

**MARY H. GUINDON**

Associate Professor and Chair  
Department of Counseling and Human Services  
Johns Hopkins University  
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**EDUCATION**

**Ph.D., Counselor Education**, University of Virginia, 1991  
Program Areas: Mental Health and Career Development  
Dissertation: Global Self-Esteem as a Moderator of the Occupational Stress/Strain Relationship

**M. S., Counseling & Guidance**, Jacksonville State University, 1981  
Concentration: Community/Agency Counseling  
Internship: Community Mental Health/Substance Abuse

**A. B., Sociology and Anthropology**, The George Washington University

**PROFESSIONAL LICENSES AND CERTIFICATIONS**

Licensed Psychologist - PA #PS006862L  
Licensed Clinical Professional Counselor (LCPC) – MD #LC1333  
Global Career Development Facilitator/Instructor (GCDF-I)  
National Certified Counselor - #23961  
National Certified Career Counselor - #23961

**PROFESSIONAL EXPERIENCE**

<b>Associate Professor</b>	2001-present
<b>Assistant Professor</b>	1999-2002

Department of Counseling and Human Services, Department of Education, School of Professional Studies in Business & Education, **Johns Hopkins University**, Baltimore, MD  
**Department Chair.** 4FT, 45- 50 PT faculty and 6 support staff  
Administrative/Academic leader with responsibility for 4 Masters Programs and 6 certificates for 600 students on three campuses. July 2001-present

Creator/Coordinator. M.S. in Organizational Counseling, post-master's Certificate Program in Career Counseling, post-master's Certificate Program in Organizational Counseling, July 1999-present

Coordinator. Clinical Community Counseling Internships, July 1999-June 2001

Service:

Chair. Division Faculty Affairs Committee – 2 years

School-wide Academic Council – 3 years

School-wide Diversity and Civility Committee – 2 years

Division Professional/Academic Standards Committee – 2 years

NCATE Accreditation Committee – 3 years

On sabbatical 2005-2006:

**Collegiate Professor, University of Maryland Univeristy College (UMUC) - Europe**

**Associate Professor** with tenure 1996-1999

**Assistant Professor I & II** 1991-1996

Counseling Services, Department of Graduate Education & Human Services, College of Liberal Arts, Education & Sciences, Rider University, Lawrenceville, NJ

1997-1999 Coordinator. Licensed Professional Counselor (LPC) Summer Series

1996-1999 Committee Chair and Liaison. Council for the Accreditation of Counseling and Related Educational Programs (CACREP)

1992-1998 Coordinator. Community Counseling program

**General Psychology Doctoral Committee member**

Union Institute, Cincinnati, OH

1995-2003

Howard University

2002-present

**Instructor.** Department of Counselor Education, University of Virginia  
Counseling Techniques Laboratory

1989-1990

**Instructor.** Piedmont Virginia Community College, Charlottesville, VA  
Career Development /Women's Development

1989-1990

**Instructor.** Tidewater Community College, Virginia Beach & Norfolk, VA  
Abnormal Psychology, Job Search Skills, Financial Planning

1986-1988

**Consultation/Private Practice**

1992-2003

*Licensed Clinical Professional Counselor- MD/Counseling Psychologist-PA*

*Supervisor.* Prepare counselors and therapists for state licensure, MD, NJ & PA

*Consultant-* See list p.13-15

**Program Director**

1990-1991

Nursing Career Counseling and Planning Program, Division of Nursing, Health Sciences Center, University of Virginia, Charlottesville, VA

**Clinical Counseling Intern** (competitive placement) 1989-1990  
Counseling Center (APA approved internship site), University of Virginia, Charlottesville, VA

**Counselor** 1988-1989  
Personal & Career Development Center, Curry School of Education, University of Virginia

**Coordinator** 1988-1989  
Counseling Services and Resource Center, Curry School of Education, University of Virginia

**Consultant/Business Owner/Counselor** 1982-1991

Provided career and mental health counseling services to diverse individuals/groups. Developed and conducted career and personal development programs and workshops throughout Virginia.

