

# Michelle Marie Schmitt, Ph.D., LCP, CSAC

Vitae

## Personal Information

Campus: Virginia Commonwealth University  
School of Education, Counselor Education, Center for School/Community Collaboration  
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## Certification

Commonwealth of Virginia, Licensed Clinical Psychologist #0810004807  
State of Maryland, Licensed Psychologist #04516 (Expired in good standing March 2012)  
Commonwealth of Virginia, Certified Substance Abuse Counselor #0710101561

## Education

- 5/99 Doctor of Philosophy, Department of Psychology, Counseling Psychology Program (Full APA Accreditation)  
to Virginia Commonwealth University, Richmond, VA  
5/03 Sub-specialization: Substance Abuse Services  
Dissertation: Recovery for Substance Abuse Among Individuals Involved with Drug Court Programs:  
The Role of Unsupportive Social Interactions
- 8/96 Master of Science, Department of Psychology, Counseling Psychology Program  
to Virginia Commonwealth University, Richmond, VA  
5/99 Thesis: Recovery from Substance Abuse Among Individuals Involved with Alcoholic Anonymous:  
The Role of Unsupportive Social Interactions
- 8/94 Master of Arts, Department of Counseling and Developmental Psychology and Research Methods,  
to Lynch School of Education  
5/96 Boston College, Chestnut Hill, MA  
Major: Counseling  
Specialization: Agency Counseling with Adolescents and Adults  
Honors: Awarded Schweitzer Urban Fellowship
- 8/86 Bachelor of Arts, Honors Program  
to Purdue University, West Lafayette, IN  
5/90 Majors: Psychology and Communication  
Honors Program Projects:  
Treatment of Batterers in Domestic Violence  
Organizational Communication in Family Systems  
The Making of a Leader: Dr. Martin Luther King, Jr.  
Theodore Robert Bundy: Description of a Psychopath  
Attentional Effects on the Muller-Lyer Illusion  
Black Soldiers in a Confederate State  
The History of Musical Notation: An Overview  
If Women Do Not Like the Person That They Are, Blame Dad: The Men In Our Lives
- Honors:  
Phi Beta Kappa National Honor Society 1990  
Omicron Delta Kappa National Leadership Honor Society 1989-1990  
Outstanding Contribution to the Circle Recognition 1990  
Phi Kappa Phi National Scholastic Honor Society 1989-1990  
Golden Key Academic Honor Society 1989-1990  
Psi Chi National Psychology Honor Society 1988-1990  
Lafayette Alumnae Panhellenic Council Scholarship Certificate 1989  
Dean's List 1986-1990  
Alpha Lambda Delta Freshman Academic Honor Society 1986

Activities:

- Omicron Delta Kappa National Leadership Honor Society Member 1989-1990
  - Colloquium Coordination Board 1989-1990
  - New Member Selection Committee and Mentor 1989-1990
  - Pledge Class President 1989
- Psi Chi National Psychology Honor Society Member 1988-1990
  - Vice President 1989-1990
- Panhellenic Association Member 1988-1990
  - Rush Counselor 1989-1990
  - Rush Counselor Selection Committee 1990
- Delta Delta Delta Fraternity 1988-1990
  - Charter Member
  - Reference Chairperson 1988-1989
  - Grand Prix Chairperson 1988
- Purdue Student Government 1987-1989
  - Assistant Director of Personnel 1988-1989
  - Activity and Awards Coordinator 1988-1989
- Purdue All American Marching Band Drill Team 1987-1989
- Alpha Lambda Delta Freshman Academic Honor Society 1986-1987
  - Advisory Board Member 1986-1987

**Additional Educational Experiences and Awards**

- ❖ Awarded 2015 Outstanding Community Engagement Award for Faculty, School of Education, Virginia Commonwealth University
- Clinical Supervision Certificate Program, National Association of Social Workers, Virginia Chapter, Richmond, VA, October 14 & 15, 2011
- National Institute on Drug Abuse (NIDA) Bridging Science and Culture to Improve Drug Abuse Research in Minority Communities Conference, Received competitive travel award, Philadelphia, PA, September 24-26, 2001.
- Introduction to the Exner Scoring System, Rorschach Workshops, Asheville, NC, June 20-24, 2001.
- Structural Equation Modeling, Short-course, Center for the Advancement of Research Methods and Analysis (CARMA), Richmond, VA, June 15 – 17, 2000.
- Working with African-American Women with Substance Abuse Problems, Virginia Commonwealth University Institute for African-American Mental Health Training (I AM), Received scholarship for volunteering, Richmond, VA, March 3, 2000
- Holistic Substance Abuse Issues in the African American Community, Virginia Commonwealth University Institute for African-American Mental Health Training (I AM), Received scholarship for volunteering, Richmond, VA, April 30, 1999.
- Substance Abuse Treatment and Recovery for African-Americans, Virginia Commonwealth University Institute for African-American Mental Health Training (I AM), Received scholarship for volunteering, Richmond, VA, March 19, 1999.
- Counseling Men Who Batter: An Intensive Workshop in The Duluth Model: Creating a Process of Change. A State Certified Training Program. Common Purpose, Inc., Selected to receive student scholarship, November 14-16, 1995.

