CommQuest routinely looks for interns and would welcome any qualified student.

I look forward to learning more from you about the status of the ACCP at KSU. Please be assured of my support for your efforts for the reasons I have stated here.

Sincerely,

A handwritten signature in cursive that reads "Greg Emanuelson PhD, LPCC-S".

Greg Emanuelson, PhD, LPCC-S  
Massillon Site Coordinator  
CommQuest  
46 Federal Ave NW  
Massillon, OH 44646  
[gemanuelson@csstark.org](mailto:gemanuelson@csstark.org)  
330-833-0234

**From:** Phil Rumrill  
**To:** OSBORN, CYNTHIA  
**Cc:** "Phil Rumrill"; Dellmann-Jenkins, Mary  
**Subject:** Support for Addictions Counseling Certificate Program  
**Date:** Friday, October 20, 2017 11:13:14 AM

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Dear Dr. Osborn,

Thank you for the opportunity to review your proposal for the Addictions Counseling Certificate that will be housed within our Counselor Education and Supervision program. I enthusiastically support this timely and much-needed initiative, which will increase the supply of qualified addiction counselors at a time in our society when rates of substance use disorders have reached epidemic proportions.

I expect that your certificate program will be of extremely high interest to students in our master's degree program in Rehabilitation Counseling, as well as to a number of our program's alumni who are practicing as rehabilitation counselors. Addiction as a disabling condition in and of itself is an important element of our graduate training, and so is the role that substance abuse plays as a causative factor in the onset of many disabilities (e.g., spinal cord injury, traumatic brain injury). Moreover, the role that addiction plays as part of the adjustment process following the onset of disability is a major clinical practice and training issue in the field of rehabilitation counseling.

Not only does your proposed curriculum not encroach upon or duplicate any aspect of our master's-level curriculum in Rehabilitation Counseling, it stands to provide tremendous value-added benefit for our students and alumni who are wise enough to enroll in your training. You have established yourself as a major national leader in the field of addictions counseling, and your textbook on that subject is one of the finest books on the market. I am delighted that our past, present, and future students will have the opportunity to learn state-of-the-art best practices in addictions counseling from you and your colleagues, and they will significantly expand their clinical practice prospects in the process.

I anticipate that approximately 5-7 master's-level students in Rehabilitation Counseling will enroll in your certificate program each year. I will also be very pleased to promote your program through our alumni and advisory board listservs, the former of which includes 1,200 Certified Rehabilitation Counselors who have graduated from our program since its inception in 1965.

Thank you for your visionary leadership in developing this critically important certificate program. The millions of Americans who struggle with addictions need and deserve greater access to highly qualified counselors who can address their complex therapeutic needs. You have my full and unqualified support in your efforts to address this problem through the comprehensive curriculum you have proposed. Congratulations and best wishes!

Respectfully

Phillip Rumrill, Ph.D., CRC

Professor & Coordinator  
Rehabilitation Counseling Program  
Director, Center for Disability Studies



October 9, 2017

Dear Committee:

I am writing this letter of support for the proposed Addictions Counseling Certificate Program (ACCP). A distinct advantage to this certificate program is that it will be available to **both** graduate and undergraduate students. In particular, the ACCP certificate is particularly relevant for undergraduate students in the Human Development and Family Studies (HDFS) program, who often go on to work in settings where they may encounter individuals and families coping with addiction.

Given the opioid epidemic in Northeast Ohio and around the country, this additional certification and advanced training in addictions counseling is highly likely to significantly strengthen our HDFS students' competitiveness on the job market. For example, an increasing number of human service organizations are being called on to provide support and services for individuals living with addictions, and research further underscores how addiction has reverberating consequences across the entire family system. I anticipate that the ACCP certificate will be very attractive to our students across all of our concentrations (2016 RPIE,  $N = 303$ ), however, this certificate is likely to be particularly sought after by students in our Case Management (2016 RPIE,  $n = 73$ ) and Child and Youth Development (2016 RPIE,  $n = 168$ ) concentrations. I would anticipate that more than half of our Case Management concentration students will pursue the ACCP as a means toward employment in addictions by obtaining the chemical Dependency Counselor Assistant (CDCA) during their undergraduate studies.

Although the existing HDFS curriculum does provide students with awareness and understanding of individual and family risk factors for substance use and abuse, the ACCP does not encroach upon existing coursework, but instead enhances the training our students receive. Specifically, the proposed certificate augments our students' training by providing training and coursework in areas that are typically not addressed in our undergraduate program, including treatment planning and evidence-based practices in addictions counseling.

An additional benefit of the proposed ACCP certificate is that there are external funding opportunities related to research and practice in addictions, and this external funding could include financial support for HDFS students completing their Practicum field placements. Funded Practicums are highly sought after by our students, and this support would further strengthen our students' interest in and commitment to pursuing the ACCP certificate.

Finally, I believe the proposed ACCP certificate will also be of interest to our HDFS Master's students, including those who are already working in the human services field seeking to further their training. In addition to their core coursework, HDFS MA students have the opportunity to develop a concentration area, where they select the courses that best fit their interests and career goals. This concentration area often includes the pursuit of additional certificates, and I anticipate that prospective HDFS MA students will be strongly interested in the ACCP certificate as a means of rounding out their training and increasing their competitiveness.

**Lifespan Development and Educational Sciences**

P.O. Box 5190 • Kent, Ohio 44242-0001

(330) 672-0574 • Fax: (330) 672-2512 • <http://www.ehhs.kent.edu/ldes>

In closing, as the Program Coordinator for the HDFS program at Kent State, I fully endorse the proposed Addictions Counseling Certificate Program (ACCP), and I anticipate that HDFS students at both the undergraduate and graduate level will be attracted to this credential. Please do not hesitate to contact me if you have any other further questions, or if there is additional information that I can provide (phone: 330-672-2449; email: [kcichy@kent.edu](mailto:kcichy@kent.edu)).

Sincerely,

*Kelly E. Cichy*

Kelly E. Cichy, PhD  
Program Coordinator and Associate Professor of Human Development and Family Studies  
School of Lifespan Development and Educational Sciences  
Kent State University





October 6, 2017

Cynthia J. Osborn, Ph.D., LPCC-S, LICDC  
 Professor, Counselor Education and Supervision  
 310 White Hall, 150 Terrace Dr.  
 Kent State University  
 Kent, OH 44242  
[cosborn@kent.edu](mailto:cosborn@kent.edu)

Dear Dr. Osborn,

Thank you for updating us on the progress of the proposed Addictions Counseling Certificate Program (ACCP) at Kent State University. We enjoyed meeting with you on July 24<sup>th</sup> to discuss this program, and were pleased then to learn about its development. We understand that the ACCP will be sponsored by and housed in the Counselor Education and Supervision (CES) program, in the School of LDES at KSU.

We have reviewed the 2-page overview of the proposed ACCP that you provided which includes information about the proposed 15-credit hour academic program to be completed in 12 months. From the information you provided, we understand the ACCP will provide all the training hours and content necessary by the Ohio Chemical Dependency Professionals Board (OCDPB) for eligibility as a Chemical Dependency Counselor Assistant (CDCA) and a licensed chemical dependency counselor (LCDC II, LCDC III, or LICDC). We further understand that the ACCP is designed to prepare persons for a career in addictions counseling or add a level of specialization to those who are already employed as professional helpers (e.g., mental health providers) and paraprofessional helpers (e.g., peer-support specialists, recovery coaches). It also may provide a career path for those who currently are not pursuing a college degree, thus serving as a means of student recruitment to Kent State University.

We both think this is a great program, and fully support your efforts for a number of reasons. First and foremost, there is an increasing need in the State of Ohio for well-trained Chemical Dependency counselors because of increased drug and alcohol abuse. We are all too well aware of the heroin epidemic and its impact on Ohio, but we are seeing other drugs being abused more regularly on campus as well, indicative of the fact that substance abuse and dependence is an increasing problem, both on campus and in the larger community. The ACCP will help meet the demand for more treatment providers. It will also provide educational and employment opportunities for current Kent State students, while also attracting others to enroll because of this unique training opportunity. Furthermore, providing more focused educational training in addictions counseling will enhance the education of current undergraduate and graduate students in counseling and related fields, thereby filling a curricular gap at the university as well. Finally, we are both especially excited about the opportunities the ACCP will provide for collaboration, especially as we work to develop the Kent State University Collegiate Recovery Community (CRC). This effort has been underway for the past three years, but has really gathered more

#### University Health Services

P.O. Box 5190 • Kent, Ohio 44242-0001

Medical Services: 330-672-2322 • Office of Health Promotion: 330-672-2320 • Psychological Services: 330-672-2487  
 1500 Eastway Drive • Fax: 330-672-3711 • <http://www.uhs.kent.edu>



broad-based support this year, and is one of the strategic initiatives of University Health Services as well as a priority within the Division of Student Affairs. The ACCP will provide students in recovery a chance to learn more about addictions and various treatment options, and will be an important way for students in the CRC to connect intellectually and academically.

We are fully committed to assisting you and others involved in the approval and implementation of the ACCP at Kent State University. This commitment includes allowing you to promote the ACCP to the Collegiate Recovery Community, and as we discussed, we would also be open to consideration of a "curricular collaboration." We would welcome having the CES and ACCP sponsor our development of a Living Learning Community through Residence Services, and possibly having one of us teach or guest lecture for the ACCP. In this way, the CRC and the ACCP could mutually support one another.

We look forward to learning more from you about the status of the ACCP here at Kent State University. Please be assured of our support for your efforts for the reasons we have stated here.

Sincerely,

A handwritten signature in black ink that reads "John S. Schell, Ph.D." with a large, sweeping flourish on the left side.

John S. Schell, Ph.D.  
Senior Psychologist  
Psychological Services/UHS  
Kent State University  
Kent, OH 44242-0001  
[jschell@kent.edu](mailto:jschell@kent.edu)  
(330) 672-2487

A handwritten signature in black ink that reads "Ashley Holt, M.Ed. LICDC/PCCS" with a large, sweeping flourish on the left side.

Ashley Holt, M.Ed. LICDC/PCCS  
Chemical Dependency Specialist  
Psychological Services/UHS  
Kent State University  
Kent, OH 44242-0001  
[aholt10@kent.edu](mailto:aholt10@kent.edu)  
(330) 672-2487

**University Health Services**

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October 10, 2017

Cynthia J. Osborn, Ph.D., LPCC-S, LICDC  
Professor, Counselor Education and Supervision  
310 White Hall, 150 Terrace Hall  
Kent State University  
Kent, OH 44242

Dear Dr. Osborn,

Thank you for taking a leadership role in the creation of the Addictions Counseling Certificate program (ACCP) – a comprehensive training program in addictions counseling that targets three groups at Kent State University, NE Ohio and beyond:

- Undergraduate and graduate students in behavioral sciences programs (i.e., Human Development and Family Studies; Psychological Sciences, Sociology, Public Health)
- Community professionals who wish to pursue specialization in addictions counseling
- Students at the KSU regional campuses with the creation of on-line courses.

As you and I have discussed, for 5+ years, KSU students have expressed high levels of interest in coursework and training in addiction treatment services. It so is very exciting that in the near future (hopefully, fall 2018) a certificate program of the highest quality will be available under your expert direction. The ACCT program matches and supports KSU students' professional goals as they enter careers in the fields of human services, public and mental health, health education and advocacy, nursing, and gerontology (to name just a few).

The rigor and comprehensiveness of the curriculum and training experiences you conceptualized and developed is noteworthy and positions the certificate program to be highly attractive to students and community professionals. As indicated in the proposal, the ACCP "exceeds the minimum training hours for eligibility as a Licensed Chemical Dependency Counselor (LCDCII, LCDCIII, or LICDI), as set by the Ohio Chemical Dependency Professional Boards".

The regional and community collaborations and conversations you have established while creating the curriculum also position the ACCT program to have a regional impact. Our KSU regional campus partners are eagerly anticipating access to the ACCP through on-line course work. Thank you for your diligence in meeting with campus deans and academic advisors across the KSU campus system!

**School of Lifespan Development and Educational Sciences**


Counselor Education and Supervision • Educational Psychology • Gerontology  
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P.O. Box 5190 • Kent, Ohio 44242-0001

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An additional thank you for the preparation and time you spent setting up meetings with NE Ohio and state level stakeholders with the purpose of further documenting the need for this credential. These conversations provided evidence that the "ACCP will be the only program in Ohio to offer comprehensive experiential training in addictions counseling targeting three groups: undergraduates, and graduate students, and community professionals".

In closing, it is an honor to have you as a colleague and thank you for identifying the School of Lifespan Development and Educational Sciences (LDES) as the academic home of the ACCP. LDES faculty and administration are eager to align with your professional mission in addressing the (1) addiction crises in NE Ohio and (2) shortage of qualified behavioral health care workers to treat those with addictions in our community. Please do not hesitate to call upon me to help in anyway with the successful implementation of the ACCP.



Sincerely,

Mary M. Dellmann-Jenkins, Ph.D.  
Professor, Human Development and Family Studies  
Director, Lifespan Development and Educational Sciences



October 4, 2017

Cynthia J. Osborn, Ph.D., LPCC-S, LICDC  
Professor, Counselor Education and Supervision  
310 White Hall, 150 Terrace Dr.  
Kent State University  
Kent, OH 44242  
[cosborn@kent.edu](mailto:cosborn@kent.edu)

Dear Dr. Osborn,

Thank you for updating me on the progress of the proposed Addictions Counseling Certificate Program (ACCP) at Kent State University (KSU). We spoke about this over the phone approximately nine months ago and I was pleased then to learn about its development. I understand that the ACCP will be sponsored by and housed in the Counselor Education and Supervision (CES) program at KSU.

I have reviewed the 2-page overview of the proposed ACCP that you provided which includes information about the proposed 15-credit hour academic program to be completed in 12 months. From the information you provided, I understand the ACCP will provide all the training hours and content necessary by the Ohio Chemical Dependency Professionals Board (OCDPB) for eligibility as a Chemical Dependency Counselor Assistant (CDCA) and a licensed chemical dependency counselor (LCDC II, LCDC III, or LICDC). I further understand that the ACCP is designed to prepare persons for a career in addictions counseling or add a level of specialization to those who are already employed as professional helpers (e.g., mental health providers). It also may provide a career path for those who currently are not pursuing a college degree. I applaud these efforts!

I fully support your efforts because there is a tremendous need for Chemical Dependency Counselors throughout the state of Ohio. Our agency has addiction treatment programming in Mahoning and Trumbull County. Both of these counties have been strongly impacted by the Opiate Epidemic. As a result, we are in need of knowledgeable, licensed, professionals to treat clients with Opiate and other addictive disorders. In our search to hire professionals with licensure through the OCDPB and/or the Ohio Counselor Social Worker Marriage and Family Therapist Board (OCSWMFTB), we have been unable to fill positions as fast as the demand has occurred. Programs such as this, will assist us in hiring individuals with knowledge and experience in the treatment of addictions. Positions filled by individuals with a CDCA and/or LCDC II, III, or LICDC are hired for case management, group facilitation and individual counseling. Compensation (starting pay) for positions with Chemical Dependency Licensure ranges from 12.00 per hour to 40,000 a year; depending on licensure and experience.

Meridian HealthCare is fully committed to assisting you and others involved in the approval and implementation of the ACCP at KSU. This commitment includes providing opportunities for students to



shadow counselors, observe services provided by counseling staff, practicum opportunities and supervision for practicum students. In addition, we are happy to provide our experienced staff as guest lecturers in ACCP courses.

I look forward to learning more from you about the status of the ACCP at KSU. Please be assured of my support for your efforts for the reasons I have stated here.

Sincerely,



Meghan Fawcett LPCC-S, LICDC-CS

Meghan Fawcett, LPCC-S, LICDC-CS  
Vice President Clinical Treatment  
Meridian HealthCare  
8255 South Avenue, Youngstown, OH 44512  
mfawcett@meridianhealthcare.net  
330-270-5323



October 20, 2017

Cynthia J. Osborn, Ph.D., LPCC-S, LICDC  
Professor, Counselor Education and Supervision  
310 White Hall, 150 Terrace Dr.  
Kent State University  
Kent, OH 44242  
[cosborn@kent.edu](mailto:cosborn@kent.edu)

Dear Dr. Osborn,

Thank you for updating me on the progress of the proposed Addictions Counseling Certificate Program (ACCP) at Kent State University (KSU). We spoke about this in person on October 17, 2017 and I was pleased then to learn about its development. I understand that the ACCP will be sponsored by and housed in the Counselor Education and Supervision (CES) program, in the School of LDES at KSU.

I have reviewed the 2-page overview of the proposed ACCP that you provided which includes information about the proposed 15-credit hour academic program to be completed in 12 months. I am most excited for the opportunity to prepare individuals for a career in addictions counseling or add a level of specialization to those who are already employed as professional helpers (e.g., mental health providers) and paraprofessional helpers (e.g., peer-support specialists, recovery coaches). I find great appreciation that this may provide a career path for those who currently are not pursuing a college degree, thus serving as a means of student recruitment to KSU. The need for this type of program on our campus will lead us towards state certification eligibility that will allow us to hire enrolled students to better support the efforts. Additionally, there are opportunities for interdisciplinary collaboration between faculty and staff in order to truly meet the needs of our students on campus. These factors are commendable!

As the Director of Residence Life at Kent State University, I witness individuals on a daily basis that could benefit greatly from chemical dependency counseling. I fully support your efforts because there is a real need around the chemical dependency support for both our campus and the NE Ohio community.

I am fully committed to assisting you and others involved in the approval and implementation of the ACCP at KSU. I look forward to learning more from you about the status of the ACCP here at KSU. Please be assured of my support for your efforts for the reasons I have stated here.

Sincerely,

A handwritten signature in black ink, appearing to read "KM", with a long, sweeping underline that extends to the right.

Kevin D. Mowers  
Director, Residence Life  
Residence Services

**Residence Services**

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October 13, 2017

Cynthia J. Osborn, Ph.D., LPCC-S, LICDC  
 Professor, Counselor Education and Supervision  
 310 White Hall, 150 Terrace Dr.  
 Kent State University  
 Kent, OH 44242  
[cosborn@kent.edu](mailto:cosborn@kent.edu)

Dear Dr. Osborn,

Thank you for updating me on the progress of the proposed Addictions Counseling Certificate Program (ACCP) at Kent State University (KSU). I understand that the ACCP will be sponsored by and housed in the Counselor Education and Supervision (CES) program, in the School of LDES at KSU.

I have reviewed the 2-page overview of the proposed ACCP that you provided, and discussed it with the department's Undergraduate Curriculum Coordinator and Faculty Advisory Committee. The proposal includes information about the proposed 15-credit hour academic program to be completed in 12 months. From the information you provided, I understand the ACCP will provide all the training hours and content necessary by the Ohio Chemical Dependency Professionals Board (OCDPB) for eligibility as a Chemical Dependency Counselor Assistant (CDCA) and a licensed chemical dependency counselor (LCDC II, LCDC III, or LICDC). I further understand that the ACCP is designed to prepare persons for a career in addictions counseling or add a level of specialization to those who are already employed as professional helpers (e.g., mental health providers) and paraprofessional helpers (e.g., peer-support specialists, recovery coaches). It also may provide a career path for those who currently are not pursuing a college degree, thus serving as a means of student recruitment to KSU. I applaud these efforts.

The Department of Psychological Sciences supports the proposed ACCP for a number of reasons. There is an urgent need for well-trained CD counselors in Ohio, and the proposed ACCP provides a viable employment pathway for the large number of undergraduate Psychology majors who are interested in counseling work. The proposed Addictions Counseling Program does not in any way encroach on our current curricular programs. To the contrary, we believe that the ACCP would augment the academic training our students receive in a way that is both targeted and practical.

I look forward to learning more from you about the status of the ACCP at KSU. Please be assured of the department's support of your efforts to implement the ACCP.

Sincerely,

Professor and Chair  
 College of Arts and Sciences  
 Department of Psychological Sciences  
[mzaragoz@kent.edu](mailto:mzaragoz@kent.edu)  
 330-672-2167

Department of Psychological Sciences  
 P.O. Box 5190 • Kent, Ohio 44242-0001  
 330-672-2166 • Fax: 330-672-3786 • <http://www.kent.edu>





September 21, 2017

Cynthia J. Osborn, Ph.D., LPCC-S, LICDC  
 Professor, Counselor Education and Supervision  
 310 White Hall, 150 Terrace Dr.  
 Kent State University  
 Kent, OH 44242  
[cosborn@kent.edu](mailto:cosborn@kent.edu)

Dear Dr. Osborn:

Thank you for updating me on the progress of the proposed Addictions Counseling Certificate Program (ACCP) at Kent State University (KSU). When we spoke about this approximately five months ago, I was pleased to learn about the certificate program and continue to be supportive of its development. I understand that the ACCP will be sponsored by and housed in the Counselor Education and Supervision (CES) program, in the School of Lifespan Development and Educational Sciences here at Kent State University (KSU).

I have reviewed the two-page overview of the proposed ACCP that you provided which includes the proposed 15-credit hour academic program to be completed in 12 months. From the information you provided, I understand the ACCP will provide all the training hours and content necessary by the Ohio Chemical Dependency Professionals Board (OCDPB) for eligibility as a Chemical Dependency Counselor Assistant (CDCA) and a licensed chemical dependency counselor (LCDC II, LCDC III, or LICDC). I further understand that the ACCP is designed to prepare persons for a career in addictions counseling or add a level of specialization to those who are already employed as professional helpers (e.g., mental health providers). This certificate also may provide a career path for those who currently are not pursuing a college degree, thus serving as a means of student recruitment for KSU.

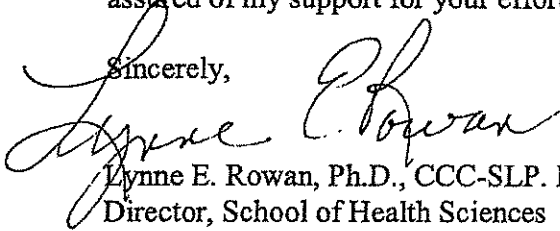
I fully support your efforts because of the need for preparing well-trained CD counselors in Ohio. There is a need within KSU to establish a certificate program that leads toward state certification eligibility (i.e., the CDCA) and licensure eligibility (licensed CD counselor in Ohio) which would lead to employment opportunities for currently enrolled students. The ACCP would provide opportunities for interdisciplinary collaboration, including faculty in the School of Health Sciences who might be interested in teaching one or more of the ACCP courses, and/or pursuing interdisciplinary research funding opportunities. The ACCP is not in conflict nor encroaches upon established curricular programs or specific courses within the School of Health Sciences; rather, the ACCP would lead to interprofessional training.

School of Health Sciences

I am fully committed to assisting you and others involved in the approval and implementation of the ACCP at KSU. This commitment includes: permitting you and others affiliated with the ACCP to promote the ACCP to the students and faculty in the School of Health Sciences as well as discuss it with our Professional Advisors in the College. We also can support curricular collaborations by suggesting our students take as an elective the initial course in the ACCP sequence, Introduction to Addictions Counseling. Given that some of our students are earning degrees in school health education and community health education taking such a course will increase their knowledge and skills as well as possibly lead them to enroll in the AACCP.

I look forward to learning more from you about the status of the ACCP here at KSU. Please be assured of my support for your efforts.

Sincerely,



Lynne E. Rowan, Ph.D., CCC-SLP, BCS-CL  
Director, School of Health Sciences  
College of Education, Health and Human Services  
100 Nixon  
1225 Theatre Drive  
[lrowan@kent.edu](mailto:lrowan@kent.edu)  
330-672-2197



**SALEM**

October 5, 2017

To Whom It May Concern:

As both a Licensed Independent Chemical Dependency Clinical Supervising Counselor and as the Academic Program Director for the Associate of Applied Science in Human Services at KSU Salem, I am writing this letter of support for the proposed certificate in Chemical Dependency Counseling.

The proposed certificate has direct relevance to the field of Human Services as well as that of Human Development and Family Studies bachelor students in Columbiana County, as well as the rest of the State of Ohio and nation.

As a clinician in the field of chemical dependency counseling, I can attest to the ever growing need for a well-trained/prepared chemical dependency workforce. In my region, there is an increase in new chemical dependency treatment facilities as well as those well established for decades; both of which are continuously and actively seeking qualified Chemical Dependency Counseling Assistants and Licensed Chemical Dependency Counselors. The tiered process of Chemical Dependency Counselor Assistant certification through licensure has a broad base of opportunities for the undergraduate student. The ACCP will serve as a means to open the door for students to begin working in the field; and tiered licensure process encourages continuation of education through the associate, bachelor and graduate levels in alignment with student career goals.

Over the past several years I have worked in partnership with Dr. Osborn in exploring the expansion and or development of courses at Kent State University in the field of Chemical Dependency culminating in the development of the proposed ACCP certificate program. I am willing to continue to support the ACCP by working with Dr. Osborn and other CES program faculty to develop learning opportunities for ACCP students, such as serving as a guest speaker in and/or instructor of ACCP courses; welcoming ACCP students to interview me, or job shadow me or my colleagues engaged in clinical services; helping to identify sites that may serve as settings for a 300-hour practicum experience for ACCP students; and/or serving as a counseling supervisor for ACCP students during their practicum experience. Dr. Osborn has discussed the potential of me serving as the initial ACCP undergraduate coordinator, for which I am willing, if so desired.

It should be noted that the proposed certificate does not encroach on nor compete with any established curricular programs or areas at the Columbiana County campuses of Kent State University.

I whole heartedly support this endeavor that will be a great asset to our students and community at large.

Sincerely,

A handwritten signature in black ink that reads "Kimberly Steele".

Kimberly Steele, PCC/S, LICDC-CS, LSW  
 Academic Program Director, Human Services  
 Kent State University, Columbiana County Campuses  
[ksteele6@kent.edu](mailto:ksteele6@kent.edu)  
 330-337-4283



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\*denotes deceased

9/28/17

Cynthia J. Osborn, Ph.D., LPCC-S, LICDC  
 Professor, Counselor Education and Supervision  
 310 White Hall, 150 Terrace Dr.  
 Kent State University  
 Kent, OH 44242  
[cosborn@kent.edu](mailto:cosborn@kent.edu)

Dear Dr. Osborn,

Thank you for updating me on the progress of the proposed Addictions Counseling Certificate Program (ACCP) at Kent State University (KSU). We spoke about this on the phone approximately seven months ago and I was pleased then to learn about its development. I understand that the ACCP will be sponsored by and housed in the Counselor Education and Supervision (CES) program at KSU.