*Therapist/Consultant.* HCA Psychiatric Hospital, Hampton, VA

*Therapist/Consultant.* Tidewater Psychiatric Institute, Virginia Beach, VA

*Counselor/Consultant.* Women in Transition, YWCA, Norfolk & Virginia Beach, VA

*Consultant.* Institute for Guided Imagery and Music, Virginia Beach, VA

*Consultant/Instructor.* Oceana Naval Air Station, Virginia Beach, VA

*Consultant.* Norfolk Naval Shipyard Career Transition Center, Norfolk, VA

*Consultant.* Fort Monroe US Army Community Services, Fort Monroe, VA

*Owner/Career Counselor.* Better Resumes. Norfolk, VA.

**Financial Planner.** IDS/American Express, Virginia Beach, VA 1983-1985

**Director.** Crisis Hotlines, U.S. Army, Bad Kreuznach and Stuttgart, Germany 1975-1977

**Director.** The Crisis Center, Great Falls, Montana 1973-1974

**Assistant Registrar.** Gallaudet College, Washington, DC 1965-1966

## PUBLICATIONS

### Books

Guindon, M.H. (under contract). *The Questions of Counseling: Orientation to the Profession and Basic Skills.* Boston, MA: Allyn & Bacon.

### National or International Peer Review Professional Journal Articles

- Guindon, M.H., & Richmond, L.J (2005). Annual Review: Practice and Research in Career Counseling and Development--2004. *Career Development Quarterly*, 54, 90-137.
- Westburg, N. G., & Guindon, M. H. (2004). Hope, attitudes, emotions, and expectations in healthcare providers of services to patients infected with HIV. *AIDS and Behavior*, 8 (1), 1-8.
- Guindon, M. H., Green, A., & Hanna, F. J. (2003). Intolerant Personality Disorder: Toward a diagnosis for racism, sexism, and homophobia. *American Journal of Orthopsychiatry*, 73, 167-173.
- Guindon, M. H. (2002). Toward accountability in the use of the self-esteem construct. *Journal of Counseling & Development*, 80, 204-214..
- Guindon, M. H. & Hanna, F. J. (2002). Coincidence, serendipity, happenstance, fate or the hand of God: Case studies in synchronicity. *Career Development Quarterly*, 50, 195-208.
- Guindon, M. H., & Smith, B. (2002). Emotional barriers to successful reemployment: Implications for counselors. *Journal of Employment Counseling* (39), 73-82.
- Guindon, M. H., & Sobhany, M. S. (2001). Toward cultural competency in diagnosis. *International Journal for the Advancement of Counselling*, 23 (4), 1-14.
- Guindon, M. H. (1994). Understanding the role of self-esteem in managing communication quality. *Transactions on Professional Communication*, 37(1), 21-27.
- Hanna, F. J., Talley, W. B., & Guindon, M. H. (2000). The power of perception: Toward a model of cultural oppression and liberation. *Journal of Counseling & Development*, 78(4), 430-441.
- Guindon, M. H. (1994). Understanding the role of self-esteem in managing communication quality. *Transactions on Professional Communication*, 37(1), 21-27.

### **Chapters in Edited Books**

- Richmond, L.J., & Guindon, M.H. (in press). European-American cultures and counseling. In G. McAuliffe (Ed). *Culturally Alert Counseling*. Prentice-Hall.
- Guindon, M. H. (2006). Career counseling in mental health and private practice settings. In D. Capuzzi and M. Stauffer (Eds.) *Career Counseling: Foundations, Perspectives, and Applications* (pp. 282-306). Boston, MA: Allyn & Bacon.

Guindon, M. H. (2003). Issues of the reentry worker. In D. Sandhu (Ed.). *Counseling Employees*. Alexandria, VA: American Counseling Association.

Guindon, M. H. (2002). Assessment. In B.E. Erford (Ed. ). *Transforming the School Counseling Profession* (pp. 331-356). Upper Saddle River, NJ: Prentice Hall.

Guindon, M., & Baskin, B. (1997). The benefits of career counseling. In *REA's Authoritative Guide to the Top 100 Careers* (pp.13-16). Piscataway, NJ: Research & Education Association Press.

### **State Peer Review Journal Articles**

Guindon, M. H. (1993). Women and self-esteem: Advantages of a group intervention. *New Jersey Journal of Professional Counseling*, 56(1), 27-33.

### **Other Professional Publications**

Guindon, M. H. (2002, October). Organizational counseling and consultation. *Compass Points*. Newsletter of the Maryland Association of Counseling and Development.