**Peer Reviewed Publications**

- Spiropoulos, G.V., Van Voorhis, P., Spruance, L. M., Schmitt, M.M. (2005). Comparative Effects of Two Cognitive Behavioral Programs for Male & Female Offenders: A Program Evaluation. Journal of Offender Rehabilitation, 42 (2), 69-94.
- Worthington, Jr., E. L., Wade, N. G., Hight, T. L., Ripley, J. S., McCullough, M. E., Berry, J. W., Schmitt, M. M., Berry, J. T., Bursley, K. H., O'Connor, L. (2003). The Religious Commitment Inventory-10: Development, Refinement, and Validation of a Brief Scale for Research and Counseling. Journal of Counseling Psychology, (50) 1, 84-96.
- Ingram, K. M., Betz, N. E., Mindes, E. M., Schmitt, M. M., & Smith, N. G. (2001). Unsupportive responses from others concerning a stressful life event: Development of the Unsupportive Social Interactions Inventory. Journal of Social and Clinical Psychology, 20, 173-207.

- Schmitt, M. M. (2001). Department of Correctional Education forms tutoring partnership with VCU. Student Affairs Today: News and Strategies for Higher Education Professionals (4) 2.
- Schmitt, M. M. (2001). Virginia DOC partners with university to provide correctional education services. Correctional Education Bulletin (4) 8.
- Jurich, S.A. & Schmitt, M.M. (Eds.) Creating a Correctional Educator, Conference Proceedings. (2001). Department of Correctional Education Press: Powhatan, Virginia.

### Government Documents and Publications

- The Virginia Educator's Guide for Planning and Conducting School Emergency Drills, Principle Author, November 2013.
- Model Policy to Address Bullying in Virginia's Schools, Co-Author, October 2013.
- Virginia Strategic Prevention Framework Needs Assessment Workbook, Co-Author, February 2012
- Virginia Department of Education, Study of the Nature and Effectiveness of Virginia School Division's Antibullying Policies (HJR 625), Principle Investigator, January 2012
- Virginia Secretary of Public Safety's Office, Virginia Prisoner and Juvenile Offender Re-Entry Council Report, Main Author, January 2011
- Governor's Office for Substance Abuse Prevention Annual Report to the Virginia General Assembly, Main Author, November 2010
- Virginia's Strategic Prevention Framework Strategic Plan, Michelle M. Schmitt, Elizabeth Eustis-Turf & L. Hope Merrick, Main Authors, 2010
- Report on the Status and Effectiveness of Offender Drug Screening, Assessment and Treatment, Report to the General Assembly of Virginia, Main Author, 2006
- Touching Down At Mid-Way: Substance Abuse Prevention Plan for Virginia's Youth: Gaining Traction, Assisted with research and writing, 2005
- Substance Abuse Prevention Plan for Virginia's Youth: Gaining Traction, Assisted with research and writing, 2003

### Professional Presentations

- 5/15 Evidence-based Communication: Enlisting Motivational Interviewing Techniques for Engaging with Youth. Michelle M. Schmitt. Presented to Virginia Wellness: Broadening Prevention Statewide Conference, Williamsburg, VA.
- 3/15 Communicating with Teens: from Research to Practice. Michelle M. Schmitt & Brian M. Kelley. One-day workshops, Roanoke, Williamsburg, Wytheville & Fredericksburg, VA.
- 3/15 Evidence-based Communication: Enlisting Motivational Interviewing Techniques for Engaging with Youth. Michelle M. Schmitt. Presented to Virginia 21<sup>st</sup> Century Learning Spring Institute, Roanoke, VA.
- 11/14 Evidence-based Communication: Enlisting Motivational Interviewing Techniques for Engaging with Youth. Michelle M. Schmitt & Brian M. Kelley. Presented to Virginia Partnership for Out-Of-School Time Summit, Williamsburg, VA.
- 7/14 Assessment and Evaluation. Michelle M. Schmitt. Presented to the Youth Alcohol & Drug Abuse Prevention Project (YADAPP) leadership conference, adult track, Longwood University, Farmville, VA.
- 5/14 The SPF Model –Being Data-Driven While Trying Not to Drown in Data. Elizabeth Eustis-Turf & Michelle M. Schmitt. Presented to the Virginia Wellness: Reframing Prevention Conference, Richmond, VA.
- 11/13 Decreasing Motor Vehicle Crashes with Alcohol-Impaired Drivers Who are 15-24 Years of Age – The Virginia Strategic Prevention Framework Program. Michelle M. Schmitt. Presented to 2013 Virginia Military/Civilian Transportation Safety Workshop, Fort Eustis, VA.
- 3/12 Utilizing Human Development in Prevention Efforts, Michelle M. Schmitt. Presented to Department of Behavioral Health & Developmental Services Statewide Prevention Training, VCU Medical Campus, Richmond, VA.
- 1/12 Bullying Prevention in Schools Across Virginia, Michelle M. Schmitt. Presented to 24<sup>th</sup> Annual Delta Day at the Virginia General Assembly, Richmond, VA.
- 5/11 Prevention: Positive Youth Development, Michelle M. Schmitt. Presented at statewide training conference Top Gun XIX: Investigation and Prosecution of Drug Cases in Virginia, Williamsburg, VA.