I have reviewed the 2-page overview of the proposed ACCP that you provided which includes information about the proposed 15-credit hour academic program to be completed in 12 months. From the information you provided, I understand the ACCP will provide all the training hours and content necessary by the Ohio Chemical Dependency Professionals Board (OCDPB) for eligibility as a Chemical Dependency Counselor Assistant (CDCA) and a licensed chemical dependency counselor (LCDC II, LCDC III, or LICDC). I further understand that the ACCP is designed to prepare persons for a career in addictions counseling or add a level of specialization to those who are already employed as professional helpers (e.g., mental health providers). It also may provide a career path for those who currently are not pursuing a college degree. I applaud these efforts!

I fully support your efforts because of the strong need for more CD counselors. There is a shortage of well-trained staff that actually want to work in Community Behavioral Health Centers. The opiate epidemic has ravaged Northeast Ohio, and more work is needed. We have had continuous openings for counselors over the past year and are in need of additional support. On many days, we have more people walk in for an assessment than we are able to see, prompting us to reschedule. We are striving towards same day access, much like physical health and the hospital system, but we need highly trained staff to do so. Medicaid expansion in Ohio allowed for greater access to healthcare, however Behavioral Health Organizations are struggling to keep up with the demand. For CD counselors at our agency, the starting salary is around \$40,000, which is a significant increase for most people who are working in case management and care coordination.

*Helping people triumph over mental illness, alcoholism, drug and other addictions*



A United Way Funded Agency

I am fully committed to assisting you and others involved in the approval and implementation of the ACCP at KSU. This commitment includes being interviewed or shadowed by an ACCP student, serving as a guest lecturer in some of the ACCP courses, offering Recovery Resources as a practicum site, and offering our clinical team members as potential supervisors of practicum students.

I look forward to learning more from you about the status of the ACCP at KSU. Please be assured of my support for your efforts for the reasons I have stated here.

Sincerely,

Jason Joyce LPCC-S, LICDC-CS  
Senior Director of Clinical Services  
Recovery Resources  
4269 Pearl Rd. Cleveland, OH 44109  
jjoyce@recres.org  
216-431-4131 x3010



Phone: 330-678-3006 155 N. Water St.  
 Fax: 330-678-7558 Kent, OH 44240  
[www.townhall2.com](http://www.townhall2.com)

September 19, 2017

Cynthia J. Osborn, Ph.D., LPCC-S, LICDC  
 Professor, Counselor Education and Supervision  
 310 White Hall, 150 Terrace Dr.  
 Kent State University  
 Kent, OH 44242  
[cosborn@kent.edu](mailto:cosborn@kent.edu)

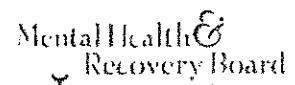
Dear Dr. Osborn,

Thank you for updating me on the progress of the proposed Addictions Counseling Certificate Program (ACCP) at Kent State University (KSU). We spoke about this in person during our meeting approximately 10 months ago and I was pleased then to learn about its development. I understand that the ACCP will be sponsored by and housed in the Counselor Education and Supervision (CES) program at KSU.

I have reviewed the 2-page overview of the proposed ACCP that you provided which includes information about the proposed 15-credit hour academic program to be completed in 12 months. From the information you provided, I understand the ACCP will provide all the training hours and content necessary by the Ohio Chemical Dependency Professionals Board (OCDPB) for eligibility as a Chemical Dependency Counselor Assistant (CDCA) and a licensed chemical dependency counselor (LCDC II, LCDC III, or LICDC). I further understand that the ACCP is designed to prepare persons for a career in addictions counseling or add a level of specialization to those who are already employed as professional helpers (e.g., mental health providers). It also may provide a career path for those who currently are not pursuing a college degree. I applaud these efforts!

I fully support your efforts because in my opinion, many counselor training programs simply do not provide students with an adequate amount of addiction-specific content; students may only get a general overview of addiction or the training program may only have 1-2 courses on addiction. This may explain why we have found it very challenging to find and hire counselors, especially individuals who are newly licensed, who have an appropriate level of knowledge on the key concepts related to the identification, diagnosis, and treatment of Substance Use Disorders. In addition, it has been my experience that many licensed counselor often do not fully understand withdrawal management, Level of Care placements, the dynamics of relapse, or how to utilize appropriate medications in the recovery process. Counselors who lack addiction-specific training also usually struggle with effectively implementing specific evidence-based interventions when working with individuals with addiction, including the proper use of motivational strategies. At Townhall II we are consistently looking for qualified individuals to provide addiction treatment services, with a starting salary in the \$38,000 to \$42,000 range. We are also looking to hire up to six Certified Peer Supporters (Recovery Coaches) who often have a CDCA. Those starting salaries are usually in the \$30K range.

- 24/7 Helpline
- Outpatient Addiction Treatment/Counseling
- Alcohol/Drug/Violence/Gambling Prevention and Education
- Halfway House for Women - Horizon House
- Driver Intervention Program - Project Detour
- Victim Advocacy/Outreach/Counseling
- Portage County Rape Crisis Center





Phone: 330-678-3006 155 N. Water St.  
Fax: 330-678-7558 Kent, OH 44240  
www.townhall2.com

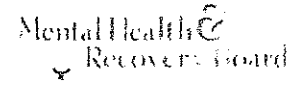
I am fully committed to assisting you and others involved in the approval and implementation of the ACCP at KSU. This commitment includes being more than willing to be interviewed or shadowed by an ACCP student, offering Townhall II as a practicum site and/or offering myself as a potential supervisor of practicum students, and serving as a guest lecturer in some of the ACCP courses- for many years I have given presentations throughout Portage County on how addiction develops and what constitutes effective treatment. I am also a part of the training group that provides Project DAWN kits to the community.

I look forward to learning more from you about the status of the ACCP at KSU. Please be assured of my strongest support for your efforts for the reasons I have stated above.

Sincerely,

Robert Young, MEd., LICDC-CS  
Clinical Services Director  
Townhall II  
155 N Water St  
Kent, OH 44240  
330-678-3006  
roberty@townhall2.com

- 24/7 Helpline
- Outpatient Addiction Treatment/Counseling
- Alcohol/Drug/Violence/Gambling Prevention and Education
- Halfway House for Women - Horizon House
- Driver Intervention Program - Project Detour
- Victim Advocacy/Outreach/Counseling
- Portage County Rape Crisis Center



**APPENDIX D**

Vitae (CVs) and Resumes of full-time CES faculty [Drs. Osborn and Storlie] and ACCP Part-Time Faculty



**CYNTHIA JANE OSBORN**

Professor  
 Counselor Education and Supervision (CES) Program  
 310 White Hall, 150 Terrace Drive  
 School of Lifespan Development and Educational Sciences (LDES)  
 College of Education, Health and Human Services (EHHS)  
 Kent State University  
 P.O. Box 5190, Kent, OH 44242  
[cosborn@kent.edu](mailto:cosborn@kent.edu)  
 Office: (330) 672-0695  
 Fax: (330) 672-2472

---

**EDUCATION**

Doctor of Philosophy – Ohio University, Athens, OH. June 1996. Program of Study: Counselor Education (CACREP-accredited).

Dissertation: *Solution-Focused Brief Therapy in Alcoholism Treatment: The Impact of Clinicians' Views of Alcoholism*. Director: Thomas E. Davis, Ph.D.

Master of Divinity – United Theological Seminary, Dayton, OH. May 1988. Program of Study: Theology/Pastoral Ministry.

Bachelor of Arts – Otterbein College, Westerville, OH. June 1984. Majors: Psychology and Religion. Graduated Magna Cum Laude with Departmental Honors.

**HIGHER EDUCATION EXPERIENCE****Faculty Appointments:**

Professor – Counselor Education and Supervision (CES) Program [formerly Counseling and Human Development Services (CHDS) Program], School of Lifespan Development and Educational Sciences (LDES), College of Education, Health and Human Services, Kent State University, Kent, OH. August 2009 – present.

- Engaged in teaching, advising, service, and research responsibilities in both the Master's degree Clinical Mental Health Counseling and School Counseling programs, and in the Counselor Education and Supervision Ph.D. degree program (all CACREP-accredited).
- Full Graduate Faculty Member, Summer 2000 – present.

Associate Professor – Counseling and Human Development Services (CHDS) Program, Department of Adult, Counseling, Health, and Vocational Education (ACHVE), College of Education, Health and Human Services, Kent State University, Kent, OH. August 2003 – July 2009.

- Tenure granted August 2003.

Assistant Professor – Counseling and Human Development Services (CHDS) Program, Department of Adult, Counseling, Health, and Vocational Education (ACHVE), College of Education, Kent State University, Kent, OH. August 1997 – July 2003.

**Administrative Appointment:**

Dean's Designee for Undergraduate Student Services. Appointed by the Dean of the College of Education, Health and Human Services (EHHS) as one of three faculty members to assume responsibilities of the Associate Dean for Undergraduate Studies during her sabbatical, Fall 2010. Specific assignment was to Student Services in the Vacca Office of Student Services, including academic advising, clearance for graduation, and advanced study. August 2010 – January 2011.

**PUBLICATIONS**

**Articles in Refereed Journals**

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28. Hoffman, R. M., Osborn, C. J., & West, J. D. (2013). Clinical supervision of counselors-in-training working with suicidal clients: A grounded theory investigation. *The Clinical Supervisor, 32*, 105-127.
27. Osborn, C. J. (2011). Bilingual therapeutics: Integrating the complementary perspectives and practices of Motivational Interviewing and Dialectical Behavior Therapy. *Journal of Contemporary Psychotherapy, 41*, 81-90.
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25. Reingle, J., Thombs, D. L., Osborn, C. J., Saffian, S., & Oltersdorf, D. (2010). Mental health and substance use problems in residence halls: A qualitative study of resident assistants' attitudes and referral practices. *Journal of Student Affairs: Research and Practice, 47*(3), 325-342.
24. Osborn, C. J., West, J. D., Kindsvatter, A., & Paez, S. B. (2008). Treatment planning as collaborative care map construction: Reframing clinical practice to promote client involvement. *Journal of Contemporary Psychotherapy, 38*, 169-176.

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21. Osborn, C. J., Thombs, D. L., & Olds, R. S. (2007). Reconceptualizing research on undergraduate alcohol use: The need for student engagement. *Evaluation & the Health Professions, 30*, 118-137.
20. West, J. D., Bubenzer, D. L., Osborn, C. J., Paez, S. B., & Desmond, K. L. (2006). Leadership and the profession of counseling: Beliefs and practices. *Counselor Education and Supervision, 46*, 2-16.
19. Thombs, D. L., Ray-Tomasek, J., Osborn, C. J., & Olds, R. S. (2005). The role of sex-specific normative beliefs in undergraduate alcohol use. *American Journal of Health Behavior, 29*, 342-351.
18. Osborn, C. J., & Lewis, T. F. (2004). Experiential training in substance abuse counseling: Curricular design and instructional practices. *Journal of Teaching in the Addictions, 3*(2), 41-56.
17. Osborn, C. J., Dean, E. P., & Petruzzi, M. L. (2004). Use of simulated multidisciplinary treatment teams and client actors to teach case conceptualization and treatment planning skills. *Counselor Education and Supervision, 44*, 121-134.
16. Lewis, T. F., & Osborn, C. J. (2004). An exploration of Adlerian lifestyle themes and alcohol-related behaviors among college students. *Journal of Addictions and Offender Counseling, 25*, 2-17.
15. Johanson, G. A., & Osborn, C. J. (2004). Acquiescence as differential person functioning. *Assessment and Evaluation in Higher Education, 29*, 535-547.
14. Osborn, C. J. (2004). Seven salutary suggestions for counselor stamina. *Journal of Counseling & Development, 82*, 319-328.
13. Lewis, T. F., & Osborn, C. J. (2004). Solution-focused counseling and motivational interviewing: A consideration of confluence. *Journal of Counseling & Development, 82*, 38-48.
12. Osborn, C. J., Daninhirsch, C. L., & Page, B. J. (2003). Experiential training in group counseling: Humanistic processes in practice. *Journal of Humanistic Counseling, Education and Development, 42*, 14-28.
11. Osborn, C. J., & Thombs, D. L. (2002). Clinical orientation and sociodemographic characteristics of chemical dependency practitioners in Ohio. *Journal of Teaching in the Addictions, 1*, 5-18.

10. Thombs, D. L., & Osborn, C. J. (2001). Three distinct clinical orientations among chemical dependency counselors: Results from a cluster analytic investigation. *Journal of Counseling & Development, 79*, 450-458.
9. Osborn, C. J. (2001). A visual encapsulation of Adlerian theory: A tool for teaching and learning. *Journal of Humanistic Counseling, Education and Development, 40*, 243- 249.
8. Osborn, C. J., & Johanson, G. A. (2001). Development and score validation of the Theoretical Orientation Scale for Clinicians: Reflecting solution-focused principles. *Assessment, 8*, 301-313.
7. Osborn, C. J. (2001). Brief interventions in the treatment of alcohol use disorders: Definition and overview. *Journal of Addictions and Offender Counseling, 21*, 76-84.
6. Osborn, C. J., & Scanlon, C. R. (2000). Brief counseling for problematic drinking: A university counseling center's model. *Journal of College Counseling, 3*, 78-81.
5. Osborn, C. J. (1999). Solution-focused strategies with 'involuntary' clients: Practical applications for the school and clinical setting. *Journal of Humanistic Education and Development, 37*, 169-181.
4. Davis, T. E., & Osborn, C. J. (1999). The solution-focused school: An exceptional model. *National Association of Secondary School Principals Bulletin, 83*(603), 40-46.
3. Osborn, C. J. (1997). Does disease matter?: Incorporating Solution-Focused Brief Therapy in alcoholism treatment. *Journal of Alcohol and Drug Education, 43*, 18-30.
2. Osborn, C. J., & Davis, T. E. (1996). The supervision contract: Making it perfectly clear. *The Clinical Supervisor, 14*(2), 121-134.
1. Osborn, C. J. (1996). The feasibility of the Thematic Apperception Test for adolescent clients. *Measurement and Evaluation in Counseling and Development, 29*, 48-55.

### **Editorial**

- West, J. D., & Osborn, C. J. (2006). Enhancing the profession through published scholarship: The purpose of *Counselor Education and Supervision*. *Counselor Education and Supervision, 46*, 82-87.

### **Non-Refereed Articles**

- Osborn, C. J., & Thombs, D. L. (2000, Winter). Characteristics of chemical dependency counselors in Ohio: Results of a state-wide survey. *Ohio Credentialing Board (OCB) for Chemical Dependency Professionals Newsletter, 6*, 12-13.
- Osborn, C. J. (1995, March). Prescription for health and well being. *Counseling Today, 37*(9), p. 52.

## Books

6. Cormier, S., Nurius, P. S., & Osborn, C. J. (2017). *Interviewing and change strategies for helpers* (8<sup>th</sup> ed.). Boston, MA: Cengage Learning. [released March 2016; ISBN# 978-1-3052-7145-6]
5. Thombs, D. L., & Osborn, C. J. (2013). *Introduction to addictive behaviors* (4<sup>th</sup> ed.). New York: Guilford Press. [ISBN# 978-1-4625-1068-9]
4. Cormier, S., Nurius, P. S., & Osborn, C. J. (2013). *Interviewing and change strategies for helpers* (7<sup>th</sup> ed.). Pacific Grove, CA: Brooks/Cole-Cengage. [ISBN# 978-0-8400-2857-0]
3. Cormier, S., Nurius, P. S., & Osborn, C. J. (2009). *Interviewing and change strategies for helpers: Fundamental skills and cognitive behavioral interventions* (6<sup>th</sup> ed.). Pacific Grove, CA: Brooks/Cole-Cengage. [ISBN# 978-0-4954-1053-9]
2. West, J. D., Osborn, C. J., & Bubenzer, D. L. (Eds.). (2003). *Leaders and legacies: Contributions to the profession of counseling*. New York: Taylor & Francis/Brunner-Routledge. [Endorsed by Chi Sigma Iota Counseling Academic and Professional Honor Society International; ISBN# 1-58391-089-1]
1. Davis, T. E., & Osborn, C. J. (2000). *The solution-focused school counselor: Shaping professional practice*. Philadelphia, PA: Accelerated Development/Taylor & Francis. [ISBN# 1-56032-862-2; Translated and published (2002, December) in Japanese]

## Book Chapters

15. Osborn, C. J., & Iarussi, M. M. (2017). Addictions counseling. In D. Capuzzi & D. R. Gross (Eds.), *Introduction to the counseling profession* (7<sup>th</sup> ed.; pp. 293-319). New York: Routledge.
14. Osborn, C. J., & Davis, T. E. (2017). Ethical and legal issues in counseling supervision. In N. J. Pelling & P. Armstrong (Eds.), *The practice of counselling and clinical supervision* (2<sup>nd</sup> ed.). Australian Academic Press.
13. Osborn, C. J. (2016). Psychotherapeutic approaches. In D. Capuzzi & M. D. Stauffer (Eds.), *Foundations of addictions counseling* (3<sup>rd</sup> ed.; pp. 165-191). Boston: Pearson.
12. Osborn, C. J. (2015). Evidence-based practices in the treatment of substance use. In C. S. Bhat, Y. Pillay, & P. Selvaraj (Eds.), *Group work experts share their favorite activities for the prevention and treatment of substance use disorders* (pp. 58-71). Alexandria, VA: Association for Specialists in Group Work. [ISBN# 9781-55620-356-590000]
11. Osborn, C. J., & Iarussi, M. M. (2013). Addictions counseling. In D. Capuzzi & D. R. Gross (Eds.), *Introduction to the counseling profession* (6<sup>th</sup> ed.; pp. 339-368). New York: Routledge.
10. Osborn, C. J. (2012). Psychotherapeutic approaches. In D. Capuzzi & M. D. Stauffer (Eds.), *Foundations of addictions counseling* (2<sup>nd</sup> ed.; pp. 142-164). Boston: Pearson/Allyn and Bacon.

9. Osborn, C. J., Guillot Miller, L., West, J. D., & Bubenzer, D. L. (2010). Preparation of clinical supervisors in one counselor education program. In J. E. Myers & A. K. Mobley (Eds.), *Developing and maintaining counselor education laboratories* (2<sup>nd</sup> ed.; Section/Chapter 16). Alexandria, VA: Association for Counselor Education and Supervision. Accessible at [http://aces.lfchosting.com/wp-content/uploads/2010/10/mobley\\_myers.pdf](http://aces.lfchosting.com/wp-content/uploads/2010/10/mobley_myers.pdf)
8. Osborn, C. J., & Kelly, B. L. (2010). No surprises: Practices for conducting supervisee evaluations. In J. R. Culbreth & L. L. Brown (Eds.), *State of the art in clinical supervision* (pp. 19-44). New York: Routledge/Taylor & Francis.
7. Osborn, C. J., & Davis, T. E. (2009). Ethical and legal issues in counseling supervision. In N. Pelling, J. Barletta, & P. Armstrong (Eds.), *The practice of clinical supervision* (pp. 56-80). Australian Academic Press.
6. Osborn, C. J. (2008). Other psychotherapeutic approaches. In D. Capuzzi & M. D. Stauffer (Eds.), *Foundations of addictions counseling* (pp. 148-172). Boston: Pearson/Allyn and Bacon.
5. Osborn, C. J. (2005). Research on college student wellness. In J. E. Myers & T. J. Sweeney (Eds.), *Wellness in counseling: Theory, research, and practice* (pp. 77-88). Alexandria, VA: American Counseling Association.
4. Brooks, F., & Osborn, C. J. (2005). Counseling impaired professionals. In V. A. Kelly & G. A. Juhnke (Eds.), *Critical incidents in addictions counseling* (pp. 1-8). Alexandria, VA: American Counseling Association.
3. West, J. D., Osborn, C. J., & Bubenzer, D. L. (2003). Dimensions of leadership in the counseling profession. In J. D. West, C. J. Osborn, & D. L. Bubenzer (Eds.), *Leaders and legacies: Contributions to the profession of counseling* (pp. 3-21). New York: Taylor & Francis/Brunner-Routledge.
2. Osborn, C. J., West, J. D., Bubenzer, D. L., Duba, J. D., & Olson, S. (2003). Dimensions and areas for leadership. In J. D. West, C. J. Osborn, & D. L. Bubenzer (Eds.), *Leaders and legacies: Contributions to the profession of counseling* (pp. 293-308). New York: Taylor & Francis/Brunner-Routledge.
1. Osborn, C. J., West, J. D., & Petruzzi, M. L. (2001). Solution-focused family counseling. In E. Welfel & E. Ingersoll (Eds.), *The mental health desk reference: A sourcebook for counselors and therapists* (pp. 365-371). New York: Wiley.

### **Module for Custom Book**

Osborn, C. J. (2014). *A practical guide to mental health counseling*. Standalone enrichment module/chapter for custom textbook in the Helping Professions Collection, Cengage Learning. San Francisco, CA: Cengage Learning. [ISBN # 9781305401037; accessible at <http://services.cengage.com/custom>]

## Video Recordings

5. Cormier, S., & Osborn, C. J. (Developers and Co-Producers). (2017). *Cengage Training Video Series*. A series of 36 video segments (18 1- to 3-min. "Helper Studio" segments, and 18 5- to 7-min. counseling session segments) designed for use in counselor training in ethics, helping skills, and substance use. Developed for Cengage Learning ([www.cengage.com](http://www.cengage.com)) and filmed and edited at TeleProductions, Kent State University.
4. Cormier, S., & Osborn, C. J. (Developers and Co-Producers). (2016). *Cengage's Group Video Series*, a 5-session (30 mins. each) training video series on stages of group development, developed for Cengage Learning ([www.cengage.com](http://www.cengage.com)) and filmed and edited at TeleProductions, Kent State University.
3. Cormier, S., & Osborn, C. J. (Co-Producers). (2014). *Helper studio: Counseling skills*. A series of interactive training videos developed for Cengage Learning ([www.cengage.com](http://www.cengage.com)) and filmed and edited at TeleProductions, Kent State University.
2. Osborn, C. J. (Producer). (2005). *The written supervision contract: Documenting ethics in action*. VHS and DVD recording filmed by TeleProductions, Kent State University. (Available from the American Counseling Association, 5999 Stevenson Ave., Alexandria, VA 22304, [www.counseling.org](http://www.counseling.org), or by calling 1-800-422-2648 x222)
1. Osborn, C. J. (Producer). (2005). *Role induction in counseling supervision: Clarifying duties and responsibilities*. VHS and DVD recording filmed by TeleProductions, Kent State University. (Available from the American Counseling Association, 5999 Stevenson Ave., Alexandria, VA 22304, [www.counseling.org](http://www.counseling.org), or by calling 1-800-422-2648 x222)

## GRANT ACTIVITY

### Funded Applications

- Osborn, C. J. (2017, August). *Learning and practicing motivational interviewing: A 2-day intensive training with simulated clients in one counselor education program*. Funding of \$1,400 from the Association for Counselor Education and Supervision.
- Osborn, C. J. (2017, March). *Meeting an unmet need: A university-based comprehensive addictions counseling certificate program to prepare skillful addictions counselors*. Summer Teaching Development Grant (for 10 weeks in Summer 2017) in the amount of \$9,000 funded by the University Teaching Council, Kent State University.
- Osborn, C. J. (2016, April). *Project Motivational Interviewing (MI)*. One-day MI learning workshop funding of \$1,978 provided by University Teaching Council, Kent State University.
- Osborn, C. J. (2014, April). *Counselors' experiences portraying clients in counselor education*. Funding of \$275 from University Research Council, Kent State University.

Thombs, D. L. (PI), Olds, R. S. (Co-PI), & Osborn, C. J. (Co-PI). (2003, July). *Web-based delivery of normative feedback to deter high-risk drinking in residence halls*. Funding of \$299,273 from the U.S. Department of Education for a 2-year period.

Osborn, C. J. (2000, May). *The effects of a written supervision contract*. Funding of \$1,950 from University Research Council, Kent State University.

Osborn, C. J. (1998, March). *Ohio chemical dependency counselors' attitudes towards alcoholism and treatment methods*. Funding of \$2,058 from University Research Council, Kent State University.

### Consultation

Consultant on two National Institutes of Health (NIH) funded projects:

- Thombs, D. L. (Co-PI, University of North Texas Health Science Center) & Olson, D. (Co-PI, Phase V/Propaganda Labs, Denver, CO), August 2010. *Recognition and referral skills for resident assistants (RAs) – Alcohol/drug problems*. 3-year STTR Phase II award (total award=\$898,054) funded by NIAAA. Consultant tasks included contributing to design of online training program, and participating on expert panel. October 2010 – 2013.
- Thombs, D. L. (PI, Univ. of Florida; 2008, June/July; total award=\$309,126). *Recognition and referral skills for resident assistants (RAs): Alcohol/drug problems and mental health problems* (two STTR Phase I awards from NIAAA and NIMH). Consultant tasks included conducting individual interviews and focus groups with RAs at Kent State University, contributing to design of online training programs, and participating on expert panel. July 2008 – December 2009.

### REFEREED PRESENTATIONS

#### International:

Thombs, D. L. & Osborn, C. J. (1999, April). *An empirical model of the maturation process of chemical dependency counselors*. International Coalition for Addictions Studies Educators (INCASE) Conference, Las Vegas, NV.

#### National:

Giegerich, V., & Osborn, C. J. (2017, October). *Training in evidence-based practices via counselor education learning communities*. Proposal accepted and scheduled for the Association for Counselor Education and Supervision (ACES) conference, Chicago, IL.

Osborn, C. J., West, E. M., & Nance, W. Z. (2015, October). *Counselors' experiences portraying clients in counselor education*. Poster presentation conducted at the Association for Counselor Education and Supervision (ACES) conference, Philadelphia, PA.

Iarussi, M. M., & Osborn, C. J. (2014, March). *Integrating two evidence-based practices: Motivational interviewing and cognitive behavior therapy*. 3-hour pre-conference Learning Institute session at the American Counseling Association (ACA) conference, Honolulu, HI.