Guindon, M. H. (2002, February). The Counseling Corner: How to survive when your heart's been broken. *Counseling Today*. Alexandria, VA: American Counseling Association

Guindon, M. H. (2002, July). The Counseling Corner: Is it love or addiction? *Counseling Today*. Alexandria, VA: American Counseling Association.

Guindon, M. H. (2001) Women's career/life role perceptions: A comparative study of two cohort groups. *Counseling in the new millennium: Meeting the challenges of diversity and promoting peace and social inclusion*. [Translated into Greek]. Athens: Ellinika Grammata.

Guindon, M., & Westburg, N. (1996). *Overcoming Barriers: Imparting Hope and Self-Esteem to HIV+ Patients*. Report of research findings to New Jersey Mid-State Health Advisory Corporation/LAB IV.

Guindon, M. H. (1994). The delayed, late-entry, or returning woman: Assets, issues, and problems. (Refereed). *Proceedings of the Seventh National Conference on Corporate Communications: Communications and Change*. Madison, NJ: Fairleigh Dickinson University, 77-84.

Guindon, M. H. (1993). The role of self-esteem in managing corporate communication quality. (Refereed). *Proceedings of the Sixth National Conference on Corporate Communications: Approaching 2000*. Madison, NJ: Fairleigh Dickinson University, 343-354.

Guindon, M. H. (1993). The self-esteem/equity connection: Strategies for professional helpers and educators. (Refereed). *Vision, Voice, Victory. Proceedings of the Gender Issues in the Classroom and on the Campus: Focus on the 21st Century*. Minneapolis, MN: American Association of University Women (AAUW), 148-153.

Guindon, M. H. (1990). Being who you are: The self-esteem group counseling model for women. *Resources in Education*. Ann Arbor, MI: The University of Michigan, School of Education. (ERIC/CAPS Document Reproduction Service No. ED316780).

### **EDITORIAL BOARD & SELECTED REVIEWER ACTIVITIES**

Editorial Board, 2005-2008. *The Career Development Quarterly*.

Professional Publications Committee, 2004-2007. American Counseling Association Press.

Reviewed Capuzzi, D. (Ed.), (2004). *Suicide across the life cycle: Implications for counselors* For American Counseling Association, Alexandria, VA.

Reviewed Johnson, W. B., & Ridley, C. R. (2004). *The elements of mentoring* for Palgrave MacMillan, New York, NY.

Reviewed Hanna, F. J. (2002). *Therapy with difficult clients: Using the precursors model to awaken change* for American Psychological Association, Washington, DC.

Reviewed Capuzzi, D., & Gross, D.R. (2001). *Counseling and psychotherapy: Theories and interventions* (3rd ed.) for Merrill, Upper Saddle River, NJ.

Editor, *New Jersey Journal of Professional Counseling*, Fall 1998 to Spring 1999

Reviewed Johnson, D. W. (1997). *Reaching out: Interpersonal effectiveness and self-actualization* (6<sup>th</sup> ed.) for Allyn & Bacon, Needham Heights, MA.

### **PRESENTATIONS**

#### **Invited Presentations, Seminars, Workshops, and Colloquia**

Guindon, M. H. (2005, May). *Self-esteem enhancement: Theory & applications*. Institute for Health and Human Services, Allegany College of Maryland, Cumberland, MD.

Guindon, M.H. (2004, June). *Self-esteem interventions in urban schools*. Baltimore County School Counselors Retreat, Baltimore, MD.

- Guindon, M. H. (2004, April). *Self-esteem: Strategies and interventions*. Maryland Association of Counseling and Development (MACD) Learning Institute, Annual Conference, Ocean City MD.
- Guindon, M.H. (2003, October). *The synchronicity phenomenon*. Roundtable presented at the Maryland Career Counselors Association Annual Conference, St. Mary's, MD.
- Guindon, M.H. (2003, October). *Self-esteem interventions in the schools*. Maryland School Counselors Association Annual Conference, Timonium, MD.
- Guindon, M.H. (2003, April). *Diagnosis and treatment planning for self-esteem interventions*. Washington Assessment and Therapy Services Symposium sponsored by Johns Hopkins University and the Orthopsychiatric Association. Rockville, MD.
- Guindon, M. H. (2003, March). *Self-esteem: Strategies and interventions*. Maryland Association of Counseling and Development (MACD) Annual Conference, Timonium, MD.
- Guindon, M. H. (2001, August). *Stress in the workplace*. Invited presentation given to Rotary International, Chesapeake, VA.
- Guindon, M. H. (2000, November). *Controlling life's daily hassles*. Presentation given at "A Woman's Journey" public conference, Johns Hopkins Medicine, Baltimore, MD.
- Guindon, M. H. (2000, April). *Guided imagery and music*. Workshop given for mental health clinicians at The Center for Multicultural Human Services. Falls Church, VA.
- Guindon, M. H. (2000, September). *Your childhood messages*. Workshop given to staff and faculty at the SPSBE Annual Retreat, Johns Hopkins University, Baltimore, MD.
- Guindon, M. H. (1998, July). *Resolving intra-member conflict*. Seminar given to emerging leaders at the Leadership Development Training Institute of the American Mental Health Counselors Association, St. Louis, MO
- Guindon, M. H. (1998, February). *Options for women in higher education*. Presentation given to The NJ Branch of American Council on Education, Office of Women in Higher Education, Princeton, NJ.
- Guindon, M. H. (1998, October). *Multicultural counseling: The global perspective*. Keynote Address, 1998 State Conference of the New Jersey Multicultural Counseling Association, Lawrenceville, NJ.
- Guindon, M. H. (1997, October) *Returning to college: Making a successful transition*. Presentation given to Horizons, Rider University, Lawrenceville, NJ.

- Guindon, M. H. (1997, July). *Administration of your state branch*. Seminar given to emerging leaders at the Leadership Development Training Institute of the American Mental Health Counselors Association, Traverse City, Mich.
- Guindon, M.H. (1997, June). *Considering the feminine voice in the works of Henry Miller*. American Studies Department, Siegen University, Siegen, Germany.
- Guindon, M. H. (1997, January-March). *Self-esteem*. Psychoeducational workshop series presented to clients of Human Growth Center, Yardley, PA.
- Guindon, M. H. (1996-1997). *Summer seminar in career development*. Series of workshops presented to employees of the Nuclear Regulatory Commission, King of Prussia, PA.
- Guindon, M. H. (1996, October) *Returning to college: Making a successful transition*. Presentation given to Horizons, Rider University, Lawrenceville, NJ.
- Guindon, M.H. (1996, June). *Contemporary women's issues*. American Studies Department, Siegen University, Siegen, Germany.
- Guindon, M. H. (1996, March). *Mid-life career changes*. Workshop given at the "Careers in the 21st Century" NJ State Mini-Conference, Lawrenceville, NJ.
- Guindon, M. H. (1994, October) *Returning to college: Making a successful transition*. Presentation given to Horizons, Rider University, Lawrenceville, NJ.
- Guindon, M. H. (1995, October). *Mid-life career changes* Workshop given to the Alumni Association Annual Event, Rider University, NJ.
- Guindon, M. H. (1995, September). *The state of our profession*, Keynote address given to the New Jersey Mental Health Counselors Association Fall Conference, Lawrenceville, NJ.
- Guindon, M. H. (1994, October). *Mid-life career changes* Workshop given to the Alumni Association Annual Event, Rider University, NJ.
- Guindon, M. H. (1994, March). *Be who you are: A program for women's self-esteem*. Invited half-day workshop given at the Professional Development Pre-Conference Workshops of the New Jersey Counseling Association,, Atlantic City, NJ.
- Guindon, M. H. (1993, October). *Mid-life career changes*. Workshop given to the Alumni Association Annual Event, Rider University, NJ.
- Guindon, M. H. (1993, April). *Understanding self-esteem*. Workshop given to teachers and

counselors in Marlton School Systems, Marlton, NJ.

Guindon, M. H. (April, 1992). *Be who you are: A self-esteem program*. Full-day workshop given at the Professional Development Institute of the 1992 Pre-Conference of the American Association of Counseling & Development, Baltimore, MD.

Guindon, M. H. (April, 1991). *Be who you are: A self-esteem program*. Full-day workshop given at the Professional Development Institute of the 1991 Pre-Conference of the American Association of Counseling & Development, Reno, NV.

Guindon, M. H. (1989-1991). *Self-esteem workshop series for women*. Series of 12-session group intervention workshops given every three months at Focus Women's Resource Center, Charlottesville, VA.