- Osborn, C. J., & Waugh, J. (2013, October). *Teaching evidence-based practices in counseling*. 50-minute content session presented at the Association for Counselor Education and Supervision (ACES) conference, Denver, CO.
- Thombs, D. L., & Osborn, C. J. (2013, April). *Associations between Resident Assistant (RA) attitudes and their referrals of residents for alcohol or marijuana problems*. 20-minute content session presented at the Building Healthy Academic Communities National (inaugural) Summit (a collaborative of 11 universities/colleges nationwide, sponsored by Ohio State University), Columbus, OH.
- Osborn, C. J., Iarussi, M. M., & Lewis, T. F. (2013, March). *Incorporating motivational interviewing into counselor supervision*. 60-minute content session presented at the American Counseling Association (ACA) Conference, Cincinnati, OH.
- Iarussi, M. M., & Osborn, C. J. (2013, March). *Counselors' experiences using motivational interviewing and cognitive behavior therapy*. Poster session conducted at the American Counseling Association (ACA) Conference, Cincinnati, OH.
- Osborn, C. J., Scherer, M. M., & Fuller, K. (2009, March). *Dancing with clients to the music of motivational interviewing*. 90-minute content session presented at the American Counseling Association (ACA) Annual Convention, Charlotte, NC.
- Freadling, A. H., & Osborn, C. J. (2007, October). *Preparing counselor trainees for effective and efficient advocacy within managed behavioral healthcare systems*. Poster session at the Association for Counselor Education and Supervision (ACES) Conference, Columbus, OH.
- Lassiter, P. S., Osborn, C. J., Lewis, T. F., Miller, G. & Hollowell, J. (2007, March). *Creative strategies for teaching in the addictions*. American Counseling Association (ACA) Annual Convention, Detroit, MI.
- Osborn, C. J., West, J. D., & Musson, J. L. (2005, October). *Collaborative instruction: Faculty and doctoral students as co-teachers*. Association for Counselor Education and Supervision (ACES) Conference, Pittsburgh, PA.
- Lewis, T. F., & Osborn, C. J. (2005, April). *Solution-focused counseling and motivational interviewing: A consideration of confluence*. American Counseling Association's (ACA) Annual Convention, Atlanta, GA.
- Thombs, D. L., Olds, R. S., & Osborn, C. J. (2004, October). *Web-based delivery of normative feedback to deter high-risk drinking in residence halls*. Poster session presented at the U.S. Department of Education's 18th Annual National Meeting on Alcohol and Other Drug Abuse and Violence Prevention in Higher Education, Washington, DC.
- Osborn, C. J., Paez, S. B., & Kindsvatter, A. (2004, April). *Collaborating for change: Intentional interactions to involve clients in the planning process*. American Counseling Association's (ACA) Annual Convention, Kansas City, MO.

- Kelly, V., Juhnke, G., Brooks, C., Hagedorn, B., Coll, K., Redmond, L., Veach, L., Burch-Ragan, K., Glaser, B., & Osborn, C. (2004, April). *Critical issues in addictions counseling*. American Counseling Association's (ACA) Annual Convention, Kansas City, MO.
- Osborn, C. J. (2003, March). *Comprehensive case conceptualization: Avoiding shortcuts that shortchange*. Poster session presented at the American Counseling Association's (ACA) Annual Convention, Anaheim, CA.
- Osborn, C. J., Davis, T. E., Sears, S. J., & Lewis, T. F. (2002, October). *Mentoring across four generations: Bequeathing and inheriting a counselor legacy*. Association for Counselor Education and Supervision (ACES) Conference, Park City, UT.
- Kindsvatter, A., Osborn, C. J., & Sayles, J. (2002, October). *The reflective conversation: A dialogue for counselor supervision*. Association for Counselor Education and Supervision (ACES) Conference, Park City, UT.
- Osborn, C. J., Lewis, T. F., Olson, S. D., Dean, E. P., & Chrobak, M. C. (2001, March). *The counselor's role as multidisciplinary treatment team member*. American Counseling Association's (ACA) World Conference, San Antonio, TX.
- Osborn, C. J., Lewis, T. F., Wagner, M. W., & Kindsvatter, A. (2001, March). *Motivation reconsidered: Engaging difficult client cases*. Three-hour workshop presented at the American Counseling Association's (ACA) World Conference, San Antonio, TX.
- Johanson, G. A., & Osborn, C. J. (2000, April). *Acquiescence as differential person functioning*. Paper presented at the Annual Meeting of the American Educational Research Association (AERA), New Orleans, LA.
- Osborn, C. J. (2000, March). *An empirical typology of chemical dependency counselors: Implications for practice and training*. American Counseling Association's (ACA) World Conference, Washington, DC.
- West, J. D., Watts, R. E., Trepal, H., Wester, K., Redmond, D., Lewis, T., Townsend, F., Meadows, F. B., & Osborn, C. J. (2000, March). *Reflective thinking during family counseling*. American Counseling Association's (ACA) World Conference, Washington, DC.
- Osborn, C. J., Marlowe, E., & Davis, T. E. (1999, October). *Making it perfectly clear: The development and implementation of a supervision contract*. Association for Counselor Education and Supervision (ACES) National Convention, New Orleans, LA.
- West, J. D., Bubenzer, D. L., Osborn, C. J., Slencak, R., Borders, L. D., Davis, T. E., Gladding, S., Hosie, T., Sears, S., & Wilcoxon, A. (1999, October). *Concrete practices used by counselor education programs to strengthen their image in the university*. Association for Counselor Education and Supervision (ACES) National Convention, New Orleans, LA.

**Regional:**

West, J. D., Osborn, C. J., & Hoffman, R. M. (2006, October). *Enhancing the profession through published scholarship: The purpose of Counselor Education and Supervision*. North Central Association for Counselor Education and Supervision (NCACES) Conference, Kansas City, MO.

Osborn, C. J., & Kelly, B. L. (2006, October). *Summarize, not surprise: Conducting supervisee evaluations*. North Central Association for Counselor Education and Supervision (NCACES) Conference, Kansas City, MO.

West, J. D., Bubenzer, D. L., Osborn, C. J., Paez, S. B., & Desmond, K. J. (2004, October). *Leadership dimensions for counselor consideration*. North Central Association for Counselor Education and Supervision (NCACES) Conference, St. Louis, MO.

McGlothlin, J. M., West, J. D., Osborn, C. J., & Musson, J. L. (2004, October). *Marketing a counselor education program on the Internet: Building bridges between prospective students, students, alumni, and the community*. North Central Association for Counselor Education and Supervision (NCACES) Conference, St. Louis, MO.

West, J. D., Bubenzer, D. L., Osborn, C. J., & Paez, S. B. (2003, October). *Findings from a Q-methodology study of counseling leaders*. North Central Association for Counselor Education and Supervision (NCACES) Conference, Cincinnati, OH.

Paez, S. B., Osborn, C. J., & Carrabine, C. (2003, October). *Passing it on: Lessons learned in a supervisory lineage*. North Central Association for Counselor Education and Supervision (NCACES) Conference, Cincinnati, OH.

Osborn, C. J., West, J. D., Petruzzi, M. L., & Rehfuss, M. C. (2001, October). *Reflective processing in counselor supervision*. North Central Association for Counselor Education and Supervision, Oakbrook, IL.

Osborn, C. J., West, J. D., & Petruzzi, M. L. (2001, October). *Cultivating and promoting alumni relations: One counseling program's efforts*. North Central Association for Counselor Education and Supervision, Oakbrook, IL.

**State:**

Osborn, C. J., & Giegerich, V. (2016, November). *Motivational interviewing in counseling supervision*. All Ohio Counselors' Conference, Columbus, OH.

Osborn, C. J. (2016, July). *Enhancing client motivation and autonomy in addictions treatment*. Content session (2.25 hours) presented at the 2016 Addiction Studies Institute, sponsored by Ohio State University, Talbot Hall, Columbus, OH.

Osborn, C. J., & Giegerich, V. (2015, November). *Promoting proficiency in motivational interviewing*. All Ohio Counselors' Conference, Columbus, OH.

- Osborn, C. J., & Davis, T. E. (2014, November). *Supervision and evidence-based practice*. All Ohio Counselors' Conference, Columbus, OH.
- Osborn, C. J., & Shick, A. M. (2011, November). *Then and now: Views of addiction and implications for clinical practice in the Buckeye state*. All Ohio Counselors' Conference, Columbus, OH.
- Davis, T. E., & Osborn, C. J. (2011, November). *The counselor's job market in 2020: Where will we be working, and how will we be trained as counselors in the future?* All Ohio Counselors' Conference, Columbus, OH.
- Imhoff, B., Davis, T., Osborn, C., Protivnak, J., & Mann, D. (2011, April). *Professional counselor preparation: Theory into practice*. Ohio Association for Counselor Education and Supervision Spring Meeting, Dublin, OH.
- Osborn, C. J., Shundry, B., Maggiore, D., & Smith, E. (2010, November). *Learning the dance of motivational interviewing: Student counselor testimonials*. 90-minute content session conducted at the All Ohio Counselors' Conference, Columbus, OH.
- Osborn, C. J., Scherer, M. M., & Fuller, K. (2008, November). *Dancing with clients to the music of motivational interviewing*. 90-minute content session conducted at the All Ohio Counselors' Conference, Columbus, OH.
- Osborn, C. J., Hill, C., Kelly, B. L., & Musson, J. L. (2005, November). *No surprises: Conducting supervisee evaluations*. All Ohio Counselors' Conference, Columbus, OH.
- Paez, S. B., Osborn, C. J., & Carrabine, C. (2003, November). *Passing it on: Lessons learned in a supervisory lineage*. All Ohio Counselors' Conference, Columbus, OH.
- Osborn, C. J., West, J. D., & Musson, J. L. (2003, November). *Straight from the source: Prioritizing client preferences in solution-focused counseling*. All Ohio Counselors' Conference, Columbus, OH.
- Osborn, C. J., Petruzzi, M. L., & Paez, S. B. (2002, November). *Seven salutary ingredients for counselor stamina*. All Ohio Counselors' Conference, Columbus, OH.
- Osborn, C. J., & Davis, T. E. (2001, November). *Stalking the elusive solution: Challenges in solution-focused counseling*. All Ohio Counselors' Conference, Columbus, OH.
- Osborn, C. J., West, J. D., Petruzzi, M. L., Rehfuss, M. C., & Wright, T. L. (2001, November). *Reflective processing in counselor supervision*. All Ohio Counselors' Conference, Columbus, OH.
- Osborn, C. J., West, J. D., & Petruzzi, M. L. (2001, May). *Cultivating and promoting alumni relations: One counseling program's efforts*. Spring meeting of the Ohio Association for Counselor Education and Supervision (OACES), Columbus, OH.

- Osborn, C. J., Lewis, T. F., Wagner, M. W., & Kindsvatter, A. (2000, November). *Reframing resistance: Motivational interviewing strategies for the school and clinical setting*. Two-hour post-conference workshop at the All Ohio Counselors' Conference, Columbus, OH.
- Osborn, C. J., & Lewis, T. F. (2000, September). *Working with resistance: Motivational interviewing strategies with challenging client cases*. Day-long workshop conducted at the Ohio Association of Alcoholism and Drug Abuse Counselors' (OAADAC) Annual Conference, Sandusky, OH.
- Lewis, T. F., & Osborn, C. J. (2000, May). *Motivational interviewing: Helping clients to initiate behavior change*. Three-hour workshop presented at the Ohio Drug and Alcohol Studies Institute, Ashland University, Ashland, OH.
- Thombs, D. L., & Osborn, C. J. (2000, May). *Characteristics of chemical dependency counselors in Ohio: Implications for training and supervision*. Ohio Drug and Alcohol Studies Institute, Ashland University, Ashland, OH.
- Osborn, C. J., & Davis, T. E. (1999, November). *The solution-focused school counselor: Shaping professional practice*. All Ohio Counselors' Conference, Columbus, OH.
- Osborn, C. J., & Richardson, J. (1999, September). *Attitudes of chemical dependency counselors in Ohio: Implications for practice and training*. Ohio Association of Alcoholism and Drug Abuse Counselors' (OAADAC) Annual Conference, Sandusky, OH.
- Osborn, C. J., & Wolfe, B. A. (1998, November). *Solution-Focused subscriptions: National surveys of practitioner and educator attitudes toward Solution-Focused counseling*. All Ohio Counselors' Conference, Columbus, OH.
- Marlowe, E., & Osborn, C. J. (1998, November). *The supervision contract: A tool for enhancing the supervisory process*. All Ohio Counselors' Conference, Columbus, OH.
- Osborn, C. J. (1997, October). *Solution-Focused strategies with "involuntary" clients: Applications for the school and clinical setting*. All Ohio Counselors' Conference, Columbus, OH.
- Davis, T. E., Osborn, C. J., & Cook, D. (1996, November). *Brief and Solution-Focused methods in school counseling*. All Ohio Counselors' Conference, Columbus, OH.
- Davis, T. E., Osborn, C. J., & Cook, D. (1995, November). *Brief counseling strategies and the school counselor*. All Ohio Counselors' Conference, Columbus, OH.

### INVITED AND SERVICE PRESENTATIONS

#### **Guest Speaker for Chi Sigma Iota Counseling Honor Society Chapter Induction Ceremonies:**

- Osborn, C. J. (2007, April). *Honoring our inheritance: Pride and excellence in the counseling profession*. Alpha Upsilon Chapter of Chi Sigma Iota, University of Akron, Akron, OH.

Osborn, C. J. (2006, April). *Honoring our inheritance: Pride and excellence in the counseling profession*. Iota Upsilon Pi Chapter of Chi Sigma Iota, Indiana University of Pennsylvania, Indiana, PA.

Osborn, C. J. (2005, May). *Honoring our inheritance: Pride and excellence in the counseling profession*. Alpha Chapter of Chi Sigma Iota, Ohio University, Athens, OH.

Osborn, C. J. (2005, April). *Passing it on: Pride and excellence in the counseling profession*. Alpha Omega Chapter of Chi Sigma Iota, University of Toledo, Toledo, OH.

Osborn, C. J. (2005, March). *Passing it on: Pride and excellence in the counseling profession*. Upsilon Nu Chi Chapter of Chi Sigma Iota, University of North Carolina at Greensboro, Greensboro, NC.

Osborn, C. J. (2004, April). *Passing it on: Pride and excellence in the counseling profession*. Gamma Upsilon Chi Chapter (inaugural Induction Banquet) of Chi Sigma Iota, Gannon University, Erie, PA.

### **Training and Consultation Services Provided in Motivational Interviewing**

Osborn, C. J. (2015, September 15). *A taste of motivational interviewing*. One hour webinar conducted for Chi Sigma Iota, Counseling Academic and Professional Honor Society International.

Osborn, C. J. (2015, June). *Talk of change: Learning the style of motivational interviewing*. 2.5-hour training as part of the all-day "Everything Girls" Seminar sponsored by the Mahoning County Juvenile Court, Youngstown, OH.

Osborn, C. J. (2015, March). *Learning the style and language of motivational interviewing*. Three-hour training for care ministry team members of Riverwood Community Chapel, Kent, OH.

Osborn, C. J. (2014, November). *Learning the style and language of motivational interviewing*. One-day training for students, faculty, and alumni of the graduate counseling program at South Dakota State University, Brookings, SD.

Osborn, C. J. (2014, June). *Learning the style and language of motivational interviewing*. Two-day training for clinical staff in the Palliative Care unit, Akron Children's Hospital, Akron, OH.

Osborn, C. J. (2014, May). *Refinement of motivational interviewing style and skills*. Five-day training conducted for Parent Partners (peer support specialists) employed at Akron Children's Hospital, Akron, OH.

Osborn, C. J. (2013, September and October). *Continuing to learn the style and language of motivational interviewing*. Four-day training conducted for clinical staff of Child Guidance and Family Solutions, Inc., Akron, OH.

- Osborn, C. J. (2013, May and June). *Learning the style and language of motivational interviewing*. Four-day training conducted for Parent Partners (peer support specialists) employed at Akron Children's Hospital, Akron, OH.
- Osborn, C. J. (2013, August; 2012, October). *Learning the style and language of motivational interviewing*. Two separate four-hour live webinar sessions conducted for multidisciplinary clinical staff and sponsored by the Louis Stokes Department of Veterans Affairs Medical Center, Cleveland, OH.
- Osborn, C. J. (2011, January). *Motivational interviewing: Engaging clients toward positive change*. Two all-day workshops for chemical dependency counselors employed at Northeast Ohio Community Alternative Program, Warren, OH.
- Osborn, C. J. (2010, April). *Motivational interviewing to engage patients in lifestyle changes*. Two-hour presentation as part of morning "Matters of the Heart" program, sponsored by Chi Eta Phi Sorority (Nu Chi Chapter) Professional Nursing Association and the Cleveland Council of Black Nurses, Beachwood, OH.
- Osborn, C. J. (2010, March). *Motivational interviewing with college students: Guiding conversations toward positive behavior change*. Two 3.5-hour training sessions for various student services staff across campus (e.g., academic advising, athletics), sponsored by the Behavioral Review Initiatives Committee, Kent State University, Kent, OH.
- Osborn, C. J. (2009, October). *Motivational interviewing in the mental health setting*. Invited 4.5-hour presentation as part of all-day conference, "People Moving Forward: Foundations and Techniques of Motivational Interviewing," sponsored by Akron Children's Hospital's Adolescent Health Center, Akron, OH.
- Osborn, C. J. (2008, September). *Motivational interviewing: Techniques to help patients identify ambivalence to life style changes*. 45-minute presentation as part of all-day Stroke Care 2008 Conference for nurses and health care professionals who care for stroke patients throughout Ohio. Sponsored by Ohio Coverdell Stroke Registry, American Heart Association, American Stroke Association, and MetroHealth Medical Center, Independence, OH.
- Osborn, C. J. (2008, August). *Learning new dance steps: Motivational interviewing for challenging clinical circumstances*. All-day workshop for clinical staff of Child Guidance and Family Solutions, Akron, OH.
- Osborn, C. J. (2007, November). *Motivational interviewing for juvenile justice*. Two-day workshop for the staff of the Mahoning County Juvenile Court, Youngstown, OH.
- Osborn, C. J. (2007, March). *Motivational interviewing in the treatment of clients with co-occurring disorders*. Two-hour workshop presented to clinical staff at Community Health Center, Akron, OH.
- Osborn, C. J. (2007, January/February). *Motivational interviewing with co-occurring disorders*. Two 3-hour workshops presented to clinical staff of Child Guidance and Family Solutions, Inc., Akron, OH.

- Osborn, C. J. (2006, October). *Motivational interviewing with college students*. All-day workshop presented to clinical staff of two counseling centers (Hill Center and Counseling and Psychological Services) at Ohio University, Athens, OH.
- Osborn, C. J. (2006, January-June). *Applying motivational interviewing to ongoing chemical dependency counseling*. Monthly training (2.5 hours/month) provided to clinical staff of Quest Recovery and Prevention Services, Inc., Canton, OH.
- Osborn, C. J. (2004, August). *Motivational interviewing: Engaging clients toward positive change*. All-day workshop presented to staff of Quest Recovery and Prevention Services, Inc., Canton, OH.
- Osborn, C. J. (2004, April). *Motivational interviewing: Engaging clients toward positive change*. All-day workshop for clinical staff of Personal and Family Counseling Services, New Philadelphia, OH.
- Osborn, C. J. (2004, February and March). *Motivational interviewing for chemical dependency practitioners*. Provided two all-day (6 hrs. each) training seminars sponsored by the Alcohol and Drug Addiction Services Board of Stark County, Canton, OH.
- Osborn, C. J. (2003, November). *Practicing the "spirit" of motivational interviewing*. Presented at the Northern Ohio Chapter of the Employee Assistance Professionals Association monthly gathering, Brooklyn Heights, OH.
- Osborn, C. J. (2003, April). *Motivational interviewing: Engaging clients toward positive change*. Invited 4-hour closing session for the South Dakota Counseling Association annual convention, Rapid City, SD.
- Osborn, C. J. (2003, March). *Promoting the "spirit" of motivational interviewing*. In-service training for the staff of Family Solutions, Inc., and Child Guidance Centers, Akron, OH.
- Osborn, C. J. (2003, February). *Reframing resistance: Motivational interviewing practices for client engagement*. In-service training for the staff of Community Support Services, Inc., Akron, OH.
- Osborn, C. J. (2003, January). *A refreshing reframe: Motivational interviewing as a lens for excellent counselor practice*. Invited keynote address for the Greater Cincinnati Counseling Association's Winter Workshop, "A Spectrum of New Ideas: Excellence in Counselor Practice," Cincinnati, OH.
- Osborn, C. J., & Lewis, T. F. (2001, May). *Motivational interviewing and motivational enhancement therapy: Foundations and applications*. All-day workshop sponsored by Talbert House treatment facility, for agency staff and area practitioners, Cincinnati, OH.



### **Training and Consultation Services Provided in Solution-Focused Counseling:**

- Osborn, C. J. (2008, February). *Solution-focused strategies in substance abuse counseling*. Three-hour workshop for counseling students and practitioners, sponsored by the Department of Counseling and Educational Development, University of North Carolina at Greensboro, Greensboro, NC.
- Osborn, C. J. (2005, October, March; 2004, July, May; 2003, October, August, June). *Solution-focused counseling in action*. Case consultations (1.5 hours each) provided to clinical staff of Child Guidance and Family Solutions, Inc., Akron, OH.
- Osborn, C. J., & Musson, J. L. (2004, March). *Solution-building with children and adolescents*. Three-hour workshop for clinical staff of Child Guidance and Family Solutions, Inc., Akron, OH.
- Osborn, C. J. (2002, March). *Solution-focused school counseling: Strategies for student, staff, and family engagement*. Half-day workshop for school counselors in District 4 of the Ohio School Counselors' Association, Warren, OH.
- Osborn, C. J., & West, J. D. (2002, March). *Solution-focused school counseling: Strategies for student, staff, and family engagement*. All-day workshop for school counselors in District 7 of the Ohio School Counselors' Association, Akron, OH.
- Osborn, C. J. (2001, February). *Solution-focused school counseling: Strategies for student engagement*. In-service training provided to approximately 60 school counselors in the Akron Public Schools, Akron, OH.
- Davis, T. E., & Osborn, C. J. (2000, April). *Solution-focused strategies for school counselors*. Invited workshop sponsored by the Ohio University – Chillicothe campus, Chillicothe, OH.
- Osborn, C. J. (1997, May). *Brief and Solution-Focused methods in school counseling*. All-day workshop for school counselors, psychologists, teachers, and social workers of the Cincinnati Public Schools, held at the Mayerson Academy, Cincinnati, OH.

### **Training Provided in Clinical Supervision:**

- Osborn, C. J. (2017, March). *Collaboration and evaluation in clinical supervision: A dialectical practice*. Three-hour workshop conducted for clinical supervisors of Child Guidance & Family Solutions, Inc., Akron, OH.
- Osborn, C. J. (2015, November). *Ethical and legal considerations in counselor supervision*. Three-hour workshop conducted at the Fall Counseling Summit at Cincinnati Christian University, Cincinnati, OH.
- Osborn, C. J. (2015, March). *Supervision and evidence-based practice*. Three-hour session conducted as part of the annual conference of the Stark County Mental Health and Recovery Services Board, Canton, OH.

- Osborn, C. J. (2014, April). *Ethical and legal considerations in counselor supervision*. Half-day workshop conducted for internship/field supervisors, sponsored by the Ohio University Counselor Education program, Athens, OH.
- Osborn, C. J. (2012, January). *Cultivating collaborative conversations in counselor supervision*. All-day training for chemical dependency counselors sponsored by the Indiana Association for Addiction Professionals, Indianapolis, IN.
- Osborn, C. J. (2011, November). *Cultivating collaborative conversations and promoting ethical practice and lifelong learning in counselor supervision*. Three-hour workshop sponsored by the Cincinnati Christian University Counseling and Family Studies Program, Cincinnati, OH.
- Osborn, C. J., Bradley, N., & Hutchins, M. (2009, November). *Collaborative supervision as enhanced client (and counselor self-) care*. Invited pre-conference presentation at the All Ohio Counselors' Conference, Columbus, OH.
- Osborn, C. J. (2008, June). *Cultivating collaborative conversations and promoting ethical practice in counselor supervision*. All-day workshop presented to internship/field supervisors, sponsored by the Ohio University Counselor Education program, Athens, OH.
- Osborn, C. J. (2007, October). *Cultivating and maintaining collaboration in clinical supervision*. Three-hour in-service training for the staff of Interval Brotherhood Home, Akron, OH.
- Osborn, C. J. (2007, January). *Cultivating and maintaining a collaborative learning environment in clinical supervision*. Three-hour workshop for the North Central Ohio Counseling Association, Akron, OH.
- Osborn, C. J. (2006, November). *Cultivating collaborative conversations in counseling supervision*. All-day workshop sponsored by the Alcohol and Drug Addictions Services Board of Stark County, Canton, OH.
- Osborn, C. J. (2003, July). *Cultivating and maintaining a collaborative learning environment in clinical supervision*. In-service training for the clinical staff of Portage Path Behavioral Health, Akron, OH.
- Davis, T. E., & Osborn, C. J. (2002, November). *Foundations of clinical supervision: Using a supervision contract*. Invited pre-conference presentation at the All Ohio Counselors' Conference, Columbus, OH.
- Osborn, C. J., & Petruzzi, M. L. (2001, July). *Engaging in reflective supervision*. In-service training for clinical staff at Family Solutions, Inc., Cuyahoga Falls, OH.
- Osborn, C. J. (2000, June). *Principles and practices of clinical supervision*. In-service training for psychology field supervisors of doctoral psychology interns. Northeastern Ohio Universities College of Medicine's Psychology Intern Program, Akron, OH.

**Miscellaneous Invited and Service Presentations:**

Osborn, C. J., Giegerich, V., Tolbert, Y., & Marder, S. (2016, October). *Project MI: A faculty-student capstone project for learning motivational interviewing (MI) with simulated clients*. Poster presentation at the University Teaching Council Celebration of College Teaching Conference, Kent State University.

Osborn, C. J. (2014, October). *Integrating addiction treatment into behavioral healthcare: Key practices for comprehensive case conceptualization and customized treatment planning*. Three-hour in-service training for clinical staff of Portage Path Behavioral Health, Akron, OH.

Osborn, C. J., & Baltrinic, E. (2012, May). *Engaging parents in their child's care*. Ninety-minute in-service training conducted for clinical staff of the Early Childhood Program, Child Guidance and Family Solutions, Inc., Akron, OH.

Osborn, C. J. (2010, September). *Understanding and treating co-occurring disorders: Theory, research, and evidence-based practices*. Three-hour in-service training for clinical staff of Portage Path Behavioral Health, Akron, OH.

Erford, B. T., Hays, D. G., & Osborn, C. J. (2010, March). *Assessment standards and free access depression, anxiety, and substance abuse inventories for use in counseling practice*. Presented at the American Counseling Association (ACA) Annual Convention, Pittsburgh, PA.

Osborn, C. J., Paisley, P. O., Culbreth, J. R., & Greaser, T. (2007, March). *How to find post-graduate supervision on a shoestring budget*. American Counseling Association (ACA) Annual Convention, Detroit, MI.

West, J. D., Bubenzer, D. L., Osborn, C. J., Herr, E. L., Locke, D. C., Myers, J. E., Remley, T. P., Jr., Bhat, C. S., Janson, C. A., & Spurgeon, S. (2005, April). *Nurturing the promises of the profession*. American Counseling Association (ACA) Presidential Invited Session, sponsored by Chi Sigma Iota, ACA Convention, Atlanta, GA.