Guindon, M. H. (1990, December). *Optimizing your job: Making the most of where you are now*. Workshop given to employees of the Division of Nursing, University of Virginia Health Sciences Center, Charlottesville, VA.

Guindon, M. H. (1990, October). *Charting your future: Up the career ladder*. Workshop given to employees of the Division of Nursing, University of Virginia Health Sciences Center, Charlottesville, VA.

Guindon, M. H. (1990, September). *Life's hassles: How important? How controllable?* Workshop given at the Nelson County School District Biennial Training Session, Amherst, VA.

Guindon, M. H. (1990, April). *Managing multiple priorities*. Invited presentation given for the Virginia Identification Program Regional Conference: Choices and Priorities for Women in Higher Education, Sweet Briar College, VA.

Guindon, M. H. (1990, April). *Managing career transitions*. Presentation given to the Employee Council, University of Virginia School of Medicine, Charlottesville, VA.

Guindon, M. H. (1989, November). *Volunteerism and self-esteem*. Invited presentation given for the American Cancer Society Tri-Division Conference, Norfolk, VA.

Guindon, M. H. (1989, November). *Managing your stress*. Presentation given to University of Miami (Florida) Theatre Arts students, Miami, FL.

### **Conference Presentations**

Guindon, M. H., Murillo, J., & Nobleman, L. (2006, April). *From counselor to consultant: How to get the organizational expertise you need to succeed* Presentation to be given at the 2006 ACA Annual Convention, Montreal, Canada.

- Guindon, M. H. (2005, November). *Self-esteem enhancement*. Presentation given at the 2005 European Branch of the American Counseling Association, Mannheim, Germany.
- Guindon, M. H. (2002, October). *Organizational Counseling: An innovative discipline for a new era*. Presentation given at the 2002 Association of Counselor Educators and Supervisors Conference, Park City, UT.
- Guindon, M. H. (2002, April). *Organizational Counseling*. Presentation given at the 2002 Maryland Career Development Association, Rockville, MD.
- Guindon, M. H. (2000, May). *Women's perception of self: The global perspective*. Paper presented at the 2000 World Conference of the International Association for Counselling, Thessaloniki, Greece.
- Guindon, M. H. (1999, October). *Facilitating beginning counselor self-growth and awareness*. Presentation given at the 1999 National Conference of the Association for Counselor Education and Supervision, New Orleans, LA.
- Guindon, M. H., & Lazarchick, M. (1999, April) *Welfare reform: Real people/real problems*. Presentation given at the 1999 National Conference of the National Employment Counseling Association, San Diego, CA.
- Guindon, M. H. (1998, October). *Multicultural counseling: The global perspective*. Presentation given at the 1998 Conference of the New Jersey Multicultural Counseling Association, Lawrenceville, NJ.
- Guindon, M. H., Giordano, F., & Westburg, N. (1998, January). *Empowering women at work: Issues of anger, self-esteem and hope*. Presentation given at the 1998 National Conference of the Association for Specialists in Group Work, Tucson, AZ.
- Guindon, M. H. (1997, March). *Counselors' perceptions of self-esteem characteristics*. Presentation given to the 1997 Conference of the New Jersey Counseling Association, Princeton, NJ.
- Guindon, M. H., & Westburg, N. (1996, August). *Hope and self-esteem: Applications for practice, research, and education*. Presentation given at the 1996 Convention of the American Psychological Association Convention, Toronto, ONT.
- Guindon, M. H. (1996, May). *Women's reality across cultures: Critical issues for counsellors*. Presentation given at the 1996 International Conference of the International Counselling Congress, Vancouver, British Columbia.