West, J. D., Bubenzer, D. L., Osborn, C. J., Bobby, C., Lee, C., Miranti, J., & Myers, J. E. (2005, April). *Chi Sigma Iota (CSI) leadership training: Perspectives on leadership*. Four-hour leadership training conducted for student and professional members of CSI during the American Counseling Association's 2005 Convention, Atlanta, GA.

Osborn, C. J. (2005, March). *A partnership in its prime: Leadership and advocacy in the counseling profession*. Three-hour workshop presented to members of the Upsilon Nu Chi Chapter of Chi Sigma Iota, University of North Carolina at Greensboro, Greensboro, NC.

Osborn, C. J. (2005, January). *Engaging clients toward positive change*. Two-hour workshop presented at the North Central Ohio Counseling Association Winter Workshop, Beachwood, OH.

Osborn, C. J. (2000, May). *Chemical dependency counselors in Ohio: Counselor characteristics and clinical issues*. North Central Ohio Counseling Association spring workshop, Independence, OH.

## **GRADUATE TEACHING**

### **Kent State University, Counselor Education and Supervision (CES) Program:** (formerly Counseling and Human Development Services [CHDS] Program)

CHDS 6/77530: Introduction to Counseling – Spring 1998-2003; Fall 2009.

CES 67595: Special Topics Course in CHDS/CES: Motivational Interviewing (1-3 credits) – Summers 2014, 2015, 2016, and 2017.

CES 67636: Practicum I in Clinical Mental Health Counseling – Fall 2013; Every Spring.

CHDS 6/77663: Community Counseling – Fall 1999.

CES 6/77664: Theories and Practices in Addictions Counseling [formerly named Addictive Behaviors and Treatment Issues] – Spring 2010; Every Fall since 2010.

CES 6/77665: Treatment Planning in Addictions Counseling [formerly named Substance Abuse Counseling] – Every Fall from 1998-2009. Every Spring since 2011.

CES 77692: Internship in Clinical Mental Health Counseling – Every Summer term.

CHDS 6/77810: Group Process and Analysis – Fall 1997.

CHDS 6/77820: Group Work: Theory and Techniques – Fall 1998.

CES 6/88167: Case Conceptualization and Treatment Planning [formerly named Advanced Counseling Procedures] – Every Fall & Spring; Summer terms 1999-2009.

CHDS 80090: Doctoral Residency Seminar in CHDS – Fall 2000-2005; Fall 2007-2008.

CHDS 88284: Supervision of Counseling – Summer 1999; Fall 2000-2003; Fall 2006.

### **Ohio University, Counselor Education Program (part-time faculty, instructor of record):**

EDCE 732: Advanced Appraisal – Spring Quarter 1997.

EDCE 6550: Theories and Techniques II – Spring Quarter 1997.

EDCE 6915: Counseling Internship – Winter Quarter 1997.

EDCE 7700: Brief and Solution-Focused Therapy (taught at the Zanesville regional campus of OU) – Fall Quarter 1996.

### DISSERTATION COMMITTEE WORK

(all at Kent State University; program name changed from CHDS to CES Fall 2015)

#### **Counselor Education and Supervision (CES; Co-Director) Completed:**

- Deborah L. Duenyas. (2017, June). *The professional experiences of international counseling graduates upon returning to their home country*. (Co-chaired with Dr. John West)
- Amy H. Freadling. (2016, October). *The decision-making processes of expert EAP practitioners and EAP affiliates when faced with dual-client ethical dilemmas*. (Co-chaired with Dr. Marty Jencius)
- Michele Schmidt. (2016, September). *The effect of an online forgiveness workshop on counselors' beliefs and knowledge about using interpersonal forgiveness in counseling*. (Co-chaired with Dr. Don Bubenzer)
- Anne Shick McCurdy. (2016, June). *The effects of client and respondent variables on addiction professionals' decision making: A factorial survey*. (Co-chaired with Dr. Betsy Page)
- Rachel Vitale. (2015, August). *Spirituality, resilience, and social support as predictors of life satisfaction in young adults with a history of childhood trauma*. (Co-chaired with Dr. Steve Rainey)

#### **Counseling and Human Development Services (CHDS; Co-Director) Completed:**

- Yvonne N. Glass. (2014, October). *African American women, psychological well-being, religiosity, and stress*. (Co-chaired with Dr. Marty Jencius)
- Tiffany M. Darby. (2014, October). *White counselor trainees' and White supervisors' experiences of cross-racial/ethnic counseling supervision*. (Co-chaired with Dr. Marty Jencius)
- Melanie Scherer Iarussi. (2011, June). *Counselors' experiences of client and counselor language while using motivational interviewing and cognitive behavior therapy to facilitate client change*. (Co-chaired with Dr. John West)
- Rachel M. Hoffman. (2009, June). *The process of counselor supervision for counselor trainees who work with suicidal clients*. (Co-chaired with Dr. John West)
- Joseph Lee Martin. (2008, November). *A phenomenological study of United Methodist and Conservative Jewish clergy viewpoints concerning their eventual deaths*. (Co-chaired with Dr. Marty Jencius)
- Patricia A. Schafer. (2008, October). *Experiences of prejudice among individuals in African American and Caucasian interracial marriages: A Q-methodological study*. (Co-chaired with Dr. Jason McGlothlin)
- Brandy L. Kelly. (2008, July). *Conceptualizations of leadership among five female counselor educators*. (Co-chaired with Dr. Lynne Guillot Miller)

Aaron Kindsvatter. (2006, June). *Factors associated with counseling client perceptions of contributions to pre-treatment change.* (Co-chaired with Dr. Don Bubenzer)

Rebecca Roberts Martin. (2006, March). *Stepdaughter perception of stepmother confirmation and its relationship to academic performance and self-esteem among late adolescent females.* (Co-chaired with Dr. Don Bubenzer)

Luanne Brown-Johnson. (2006, February). *An investigation of resilience of five African American women who have sustained employment after welfare cash assistance.* (Co-chaired with Dr. John West)

S. Jeffrey Mostade. (2004, September). *Components of internalized homophobia, self-disclosure of sexual orientation to physician, and completion of the durable power of attorney for healthcare in older gay men.* (Co-chaired with Dr. John West)

Amy B. Quillin. (2003, October). *Counseling students' views about spirituality.* (Co-chaired with Dr. Don Bubenzer)

Todd F. Lewis. (2001, November). *An Adlerian perspective of college student alcohol misuse.* (Co-chaired with Dr. Don Bubenzer)

Kathy Altieri. (2001, October). *Validation of the Alcohol and Drug Use Survey.* (Co-chaired with Dr. Don Bubenzer)

Lenore L. Sherck. (2001, October). *Spirituality as perceived and defined by five Unitarian Universalist women over sixty years of age.* (Co-chaired with Dr. Don Bubenzer)

Mary Jo Mason. (1998, October). *The development of a counselor: A look at professionalization through graduate school.* (Co-chaired with Dr. Don Bubenzer)

#### **CHDS (Member) Completed:**

Brian J. Taber. (2004, October). *Metatypes: A construct for prediction in person-environment fit theory.* (Chaired by Dr. Mark Savickas)

Louis A. Busacca. (2003, October). *Identity-processing styles and patterns of career adaptability during adolescence.* (Chaired by Dr. Mark Savickas)

Elaine Marlowe. (2001, July). *A multicultural phenomenological study of how women develop through transcending the psychologically oppressive aspects of their intergenerational family story about women.* (Chaired by Dr. Anita Jackson)

#### **Non-CHDS Completed – Committee Member:**

Christina Hill. (2009, December). *Assessing the relationship between mindfulness, borderline features and emotional awareness in young adults.* (Co-Directed by Drs. John Updegraff and John Akamatsu, Department of Psychology, KSU).

Jacqueline S. McNally. (2005, April). *Teacher-student relationships: The effects of student motives, relationship development, and communication on student learning*. (Directed by Dr. Rebecca Rubin, Communications Program, KSU).

Jennifer Ray-Tomasek. (2004, June). *Credibility perceptions and intention to conform to a campus media campaign designed to reduce alcohol misuse*. (Directed by Dr. Dennis Thombs, Health Promotion Program, KSU).

David B. Wolff. (2001, August). *The effects of Gabapentin on physical aggression in men*. (Chaired by Dr. Stuart Taylor, Department of Psychology, KSU).

### PROFESSIONAL EXPERIENCE

Counselor Trainee and (subsequently) Professional Clinical Counselor - Health Recovery Services, Inc., Athens, OH. July 1995 - July 1997.

Part-Time Instructor - Department of Counselor Education, School of Applied Behavioral Sciences and Educational Leadership (SABSEL), Ohio University, Athens, OH. AY 1996-97.

Post-Doctoral and Doctoral Teaching Assistant - Department of Counselor Education, School of Applied Behavioral Sciences and Educational Leadership (SABSEL), OH University, Athens, Ohio. 1995 and 1996 summer sessions.

Graduate Teaching Assistant - Department of Counselor Education, School of Applied Behavioral Sciences and Educational Leadership (SABSEL), Ohio University, Athens, OH. AY 1993-94 and 1994-95.

Part-time Instructor - Hocking Technical College, Nelsonville, OH. Fall 1994.

Associate Pastor - Church of the Saviour, United Methodist, Westerville, OH. June 1987 - June 1993.

Student Associate Pastor - Church of the Messiah, United Methodist, Westerville, OH. September 1986 - June 1987.

Chaplain Intern - Children's Hospital, Columbus, OH. January - May 1986.

Student Associate Pastor - Plains United Methodist Church, Canton, NC. June - August 1985.

### PROFESSIONAL CREDENTIALS AND AFFILIATIONS

Licensed Professional Clinical Counselor (LPCC; with supervisory endorsement) - Licensed by the State of Ohio Counselor, Social Worker, and Marriage and Family Therapist Board (#E2428). Effective May 16, 1997.

Licensed Independent Chemical Dependency Counselor (LICDC) – Licensed by the Ohio Chemical Dependency Professionals Board (#081091). Effective June 18, 2013.

Licensed Chemical Dependency Counselor III (LCDC III) – Licensed by the Ohio Chemical Dependency Professionals Board (#081091). June 13, 2008 – June 17, 2013.

Certified Chemical Dependency Counselor (CCDC), Level I – Certified by the Ohio Chemical Dependency Professionals Board (#990049). September 10, 1999 – December 27, 2007.

American Counseling Association (ACA) – Member since September 1993. Membership in ACA divisions includes the Association for Counselor Education and Supervision (ACES), and the International Association of Addictions and Offender Counselors (IAAOC).

Ohio Counseling Association (OCA) – Member since September 1993. Membership in OCA divisions includes Ohio Association for Counselor Education and Supervision (OACES), and Ohio Association for Spiritual, Ethical, and Religious Values in Counseling (OASERVIC).

American Educational Research Association (AERA) – Member 2000 – 2010.

National Association for Addiction Professionals (NAADAC) – Member since 2012.

Textbook & Academic Authors Association (TAA) – Member since 2016.

Motivational Interviewing Network of Trainers (MINT) – Trained as a trainer in motivational interviewing (MI; 2002, June) and active in the MINT Forum. Listed as a trainer on the MINT website at [www.motivationalinterviewing.org](http://www.motivationalinterviewing.org)

## PROFESSIONAL SERVICE

### National:

Ad Hoc Member, Special Emphasis Panel/Scientific Review Group, National Institutes of Health (NIH), Bethesda, MD. Reviewer of applications submitted to SBIR/STTR Study Section ZRG1 RPHB-C (10): Risk, Prevention, and Health Behavior Across the Lifespan. April 2009 – June 2012.

President, Chi Sigma Iota (CSI) Counseling Academic and Professional Honor Society International. 2006-07. (President-Elect, 2005-06; Past-President, 2007-08)

Member, American Counseling Association's (ACA) Governing Council – Representing the International Association of Addictions and Offender Counselors (IAAOC) division of ACA. July 2004 – June 2008.

- Member of ACA Task Forces on (a) Signature Product and (b) Bibliometrics (co-chair)

Secretary – Chi Sigma Iota (CSI) Counseling Academic and Professional Honor Society International. 2002-04.



Chair, Research Grants Committee – Chi Sigma Iota (CSI) Counseling Academic and Professional Honor Society International. Committee formed specifically to review and disperse funds to CSI members conducting research in Developmental Counseling and Therapy (DCT). 2004-05.

Member, Awards Committee – Association for Counselor Education and Supervision (ACES). 2001-06.

External Reviewer – Routinely invited to conduct and supply reviews for full-time counselor education faculty applying for promotion to associate or full rank, as well as tenure, at various academic institutions across the country (approximately 25 thus far). 2003 – present.

Program Reviewer – American Counseling Association 2003 Annual Convention (representing the International Association of Addictions and Offender Counselors [IAAOC] division of ACA).

### **Editorial Responsibilities and Editorial Board Membership:**

Editorial Board Member, *Journal of Counselor Leadership & Advocacy* (journal of Chi Sigma Iota International, Counseling Academic and Professional Honor Society; published by Routledge/Taylor & Francis), March 2013 – present.

Co-Editor (with John D. West; 3-year appointment), *Counselor Education and Supervision* (journal of the Association for Counselor Education and Supervision, a division of the American Counseling Association, published quarterly), July 2006 – June 2009. (Co-Editor-Elect April 2005 – June 2006)

Editorial Board Member, *Journal of Counseling & Development* (flagship journal of the American Counseling Association), July 2003 – June 2005.

Editorial Board Member, *Journal of Addictions and Offender Counseling* (journal of the International Association of Addictions and Offender Counselors, a division of the American Counseling Association), July 1998 – June 2005.

Editorial Board Member, *Journal of Teaching in the Addictions* (journal of the International Coalition for Addiction Studies Education, published by Haworth Press), 2000 – 2010.

Editorial Board Member, *Journal of Humanistic Counseling, Education and Development* (journal of the Counseling Association for Humanistic Education and Development, a division of the American Counseling Association), July 2001 – June 2005.

### Ad Hoc Reviewer:

- *Addiction* (published since 1884 by the Society for the Study of Addiction to Alcohol and other Drugs): October 2010, August 2009.
- *Journal of Contemporary Psychotherapy*: October 2007.
- *The Clinical Supervisor* (interdisciplinary journal of supervision in psychotherapy and mental health, published by The Haworth Social Practice Press): November 2014, June 2012, November 2002.
- *Journal of Clinical Psychology* (published by Wiley): July 2014.

**State:**

President, Ohio Counseling Association. 2004-05. (President-Elect, 2003-04; Past-President, 2005-06).

Professional Development Chair, Ohio Counseling Association. July 2001 – June 2003.

President, Ohio Association for Counselor Education and Supervision (OACES; a state division of the American Counseling Association), 1999-2000.

President, Ohio Association for Spiritual, Ethical, and Religious Values in Counseling (OASERVIC; a state division of the American Counseling Association), 1998-99.

Member, Accreditation Committee of the Ohio Credentialing Board (OCB) for Chemical Dependency Counselors – Reviewed applications for OCB accreditation of academic programs across Ohio; and assisted in implementing OCB accreditation guidelines. January – December 1999.

Member, State Advisory Committee for Guidance and Counseling, State of Ohio Department of Education – Represented the Ohio Association for Counselor Education and Supervision (OACES) at quarterly meetings. 1999-2000.

Ohio Counselor and Social Worker Board Item Writing Team Contributor – Participated in and contributed to State of Ohio Counselor and Social Worker Board's item writing team, generating and editing proposed items for the Professional Counselor Licensure Examination, February 20-21, 1998.

**Local:**

Member, Portage County Mental Health and Recovery Board – Appointed by the Director of the Ohio Department of Mental Health (ODMH) as the mental health provider representative to the Portage County Mental Health and Recovery Board. Met monthly for board and committee meetings. August 2000 – July 2003.

**UNIVERSITY CITIZENSHIP**

**Program Level** (Counselor Education and Supervision [CES], formerly Counseling and Human Development Services [CHDS], Kent State University)

Founder and Co-Facilitator, CES Motivational Interviewing Learning Community. 2015 – present. Twice-monthly collaborative learning group comprised of CES graduate students and alumni interested in sharpening their skills in motivational interviewing. Co-facilitate with Victoria Giegerich, CES doctoral student.

Clinical Mental Health Internship Coordinator. Summer 1998 – Spring 2011.

Faculty Search Committee Chair. 2006-07 and 2000-01.

Search Committee Chair for Director, Counseling and Human Development Center. 2004.

Faculty Advisor. Kappa Sigma Upsilon (Kent State University) Chapter of Chi Sigma Iota (CSI) Counseling Academic and Professional Honor Society International. 1997 – 2002.

**School or Department Level** (School of Lifespan Development and Educational Sciences [LDES], and the former Department of Adult, Counseling, Health, and Vocational Education [ACHVE], Kent State University)

School of LDES Promotion, Tenure, and Reappointment Handbook Revision Committee Member. 2015-2016.

School of LDES Curriculum Committee Member. 2012 – present.

Ad Hoc Promotion, Tenure, and Reappointment Committee Member. 2009 – present.

Faculty Advisory Committee Member. 2008-09, 2006-07, and 2001-2005.

ACHVE Curriculum Committee Member. 1998-2007.

**College Level** (College and Graduate School of Education, Health and Human Services [EHHS], Kent State University)

Graduate Policies Task Force Member. 2005-06.

Graduate Council Member. 2000-05.

Dissertation Award Committee Member. 2002-05.

Graduate Faculty Representative and Moderator for Seven Dissertation Defenses (October 2014, December 2012, October 2007, March 2005, February 2004, June 2003, and August 2002).

**University Level** (Kent State University)

Internal Reviewer – Member of 3-person committee (two of whom were external reviewers) to review the Higher Education Administration program at KSU and contribute to a report submitted to the Provost's office. Fall 2016.

Member, Search Committee for Chemical Dependency Counselor, University Health Services. Spring 2013.

Provost's Promotion Advisory Board – Member of 20-person panel to review faculty applications (and appeals) for promotion from across the university. Spring 2010.

Internal Review Committee Member – Member of 3-person committee to review Department of Teaching, Leadership, and Curriculum Studies in the College of Education, Health, and Human Services and submit a report to the Dean of Graduate Studies at KSU. Spring 2007.

College of Continuing Studies CEU Reviewer – Review workshop/program proposals submitted to the College of Continuing Studies at Kent State University for potential approval by the State of Ohio Counselor and Social Worker Board for CEU credit. May 1999 – present.

Moderator for three Dissertation defenses in the Department of Psychology (May 2015, August 2003, and October 2001) and one Dissertation defense in the Department of Political Science (May 2006).

## RECOGNITIONS

Faculty Recognition Award. Honored by the University Teaching Council (UTC) of Kent State University (KSU) “for teaching that made a difference in the life of a Kent State graduate.” Recognized at the UTC Celebration of College Teaching Conference, KSU, October 21, 2016.

Mentor Honoree. Nominated by a student and honored by the Kent State University (KSU) Women’s Center as a Mentor (“a woman who serves as a trusted role model”). Recognized at the “Mothers, Mentors, & Muses” Scholarship Fundraiser sponsored by the Women’s Center, KSU, March 6, 2012.

North Central Ohio Counseling Association’s Christopher Faiver Award. Recognized for “Outstanding Contributions” to the North Central Ohio Counseling Association, May 10, 2010.

Outstanding Educator Nomination. Nominated by a student registered with Student Accessibility Services at Kent State University (KSU) “for having gone above and beyond your stated responsibilities in accommodating a student, or students, with disabilities in your classroom.” Recognized at the Faculty Recognition Reception sponsored by Student Accessibility Services, KSU, April 6, 2010.

Ohio Counseling Association’s David Brooks Award. “Willingness to serve, teach responsibility, and create new paths in the counseling profession,” November 2, 2006.

Distinguished Alumnus Award. Selected by the Counselor Education faculty of Ohio University as recipient of the George E. Hill Memorial Award “for outstanding scholarship, service, and leadership,” March 31, 2006.

Exemplary Research Award (with Dr. Todd F. Lewis). Presented by the International Association of Addictions and Offender Counselors (IAAOC) for research published in the *Journal of Addictions and Offender Counseling* (2004), April 2005.

“Graduate Applause” Recognition. Honored by the University Teaching Council of Kent State University (KSU) as “a faculty member who made a difference in [the] academic career” of a CHDS graduate at KSU. Recognized at the Seventh Annual Celebrating College Teaching Conference, KSU, October 27, 2000.

Outstanding Faculty Advisor. Presented by the officers of the Kappa Sigma Upsilon Chapter of Chi Sigma Iota Counseling Academic and Professional Honor Society International at the 2000 Chapter Induction Banquet, March 31, 2000.

## **Cassandra A. Storlie, Ph.D., LPCC-S, NCC**

College of Education, Health and Human Services  
School of Lifespan Development and Educational Sciences  
Counselor Education and Supervision  
Kent State University  
310 A White Hall Kent, OH 44242  
Phone: (330) 672-0693  
Email: [cstorlie@kent.edu](mailto:cstorlie@kent.edu)

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### **EDUCATION**

- 2013 Ph. D. in Counselor Education and Supervision / CACREP Accredited**  
*The University of Iowa, Iowa City, IA*  
Dissertation: Career Counseling with Undocumented Latino Youth: A Qualitative Analysis of School Counselors  
Chair: Tarrell Awe Agahe Portman, Ph.D.
- 2004 M.S. Ed. in Community Counseling / CACREP Accredited**  
*Western Illinois University, Moline, IL*  
Advisor: Leslie O’Ryan, Ph.D.
- 2001 B.A. in Psychology**  
*Augustana College, Rock Island, IL*  
Advisor: F.A. Fenwick, Ph.D.
- 1999 A.A.S. / A.D.N in Nursing, Registered**  
*Black Hawk College, Moline, IL*

### **LICENSURE AND CERTIFICATION**

Licensed Clinical Professional Counselor #180006722 in Illinois  
Licensed Mental Health Counselor #001094 in Iowa  
Registered Nurse #041315002 in Illinois  
National Certified Counselor #90908  
Licensed Professional Clinical Counselor with Supervisory Designation #1400028 in Ohio

### REFEREED JOURNAL ARTICLES

*\*Identifies professional writing projects with graduate doctoral students*

1. **Storlie, C. A.,** Baltrinic, E., Mostade, J. S., & \*Darby, T. (2017) Professional functioning: Exploring developmental narratives of counselor trainees. *Counselor Education & Supervision, 56,* 225-240. doi: 10.1002/ceas.12074
2. **Storlie, C. A.,** Lara, T., \*Duenyas, D.,\*Archer, R., & Glavin, K. (In press – April 2018). Exploring the career narratives of African American female college students: Insights for college counselors. *Journal of College Counseling.*
3. **Storlie, C.A.,** Albritton, K., & Cureton, J. L. (2017). Familial and social influences in career for female youth of color: A study of Relational Cultural Theory. *The Family Journal, Online first Sept 2017.* doi: 10.1177/1066480717732142
4. **Storlie, C.A.** (2016). Exploring school counselor advocacy in the career development of undocumented Latino youth. *Journal of Social Action in Counseling & Psychology, 8* (1), 70-88.
5. Woo, H., **Storlie, C.A.,** & Baltrinic, E. (2016). Perceptions of professional identity development in counseling leaders. *Counselor Education & Supervision, 55 (4),* 278-293. doi: 10.1002/ceas.12054
6. **Storlie, C. A.,** Li, J., Anhalt, K., Rumrill, P., & Roessler, R. (2016). Key determinants of quality of life among Latinos with Multiple Sclerosis: Findings from a nationally representative sample. *Journal of Rehabilitation, 82 (2),* 41-50.
7. Hannon, M., & **Storlie, C.A.** (2016). Introduction to the special issue on school counselor preparation and supervision. *Journal of Counselor Preparation and Supervision, 8 (2).* Retrieved from <http://repository.wcsu.edu/jcps/vol8/iss2/1>
8. **Storlie, C.A. &** Toomey, R. (2016) Professional school counselor perceptions of systemic barriers affecting Latino students: Implications for socially just preparation and practice. *Journal of Counselor Preparation & Supervision, 8 (2),* <http://dx.doi.org/10.7729/82.1156>
9. **Storlie, C. A.,** Shannonhouse, L., Brubaker, M., Zavadil, A., & King, J. (2016). Exploring dimensions of advocacy in service: A content analysis extending the framework of counselor community engagement activities in Chi Sigma Iota chapters. *Journal of Counseling Leadership & Advocacy* (special issue honoring Dr. Jane E. Myers), 3(1), 51-62. doi:10.1080/2326716X.2015.1119071
10. **Storlie, C. A.,** Mostade, S.J., & \*Duenyas, D. (2016). Cultural trailblazers: Exploring the career development of Latina first generation college students. *Career Development Quarterly, 64 (4),* 304-317. doi: 10.1002/cdq.12067
11. **Storlie, C. A.,** Woo, H., Dipeolu, A., & \*Duenyas, D. (2015). Infusing ethics in psychopharmacology course design. *Journal of Creativity in Mental Health, 10 (4),* 507-

521. doi:10.1080/15401383.2015.1044682

12. Davis, L., **Storlie, C.A.**, Dipeolu, A.O., & Smyth, A. (2015). Inclusive career counseling: Family of origin impact while working with individuals with ADHD. *Career Planning and Adult Development Journal*, 31(4), 80-88.
13. **Storlie, C. A.**, Parker-Wright, M., & Woo, H. (2015). Multicultural leadership development: A phenomenological exploration of emerging leaders in counselor education. *Journal of Counselor Leadership and Advocacy*, 2 (2), 154-169. doi:10.1080/2326716X.2015.1054078
14. Toomey, R. & **Storlie, C.A.** (2015). School counselors' intervention in bias-related incidents among Latino students. *Journal of School Violence*, 15(3), 343-364. doi:10.1080/15388220.2015.1049354
15. **Storlie, C.A.**, & Baltrinic, E. (2015). Counseling children with Cystic Fibrosis: Recommendations for practice and counselor self care. *The Professional Counselor*, 5(2), 293-303. doi:10.15241/cas.5.2.293
16. Blankson, A.N., Dipeolu, A., **Storlie, C.A.**, Woo, H., & Hargrave, S. (2015). Moderated mediation in career development research. *Counseling Outcome Research & Evaluation*. (online first Feb. 2015) doi: 10.1177/2150137815569299
17. Dipeolu, A., **Storlie, C.A.**, & Johnson, C.A. (2015). College students with high functioning Autism Spectrum Disorder: Best practices for successful transition to the world of work. *Journal of College Counseling*, 18, 175-196. doi: 10.1002/jocc.12013
18. **Storlie, C.A.** & Wood, S. M. (2014a). Developing social justice leaders through Chi Sigma Iota: A phenomenological exploration of chapter leader experiences, Part 1. *Journal of Counselor Leadership & Advocacy*, 1(2), 166-180. doi:10.1080/2326716X.2014.935984
19. **Storlie, C.A.** & Wood, S. M. (2014b). Developing social justice leaders through Chi Sigma Iota: A phenomenological exploration of chapter faculty advisor experiences, Part 2. *Journal of Counselor Leadership & Advocacy*, 1(2), 181-192. doi:10.1080/2326716X.2014.955991
20. Dipeolu, A., **Storlie, C.A.**, Hargrave, S., & Cook, R. (2014). A qualitative analysis of parents with children with reading difficulties: Insights for working with families. *The Family Journal*. doi: 10.1177/1066480714547189 (published first online August, 2014)
21. Dipeolu, A., Hargrave, S., **Storlie, C.A.** (2014). Enhancing ADHD and LD diagnostic accuracy using career instruments. *Journal of Career Development* doi:10.1177/0894845314521691 (published first online February, 2014)
22. Dipeolu, A., **Storlie, C.A.**, & Johnson, C.A. (2014). Transition to college and students with high functioning Autism Spectrum Disorder: Strategy considerations for school

counselors. *Journal of School Counseling*, 12(11). Retrieved from <http://www.jsc.montana.edu/articles/v12n11.pdf>

23. **Storlie, C.A.**, Moreno, L.S., & Portman, T.A.A. (2014). Voices of Hispanic college students: A content analysis of the qualitative research in the Hispanic Journal of Behavioral Sciences. *Hispanic Journal of Behavioral Sciences*, 1, 64-78. doi: 10.1177/0739986313510283 (published first online December, 2013)
24. Dipeolu, A., Sniatecki, J. & **Storlie, C.A.**, Hargrave, S. (2013). Dysfunctional career thoughts and attitudes as predictors of vocational identity among young adults with Attention Deficit Hyperactivity Disorder. *Journal of Vocational Behavior*, 82, 79-84.
25. **Storlie, C.A.**, & Jach, E.A. (2012). Social justice collaboration in schools: A model for working with undocumented Latino students. *Journal for Social Action in Counseling and Psychology*, 4, 99-116.
26. **Storlie, C.A.** & Smith, C.K. (2012). The effects of a wellness intervention in supervision. *The Clinical Supervisor*, 31, 228-239. doi: 10.1080/07325223.2013.732504
27. **Storlie, C.A.**, Woo, H., Heo, N., & Self, T. (2012). The case of Lucinda; ACA doctoral ethics competition. *Ideas and research you can use: VISTAS 2012*. Retrieved from: [www.counseling.org/Resources/Library/VISTAS/vistas12/Article\\_30.pdf](http://www.counseling.org/Resources/Library/VISTAS/vistas12/Article_30.pdf) - 2012-07-17
28. **Storlie, C.A.** (2011). Career development for all students: School counselor advocacy with undocumented immigrant youth. *School Counseling Research & Practice*, 3, 35-42.

#### **BOOK CHAPTERS**

1. **Storlie, C.A.**, Saunders, J. L., Bryant, R. M., and Durodoye, B. (In press). Leadership: Biased based bullying-The case of Miguel. In C. Wood, T. Portman, and L. Tyson, *Critical Incidents in School Counseling, 3rd Ed.* American Counseling Association: Alexandria, VA
2. **Storlie, C.A.**, & Byrd, J. (2016). Tools to connect: Card sorts with Latino/a clients. In *Postmodern Approaches to Multicultural Career Counseling: From Theory to Practice*, by L.A. Busacca & M.C. Rehfuss. American Counseling Association: Alexandria, VA.
3. **Storlie, C.A.** (In review). Multicultural supervision in the field. In *Handbook of Multicultural Supervision in the Helping Professions* by M.T. Garrett, T.A.A. Portman, and E. Torres-Rivera. American Counseling Association.

#### **INVITED WEB MAGAZINE PUBLICATIONS**

1. **Storlie, C.A.** (2016). Rapid changes: Embracing the racial and cultural diversity of each



learner. *The Principal Navigator* (official magazine for Ohio Association of Elementary School Administrators). Retrieved from:

[https://issuu.com/ohaesa/docs/fall\\_navigator\\_2016\\_final\\_low\\_res\\_f](https://issuu.com/ohaesa/docs/fall_navigator_2016_final_low_res_f)

2. **Storlie, C.A.** (2015). Revisiting career challenges and reviving hope while career counseling undocumented Latino youth. *Career Convergence* (official magazine for the National Career Development Association). Retrieved from: [http://associationdatabase.com/aws/NCDA/pt/sd/news\\_article/110891/PARENT/CC\\_layout\\_details/false](http://associationdatabase.com/aws/NCDA/pt/sd/news_article/110891/PARENT/CC_layout_details/false)

#### **REFEREED JOURNAL ARTICLES (IN REVIEW/REVISION)**

*\*Identifies professional writing projects with graduate doctoral students*

1. **Storlie, C.A., \*Giegerich, V., Stoner-Harris, T. & Byrd, J.** (In revision). Conceptual metaphors in internship: Creative journeys in counselor development. *Journal of Creativity in Mental Health.*
2. **Storlie, C.A., Albritton, K., Cureton, J. L., & Byrd, J.** (In review). Male youth of color: Counseling beyond traditional career options. *Journal for Multicultural Counseling & Development.*
3. **Storlie, C.A., Chan, C., & \*Vess, L.** (In review). Positive youth development in diverse students: Using the Future Career Autobiography as an intervention. *Journal for Social Action in Counseling and Psychology.*
4. **\*McKinney, R., \*West, E., \*Fye, M., \*Bradley, R. & Storlie, C.A.** (In revision). Chi Sigma Iota Chapter Faculty Advisor's experiences of professional identity. *Journal of Counselor Leadership and Advocacy.*

#### **PEER REVIEWED PUBLICATIONS (IN PROGRESS)**

*\*Identifies professional research/writing projects with graduate doctoral students*

1. **Storlie, C.A., Baltrinic, E. J., \*Fye, M & Cox, J.** (In progress – data collected). Making room for leadership and advocacy: A qualitative exploration of site supervisors. *Journal of Counselor Leadership & Advocacy*
2. **Storlie, C.A., Lara, T., & Glavin, K.** (In progress – data analysis). Career development experiences of career navigation instructors: A phenomenological investigation. *Career Development Quarterly*
3. **Storlie, C. A. & Toomey, R. B.** (Final Write up). Understanding academic achievement in a new immigrant destination: Exploring the associations among school safety, belief in self, school engagement, and academic success. *Journal of Adolescence.*
4. **Storlie, C.A., Lara, T., \*Unger, D., & \*Duenyas, D.** (In progress – data analysis). A

grounded theory of career experiences of exploratory students. *Career Development Quarterly*.

5. Byrd, J., **Storlie, C.**, \*McKinney, R. & \*Eastman, R. (In progress – data analysis). Qualitative research in career and work: A content analysis of the *Career Development Quarterly and the Journal of Employment Counseling*. *Counseling Outcome Research & Evaluation*.
6. \*Litam, S. D., & **Storlie, C.A.** (In progress – literature review). Creative termination in counseling. *Journal of Creativity in Mental Health*.
7. **Storlie, C.A.**, Lara, T., \*McKinney, R. & \*Unger, D. (Final Write Up) Using career genograms with exploratory college students: Implications for career development. *The Family Journal*
8. **Storlie, C.A.**, Woo, H., \*Fink, M. & Williams, A. (In progress – data analysis). A content analysis of advocacy publications in ACA journals. *Journal of Counselor Leadership & Advocacy*.

#### NON REFEREED PUBLICATIONS

\*Identifies professional writing projects with graduate doctoral students

1. \*West, E., \*Noster, C., & **Storlie, C.A.** (2015). Advocacy for equal access to mental health services. *Counselors for Social Justice Newsletter*. Retrieved at: <https://counseling-csj.org/publications/>
2. **Storlie, C.A.**, Mostade, S.J., & McDonald, C.P. (2014). Counselor community engagement: Networking to support chapters. *Chi Sigma Iota Exemplar* Retrieved at: [http://c.ymcdn.com/sites/www.csi-net.org/resource/resmgr/Publications\\_Exemplar/Exemplar-2014-Summer.pdf](http://c.ymcdn.com/sites/www.csi-net.org/resource/resmgr/Publications_Exemplar/Exemplar-2014-Summer.pdf)
3. Dipeolu, A., **Storlie, C.A.**, & Johnson, C. (2014). Career transition planning for students with Autism Spectrum Disorders: Tips for school counselors. *Career Convergence* Retrieved from: [http://www.ncda.org/aws/NCDA/pt/sd/news\\_article/89947/\\_PARENT/layout\\_details\\_cc/false](http://www.ncda.org/aws/NCDA/pt/sd/news_article/89947/_PARENT/layout_details_cc/false)
4. Dipeolu, A., & **Storlie, C.A.** (2013). Transitioning college students with Asperger's Syndrome to the world of work: Implications for career counselors. *Career Convergence*, Retrieved from: [http://associationdatabase.com/aws/NCDA/pt/sd/news\\_article/71797/\\_PARENT/layout\\_details\\_cc/false](http://associationdatabase.com/aws/NCDA/pt/sd/news_article/71797/_PARENT/layout_details_cc/false)
5. **Storlie, C.A.** (2012). How can Chi Sigma Iota advance research and scholarship in the counseling profession? *Chi Sigma Iota Exemplar*, 27 (3), 5.

6. **Storlie, C.A.** (2011). Humanistic counselor education: Lessons learned by doctoral students. *Association of Humanistic Counseling Newsletter, 1* (1), 13-14.
7. **Storlie, C.A.** (2011). The challenge of career counseling undocumented immigrant youth. *Career Convergence*, Retrieved from: [http://associationdatabase.com/aws/NCDA/pt/sd/news\\_article/52966/PARENT/layout\\_details\\_cc/false](http://associationdatabase.com/aws/NCDA/pt/sd/news_article/52966/PARENT/layout_details_cc/false)
8. **Storlie, C.A., & Rashid, G.J.** (2011). Re-engagement after reactivating a Chi Sigma Iota chapter. *Chi Sigma Iota Exemplar, 26* (2), 8.

### EXTERNAL FUNDING

**2016-2017** Martha Holden Jennings Foundation, Open Grant for Teaching Excellence  
 Focus: *Transforming Science and Career Development*  
 PI: **Cassandra Storlie, Ph.D.** & Bridget Mulvey, Ph.D.  
 Amount Requested: \$15,590  
 Submitted: April 2017  
**Awarded: \$15,590**

Lakeland Foundation & Painesville Community Funders  
 Focus: *Project El Sueno: Improving Graduation Rates of Latino Students in Painesville City Local Schools*  
 Invited PI: **Cassandra Storlie, Ph.D.**  
 Draft Budget Proposed 2/2017: \$5 million over 5 years  
 \*Continued Budget and Planning Development at this time\*

Ohio Department of Education  
 Focus: *Earth Systems Science for Improving Teacher Quality*  
 PI: Bridget Mulvey, Ph.D. & J. Curtis, Ph.D.  
Key Personnel: Cassandra A. Storlie, Ph.D.  
 \*Role as advisor to improve teacher support of marginalized youth.  
 Amount Requested: \$120,152  
 Submitted: November 2016  
**Awarded: \$109,881.03**

LOI – National Science Foundation  
 Focus: *Graduate Certificate in Diversity and Inclusion for STEM*  
 PI: Ruth Washington, Ph.D., Co-PI's: Dana Lawless, Ph.D., Mandy Munro-Stasiuk, Ph.D., Melody Tankersely, Ph.D., Kamesha Spates, Ph.D., & **Cassandra Storlie, Ph.D.**  
 Amount Requested: \$500,000  
 Submitted: Feb 2017  
**Awaiting Response**

Chi Sigma Iota, International – Excellence in Research Grant

Focus: *Counselor Educators & Supervisors Integration of Wellness*  
 PI's: Marissa Fye, Vicki Giegerich, Stacey Litam, Phoenix Mussalow  
 Research Supervisor: **Cassandra A. Storlie, Ph.D.**, Chapter Faculty  
 Advisor, Kappa Sigma Upsilon  
 Amount requested: \$2500  
 Submitted: November 2016  
**Not Awarded**

**2015-2016** The Lubrizol Fund, Painesville, Ohio  
 Focus: *A Collaborative Science Initiative with Kent State University and Six Lake/Geauga School Districts*  
 PI: **Cassandra A. Storlie, Ph.D.**; Co-PI: Bridget Mulvey, Ph.D.  
 Amount Requested: \$5,000  
 Submitted: March 2016  
**Awarded: \$3,000**

RGK Foundation  
 Focus: *Strategic Planning and Coordination for Family Resource Center Services in Painesville City Local Schools*  
 PI: **Cassandra A. Storlie, Ph.D.**  
 Amount Requested: \$25,968.29  
 Submitted: February 2016  
**Not funded**

The Roddick Fund, Painesville, Ohio  
 Focus: *Supporting College Access for Underrepresented Students in the Painesville City Local School District*  
 PI: **Cassandra A. Storlie, Ph.D.**  
 Amount Requested: \$10,000  
 Submitted: November 2015  
**Not funded**

Spencer Foundation, Small Research Grant  
 Focus: *From Root to STEM: Investigating Culturally Inclusive Science Education in a Low-Income, Urban Middle School*  
 PI: **Cassandra A. Storlie, Ph.D.** Co-PI: Bridget Mulvey, Ph.D.  
 Amount requested: \$48,000  
 Submitted: November 2015  
**Not funded**

Farris Family Fellowship for Pre-Tenured Professors  
 Focus: *Exploring academic risk and mental health disparities among Latino youth in schools to decrease social and cultural barriers in career development*  
 PI: **Cassandra A. Storlie, Ph.D.**  
 Amount requested: \$24,000

Submitted: February 2016  
**Not funded**

Martha Holden Jennings Foundation, Open Grant for Teaching Excellence  
 Focus: *Transforming Science inquiry and Career Impact*  
 PI: **Cassandra A. Storlie, Ph.D.**, Co-PI: Bridget Mulvey, Ph.D.  
 Amount Requested: \$24,000  
 Submitted: April 2016  
**Awarded: \$15,590**

Chi Sigma Iota, International – Excellence in Research Grant  
 Focus: *Professional Identity Development of Chapter Faculty Advisors*  
 PI's: Rob McKinney, Erin West, Marissa Fye, Rob Bradley  
 Research Mentor: **Cassandra A. Storlie, Ph.D.**, *Chapter Faculty Advisor, Kappa Sigma Upsilon*  
 Amount requested: \$1,000  
 Submitted: December 2015  
**Awarded: \$500**

**2014-2015** Professional Research Grant Award, North Central Association for Counselor Education & Supervision  
 Focus: *Preparing for Internship: Reflective Narratives of Counselors in Training*  
 PI: **Cassandra A. Storlie, Ph.D.**  
 Submitted: August 2014  
**Awarded: \$1000.00**

Spencer Foundation, Small Research Grant  
 Focus: *Painesville City School District: Predictors of Academic Risk and Resilience in a Low-Income Urban Middle & High School*  
 Co-PI's: **Cassandra A. Storlie, Ph.D.** & Russell Toomey, Ph.D.  
 Amount requested: \$42,414.22  
 Submitted: November 2014  
**Not Funded**

National Institute of Health, National Loan Repayment Program  
 Focus: *Exploring and Identifying Barriers and Mental Health Disparities Among Latino Youth to Inform College and Career Readiness Programs*  
 PI: **Cassandra A. Storlie, Ph.D.**  
 Amount requested: \$50,000  
 Submitted: November 2014  
**Not Funded**

The Roddick Fund, Painesville, Ohio  
 Focus: *The Impact of Life Role Salience and Family Values on the Career Readiness of Latino Students*

PI: **Cassandra A. Storlie, Ph.D.**, Co-PI: Tracy Lara, Ph.D.  
 Amount Requested: \$20,000  
 Submitted: March 2015  
**Not funded**

Martha Holden Jennings Foundation, Open Grant for Deep Learning  
 Focus: *Becoming Raider Ready: Improving College and Career Readiness of Middle & High School Students in Painesville City Local School District*  
 PI: **Cassandra A. Storlie, Ph.D.**  
 Amount Requested: \$35,370.14  
 Submitted: April 2015  
**Funded: \$24,000**

The Lubrizol Fund, Painesville, Ohio  
 Focus: *Female Leadership & Career Development Academy for Painesville City High School female freshmen*  
 PI: **Cassandra A. Storlie, Ph.D.**  
 Amount Requested: \$15,000  
 Submitted: May 2015  
**Not funded**

#### INTERNAL FUNDING

**2016-2017** University Research Council; SEED grant program  
 Focus: *Research Initiation Award; Science Career Development for Underrepresented Undergraduate Students*  
 PI: Bridget Mulvey Ph.D., Co-PI: **Cassandra Storlie, Ph.D.**  
 Submitted: February 2017  
 Amount Requested: \$9,972.32  
**Not funded**

Kent State University Foundation Grant for 2017  
 Focus: *Improving Multicultural Competence in Counseling Student through use of the Intercultural Developmental Inventory*  
 PI: **Cassandra A. Storlie, Ph.D.**, Co-PI: Martin Jencius, Ph.D.  
 Submitted: December 2016  
 Amount Requested: \$8,000  
**Not funded**

Kent State University Foundation Grant for 2017  
 Focus: *Improving Excellence in College Counseling Services*  
 PI: **Cassandra A. Storlie, Ph.D.**, Co-PI: Jason Miller, Ph.D.  
 Submitted: December 2016  
 Amount Requested: \$15,000  
**Not funded**

Research and Sponsored Programs, Academic Year Research & Creative Activity  
Appointment, Kent State University

Focus: *Science Career Development for Underrepresented Students*

PI: **Cassandra A. Storlie, Ph.D.**, Co-PI: Bridget Mulvey, Ph.D.

Submitted: September 2016

**Awarded for AY 2017-2018**

**2015-2016** Kent State University, Pretenured Faculty Research Travel Grant  
Focus: *Career Development in Painesville City Local Schools*  
PI: **Cassandra A. Storlie, Ph.D.**  
**Awarded: \$2,000**

**2014-2016** Kent State University Foundation Grant for 2015-2016  
Focus: *Improving Excellence in College Counseling Services*  
PI: **Cassandra A. Storlie, Ph.D.**, Co-PI: Jason Miller, Ph.D.  
Amount Requested: \$15,000  
Submitted: December 5, 2014  
**Not funded**

University Research Council, Kent State University

Focus: *Intercultural Development, Competency & Sensitivity among  
School Personnel in Painesville City Local School District*

PI: **Cassandra A. Storlie, Ph.D.**, Co-PI: Russell Toomey, Ph.D.

Amount Requested: \$801.05

Submitted: February 25, 2015

**Not Funded**

**2013-2014** EHHS SEED Award, Kent State University  
Focus: *Career Development of Latina First Generation College Students*  
PI: Cassandra A. Storlie, Ph.D.  
Submitted: January 2014  
**Awarded: \$2471.00**

Research and Sponsored Programs, Summer Research & Creative Activity  
Appointment, Kent State University

Focus: *School Counselor Multicultural Competency and Self Efficacy in  
Working with Latino students*

PI: **Cassandra A. Storlie, Ph.D.**, Co-PI: Russell Toomey, Ph.D.

Submitted: November 2014

**Awarded: \$6500.00** (each PI awarded)

## NEWS, MEDIA, WEBINARS AND INTERVIEWS

1. Interviewed for Research and Sponsored Program News (May 12, 2016). "Kent State professor finds out what motivates impoverished minority students in Painesville schools" Retrieved at: <http://www.kent.edu/kent/news/kent-state-professor-finds-out-what-motivates-impoverished-minority-students-painesville>
2. Invited Webinar Presenter (April 26, 2016). "[EHHS Research Council Webinar on qualitative research](#)" for EHHS at Kent State University.
3. Invited Webinar Presenter (April 19, 2016). "[Counselor community engagement in Chi Sigma Iota: A content analysis of advocacy activities](#)" for Chi Sigma Iota, International Honor Society for Counseling Professionals.
4. Interviewed for Scholar of the Month, Kent State University (January 4, 2016). "Scholar examines college and career readiness for Latino youth. Retrieved at: <http://www.kent.edu/kent/news/success/scholar-month-1-4-16>
5. Invited Webinar Presenter (Tuesday, February 11, 2014). "Psychopharmacology for the counseling professions – current issues and trends" Rho Upsilon, a Chapter of Chi Sigma Iota, International Honor Society for Counseling Professionals
6. Invited Webinar Presenter (Friday, September 13, 2013). "[Infusing intentionality and reflection in counselor community engagement activities: A model for chapter leaders](#)" Chi Sigma Iota, International Honor Society for Counseling Professionals
7. Interviewed for *Counseling Today* (Friday, February 8, 2013). "The importance of career counseling with undocumented Latino students: A sneak peek into ACA's Client Focus Research Series". Retrieved at: <http://ct.counseling.org/2013/02/the-importance-of-career-counseling-with-undocumented-latino-students-a-sneak-peek-into-acas-client-focus-research-series/>

## TEACHING EXPERIENCE

<b>Assistant Professor, Kent State University</b>	<b>Kent, OH</b>
<i>Counselor Education &amp; Supervision</i>	
Individual Counseling Procedures	Fall 2013
*Peer Teaching Review - Cox	Spring 2014
	Fall 2014
*Peer Teaching Review – Cichy	Spring 2015
Internship I for Clinical Mental Health Counseling	Fall 2013
	Spring 2014
	Summer 2017



Research in Educational Services (Counseling)	Summer 2014 Fall 2014 Spring 2015 Summer 2015 Fall 2015 Spring 2016 Summer 2016 Fall 2016 Spring 2017 Summer 2017
Research in Counseling	Fall 2017
Orientation to Clinical Mental Health Counseling	Summer 2015 Summer 2016 Summer 2017
Doctoral Internship in Counselor Education & Supervision	Fall 2015 Spring 2016 Fall 2016 Spring 2017 Fall 2017
*Peer Teaching Review – Anhalt	
*Peer Teaching Review – Richardson	
Multicultural Counseling	Summer 2016
*Peer Teaching Review - Boske	
<b>Adjunct Professor, Western Illinois University</b>	<b>Moline, IL</b>
<i>Department of Counseling</i>	
Psychopharmacology for Counseling Professionals	Spring 2012
<b>Instructor, The University of Iowa</b>	<b>Iowa City, IA</b>
<i>Department of Rehabilitation and Counselor Education</i>	
Counseling for Related Professions	Fall 2011 Spring 2012
<b>Instructor, Black Hawk College</b>	<b>Moline, IL</b>
<i>Business and Community Education</i>	
Physical & Psychological Effects of Stress	Fall 2008
Understanding an Adolescent's World	Fall 2008
Grief and Surviving the Holidays	Fall 2009

**CO-DIRECTION OF COMPLETED DISSERTATIONS**

*\*Note that dissertations within the program of Counselor Education and Supervision at Kent State University are co-chaired and not chaired individually by a single faculty member.*

**1. Dana Unger**

Co-Director: Steve Rainey, Ph.D.

Topic: *Job Satisfaction Among School Counselors*

Start of Co-Direction: Fall 2015

Proposal Defense: Fall 2016; Defense date: June 24, 2017

Graduated August 2017

**CO-DIRECTION OF DISSERTATIONS**

*\*Note that dissertations within the program of Counselor Education and Supervision at Kent State University are co-chaired and not chaired individually by a single faculty member.*

**1. Doctoral Candidate: Jeanne Taylor**

Co-Director: Betsy Page, Ph.D.

Topic: *Facilitating Narrative Change Processes Through the Use of Pictorial Narratives: A Phenomenological Study*

Start of Co-Direction: Summer 2015

Proposal Defense: Spring 2017, candidate currently in data collection

**2. Doctoral Candidate: Jennifer Yensel**

Co-Director: Cynthia Osborn, Ph.D.

Topic: *Female Counselor Educators Earning Tenure While Having Young Children*

Start of Co-Direction: Summer 2015

Proposal Defense: Fall 2016, candidate currently in data collection

**3. Doctoral Candidate: Shawn Burton**

Co-Director: Steve Rainey, Ph.D.

Topic: *Coming Out Process for College Students with Heterosexual Roommates*

Start of Co-Direction: Fall 2015, candidate in pre-proposal stage.

**4. Doctoral Candidate: Robert McKinney**

Co-Director: Steve Rainey, Ph.D.

Topic: *Christianity Experiences of Gay Males*

Start of Co-Direction: Summer 2016

Proposal Defense: Spring, 2017, candidate currently in data collection

**5. Doctoral Candidate: Robin Archer**

Co-Director: Steve Rainey, Ph.D.

Topic: *Clinical Supervision Needs of Rural Counselors Working with Suicidal Clients*

Start of Co-Direction: Fall 2016, candidate in pre-proposal stage.