- Guindon, M. H. (1996, April). *Job loss and mental health*. Presentation given at the 1996 National Conference of the National Employment Counselors Association, Pittsburgh, PA.
- Guindon, M. H., & Westburg, N. (1996, March). *Self-esteem and hope: Exploring unity of the mind and body*. Presentation given at the 1996 Conference of the New Jersey Counseling Association, Princeton, NJ.
- Guindon, M. H. (1995, October). *Women's issues across cultures*. Presentation given at the 1995 Conference of the New Jersey Multicultural Counseling Association, Lawrenceville, NJ.
- Guindon, M. H. (1994, May). *Assets and problems of the delayed, late-entry, or returning women*. Paper presented at the Seventh Annual Conference on Corporate Communications, Fairleigh Dickinson University, Madison, NJ.
- Guindon, M. H. (1994, March). *Ripple effect of job loss*. Presentation given at the 1994 State Conference of the New Jersey Counseling Association, Atlantic City, NJ.
- Guindon, M. H. (1993, October). *Job loss and mental health: What we should know*. Presentation given at the 1993 Conference of the New Jersey Mental Health Counselors Association, Ocean City, NJ.
- Guindon, M. H. (1993, June). *The self-esteem/equity connection: Strategies for professional helpers and educators*. Paper presented at the 1993 AAUW Symposium on Gender Issues in the Classroom and on the Campus: Focus on the 21st Century, Minneapolis, MN.
- Guindon, M. H. (1993, May). *Understanding the role of self-esteem in managing corporate communication quality*. Paper presented at the Sixth Annual Conference on Corporate Communications, Fairleigh Dickinson University, Madison, NJ.
- Guindon, M. H. (1993, April). *Achieving equity through self-esteem enhancement*. Presentation given at the 1993 State Conference of the New Jersey Counseling Association, Great Gorge, NJ.
- Guindon, M. H. (April, 1993). *Planning for self-esteem enhancement in career issues*. Presentation given at the 1993 North Atlantic Region of the Association of Counselor Education and Supervision Regional Counseling Conference, University of Scranton, PA.
- Guindon, M. H. (1992, April). *Beyond the routine: Possibilities in career education*. Presentation given at the 1992 Conference of the New Jersey Counseling Association, Long Branch, NJ.
- Guindon, M. H. (1990, November). *Enhancing self-esteem in the at-risk woman: A practical group career counseling approach*. Presentation given at the 1990 Conference of the

Virginia Counselors Association Convention, Lynchburg, VA.

Guindon, M. H. (1990, March). *Being who you are: A self-esteem group counseling model*. presentation given at the 1990 Convention of the American Association of Counseling and Development, Cincinnati, Ohio.

### **Grants and Contracts**

Awarded research leave and expenses grant to analyze transcripts of four-year project on "Women's Perception of Self", a qualitative, phenomenological interview of women in New Jersey and Pennsylvania. Study compares perceptions of women over 50 to women under 30, Rider University, Spring, 1999.

Awarded \$10,000 research grant for research project, *Overcoming Barriers: Imparting Hope and Self-Esteem to HIV+ Patients*. Funded by Local Advisory Board IV, Mid-State Health Advisory Corporation, Lawrenceville, NJ, Spring 1996.

Awarded Federal Government three-year contract to provide career counseling to employees and consultation services to human resources staff of the Nuclear Regulatory Commission, NE Regional Office, King of Prussia, PA, 1995-1998.

Awarded two summer fellowships by Rider University. Completed analysis of results of a survey conducted on the meaning of the self-esteem construct among school counselors, its assessment, and the interventions being utilized in the field, Summers 1994-95.

### **ACADEMIC PROGRAM DEVELOPMENT & PARTNERSHIPS**

#### **Johns Hopkins University Counseling & Human Services Program**

Summer 2002, 2003 and 2004 Seminar Series. Coordinated program and identified new course needs. Recruited faculty nationwide for 10-12 new courses and 11-12 returning courses annually.

M.S. in Organizational Counseling. Created 48 hour master's level program integrating counseling and organizational behavior courses into new curriculum to train organizational consultants and counselors. Developed courses (see listing below) and curriculum, wrote proposal for MHEC state accreditation. Program admitted 21 students in its first academic year, 2000-2001.

Post-master's Certificate Program in Organizational Counseling. Restructured and reorganized existing cohort program to integrate distance education and state-of-the-art internet uses. Program admitted 8 students in its first reorganized cohort year, 2000-2001.

Post-master's Certificate Program in Career Counseling. Updated and reorganized curriculum of 15-credit hour certificate program. Integrated use of software, online program Blackboard into course structure.

Clinical Community Counseling Internships. Reorganized supervisors' processes and oversaw field placement activities of master's and post-master's level clinical students. Reorganized internship orientations to students and supervisors, approved sites and site supervisors, troubleshoot and problem solve. Act as liaison between faculty instructors and site supervisors. Rewrote clinical community master's level and post-master's level manuals.