**DISSERTATION COMMITTEES OUTSIDE COUNSELOR EDUCATION & SUPERVISION**

1. Doctoral Candidate in Health Education & Promotion: Rachel O'Donnell  
Topic: *Young Male Empathy and Consent Prior to Sexual Engagements*  
Start of Committee Membership: Fall 2016

#### **GRADUATE FACULTY REPRESENTATIVE FOR EHHS**

1. Doctoral Candidate in Curriculum & Instruction (TESL): Natasha H. Chenowith  
Topic: *A Multicase Study of Second Language Writing Instruction for Emergent Multilingual Adolescents*  
Defense: March 22, 2017

#### **SENIOR HONORS THESIS COMMITTEE**

1. Senior Honors Thesis Candidate: Natalia Alicea Roman  
Topic: *Career and College Needs of Latinas*  
Start of Committee Membership: Fall 2016  
Defense: April 12, 2017

#### **PEER REVIEWED PROFESSIONAL PRESENTATIONS**

*\* Identifies presentation with KSU students*

1. **Storlie, C.A., & Mulvey, B.K.** (March, 2017). Building on best practices in Latino career development; Engaging science teachers as change agents. Educational session at the Ohio Latino Education Summit in Cincinnati, Ohio.
2. **Storlie, C.A.** (March, 2017). Fostering a safe learning environment for Latino students in Ohio. Roundtable session at the Ohio Latino Education Summit in Cincinnati, Ohio.
3. **Woo, H., & Storlie, C.A.** (March, 2017). Professional identity development of counseling leaders. Presentation at the American Counseling Association National Conference, San Francisco, CA.
4. **Hayden, S., Friday, A., Morgan, L., & Storlie, C.A.** (March, 2017). Intersections of career and self concept; A NCDA sponsored educational session presented at the American Counseling Association National Conference, San Francisco, CA.
5. **Storlie, C.A.** (October, 2016). Innovation hour; Advocacy in counselor education. Round table session presented at the North Central Association for Counselor Education and Supervision Conference, Minneapolis, MN.
6. **Storlie, C.A., \*McKinney, R. & \*Giegerich, V.** (October, 2016). Examining counselor's

- development through conceptual metaphors. Education session presented at the North Central Association for Counselor Education and Supervision Conference, Minneapolis, MN.
7. \*McKinney, R., & Storlie, C.A. (October, 2016). Illuminating and educating on intrapersonal spiritual conflict with gay males. Education session presented at the North Central Association for Counselor Education and Supervision Conference, Minneapolis, MN.
  8. Storlie, C.A., Lara Hilton, T., & \*McKinney, R. (June, 2016). Using career genograms to support young adult development: A grounded theory. Roundtable session to be presented at the National Career Development Association Global Conference in Chicago, IL.
  9. Storlie, C.A. & \*McKinney, R. (April, 2016). Narrative career insights: Using career genograms with exploratory students. Roundtable session at the American Counseling Association Conference and Exposition, Montreal, Canada.
  10. \*McKinney, R., \*West, E., & Storlie, C.A. (April, 2016). Professional identity experiences of chapter faculty advisors. CSI Poster session at the American Counseling Association Conference and Exposition, Montreal, Canada.
  11. Storlie, C.A. (March, 2016). Enhancing college and career readiness among Ohio's Latino youth. Education session presented at the Ohio Latino Education Summit, Toledo, OH.
  12. Storlie, C.A. (October, 2015). Exploring the career development of Latina first generation college students: Informing culturally relevant practice. Poster session presented at the Association for Counselor Education and Supervision conference, Philadelphia, PA.
  13. Storlie, C.A. (October, 2015). Preparing for internship: Reflective narratives of counselors in training. Poster session presented at the Association for Counselor Education and Supervision conference, Philadelphia, PA.
  14. Storlie, C.A. & Cox, J.A. (November, 2015). Making room for leadership and advocacy: A qualitative analysis of site supervisors. Educational session presented at the All Ohio Counselors Conference.
  15. Storlie, C.A., Lara, T., & \*Savickas, S. (July, 2015). Career narratives of African American female college students: Illuminating career insights. Roundtable session presented at the National Career Development Association Global Conference in Denver, CO.
  16. Storlie, C.A. (July, 2015). Where do I fit? Qualitative insights of Latina first generation college students. Roundtable session presented at the National Career Development Association Global Conference in Denver, CO.

17. **Storlie, C.A. & Mostade, S.J.** (June, 2015). Cultural trailblazers: Exploring the career development of Latina first generation college students. Content session presented at the Association for Humanistic Counseling Annual Conference, in Cleveland, OH.
18. **Storlie, C.A.** (June, 2015). School counselor perceptions of systemic barriers affecting Latino students: Implications for humanistic counseling. Roundtable session presented at The Association for Humanistic Counseling Annual Conference, in Cleveland, OH.
19. **Storlie, C.A.** (March, 2015). Exploring school counselor advocacy in the career development of undocumented Latino students. Educational session to be presented at the Ohio Latino Education Summit in Akron, OH.
20. **Storlie, C.A., & Mostade, J.S.** (October, 2014). Exploring the career development of Latina first generation college students. Educational content session presented at the North Central Association for Counselor Education & Supervision Conference in St. Louis, MO.
21. \*West, E., \*Smith, H., **Storlie, C.A., & Guillot-Miller, L.** (October, 2014). Collaboration in CES: Engaging PSC and CMHC students to inform counseling practice. Roundtable session presented at the North Central Association for Counselor Education & Supervision Conference in St. Louis, MO.
22. **Storlie, C.A. & Stoner-Harris, T.** (October, 2014). CFA networking and training. Educational content session presented a the North Central Association for Counselor Education & Supervision Conference in St. Louis, MO.
23. **Storlie, C.A.** (June, 2014). Undocumented Latino youth: A qualitative analysis of career counseling among school counselors. Educational session presented at the National Career Development Association Global Conference in Long Beach, CA.
24. **Storlie, C.A.** (June, 2014). Linking career and social justice: Advocacy for the career Development of undocumented Latino youth. Roundtable session presented at the National Career Development Association Global Conference in Long Beach, CA.
25. **Storlie, C.A.** (October, 2013). Enhancing the career development of undocumented Latino students: A qualitative analysis of school counselors. Educational Session presented at the Association for Counselor Education and Supervision National Conference, Denver, CO.
26. **Storlie, C.A.** (October, 2013). Models of excellence in leadership development: The role of social justice in CSI chapters. Poster Session presented at the Association for Counselor Education and Supervision National Conference, Denver, CO.
27. **Storlie, C.A.** (October, 2012). Challenges in career counseling undocumented Latino students. Educational session presented at North Central Association for Counselor Education and Supervision Conference in Kansas City, MO.

28. **Storlie, C.A. & Nikels, H.** (October, 2012). Teaching strategies for infusing ethical discussions in psychopharmacology. Roundtable session presented at North Central Association for Counselor Education and Supervision Conference in Kansas City, MO.
29. Parker, M., Woo, H., & **Storlie, C.A.** (October, 2012). Multicultural leadership development in counselor education and supervision programs: A qualitative analysis of emerging leaders. Educational session presented at North Central Association for Counselor Education and Supervision Conference in Kansas City, MO.
30. **Storlie, C.A.** (March, 2012). Challenges and strategies in career counseling undocumented immigrant youth. Educational session presented at the American Counseling Association Conference and Exposition; San Francisco, CA.
31. Rashid, G., **Storlie, C.A.**, Lee, J.H., & Thompson-Gillespie, L. (March, 2012). Promoting global counseling through Chi Sigma Iota engagement. Poster presentation at the American Counseling Association Conference and Exposition; San Francisco, CA.
32. Parker, M., **Storlie, C.A.**, Woo, H. (January, 2012). Multicultural leadership development of 2011ACES emerging leaders. Martin Luther King Jr. Research Symposium; The University of Iowa: Iowa City, IA.
33. **Storlie, C.A.** (November, 2011). Career counseling with undocumented immigrant youth: Challenges and solutions. Educational session at the Iowa School Counselors Association state conference: Des Moines, IA.
34. **Storlie, C.A.** (October, 2011). Enhancing the supervisory relationship using wellness approaches. Roundtable discussion at the Association for Counselor Education and Supervision Conference: Nashville, TN.
35. Bounds, P., & **Storlie, C.A.** (October, 2011). Chi Sigma Iota; Enhancing leadership opportunities for minority women in counseling professions. Educational session. Association for Counselor Education and Supervision Conference; Nashville, TN.
36. Jach, E., & **Storlie, C.A.** (July, 2011). Social justice in schools: A model for working with undocumented students. Iowa Area Social Justice Meet Up. Educational session at The University of Iowa: Iowa City, IA.
37. **Storlie, C.A.** (April, 2011). Working with undocumented immigrant youth: What teachers and counselors need to know. Beyond Tolerance Diversity Conference; Educational Session at The University of Iowa: Iowa City, IA.
38. **Storlie, C.A.**, & Smith, C.K. (March, 2011). Wellness in supervision; Enhancing the supervisory relationship. American Counseling Association Conference and Exposition. Poster Session: New Orleans, LA.

39. **Storlie, C.A., & Parker, M., & Woo, H.** (March, 2011). Preventing vicarious trauma; A wellness approach. American Counseling Association Conference and Exposition; Poster Session: New Orleans, LA.
40. **Bounds, P., Wood, S., Bacon, L.S., Lin, Y., Rashid, G., Smith, C., Stoner-Harris, T., Putman, K., & Storlie, C.A.** (March, 2011). Transforming a new generation of scholars into researchers! American Counseling Association Conference and Exposition; Poster Session: New Orleans, LA.
41. **Storlie, C.A., Parker, M., Bounds, P., & Turner, D.** (January, 2011). Survival of the fittest; Stories of determination and resiliency. Martin Luther King Jr. Research Symposium; The University of Iowa: Iowa City, IA.
42. **Storlie, C.A., Biggers, M., & Lu, J.** (November, 2010). How does higher education improve the retention of their doctoral students? Critical Questions in Education Conference; Content Session, The Academy for Educational Studies: Chicago, IL.
43. **Storlie, C.A.** (October, 2010). Vicarious traumatization of students: Prevention strategies for faculty and supervisors. North Central Association for Counselors Educators & Supervisors conference. Roundtable discussion: Itasca, IL.

#### **INVITED PROFESSIONAL PRESENTATIONS**

1. **Storlie, C.A.** (June, 2017). Key elements of success for Latin@s in U.S. schools. Education Session presented at Supporting English Learners in the Classroom, Northeast Ohio ACHIEVE conference, Uniontown, Ohio.
2. **Storlie, C.A.** (April, 2017). Invited keynote speaker for Youngstown State University's Chi Sigma Iota Initiation ceremony. Youngstown State University, Youngstown, OH.
3. **Storlie, C.A.** (November 2016). Invited workshop presentation on Grounded Theory and Phenomenology in Dr. Tricia Niesz's class. Kent State University
4. **Storlie, C.A. & Stoner-Harris, T.** (October, 2016). Chi Sigma Iota Chapter Faculty Advisors training. Education session presented at the North Central Association for Counselor Education and Supervision, Minneapolis, MN.
5. **Storlie, C.A.** (March, 2016). Best practice preview: College and career readiness among Ohio's Latino youth. Invited speaker for Ohio Latino Education Summit, Toledo, OH.
6. **Storlie, C.A. & McKinney, R.** (October, 2015). Understanding the impact of culture and poverty on career development. Invited presentation for Lake/Geauga Educational Assistance Program.
7. **Storlie, C.A.** (September, 2015). College and career readiness: Enhancing student success at

PCLSD. Invited trainer for Painesville City Local School District.

8. **Storlie, C.A.** (August, 2015). New teacher training for PCLSD: Understanding Latino youth. Invited trainer for Painesville City Local School District.
9. **Storlie, C.A., Fye, M\*., & Spence, K\*.** (March, 2015). Multicultural sensitivity among impoverished, Latino youth. Invited trainer for Painesville City Local School District.
10. **Storlie, C.A.** (March, 2015). Invited keynote speaker for Georgia State University's Chi Sigma Iota Initiation ceremony. Georgia State University, Atlanta, GA.
11. **Storlie, C.A.** (September, 2014). Psychopharmacology in the counseling profession: Current trends and considerations. Invited presenter for CHDS CEU series, Kent State University, Kent, OH.
12. **Storlie, C.A.** (April, 2013). Psychopharmacology in the counseling profession: Current trends and considerations. Invited presenter for educational session at the Iowa Mental Health Counselors Association Annual Conference; Des Moines, IA.
13. **Storlie, C.A.** (March, 2013). Career counseling with undocumented Latino youth: A qualitative analysis of school counselors. Invited research educational session presented at the American Counseling Association Conference and Exposition; Cincinnati, OH.
14. **Storlie, C.A.** (July, 2012). Proposed revisions to the DSM 5: Inside information for counselors in training. Invited lecture at Western Illinois University in Moline, IL.
15. **Storlie, C.A.** (July, 2012). Suicide assessment: Myths and facts. Invited lecture presented to Family Resources Domestic Violence & Rape and Sexual Assault Program staff at Brown Makie College in Davenport, IA.
16. **Storlie, C.A.** (June, 2012). Ethical dilemmas in mental health counseling. Invited guest lecture at Western Illinois University in Moline, IL.
17. **Storlie, C.A.** (November, 2010). Roles and responsibilities of counselors working with couples and families. Invited guest lecture for Counseling for Related Professions; The University of Iowa, Iowa City, IA.
18. **Storlie, C.A.** (September, 2009). Enhance teambuilding and respect in the workplace. Presented for Genesis Health System: Davenport, IA.
19. **Storlie, C.A.** (August, 2009). Dealing with angry consumers. Presented for the City of East Moline: East Moline, IL.
20. **Storlie, C.A.** (August, 2009). Maintaining a drug and alcohol free workplace. Presented for the City of East Moline: East Moline, IL.



21. **Storlie, C.A.** (August, 2009). Customers first. Presented for Xenotronics Company, Davenport, IA. and Metropolitan Airport Authority: Moline, IL.
22. **Storlie, C.A.** (May-July, 2009). Teambuilding with employees. Presented for Iowa Plastic Surgery, Davenport, IA; Mississippi Bend AEA #9, Bettendorf, IA; Moline Housing Authority, Moline, IL; Muscatine Center for Social Action, Muscatine, IA.
23. **Storlie, C.A.** (May, 2009). Working in a multigenerational environment. Presented for the Diocese of Davenport Personnel: Davenport, IA.
24. **Storlie, C.A.** (February, 2009). Decreasing workplace stress. Presented for Illinois Quad City Chamber of Commerce, Moline, IL; Mercer County Hospital Management Personnel, Aledo, IL.
25. **Storlie, C.A.** (February, 2009). Decreasing workplace violence. Presented for the Kahl Home for the Aged: Davenport, IA.
26. **Storlie, C.A.** (November, 2008). Depression and the older adult: Assessment and referral. Presented for Generations Area Agency on Aging: Davenport, IA.
27. **Storlie, C.A.** (August, 2008). Caregiver stress. Presented for Genesis Health System Visiting Nurses Association: Bettendorf, IA.
28. **Storlie, C.A.** (July, 2008 and July 2007). Psychopharmacology: Medications and children. Invited guest lecture, Western Illinois University: Moline, IL.

### **PROFESSIONAL COUNSELING EXPERIENCE**

**Licensed Professional Clinical Counselor with Supervisory Designation, Private Practice**

2/17 – present      Healing Strides Counseling Services, LLC  
155 E. Erie Street, Ste. 301 Kent, OH 44240

**Professional Clinical Counselor, Adolescent Residential Treatment (Contract)**

8/08 – 9/09      Family Resources Inc., 2800 Eastern Avenue, Davenport, IA.

**Mental Health Counselor, Employee Assistance Program**

5/08- 9/09      Genesis Health System, 4455 E. 56<sup>th</sup> Street, Davenport, IA.

**Professional Clinical Counselor, Employee Assistance Program (Contract)**

4/05-5/08      Precedence, Inc. 3416 Blackhawk Road Suite 102, Rock Island, IL.

**Director, Inpatient Behavioral Health and Substance Abuse Services**

11/06-5/08      Robert Young Center for Community Mental Health, 2701 17<sup>th</sup> Street,  
Rock Island, IL

**Clinical Manager, Community Support Program**

4/05-11/06 Robert Young Center for Community Mental Health, 2200 3<sup>rd</sup> Avenue,  
Rock Island, IL

**Counselor, Crisis Intervention and Diagnostician, Access Center**

8/04-4/05 Robert Young Center for Community Mental Health, 2701 17<sup>th</sup> Street,  
Rock Island, IL

**PRACTICUM AND INTERNSHIP EXPERIENCES****Chi Sigma Iota, International Leadership Internship**

Completed 100 hour leadership internship during the 2012-2013 Academic Year  
Assigned Mentor: Jane Myers, Ph.D., University of North Carolina, Greensboro

**School Counseling Advanced Internship**

Spring 2012: Wittenmyer Learning Center K-12 Alternative School, Davenport, IA.  
Completed a 340 hour internship as a requirement for a CACREP approved doctoral  
degree in Counselor Education & Supervision

**Advanced Supervision Practicum**

Fall 2011: The University of Iowa School Counseling Program, Iowa City, IA.  
Completed a supervision practicum as required for a CACREP approved doctoral degree  
in counselor education and supervision.

**School Counseling Advanced Practicum**

Fall 2011: Garfield Elementary School K-5 (RAMP program) Davenport, IA. Completed  
a 160 hour Practicum as a requirement for a CACREP approved doctoral degree in  
Counselor Education & Supervision

**Community Counseling Practicum and Internship**

Fall 2003-Spring 2004: Robert Young Center for Community Mental Health, Rock  
Island, IL. Completed a 150 hour practicum (Adult Mental Health Inpatient) and a 600  
hour internship (Women's Intensive Outpatient, Substance Abuse) as requirements for a  
CACREP approved master's degree in community counseling.

**COMMITTEE MEMBERSHIP & LEADERSHIP**

**2017-2018** President Elect, North Central Association for Counselor Education &  
Supervision  
Secretary, Chi Sigma Iota International  
Member, Diversity Committee, College of EHHS, Kent State University  
Member, Latino Networking Caucus

**2016-2017** Member: Ohio Counseling Association, Leadership Development Committee  
Past Secretary: North Central Association for Counselor Education & Supervision

President Elect-Elect: North Central Association for Counselor Education & Supervision

Secretary: Chi Sigma Iota, International

Chair: Publications Committee, Chi Sigma Iota, International

Member, Diversity Committee, College of EHHS, Kent State University

Member, Latino Networking Caucus, Kent State University

Member, LDES School Director Review Committee

Chair, Advocacy Interest Network, Association for Counselor Education and Supervision

- 2015-2016** Member, Ohio Counseling Association, Leadership Development Committee  
 Member, American Counseling Association Professional Advocacy Taskforce  
Secretary, North Central Association for Counselor Education & Supervision  
 Secretary- Elect, Chi Sigma Iota, International  
Chair, Counselor Community Engagement Committee, Chi Sigma Iota, International  
Member, Diversity Committee, College of EHHS, Kent State University  
 Member, Latino Networking Caucus, Kent State University  
Chair, Advocacy Interest Network, Association for Counselor Education and Supervision
- 2014-2015** Secretary-Elect, North Central Association for Counselor Education & Supervision  
Chair, Counselor Community Engagement Committee, Chi Sigma Iota International  
Member, Diversity Committee, College of EHHS, Kent State University  
 Member, Latino Networking Caucus, Kent State University  
Member, Ohio Counseling Association, Leadership Development Committee  
Chair, Advocacy Interest Network, Association for Counselor Education and Supervision
- 2013-2014** Chair, Advocacy Interest Network, Association for Counselor Education and Supervision  
 Member, Search Committee for School Psychology at Kent State University  
 Member, Search Committee for Higher Education Administration at Kent State University  
 Member, Latino Networking Caucus, Kent State University
- 2012-2013** Member, Steering Committee, ACA of Iowa  
 Member, Counselor Community Engagement Committee, Chi Sigma Iota  
 Member, Publications Committee, Chi Sigma Iota International  
 Member, Leadership Taskforce, Chi Sigma Iota International  
 Past President, Rho Upsilon Chapter of CSI at The University of Iowa  
 Member, College of Education I-Fellows, The University of Iowa  
 Member, College of Education Diversity Committee, The University of Iowa

- 2011-2012** President, Chi Sigma Iota Rho Upsilon at The University of Iowa  
 Member, Graduate Student Senate, The University of Iowa  
 Member, Graduate Student Executive Committee, The University of Iowa  
 Member, College of Education Diversity Committee, The University of Iowa  
 Member, Academic Mentoring Committee, The University of Iowa  
 Member, College of Education Speaker Series Committee, The University of Iowa  
 Member, College of Education I-Fellows, The University of Iowa
- 2010-2011** President Elect, Rho Upsilon chapter of CSI, The University of Iowa  
 Chair, ACA Ethics Competition Committee, The University of Iowa  
 Member, College of Education I-Fellows, The University of Iowa  
 Member, Graduate Student Enrichment Committee, The University of Iowa  
 Member, College of Education Speaker Series Committee, The University of Iowa
- 2009-2010** Member, College of Education I-Fellows The University of Iowa  
 Member, Chi Sigma Iota Rho Upsilon, The University of Iowa
- 2006-2008** Member, Community Hospital Inpatient Psychiatric Services Director Committee (CHIPSC Director), Region 3- State of Illinois  
 Member, Robert Young Center for Community Mental Health's Operations Team  
 Member, Robert Young Center for Community Mental Health's Quality Assurance  
 Member, Robert Young Center for Community Mental Health's Failure Modes and Effects Analysis Team  
 Member, Robert Young Center for Community Mental Health's Psychiatric Section Committee Member
- 2005-2008** Member, Trinity Regional Health System's Patient Care Leadership Team,  
 Member, Trinity Regional Health System's Suicide Risk Assessment Team  
 Member, Trinity Regional Health System's Hospital Safety and Security Management Committee

### PROFESSIONAL ASSOCIATIONS

American Counseling Association  
 Association of Counselor Education and Supervision  
 North Central Association of Counselor Education and Supervision  
 Association for Multicultural Counseling and Development  
 Chi Sigma Iota (CSI), International Counseling Honor Society  
 National Career Development Association  
 Ohio Counseling Association  
 Ohio Association of Counselor Educators and Supervisors

## AWARDS AND HONORS

- 2017** Awardee, *Advancing Diversity Scholarship Award*, Kent State University  
 Awardee, *Mentor of the Year* from the Ohio Association for Counselor Education and Supervision  
 Awardee, **Research and Creative Activity Appointment** for AY 2017-2018, Kent State University
- 2016** Scholar of the Month (January 2016), Kent State University  
 Awardee, *Diversity Initiative Award*, National Career Development Association  
 Invited Item Writer, Center for Credentialing and Education (NCE & CPCE)
- 2015** Awardee, *EHHS Pre-tenured Faculty Research Development Award*, \$2000
- 2014** Awardee, *North Central Association of Counselor Education & Supervision Research Grant Award*, \$1000  
 Awardee, *EHHS SEED Award*, Kent State University \$2471.00  
*Summer Research and Creative Activity Appointment*, Kent State University \$6500.00
- 2013** Awardee, *Albert Hood Promising Scholar*, The University of Iowa \$1000.00  
 Awardee, Counselor Education Professional Development Award, The University of Iowa \$565.00
- 2012** Research Grant Recipient, Association for Counselor Education and Supervision \$1000.00  
 Research Grant Recipient, Excellence in Counseling Research Grant, CSI \$500.00  
 Leadership Intern (2012-2013), Chi Sigma Iota International  
 Awardee, Dean's Graduate Student Travel Award, The University of Iowa \$300.00  
 Awardee, Audrey Qualls Travel Fund, The University of Iowa \$300.00  
 Awardee, Executive Council of Graduate & Professional Students, The University of Iowa \$400.00
- 2011** Grant Recipient, Rho Upsilon Chapter Development Grant, CSI International \$100.00  
 Emerging Leader Fellowship, Association for Counselor Education and Supervision  
 First Place, American Counseling Association Ethics Competition – Doctoral Team  
 Awardee, Graduate Student Senate Travel Fund, The University of Iowa \$300.00  
 Awardee, Audrey Qualls Travel Fund, The University of Iowa \$300.00  
 Awardee, Exceptional Graduate Student, College of Education at The University of Iowa
- 2010** Student Research Award, North Central Association for Counselor Education and Supervision \$1000.00
- 2009** Dean's Graduate Fellowship, The University of Iowa (Four Year Doctoral Fellowship)
- 2007** Quad City Area Leader Under 40, The Chamber of Commerce of the Quad Cities

- 2006** Trinity Regional Health System, Leadership Institute Candidate
- 2004** Chi Sigma Iota, Xi Chapter President, Western Illinois University
- 2002** President's Minority Graduate Access Program Award, Western Illinois University  
(Two Year Award)
- 2001** Geraldine Stickler Award for Excellence in Psychology, Augustana College
- 1998** Excellence First Award, Trinity Regional Health System; Model of Excellence Award,  
Trinity Regional Health System; Psi Beta Honoree, Phi Theta Kappa Honoree

#### **INVITED GUEST EDITOR**

- 2015-2016** *Journal of Counselor Preparation and Supervision*  
Special Issue on School Counselor Preparation  
Guest Editor with Dr. Michael Hannon, Montclair State University

#### **JOURNAL REVIEWER, AD HOC**

- 2015-Present** *Journal of Vocational Behavior*  
*Journal of Adolescent Research*  
*Journal of Counselor Practice*  
*Counseling Outcome Research and Practice*
- 2014-2015** *Journal of Vocational Behavior*  
*Journal of Adolescent Research*  
*Journal of Career Development*
- 2013-2015** *International Journal of Vocational and Technical Education*  
*Journal of Vocational Behavior*

#### **INVITED REVIEWER FOR SPECIAL EDITION**

- 2014-2015** *Career Planning and Adult Development Journal*  
- *Career & Individuals with Disabilities*  
Guest Editor: Abiola Dipeolu, Ph.D., L.P.

#### **EDITORIAL BOARD MEMBER**

- 2014-Present** *Journal of Counselor Preparation and Supervision*  
*Journal of Counselor Practice*

#### **VOLUNTEER EXPERIENCE AND SERVICE**

- 2017** Secretary, Executive Council of Chi Sigma Iota International Honor Society  
 Faculty Mentor, McNair Scholars Program, Kent State University  
Speaker, Kent State University's Karamu Ya Wahitimu / Celebracion de los Graduados  
Chapter Faculty Advisor, Kappa Sigma Upsilon chapter of Chi Sigma Iota  
Chair, Advocacy Interest Network, Association for Counselor Education & Supervision  
 Chair, CES Scholarship Committee  
 Chair, Leadership & Advocacy Committee for Doctoral Course Development  
Member, Leadership Development Taskforce, Ohio Counseling Association  
 Panelist, Advisory Board Presentation for Diversity Equity and Inclusion, Kent State University  
 Reviewer, American Counseling Association Conference Proposals
- 2016** Secretary, Executive Council of Chi Sigma Iota International Honor Society  
 Member, Faculty Steering Committee, McNair Scholars Program, Kent State University  
Chapter Faculty Advisor, Kappa Sigma Upsilon chapter of Chi Sigma Iota  
Speaker, Kent State University's Karamu Ya Wahitimu / Celebracion de los Graduados  
 Reviewer, North Central Association for Counselor Education & Supervision Program Proposals  
 Reviewer, American Counseling Association Conference Proposals  
 Member, Leadership Development Taskforce, Ohio Counseling Association  
Chair, Advocacy Interest Network, Association for Counselor Education & Supervision  
 Chair, CES Scholarship Committee  
 Coordinator, Diversity Visit with Janice Byrd, CES faculty starting Spring 2017  
 Co-Coordinator, Conference Program for NCACES conference
- 2015** Faculty Mentor, McNair Scholars Program, Kent State University  
 Member, Faculty Steering Committee, McNairs Scholars Program, Kent State University  
Member, Leadership Development Taskforce, Ohio Counseling Association  
 Chair, Counselor Community Engagement Committee, CSI International  
Secretary, North Central Association for Counselor Education & Supervision  
Chair, Advocacy Interest Network, Association for Counselor Education & Supervision  
 Chair, CES Scholarship Committee  
Chapter Faculty Advisor, Kappa Sigma Upsilon chapter of Chi Sigma Iota  
 Reviewer, American Counseling Association Conference Proposals
- 2014** Reviewer, American Counseling Association Conference Proposals  
Member, Leadership Development Taskforce, Ohio Counseling Association  
 Member, Taskforce for Educational Requirements & Licensure, Ohio Association of Counselor Education & Supervision  
 Reviewer, All Ohio Counselors Conference Program Proposals, Ohio Counseling Association  
 Reviewer, North Central Association for Counselor Education & Supervision Program Proposals  
Chapter Faculty Advisor, Kappa Sigma Upsilon chapter of Chi Sigma Iota  
 Reviewer, Leadership Essay Contest, Chi Sigma Iota, International  
Community Mental Health Expert – BA to MD KSU/NEOMED program

Chair, Counselor Community Engagement Committee, Chi Sigma Iota International  
Chair, Advocacy Interest Network, Association for Counselor Education & Supervision

- 2013** Chapter Faculty Advisor, Kappa Sigma Upsilon chapter of Chi Sigma Iota  
 Grant Reviewer, Chi Sigma Iota Chapter Grants  
 Chair, Ethics Committee, Iowa Mental Health Counselors Association  
 Reviewer, Program Proposals, Association for Counselor Education and Supervision  
 Reviewer, American Counseling Association Conference Proposals  
 Volunteer, Iowa Mental Health Counselors Association Annual Conference  
 Volunteer, Chi Sigma Iota International CSI Days at the ACA national conference
- 2012** Chair, Ethics Committee, Iowa Mental Health Counselors Association  
 Chair, Ethics Committee, ACA Mid-Western Region  
 Volunteer, Iowa Mental Health Counselors Association Annual Conference  
 Volunteer, Martin Luther King Jr. Diversity Symposium, The University of Iowa  
 Co-Editor, Chi Sigma Iota Rho Upsilon Newsletter  
 Member, Fundraising Committee, Cystic Fibrosis Foundation Moline, IL  
 Reviewer, Counselor's Bookshelf, Chi Sigma Iota, International  
 Grant Reviewer, Chi Sigma Iota, International  
 Reviewer, North Central Association for Counselor Education & Supervision Program  
 Proposals  
 Reviewer, American Counseling Association Conference Proposals
- 2011** Volunteer, Association for Counselor Education & Supervision National Conference  
 Member, Fundraising Committee, Cystic Fibrosis Foundation Moline, IL  
 Fundraising Volunteer, Supplemental Emergency Assistance Program of the Quad Cities  
 Co-Editor of Chi Sigma Iota Rho Upsilon Newsletter  
 Webmaster, Rho Upsilon Chapter of Chi Sigma Iota Website  
 Assisting Coordinator, Trauma Exposed Children Workshop
- 2010** Member, Great Strides Planning Committee, Cystic Fibrosis Foundation, Bettendorf, IA  
 Member, Fundraising Committee, Cystic Fibrosis Foundation, Moline, IL  
 Fundraising Volunteer, Supplemental Emergency Assistance Program of the Quad Cities
- 2008** Volunteer, Junior Achievement, Rock Island Primary Academy, Rock Island, IL
- 2007** Volunteer, Junior Achievement, Rock Island Primary Academy, Rock Island, IL  
 Volunteer, Alzheimer's Memory Walk, Moline, IL
- 2006** Volunteer, Disaster Mental Health Training, American Red Cross, Moline, IL  
 Member, NAMI Walks Planning Committee Scott County, Davenport, IA
- 2005** Member, NAMI Walks Planning Committee Scott County, Davenport, IA
- 2000** Advocate, Family Resources Inc., Rape & Sexual Assault, Rock Island, IL



## Kimberly J. Steele

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Washingtonville, Ohio 44490  
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### Credentials

**Professional Clinical Counselor Supervisor (PCC/S), E.0500707-SUPV**, Ohio Counselor, Social Worker and Family & Marriage Therapist Board. LPC, September 2005; LPCC, May 2008; LPCC/S, March 2011.

**Licensed Independent Chemical Dependency Counselor-Clinical Supervisor (LICDC-CS), 923345**, Ohio Chemical Dependency Professionals Board. October 1992.

**Licensed Social Worker (LSW), S.0017131**, Ohio Counselor, Social Worker and Family & Marriage Therapist Board, March 1993.

### Education

**Ph.D., Cultural Foundations**

*Perspective Graduation Fall 2020*

Kent State University, OH

**M.S. Ed., Clinical Counseling & Higher Education Student Services Administration**

*May 2005*

Youngstown State University, OH

**B.A., Psychology**

*August 1992*

Kent State University, OH

**A.A.S., Human Services Technology**

*May 1989*

Kent State University, OH

### Professional Employment Experience

**Academic Program Director**

*July 2007-Present*

Kent State University Salem Campus, Salem, Ohio

- Direct all operational, administrative, instructional and student service activities of the Associate of Applied Science in Human Services Technology (2007-Present) and the Bachelor of Science in Human Development and Family Studies Program (2007-2015) at the Salem and East Liverpool Campuses. Coordinate program goals, objectives and procedures with Kent HDFS and Ashtabula HST Campus programs. Develop and revise program policies, procedures, curriculum, forms and handbooks. Identify and secure program support and community commitment. Establish objectives and develop strategies for evidence-based practice within the program to prepare students for the field. Teach program courses; recruit, monitor and evaluate adjunct professors to teach in the programs; evaluate and implement changes to program. Serve as liaison to various relative constituent groups; establish collaborative relationships with area social service agencies to secure internship experiences for program students. Serve as primary academic advisor to all students in the programs; provide presentations to area high school youth regarding the fields of social work, human services, counseling and human development and family studies; advocate for the students, program and field at the local, state and national level. Provide career counseling and assessment services to students, particularly in sister programs, to encourage continuation toward a degree completion in retention efforts. Research and develop certificate programs and/or program concentrations and specializations to support community needs. Train campus students and staff as requested. Represent the campus on local and state human services related community boards and committees. Serve on internal and external committees and boards including the Endorsement Committee of the Ohio Coalition of Associate Degree Human Service Educators to develop a program endorsement process as charged and supported by the Ohio Chemical Dependency Professional Board and the Ohio Counselor, Social Worker and Marriage and Family Therapist Board; spearheaded the Strategic Planning Committee on Responsiveness to Economic Needs and Development/Expanding Our Educational Partnerships campus rollout, 2015-2016; Search Committee Member for the Disability Service Coordinator and Chair for the Counseling Specialist 2102 and the Student Services Clerk 2009 Search Committees; Innovative Curriculum Grant Committee 2010; Internal Curriculum Task Force 2010; Regional College Curriculum Review Committee 2010-2012; and as Chair for the Diversity Advisory Council 2008-2012. Developed the Campus Care Team 2008, provided directional support to the East Liverpool Campus Care Team development and have been an active Care Team member since 2009 including serving as the clinical supervisor for the Campus Counselor 2011-2015. Community involvement listed separately.

**Counselor***September 2005 to Present**Mahoning County Juvenile Court, Youngstown, Ohio*

Provide diagnostic assessment, crisis intervention, individual, group & family counseling for adolescents and families involved in juvenile detention and/or probation or diversion programs for clients with emotional and/or mental, chemical dependency, trauma, sexual abuse, sexual offender status and interpersonal or behavior problems. Provide supervision and consultation to student counselors/social workers and human service interns. Serve as clinical liaison on the special docket of Family Dependency Treatment Court and Drug Court and contribute to the consideration for docket acceptance through diagnostic evaluation and staffing consultation. Provide community workshops and presentations. Serve on Bridges Out of Poverty, BITS and Mental Health Training teams. Part-time position.

**Director of New Student Programs****Assistant to the Vice President-Dean for Student Development***February 2003 to July 2007**Geneva College, Beaver Falls, PA*

Office focused on student concerns, success and transition with oversight of Student Conduct, Judicial Services, Career Development, Student Activities, International Student Programs, Multicultural Student Affairs and Experiential Education. Developed curriculum for freshman seminar success course including syllabi, textbook, assignments and grading system. Organized, facilitated and scheduled week-long intensive orientation program for 450 new students, as well as two weekend programs for prospective students and parents. Recruited, interviewed, hired, trained, supervised and evaluated 70 upper-class students and 26 faculty/staff members to teach the freshman seminar course. Identified students at risk and referred to appropriate services. Chaired and represented the department on committees, at programs, speaking engagements and leadership meetings. Developed departmental policies and procedures. Initiated a collaborative relationship to provide counseling services to students by a community agency and continued to monitor the services. Worked with department budget, projections and expenditures. Maintained and monitored confidential files. Coordinated retention efforts for students in crisis or needing direction on career planning and college success. Collaborated with all departments and local community.

**Chemical Dependency Specialist II***March 1995 to February 2003**Counseling Center of Columbiana County, Lisbon, Ohio*

Counseled adults, adolescents and families dealing with substance abuse, mental health, and co-dependency issues through individual, group and outreach services. Conducted diagnostic assessments, provided crisis intervention services. Revised, reformatted and facilitated Intensive Outpatient Program. Developed collaborative relationships with area probation departments and community resource providers for continuity of care. Served as designated counselor for Federal Parole clients. Developed and conducted prevention programs and community presentations. Supervised interns and served as preceptor for chemical dependency counseling licensure candidates. Presented staff and community workshops.

**SAMI Case Manager / Counselor***July 1990 to March 1995**Counseling Center of Columbiana County, Lisbon, Ohio*

Coordinated and facilitated treatment plans, meetings and strengths assessments. Provided individual and family counseling for SAMI (substance abuse/mentally ill) adult clients and related outreach services. Provided linkage, referral and advocacy. Facilitated chemical dependency Aftercare Group. Developed and facilitated Assertiveness Training Group. Proposed and initiated on-site HIV anonymous testing. Presented safer sex HIV/STD prevention programs. Provided HIV pre/post test counseling. Served as county representative on Ryan White Consortium. Supervised and trained case management interns.

**SAMI Case Manager***March 1989-July 1990**Meridian Services, (formerly MCCDP, Inc.), Youngstown, Ohio*

Coordinated and facilitated treatment plans, contracts, records, services and certifications. Conducted program presentations and psycho-educational groups. Woodside Hospital In-patient services included introduction of patients to program; assessment of patient needs/substance abuse history and referral to programs; established/conducted quality assurance reporting, refined and implemented in-house referral procedure, developed coding system and statistical reporting format.

**Summer Aide***April 1988 to August 1988**Mahoning & Columbiana Training Association*

Interviewed, determined eligibility and skill level, and placed applicants in employment positions for the Summer Youth Employment & Training Program. Served as liaison between worksite, site supervisors, participants and agency. Monitored and evaluated participant progress. Identified employment barriers. Seasonal contract position.

**Professional Internship Experience****Counselor / YSU Community Counseling Intern***January 2004-December 2004**Counseling Center of Columbiana County, Lisbon, Ohio*

Diagnostic assessment, crisis intervention, individual, group & family counseling for children, adolescents and adults. Co-facilitated adult sexual offender group and individual sex offender counseling treatment. Collaborated with adult parole and probation departments. Served on critical incident response team to area schools. Paid internship.

**L&T Staff Mentor / YSU Higher Education Administration Intern***January 2002 to November 2002**Geneva College, Beaver Falls, PA 15010*

Supervised and mentored undergraduate students focusing on leadership development, presentation and conflict resolution skills. Monitored student congruency in personal, educational and leadership responsibilities. Assisted in fall and spring new student orientation and summer preview programs; assisted in resident assistant and orientation staff interviewing, selection and training; planned, advertised and supervised student activities events; conducted tutor training; served as psychology supplemental instructor. Paid internship.

**Psychology Assistant, KSU Human Services Intern***August 1988 to May 1989**Woodside Receiving Hospital, Youngstown, Ohio*

Assisted psychology department in administration and scoring of diagnostic testing. Co-facilitated psycho-educational group programs for chronic and acute psychiatric hospitalized patients. Assisted therapeutic program workers in directing adult daily living skills. Accompanied patient groups on community outings, monitored and evaluated behaviors, redirected and deescalated behaviors when necessary. Assisted the director on the development and oversight of a specialized unit for borderline personality.

**General Employment Experience****Sales Associate***October 1998 to April 2002**Macy's, Boardman, Ohio*

Duties included customer service; inventory control; sales; stock maintenance; loss prevention control; display setup; price/signage compliance; address/resolve customer complaints; and serve as assistant to the department manager. Part-time position.

**Manager / Customer Relations Liaison***April 1996 to September 1998**Steele Originals, Leetonia, Ohio*

Organized, tracked and processed customer inquiries. Co-developed club materials. Represented company/artist at national and regional programs, shows and events. Assisted in production of handmade, fine porcelain dolls sculpted/designed by owner.

**Assistant Manager***May 1986 to April 1988**Quaker Village Convenience Store, Salem Ohio*

Hired, trained, scheduled, evaluated employees. Computed-monitored purchases, inventory, sales, and displays. Managed profits/debits and payroll.

**Academic Teaching Experience & Endorsement**

- Assessment of Client Needs, Kent State University
- Client Advocacy and Case Management, Kent State University
- Community Health, Kent State University
- Drug Use & Misuse, Kent State University
- Dynamics of the Helping Relationship, Kent State University
- Family Intervention Across the Lifespan, Kent State University
- Group Process in Human Services Technology, Kent State University
- Human Sexuality, Kent State University
- Internship in Human Services I, Kent State University
- Internship in Human Services II, Kent State University
- Introduction to Human Services Technology, Kent State University
- Learning & Transition/Freshman Orientation Course, Geneva College
- Practicum in Human Development & Family Studies, Kent State University
- Special Topics: Introduction to Chemical Dependency Counseling I, Kent State University
- Survey of Community Resources, Kent State University

**Community Engagement**

- Adult Protective Services Intervention Team of Columbiana County, Member, March 2016-Present
- Loss Response Team of Columbiana County, Member, August 2014-Present
- Getting Ahead In Columbiana County, Inc., Bridges Out of Poverty Initiative, Member, 2009-Present
- Planning Committee of the Columbiana County Department of Jobs & Family Services, 2007-Present; Family Committee, 2008-Present; Vice Chair 2010-2011; Chair 2011-2013
- Transportation Committee of Columbiana County Community Action Agency, 2009-2010
- Family and Children First Council of Columbiana County, General Member 2008-Present

- Alcohol Drug Abuse Prevention Team, Steering Committee, 2008-Present; Evaluation Committee, 2010-present; 18-25 Year Old SPS SIG Initiative, 2011-Present
- Leadership Columbiana County, Graduate 2008
- Ohio Coalition of Associate Degree Human Service Programs, Member 2007-Present, Treasurer 2010-Present
- Ohio Medical Reserve Corp, Member 2007-2015
- Leetonia Band Boosters, 2006-Present
- Leetonia Area Preschool Board, President 1997-1998; Secretary 1998-1999; Member 1996-1999
- Columbiana County Representative, Ryan White Consortium, 1991-1995

## **Presenter**

- Bridges Out of Poverty, 2-3 times a year for various community groups
- Teen Wars: The Changing Battlefield of Adolescent Bullying and How Adults Can Help, November 2015
- Adolescent Grief and Trauma, February 2015
- Culture of Addiction, August 2014
- Mahoning County Educator Service Center Administrator's Conference, "Introduction to Bridges," August 2014
- Follow the Yellow Brick Road, Assisting At-risk and Justice System Involved Females in their Journey of Transformation; 14th National Conference on Adult and Juvenile Female Offenders Presenter, October 2011
- Mentor Training, Geneva College Student Development, 2003-2007
- Comparative Approach to Orientation Programs, College First Year Experience National Conference, 2005
- Gender Roles, Thiel College Orientation Program, 2001
- Learning Styles and Mind Mapping Tutor Training, Geneva College, 2002
- Learning Styles, Youngstown State University Road to Success Course, 2001
- Mind Mapping, Youngstown State University Road to Success Course, 2001
- Safer Sex; HIV/STD Prevention; Marijuana Jeopardy; Co-Dependency; Dangers of Inhalant Use; Dual Diagnosis: Substance Abusing Mentally Ill; Assertiveness Training; Counseling Center of Columbiana County.

## **Specialized Facilitator Training**

- BITS Trainer, January 2016
- Girls Moving On, 2015
- ODADAS Substance Abuse Prevention Specialist (SAPST), May 2011
- Bridges Out of Poverty Trainer, 2009-Present
- Community Anti-Drug Coalitions of America National Coalition Academy, Training Cycle 2008-2009
- Basic Life Support for Professional Rescuers & First Aid Certification, American Red Cross Certification
- Non-Violent Crisis Intervention Certification, Crisis Prevention Institute Certification
- HIV Pre/Post Test Counselor Certification, Ohio Department of Health

## **Scholarship & Publication**

- National Association of Professional Women, Member 2014
- Learning & Transition Resource Manual. Geneva College, Beaver Falls, PA, 160 pages. Text utilized for a graded, core curriculum credited course required for new freshman, "Learning & Transition." 2003-2007.
- Membership Chair, Chi Sigma Iota, Eta Chapter, 2002-2003; Member, 2002-2005
- Member, Phi Kappa Phi, Chapter 143, 2002-2005
- Charles Whitman Scholarship Award; 2001-2002
- Youngstown State University Graduate School Academic Scholarship Awards, 2001-2006

## **Personal and Professional References**

*Available upon request.*

# Jennifer A. Waugh

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226 King Street • Ravenna, Ohio 44266 • (330) 235-4134 • [jchaykow@kent.edu](mailto:jchaykow@kent.edu)

## **EDUCATION**

Kent State University, Kent, Ohio

Doctoral Program: Counselor Education and Supervision- expected graduation 2018

Kent State University, Kent, Ohio

Master of Education: Community Counseling- December 2009

Professional Clinical Counselor- State of OH- E0900194- August 2012

Supervisory Credential- State of OH- E0900194S- August 2013

Licensed Independent Chemical Dependency Counselor- September 2013

Kent State University, Kent, Ohio

Bachelor of Arts: December 2004

Major: Psychology      Minors: Anthropology

## **PROFESSIONAL EXPERIENCE**

**Kent State University-**

**Assistant Clinical Director- 6/2017-present**

- Assist in supervision of graduate assistants and practicum students.
- Work on revisions of policies and procedures to align with best practices.
- Supervision of day to day operations of the college counseling center.
- Individual counseling and intakes based on needs of the Counseling Center.
- Crisis counseling as needed.
- Assist in training new practicum students.
- Liaison for practicum classes.

**Adjunct Faculty- 8/2013- present**

- Teacher of record: Advanced Counseling Procedures, Practicum I and II, Internship, Counseling Theories, Counseling Skills, and Cultural Diversity for the Helping Professions, Dynamics of Helping Relationships.

**Graduate Assistant**

- College Counseling Center
- Answer phone and schedule appointments for students who walk in or call.
- Individual counseling and intakes based on needs of the Counseling Center.
- Crisis counseling as needed.
- Assist in training new practicum students.
- Liaison for practicum classes.

**Humanistic Counseling Center- 5/2012- present**

**Private Practice Counselor**

- Specializing in adults, children, couples, and substance use disorders (including alcohol and opioids).

- Focus in Cognitive Behavioral Therapy, Person-Centered Approaches, and Solution Focused Brief Therapy.
- Paneled with most private insurance companies.

### **Coleman Professional Services- 5/2005- present**

**Counselor/Clinical Supervision-** Specialization in transitional youth counseling, PTSD, Crisis Intervention, Suicide Risk Assessment, Severe and Persistent Mental Illness Diagnoses, Dual Diagnosis treatment, anger management, STAR court assessment and treatment.

- Trauma Focused CBT, CBT for psychosis
- FIRST Episode Psychosis
- STAR Court- treatment in lieu of incarceration

### **Emergency Mental Health Therapist**

- Responsible for crisis interventions and crisis counseling of children and adults in a community behavioral health setting.
- Coordination with service providers, emergency rooms and psychiatric hospitals to ensure health and well being of clients.
- Diagnostic Assessments, treatment plans and fiscal intakes for new clients.
- Responsible for answering crisis contacts and child abuse reporting hotline phone lines.

### **Director of VRP3**

- Responsible for supervision of eleven vocational rehabilitation coordinators and four support staff.
- Responsible for all Rehabilitation Service Commission Ohio, policies and procedures as VRP3 is a private contract for a state program.
- Completed eighty hours vocational rehabilitation training at state level.
- Administer over 5 million dollars on budgets including case service dollars and administrative budgets. Supervision for 5 contracts in 7 counties in the state of Ohio.

### **Residential Director**

- Responsible for all operations of Residential Services for Coleman Professional Services during business hours and after when on call administratively.
- Supervision of seventeen staff members, including, evaluations, disciplinary actions and training of all staff.
- Responsible for ODMH regulations, CARF regulations and HUD and PMHA guidelines for housing.
- Admission and discharge planning from group home and supported living sites.
- Direct contact with healthcare providers involved in client care.
- Address behavioral crises involving clients utilizing TAPS training.
- Planning of schedules to ensure coverage at supervised homes.
- Budget planning for fiscal years, including, income, expense and capital planning.

### **Crisis Technician**

- Worked on 11 bed crisis unit for clients who would otherwise be hospitalized.

**Independence Incorporated of Portage County-** Residential Provider for adults with Developmental Disabilities

**Administrator On Call      11/1995-12/2012      on call hours**

- Responsible for all operations of Independence Inc after hours, weekends and holidays. Available 24 hours a day, 7 days a week, every other week by on-call cell phone.

**Staff Training Coordinator**

- Responsible for training all new and established employees according to Medicaid and Licensure regulations.

**PROFESSIONAL PUBLICATIONS**

Baltrinic, E., **Waugh, J.**, & Brown, S. (2013). Faculty and student perspectives on what helps counselor education doctoral students towards program completion. *Operant Subjectivity*, 36(4), 253-271.

Baltrinic, E., Burkholder, D., Brown, S., Janson, C., & **Waugh, J.** (2013). Reflections on parallel studies of doctoral student completion. *Operant Subjectivity*, 36(4), 288-296.

Foster, T.W., Kreider, V., **Waugh, J.** (2009). Counseling Students' Interest in Gerocounseling: A Survey Study. *Gerontology and Geriatrics Education* 30(3):226-42.

**Waugh, J.**, (2013). Perspectives from a Graduate Student's Supervision Experience. In B. J. Page, M. J. Jencius, and C. M. Smith, Eds. *Elements of supervision: Teachings, reflections, and resources*. Kent, OH: Counseling Press.com ISBN 9781628476330

**TEACHING EXPERIENCE**

Advanced Counseling Procedures- Fall 2012- co taught with Dr. Cynthia Osborn

Practicum I for Mental Health Counselors- Fall 2013, Fall 2014, Fall 2015, Fall 2017- instructor of record

Cultural Diversity for the Helping Professions- Fall 2013, Fall 2014- instructor of record

Advanced Counseling Procedures- Summer 2013, Spring 2014- instructor of record

Practicum II for Mental Health Counselors- Spring 2014, Spring 2015, Spring 2017- instructor of record

Internship I for Mental Health Counselors- Spring 2015, Fall 2016- instructor of record

Internship II for Mental Health Counselors- Spring 2017- instructor of record

Counseling Theories- Fall 2015- instructor of record

Counseling Skills- Spring 2016- instructor of record

Dynamics of Helping Relationships- Fall 2016, Fall 2017- instructor of record

**CONFERENCE PRESENTATIONS**

**Q Methodology Conference-** September 7, 2012- Faculty and Student Perspectives on What Helps Counselor Education Doctoral Students toward Program Completion

**Association of Counselor Education and Supervision-** October 17, 2013- Encouraging Counselor Self-Care with Tablet Technology and Application □ *Emily Dennis & Jennifer Waugh*

**Association of Counselor Education and Supervision-** October 19, 2013- Teaching Evidence-Based Practices in Counseling- *Dr. Cynthia Osborn & Jennifer Waugh*

**Professional Associations**

- American Counseling Association- August 2008-present

- Association for Counselor Education and Supervision- August 2011- present
- Ohio Counseling Association- August 2011-2014
- Chi Sigma Iota- National Honor Society- April 2011-2014, January 2017  
Professional Development Co-Chair- 2012-2013

**Certifications and extended training**

- ASHI certified CRP/First Aid
- TIP Model for transitional youth
- Trauma Focus Cognitive Behavioral Therapy with Children and Adolescents
- CBT-p
- National Certified Counselor (NCC), Certified Clinical Mental Health Counselor, LICDC-OH



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<b>Education</b>	<p><b>Master's of Education in Community and Rehabilitation Counseling</b> <span style="float: right;"><i>2008</i></span>  <i>Ohio University, Athens, Ohio</i></p> <ul style="list-style-type: none"> <li>▪ Graduate Assistantship with BASICS</li> <li>▪ Practicum and Internship with Rural Women's Recovery Program</li> </ul>
	<p><b>Bachelor's of Arts and Sciences</b> <span style="float: right;"><i>2005</i></span>  <i>Ohio University, Athens, Ohio</i></p> <ul style="list-style-type: none"> <li>▪ Double major in Psychology and Anthropology; graduated with cum laude honors.</li> <li>▪ Research focusing on psychology and justice</li> <li>▪ Laboratory experience with emphasis on biological and forensic anthropology including assisting advisor in work with Franklin County Coroner's Office.</li> </ul>

### Professional Licensure

- Ohio Chemical Dependency Professionals Board**
- Chemical Dependency Counselor Assistant (2005)
  - Licensed Independent Chemical Dependency Counselor (2013)
- Ohio Counselor, Social Worker, Marriage and Family Therapist Board**
- Counselor Trainee: September 2007
  - Professional Counselor: September 2008
  - Professional Clinical Counselor: February 2011
  - Supervising Professional Clinical Counselor: November 2012

### Career History & Accomplishments

**Kent State University Counseling and Psychological Services**

- **Chemical Dependency Specialist**

- **Administration**

- Coordinated launch of the Collegiate Recovery Program

*April  
 2017-  
 current*

at Kent State University

- Coordinated awareness campus and campus outreach events for Recovery Month 2017 including screening the Anonymous People, participation in KSU fairs and festivals, and facilitating art expression for the campus community
  - Maintained liasonships with Student Conduct, the Division of Student Affairs, Student Legal Services and local court and probation departments to offer substance abuse assessment and diversion services to students with substance use concerns
  - Member of interdisciplinary Kent State of Wellness Substance Use committee that assesses campus culture and explores appropriate interventions and programming based on assessment
- **Training/Supervision**
  - Provide ongoing training to staff and campus community on substance abuse and collegiate recovery
  - Coordinate training opportunities for staff and campus partners such as Operation Street Smart with the Franklin County Sheriff's Office and Recovery Ally Training with the Higher Education Center for Alcohol and Drug Misuse and Prevention
- **Clinical Duties**
  - Provided individual, group, crisis, and outreach services to a diverse population of students with a wide range of presenting concerns including substance use disorders, mood and anxiety disorders, PTSD, gender dysphoria, and personality disorders.
  - Facilitate a support group for students in recovery or working toward recovery from substance use disorder
  - Provide assessment and diversion interventions for students found in violation of the student code of conduct or placed on diversion through the city/county court system
  - Used a trauma informed integrative modality that comprises person centered therapy, cognitive behavioral therapy, and motivational interviewing.
  - Consulted frequently with university faculty and staff to facilitate care and referral for students and clients
  - Deescalated crisis for a range of client situations including suicidal or homicidal ideation, psychosis, and sexual assault

- Documented client functioning through assessment, individual and group notes, and termination summaries.