Montgomery County Counseling Laboratory. Initially assisted chair (Spring 2000 through Fall 2000) and then had sole responsibility for planning and implementing state-of-the-art counseling laboratory.

Partnerships with Montgomery Work/Life Alliance. Developed a partnership and coordinated and oversaw selection of our students for the following grants:

*Workplace Excellence Annual Award Grants.* Counseling students are offered \$500 grants to screen corporate and nonprofit organizational applicants for the Alliance's 'Workplace Excellence' awards. In 2000, the first year, five students were awarded this grant. In the second year, eight students were awarded the grant.

*Work/Life Balance Toolkits Grants.* Five organizational counseling students were awarded \$500 grants in Spring 2001 to research and develop programs for area businesses in various issues of quality of work life.

#### New Course Development

Updated and revised clinical community counseling program; added new introductory/counseling orientation course to be included in clinical community, school, and organizational counseling master's programs. Updated existing career counseling program and created new required and elective courses for organizational counseling programs. *New courses developed:*

Introduction to Counseling as a Helping Profession (3 hrs.)

Advance Career Development Theory & Practice I & II (3 hrs. ea.)

Career Counseling Strategies in Context (3 hrs.)

Counseling & Organizational Behavior I & II (3 hrs. ea.)

Organizational Consultation (3 hrs.)

Gender Issues (3 hrs.)

Organizational Context and Workplace Culture (1 cr.)

Myers-Briggs Type Indicator (1 hrs.)

Adult Development and Transition (1 hrs.)  
Self-esteem: Theory and Practice (1 hrs.)

### **Rider University Counseling Services Program**

Community Counseling Programs. Coordinated and upgraded functions of the community counseling option. Included program development, curriculum development, field placement development and coordination

Licensed Professional Counselor Series. Sole responsibility for weekend, one-credit-hour course series program. Limited to EdS students and counselors seeking additional course work beyond the master's degree, LPCS offered a menu of weekend summer courses to meet licensure requirements within the state of NJ. Included program development, faculty recruitment, public relations, brochure production, coordination of administrative functions.

Council For The Accreditation Of Counseling And Related Programs (CACREP). Responsibility for national accreditation program development and preparation, documentation, application, and visitation. Included curriculum development, supervision of graduate assistants, budgeting , writing of self-study report and subsequent follow-ups and advocacy efforts with administration.

#### New Course Development

Ed.S. Specialty Project Seminar (3-6 hrs.)  
Counseling Psychology Techniques Laboratory (3 hrs.)  
Gender Issues in Counseling (3 hrs.)  
Internship In Counseling II (advanced) (3-6 hrs.)  
Ed.S. Internship In Counseling III (3 hrs.)  
Community Agencies (updated and revised existing course)  
Counseling Women (1 hr.)  
Self-Esteem: Theory & Practice (1 hr.)  
Counseling for Lifestyle & Career Development (1 hr.)

### **Consulting**

Allegany College of Maryland, Institute for Health and Human Services, 2005.

University of Maryland School of Business, College Park, MD. Facilitated ICCS incoming MBA student groups of class of 400, 2004.

Farmers and Mechanics Bank, Frederick, MD. Provided conflict resolution and executive coaching services to higher level employees, 2003.

Mitre Corporation, McLean, VA. Provided expertise to the intelligence community as a group participant on “Feminist Perspectives on Terrorism,” 2002.

*The Shopper* Publishing Co., Chesapeake, VA. Provided conflict resolution/management consultation services to owner and managers, 2001.

Human Growth Center, Yardley, PA. Provided supervision expertise and training to staff therapists and counselors, 1996-1999.

Career Development Center, Penn State Abington, Abington, PA. Provided training in career counseling assessments and strategies to career counselors, 1998.

Nuclear Regulatory Commission, NE Region, King of Prussia, PA. Provided career and personal counseling to employees and coaching services to human resources staff through award of US Federal government contract, 1995-1997.

State Commission on National and Community Service, Trenton, NJ. Provided training to managers and social workers on community counseling and advocacy, 1995-97.

Carrier Foundation Psychiatric Hospital, Belle Mead, NJ. Provided training in women’s issues, trauma, and career counseling strategies to counselors and therapists, 1994-1997.