## Ohio University Counseling and Psychological Services

2012-  
March  
2017

- **BASICS Coordinator**

- **Administration**

- Coordinated BASICS program, a brief motivational interviewing intervention for students referred after sanctioned by the university for substance violations of the student code of conduct
- Maintained liasonships with Community Standards, Athletics, and Athens Municipal Court to offer BASICS services to students with substance use concerns
- Collaborated with Campus Recreation, Community Standards, and the Clinical Psychology Department to pilot an adventure recreation intervention for students sanctioned for alcohol related violations. The intervention went on to win the 2017 Association for Student Conduct Administration's Innovation Award.
- Created handbook and Policies and Procedures for BASICS program

- **Training/Supervision**

- Provided initial and ongoing training to BASICS counselors in areas related to motivation interviewing, substance use, mental health, and multicultural competence
- Provided individual and group supervision to graduate assistants from counselor education and psychology doctoral program

- **Assistant Training Director**

- **Administration**

- Coordinated training program for masters and doctoral level social work, counselor education, and psychology students completing their traineeship and graduate assistantship experiences at Counseling and Psychological Services.
- Documented supervisee progress through goal summaries, weekly supervision logs, and annual evaluations.
- Maintained liaisons with the departments of Social Work,

Psychology, and Counselor Education at Ohio University

- **Training/Supervision**
  - Planned, organized and provided initial and ongoing training to trainees and graduate assistants
  - Facilitated Graduate Professional Seminar for trainees with topics that included professionalism, ethics, evidenced base treatment, diagnosis, and diversity.
- **Senior Staff Therapist**
  - **General Duties**
    - Provided individual, group, crisis, and outreach services to a diverse population of students with a wide range of presenting concerns including substance use disorders, mood and anxiety disorders, PTSD, gender dysphoria, and personality disorders.
    - Used a trauma informed integrative modality that comprises person centered therapy, cognitive behavioral therapy, and motivational interviewing.
    - Consulted frequently with university faculty and staff to facilitate care and referral for students and clients
    - Deescalated crisis for a range of client situations including suicidal or homicidal ideation, psychosis, and sexual assault
    - Documented client functioning through assessment, individual and group notes, and termination summaries.
  - **Substance Abuse Services**
    - Member of interdisciplinary Ohio University Campus Alcohol Steering Committee that assesses campus culture and has piloted SBIRT interventions, including ScreenU
    - Facilitated Professional Issues and Ethics Seminar with topics that includes substance abuse and dependence and motivational interviewing
    - Provided mentorship to doctoral psychology interns interested in developing competence or gaining experience in areas such as: substance use and motivational interviewing
    - Maintained liaison with the Collegiate Recovery Community that includes referral and collaboration for outreach events, Recovery Month activities, and Recovery Showcases

- **Trans Affirmative Services**
  - Facilitated Spectrum, an interpersonal process and support group for transgender and gender non-conforming students and community members
  - Member of interdisciplinary Ohio University Trans\*Affirmative Care Team
  - Provided a Trans Affirmative Care Workshop/Outreach for Community Mental Health Agency
- **Trauma Informed Services**
  - Created and facilitated Healing Connections, a process oriented gender inclusive sexual assault survivors group focused on stage two trauma recovery.
  - Facilitated Professional Issues and Ethics Seminar with topics that trauma and professional burnout
  - Provided mentorship to doctoral psychology interns interested in developing competence or gaining experience in and trauma work
- **Training/Supervision**
  - Provided supervision to trainees, advanced psychology and counselor education graduate students, and doctoral interns
  - Organized employee training, including a diversity series and summer intensive programs, to promote integrative and evidenced based practices
  - Secured provider status from the Ohio Counselor, Social Worker Marriage and Family Therapist Board to support employee licensure requirements.
- **Committee Membership**
  - Training Committee
  - Diversity and Outreach Committee
  - Professional Development/Weiner Family Trust Committee

### **Rural Women's Recovery Program**

2005-  
2016

- **Clinical Coordinator**
  - Organized employee training to promote integrative and evidenced based practices with topics that have included energy psychology and interventions, post-traumatic stress disorder, dialectical behavioral therapy, and working with LGBTQ

consumers.

- Applied for and received educational credits from the Ohio Department of Mental Health, Ohio Chemical Dependency Professionals, and Ohio Counselor, Social Worker Marriage and Family Therapist boards to support employee licensure requirements.
- Supervised a team of counselors, social workers, case managers, and interns at different academic levels administratively and clinically.
- Documented employee progress through goal summaries, weekly supervision logs, and annual evaluations.
- Assisted in developing a more holistic program approach that includes daily yoga and meditation, whole food choices and menus from local resources, and education for consumers.
- Worked with program director and case management coordinator to change critical areas of care in order to retain consumers in treatment, address ongoing changes in substance use trends, account for the impact on emotional and intellectual development, and respond to funding cuts.

- **Clinician**

- Offered individual counseling to consumers with a wide range of challenges including chemical dependency, mood disorders, anxiety disorders, and personality disorders.
- Used a trauma informed integrative modality that comprises person centered therapy, cognitive behavioral therapy, and motivational interviewing.
- Facilitated process, psycho-educational, and family inclusive group sessions. Topics included mental illness, substance abuse, symptom management and relapse prevention, healthy relationships and anger management, parenting and child development, gender specific issues, yoga, trauma, and life skills.
- Provided services to a population diverse in race, age, and orientation.
- Consulted frequently with outside agencies and professionals including client referrals and aftercare providers.
- Organized and assisted in making connections within the community including resources for mental illness and domestic violence, 12 step fellowship events and meetings, religious and spiritual groups, the annual Take Back the Night week, the Clothesline Project, and visits to libraries, museums, parks and theaters.
- Demonstrated a versatile skill range that allowed for easy

coverage of other employee duties including outreach and screening of consumers initially contacting the program, completing case management tasks, overseeing program operations, and understanding billing procedures.

- Assessed consumers upon admission for appropriateness for program, completed mental status exams, conferred chemical dependency and mental health diagnoses, and assessed suicidal or homicidal intent and flight risk.
- Deescalated crisis for a range of consumer situations including suicidal or homicidal ideation and intent to leave treatment.
- Documented client functioning through assessment, individualized service plans, individual and group notes, daily and weekly progress notes, service plan reviews, and discharge summaries.

### **Ohio University Counseling and Psychological Services**

*2007-  
2008*

- **BASICS Counselor**

- Provided individual counseling for university students with substance abuse consequences using motivational interviewing and harm reduction
- Assessed student needs from information gathered including substance use patterns, history, and background.
- Created and analyzed reports based on students' interview and paper assessments.
- Offered individualized feedback for each student tailored to findings and needs.
- Educated students about risks of continued substance abuse and how to reduce risks.
- Referred for appropriate services, as needed.
- Consulted with BASICS supervisors and applied feedback to interventions and sessions with students.

### **Professional Affiliations**

#### **American Counseling Association**

- 2006-2008, 2013-current

#### **Ohio Counseling Association**

- 2006-2008

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#### **Chi Sigma Iota, Ohio University**

- 2007-2008





# Greg Emanuelson

(330) 354-4262 (Cell)

Email: Boomer0413@aol.com

## Education

**Doctor of Philosophy** – August, 2004  
Specialization Area – Counselor Education & Clinical Counseling  
The University of Akron – Akron, OH

**Masters of Arts** – June 1992  
Specialization Area – Clinical/Community Counseling  
The Ohio State University – Columbus, OH

**Bachelors of Science in Business Administration** – June, 1988  
Specialization Area - Accounting  
The Ohio State University – Columbus, OH

## Professional experience

2017 – Current      *CommQuest, Inc.*      *Canton, Ohio*

### **EHR / NextGen Specialist; Site Coordinator**

- Provide consultation and assistance with training and launch of an electronic health record for entire behavioral health agency
- Provide consultation and assistance to executive team regarding behavioral health service redesign for entire behavioral health agency
- Provide consultation and development assistance for launch of 16 bed subacute detox program
- Serve as Massillon Site Coordinator for outpatient services programming, including therapy, case management, pharmacological management services as well as office management
- Serve on agency committees regarding integrated behavioral health, case record review, morbidity & mortality review, and criminal justice involvement

2007 – 2017      *Crisis Intervention and Recovery Center*      *Canton, Ohio*

### **Outpatient Services Program Director - (2011-2017)**

- Provide clinical and administrative oversight for Outpatient Services Department in a county-based community mental health center, including budget preparation, program evaluation, staff recruitment and retention, staff development, and quality assurance/performance improvement activities
- Developed and coordinated the electronic health record launch process for entire agency, inclusive of work flow analysis, project coordination, policy assessment, and end user training
- Provide clinical services, including diagnostic assessments, therapy, and treatment planning with clients experiencing severe mental illness, addiction related issues, and/or court-ordered clients
- Developed permanent supportive housing project with housing partners to build a 46 unit facility for homeless dual disordered clients
- Assist Clinical Director with agency wide administrative and clinical issues as needed

### **SAMI Program Director - (2007-2011)**

- Provide clinical and administrative oversight of multidisciplinary staff, including supervisors, therapists, case managers, medical staff, and office support staff for intensive and non-intensive outpatient programming (SAMI, HOPE Program, Integrated Dual Disorder Treatment (IDDT) Program, and Forensic Track)
- Participated in a successful program fidelity reviews by the Coordinating Center of Excellence (CCOE) conducted by Case Western Reserve University
- Served on multiple agency committees: Quality Improvement, Management, and Training & Development
- Represent the SAMI programs by attending local and regional meetings involving the Mental Health and Recovery Services Board of Stark County, IDDT CCOE, NAMI, as well as serve as a consulting member on the Heartland Behavioral Health IDDT Committee

Greg Emanuelson

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2001 – 2007                      *Massillon Community Hospital*                      *Massillon, Ohio*  
**Supervisor of Counseling Services (Interim Director of Behavioral Health) – (2004-2007)**

- Coordinated all Behavioral Health Department therapeutic activities for an 8-bed inpatient chemical dependency unit, a 14-bed senior mental health unit, and an outpatient counseling & education program
- Administratively and clinically supervised the multidisciplinary therapeutic staff, inclusive of counselors, social workers, an art therapist and a recreational therapist
- Successfully prepared department for Joint Commission and Ohio Department of Alcohol, Drug and Addiction Services (ODADAS) on-site surveys, resulting in a 90% reduction in citations and deficiencies
- Assist Director of Behavioral Health in all managerial functions, including program evaluation and development, staff recruitment and retention, quality assurance/performance improvement, and budget preparation
- Serve on multiple hospital wide committees regarding patient care, patient education, technology, employee excellence, and marketing of new services

**Assessment Specialist/Counselor – (2001-2004)**

- Complete mental health and chemical dependency assessments for an adult court-ordered population (age 18+), along with time efficient case management of over 150 cases with over 25 different agencies in 5 different counties and 3 different states
- Provide EAP, crisis intervention, chemical dependency, anger management and domestic violence counseling for individuals, couples and groups on both an inpatient and outpatient basis
- Conduct educational sessions regarding dementia, depression and substance abuse issues for chemically dependent individuals and families of senior mental health patients

1999 – 2001                      *Time Warner Cable*                      *Akron, Ohio*  
**Telephone Sales Representative**

- Provided quality customer service by engaging in both inbound and outbound sales calls
- Mentored and trained new hires in the telephone sales department and conduct training classes

1995 – 1999                      *Dr. Lord & Associates*                      *Akron, Ohio*  
**Therapist/Psychology Assistant**

- Conducted individual, family and marital counseling sessions with children, adolescents and adults, with focus areas of child abuse and Attention Deficit Hyperactivity Disorder
- Completed psychological assessments using both projective and objective testing instruments
- Generated full psychological reports for use primarily in child custody cases
- Testified in juvenile, domestic relations and probate courts

1996 – 1996                      *ACT1 – SAMI Unit*                      *Akron, Ohio*  
**Clinical Coordinator**

- Coordinated psychological and medical treatment for a 20-bed Substance Abuse Mental Illness (SAMI) juvenile correctional facility affiliated with the Ohio Department of Youth Services
- Evaluated client progress through 5-stage treatment program by leading treatment team evaluation meetings
- Administratively supervised all clinical staff, inclusive of counselors and a recreational therapist
- Assisted with the supervision of the entire operational staff for the entire program

1992 – 1994                      *The University of Akron*                      *Akron, Ohio*  
**Ad Hoc Faculty/Graduate Assistant**

- Taught graduate and undergraduate courses in counseling techniques, testing/assessment and career planning
- Supervised graduate counselor trainees in individual and group counseling
- Conducted a follow-up study of program graduates for CACREP accreditation

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1991 – 1992                      *Dublin Counseling Center*                      *Dublin, Ohio***Therapist/Counselor Trainee**

- Conducted individual, group, family and marital counseling sessions with children, adolescents and adults in areas such as divorce recovery, geriatric counseling, and developmentally handicapped high school counseling
- Completed administrative duties and quality assurance/utilization reviews

1991 – 1992                      *The Ohio State University*                      *Columbus, Ohio***Academic Advisor**

- Advised over 250 undergraduate students in the Allied Medical Health Area
- Taught university survey course and completed administrative tasks

**Accreditation &  
Professional  
Memberships****Licensed Professional Clinical Counselor – Supervisor (LPCC-S)** – The Ohio Counselor & Social Worker Board

- Supervisory Endorsement effective July, 2004
- License E-0002768-SUPV, Expiration date 7/17/2018

**Motivational Interviewing Network of Trainers (2008 – 2014)****Presentations**

“Diagnosing with the DSM-5” and “Diagnosing with the DSM-5 Part II” for multiple agencies throughout NE Ohio (2014 – Current)

“Motivational Interviewing I &amp; II” for multiple agencies throughout Ohio (November 2008- Current)

“Ethical Issues and Components Related to Supervision” for multiple agencies throughout NE Ohio (2015 – Current)

“Motivational Interviewing 101” for The Ohio State University Addictions Institute, Columbus, OH (August 2012)

“Using the DSM-IV” for Community Services of Stark County, Canton, OH (April, 2011)

“Motivational Interviewing with Dual Disordered and Court Ordered Populations” for NASW Ohio Chapter State Convention, Columbus, OH (October 2010)

“Individuals with Personality Disorders” for Michigan Works, West Branch, MI (September 2009)

“Motivational Interviewing &amp; Permanent Supportive Housing” for the Corporation for Supportive Housing, Columbus, OH (November, 2008; May 2009; November 2011, April 2012)

“Ethics Update &amp; Boundary Issues” for Crisis Intervention and Recovery Center, Canton, OH (October 2008)

“Co-Occurring Disorders” for Community Services of Stark County, Canton, OH (July, 2008)

“Introduction to Dual Disorders” for CIT Training sponsored by Crisis Intervention &amp; Recovery Center, Canton, OH (April &amp; September 2007-2011)

“Introduction to Dual Disorders &amp; Motivational Interviewing” for ICAN, Inc., Canton, OH (July, 2008)

“The SASSI-3 &amp; The Criminal Population: A Preliminary Reliability, Validity and Factor Analysis”

- Poster Session, American Psychological Association National Convention, Washington DC (August 2005)
- Poster Session, American Counseling Association National Convention, Detroit, MI (March 2007)

“Issues in Using the SASSI-3 in Diagnosing Dependency” – Paper Presentation, Mid Western Education &amp; Research Association Convention, Columbus, OH (2005)

“Extreme Makeover: Hospital Edition – Stress, Burnout &amp; Compassion Fatigue in the Helping Professions” – Four part educational series offered at Massillon Community Hospital, Massillon, OH (2005)

“Diagnosis 101: Using the DSM-IV TR as a Diagnostic Tool” – Massillon Community Hospital, Massillon, OH (2005)



# CHERYL A. STAHL, M.Ed, LPCC

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## OBJECTIVE

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To provide exemplary therapeutic intervention for clients seeking substance abuse treatment.

## EDUCATION

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### Master of Education

Kent State University, Kent, Ohio  
Major: Community Counseling, GPA: 3.9

### Bachelor of Arts

Kent State University, Kent, Ohio  
Major: Psychology

**Member:** Chi Sigma Iota – Honors Society for Counseling Professionals and Students

**Relevant Courses:** Abnormal Psychology, Counseling the Culturally Different, Cognitive Psychology, Diagnosis, Individual Assessment and Appraisal, Group Counseling, Advanced Counseling Procedures, Lifespan Development, Counseling Adolescents, Career Guidance and Development

## WORK EXPERIENCE

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### Program Manager

The Portage Area Recovery Center  
Family and Community Services, Inc.  
2015-Present

- Develops, implements and evaluates program goals and objectives, ensure the quality of service delivery to the community through monitoring and supervision.
- Facilitate intakes and make decisions about clients entering the program
- Program coordination with referral sources including Portage County courts, JFS, MHRB, etc.
- Develop and implement new programming
- Recruits, hires, trains, supervises and evaluates shift staff and case managers and oversees staff development and training
- Completes assessment, diagnosis and treatment for clients in need of services, following licensure standards
- Builds financial and in-kind supports for program through local resource development and community education. Oversees all solicitations and acceptance of donated goods and services to program. Adequately acknowledges donors
- Complete required reports according to program and agency reporting requirements in a timely manner
- Ensure program goal achievement and assists in creating and maintaining a positive program image in the community
- Develop and maintains ongoing collaboration with partner agencies.
- Maintains shelter buildings, equipment, supplies and grounds
- Represent agency on service provider networks, coordinating bodies, and in the general community
- Comply with agency policies and procedures, COA regulations, federal and state requirements, and educational/certification/registry requirements.

**Drug and Alcohol Outpatient Treatment Services**

Townhall II, Kent, Ohio

Counselor: 2005-2015

- Clinical Coordinator, Horizon House - 90 day Women's Halfway House
- General clinical duties: Provide individual and group therapy for substance abusing and dependent adults
- Administer assessments, diagnosis, and treatment recommendations
- Maintain case files and correspondence with referral sources
- Facilitate day and evening Intensive Outpatient Treatment group
- Administer and interpret substance abuse appraisal instruments
- Facilitate education group for male and female inmates at the Portage County Correctional Facility

**Adjunct Faculty, Justice Studies Department**

Kent State University, Kent, Ohio

August 2004 – Present

- Develop Syllabi for all courses and establish the learning objectives for each course taught per University standards and requirements
- Develop course outlines and content
- Each semester ensure course outlines and content include updated information with the latest best practices and research trends
- Maintain accurate records of student progress per University requirements

**Courses Taught:**

- **Crisis Intervention**
- **Victimology**
- **Correctional Institutions**
- **Juvenile Delinquency**
- **Basic Interviewing and Interrogation**
- **Treatment Methods**
- **Profiling Violent Crime/Theories and Methods of Profiling**

**Volunteer Crisis Intervention Specialist**

Townhall II, Kent, Ohio

May 1998 – 2015

*Successfully completed 80-hour crisis intervention training and clocked over 200 hours of volunteer time on the hotline.*

- Answers crisis hotlines, including rape crisis, suicide intervention, Narcotics Anonymous, TTY calls
- Answering service for Portage County Board of Mental Retardation/ Developmental Disabilities
- Assists walk-in clients in crisis

**Victim Outreach and Sexual Assault Prevention Services Coordinator**

Townhall II, Kent, Ohio

Victim Outreach Advocate: October 1999 – 2005

Sexual Assault Prevention: April 2002 – 2005

Coordinated advocacy services for victims of violent crime; recruited, trained, and supervised volunteer Victim Advocates; developed and implemented advocate training program; maintained relationships with other victim service organizations; supervised advocate volunteers and staff; presented sexual assault, dating violence, and sexual harassment programs to county students and adults, including Developmentally Disabled clients.

- Developed advocacy volunteer training
- Chaired a Rape and Sexual Assault advisory council
- Assisted with planning “Take Back the Night” march
- Member of Ohio Coalition Against Sexual Assault (OCASA) Board 2002-2003
- Co-President and co-creator of Portage Council for the Prevention of Violence 2004-2006

**Crisis Hotline Training Coordinator**

Townhall II, Kent, Ohio

October 2000 – August 2001

Coordinated the recruitment and training of hotline volunteers; interviewed potential volunteer candidates; accessed community experts for topic presentations; trained through use of lecture and role plays.

**AWARDS AND PRESENTATIONS**

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- Local Hero Awards: Public Service Award (2008), Victim Advocate Award (2003)
- Presentations:
  - Students and faculty of Counseling & Human Development Department on Rape and Sexual Assault (2003)
  - Male and female athletes on Rape and Sexual Assault – requested by KSU Athletic Department (2002)
  - County-wide training for law enforcement officers on Rape and Sexual Assault (2001)
  - CIT training for law enforcement officers on substance abuse treatment issues (2013)

# Steve Case M.Ed., LPCC-S, LICDC-CS

[smcase@kent.edu](mailto:smcase@kent.edu)  
330.631.6998

## EDUCATION

Master of Education in Community Counseling (CACREP accredited) May 2008  
Counseling and Human Development Services, Kent State University, Kent, OH.

Bachelor of Arts in Psychology May 2004  
Department of Psychology, Kent State University, Kent, OH.

## CLINICAL EXPERIENCE

*Manager, Home-Based Therapy Services* January 2014- Present  
Child Guidance & Family Solutions Dawn Carter PCC-S, LICDC-CS

- Manage CG&FS' intensive services including the Intensive Home-Based Treatment (IHBT) and Integrated Co-Occurring Treatment (ICT) programs.
- Maintain all responsibilities from the former ICT Manager position and provide these to the IHBT program as well.
- Monitor fidelity to IHBT certification standards.
- Administratively oversee all agency residential & respite referrals and placements for high-risk youth.
- Serve as the agency liaison to Akron Children Hospital's Intensive Services.

*Sr. Clinical Consultant for Co-Occurring Disorders* September 2012- Present  
Child Guidance & Family Solutions

- Train all clinical staff on the agency's AOD assessment and the ASAM Levels of Care.
- Educate and train agency staff on best practices related to the treatment of substance use and co-occurring disorders.
- Provide consultation and monthly group supervision to agency staff related to the treatment of co-occurring disorders.
- Responsible for the development and maintenance of agency policies, procedures and clinical tools related to the treatment of co-occurring disorders.
- Provide agency MI training and supervision of staff.

*Manager, Integrated Co-Occurring Treatment (ICT)* May 2012-Present  
Child Guidance & Family Solutions Dawn Carter PCC-S, LICDC-CS

- Responsible for screening and managing all admissions and discharges from the program.
- Provide weekly individual and group supervision to all staff.
- Monitor fidelity to the ICT model.
- Assist in reviewing and providing consultation for the agency's most high-risk admissions to ensure proper risk and care management adherence.
- Provide after-hours crisis coverage for all clients of the agency.
- Serve as an Executive Board Member on Summit County Juvenile Court's Co-Occurring Disorders and Human Trafficking Probation Advisory Boards. Provide consultation to the probation programs in determining eligibility for their programming.

*Integrated Co-Occurring Treatment (ICT) Therapist* September 2009- May 2012  
Child Guidance & Family Solutions Dawn Carter PCC-S, LICDC-CS



- Provided intensive, community-based therapy that emphasized an integrated and ecologically-focused approach to treating youth with co-occurring mental health and substance use disorders.
- Provided both case management & crisis management services to ICT youth & their families.
- Utilized culturally-sensitive and systemically-focused interventions to promote a recovery-oriented family system.

*Alcohol and Drug Counselor (Contract)*  
Akron Health Department

August 2008-September 2009  
Carol Bowes M.Ed., PCC-S, LICDC-CS

- Provided individual, family and group counseling services for adolescents at an outpatient and intensive outpatient level of care.
- Responsible for the development of the outpatient and intensive outpatient adolescent group curriculums.
- Counselor Intern from August 2007-December 2007.

*Intensive Therapist*  
Child Guidance & Family Solutions

April 2008-May 2009  
Kim Meyer M.Ed., PCC-S, LICDC-CS

- Provided intensive, home-based, individual and family therapy services for SED youth who were at risk of an out of home placement.
- Designed and implemented goal-directed groups that addressed skill-building and/or therapeutic needs.
- Assisted parents with accessing necessary community resources through advocacy and coordination with community systems.

*Intervention Treatment Specialist*  
Community Support Services

April 2005-April 2008  
Jan Jones M.Ed., PCC-S

- Provided individual and group counseling for adults living with severe mental illness and substance-use disorders.
- Facilitated skill-building groups for individuals living with severe & persistent mental illness in a day treatment setting.
- Interviewed hospitalized clients and assessed their appropriateness for Intensive Treatment Services.
- Counselor Intern from August 2007-April 2008.

## **PROFESSIONAL TEACHING EXPERIENCE**

Kent State University, Kent, OH

- Diagnosis in Counseling, Fall 2017
- Theories in Practices in Addictions Counseling, Fall 2016 (Guest Lecturer)
- Theories in Practices in Addictions Counseling, Fall 2014 (Guest Lecturer)

## **PROFESSIONAL TRAINING EXPERIENCE**

- Case, S (2017). Motivational Interviewing Basics 1 and II (Co-Presenter). Child Guidance & Family Solutions. Akron, OH. April 2017.
- Case, S (2017). Motivational Interviewing Advanced (Co-Presenter). Child Guidance & Family Solutions. Akron, OH. April 2017.
- Case, S (2016). Adolescent Substance Use: Basics & Beyond. Akron Children's Hospital Interpreter Services. Akron, OH. November 2016.

- Case, S (2016). Adolescent Mental Health: Identification to Intervention. Nordonia High School Parents. Macedonia, OH. September 2016.
- Case, S (2016). Human Trafficking: Basics and Beyond. Child & Family Leadership Exchange. Akron, OH. August 2016.
- Case, S (2015). Adolescent Substance Use: Identification to Intervention. Summit County School Group. Akron, OH. January 2015.