Merrill Lynch Training Center, Princeton, NJ. Provided training to career managers and human resources personnel on career management and development, 1995.

Natwest Bank, Queens, NY. Provided executive coaching and training to human resources personnel on career management and development, diversity, and women’s issues, 1995.

Career Planning & Placement Office, Rutgers University, New Brunswick, NJ. Provided training in career counseling strategies to career counselors, 1993.

Rider University, Lawrenceville, NJ. Provided training to the Information Resources staff in the Myers-Briggs Type Indicator in the Workplace, April 1992.

Focus Women's Resource Center, Charlottesville, VA. Provided training and consultation services in group interventions and women’s issues to therapists and counselors, 1989-1991.

Division of Nursing, University of Virginia Health Sciences Center, Charlottesville, VA. Provided training and career consultation services to health administrators and human

resources personnel, 1990-1991.

Piedmont Virginia Community College, Charlottesville, VA. Provided training in career counseling strategies to career counseling staff, 1989-1991.

Theatre Arts Department, University of Miami, Miami, FL. Training session provided to faculty in ways to recognize and assist high-stress students, 1989.

The Women's Program, HCA Peninsula Psychiatric Hospital, Hampton, VA. Provided inpatient group counseling bi-weekly sessions on issues of self-esteem., 1986-1988.

HCA Peninsula Psychiatric Hospital, Hampton, VA. Provided training to therapists in the areas of women's issues and career development, 1985-1988.

Tidewater Psychiatric Institute, Virginia Beach, VA. Provided training to therapists in the area of women's issues, 1984-85

Institute for Guided Imagery and Music, Virginia Beach, VA. Provided consultation services to therapists and career coaching to director, 1984-1985.

Women in Transition program, YWCA, Norfolk & Virginia Beach, VA. Provided training to counselors and consultation services to management, 1983-1985.

Oceana Naval Air Station, Virginia Beach, VA. Continuing education courses in career development and financial planning given to transitioning military personnel, 1983-1985.

Norfolk Naval Shipyard Career Transition Center, Norfolk, VA. Career development and counseling provided to transitioning military personnel, 1983-1985.

### **AWARDS & HONORS**

Summer Fellowship, Rider University for studying self-esteem as a construct, 1994 & 1995

Chi Sigma Iota Academic and Professional Honor Society, elected 1990

Governor's Fellowship, University of Virginia, 1988-1989 & 1989-1990

Student representative to the faculty (offered to outstanding counselor education doctoral student),  
Counselor Education Department, University of Virginia, Curry School of Education,  
1989-90 & 1990-1991.

Graduate Assistantship to manage Counseling Services and Resource Center (competitive placement), University of Virginia Counselor Education, Curry School of Education,  
1988-1989

**Governor's Appointee to the Maryland State Licensure Board for Professional Counselors and Therapists, 2004-2008**

## **MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS**

### **Leadership**

Maryland State Board of Professional Counselors and Therapists, 2004-2008  
Dept of Health and Mental Hygiene  
Member of Credentialing Committee  
American Counseling Association  
*Publications Committee, 2004-2007*  
National Career Development Association  
*Professional Development Committee, 2003-2004*  
Maryland Association for Counseling & Development  
*Secretary, 2003-2004*  
American Mental Health Counselors Association  
*District Consultant (Mid-Atlantic), 1996-99*  
New Jersey Association for Counselor Education and Supervision  
*President, 1997-98*  
New Jersey Mental Health Counselors Association  
*President, 1995-96; President-Elect & Conference Chair, 1994-95;*  
*Newsletter Editor, 1992-94*  
New Jersey Counseling Association  
*Licensure Task Force, 1995-97*

### **Member**

American Counseling Association (ACA)  
Association for Counselor Education and Supervision  
National Career Development Association  
American Mental Health Counselors Association (AMHCA)  
American Psychological Association (APA) plus divisions:  
Division 17 - Counseling Psychology  
Division 32 – Humanistic Psychology  
Division 35 - Psychology of Women  
Maryland Association for Counseling and Development  
Pennsylvania Psychological Association – *Fellow*  
Maryland Work/Life Alliance Advisory Board member  
Maryland Work/Life Alliance Council - Recognition Working Group  
Workforce Development Sub-cabinet Member, United Way Central MD, 1999-2001