- 4/11 Setting Boundaries & Maintaining Professionalism While Meeting the Needs of Post-Foster Care Youth in the Community College Setting, Michelle M. Schmitt. Presented at Great Expectations Program Statewide Coaches Training, Richmond, VA.
- 3/11 Utilizing Human Development in Prevention Efforts, Michelle M. Schmitt. Presented to Humphrey International Fellows Program, VCU Medical Campus, Richmond, VA.
- 8/10 New Directions for the National Network for Safe and Drug-Free Schools, Michelle M. Schmitt  
Presented at the August 2010 Mid-Year meeting of the National Network for Safe & Drug-Free Schools
- 5/10 Current Prevention Efforts and Resources in Virginia, Michelle M. Schmitt. Presented to Humphrey International Fellows Program, VCU Medical Campus, Richmond, VA.
- 1/08 Orienting New Mentors – What Program Coordinators Should Know, Michelle M. Schmitt  
Presented at the 2008 Virginia Mentoring Conference, Richmond, VA
- 9/07 Program Evaluation, Michelle M. Schmitt  
Presented at the Virginia Health Institute's Quarterly Teleconference
- 2/05 Mentoring Program Evaluation. Michelle M. Schmitt  
Presented at the Virginia Mentoring Partnership's Mentor Summit, Richmond, VA
- 12/04 Active Listening for Active Professionals. Michelle M. Schmitt  
Presented at the Virginia Department of Correctional Education Staff Training Event, Richmond, VA
- 8/04 Finding the Positive. Michelle M. Schmitt  
Presented at the Virginia Correctional Educators Conference, Williamsburg, VA
- 1/04 Program Evaluation. Michelle M. Schmitt  
Presented at the Virginia Department of Social Services Grantee Workshop, Richmond, VA
- 11/03 The Effects of Two Cognitive Behavioral Interventions on a Sample of Incarcerated Women Offenders: A Program Evaluation, Georgia Spiropoulos, Patricia Van Voorhis, Lisa Spruance, Michelle Schmitt  
Presented at the 2003 American Society of Criminology Conference, Denver, CO
- 11/01 Evaluation of Cognitive Programs for Incarcerated Women Offenders. Patricia Van Voorhis, Lisa M. McCartan, Michelle M. Schmitt, Georgia Spiropoulos  
Presented at the 2001 American Society of Criminology Conference, Atlanta, GA
- 10/01 Building Community Coalitions. Michelle M. Schmitt  
Presented at the Virginia Department of Corrections Volunteer Conference, Goochland, VA
- 9/01 Implementation and Evaluation of Cognitive Skill Programs: Preliminary Findings in Virginia. Michelle M. Schmitt, Patricia Van Voorhis, Lisa M. McCartan  
Presented at the Virginia Correctional Association Conference, Charlottesville, VA
- 7/01 Cognitive Skill Training: Does it Work? Preliminary Findings from Virginia. Patricia Van Voorhis, Michelle M. Schmitt, & Lisa M. McCartan  
Presented at the 56<sup>th</sup> International Conference of the Correctional Education Association, Phoenix, AZ
- 8/00 Infusing Positive into the Classroom. Michelle M. Schmitt  
Presented at the Virginia Correctional Educators Conference, Virginia Beach, VA
- 10/99 Perinatal Substance Abuse Issues. Michelle M. Schmitt  
Presented as full-day staff training event at the Oakridge Juvenile Correctional Center, Bon Air, VA
- 3/98 Refinement and Validation of the Religious Commitment Inventory. Everett L. Worthington, Jr., Terry L. Hight, Michael E. McCullough, Michelle M. Schmitt, James T. Berry, Kevin H. Bursley  
Paper presented at the National Conference of the Christian Association for Psychological Study, Chattanooga, TN
- 5/97 Is It Something I Said? The Relationship Among Stressor-Specific Unsupportive Social Interactions, Cognitive Appraisals, and Well-Being. Erica J. Mindes, Michelle Schmitt, and Kathleen M. Ingram  
Paper presented at the Counseling Psychology Scientific Forum, Virginia Commonwealth University, Richmond, VA

**Grant Funding****Grants received as Principal Investigator:**

■ In collaboration with GOSAP & VA-DBHDS: U.S. Substance Abuse and Mental Health Services Administration (SAMHSA) Strategic Prevention Framework - State Incentive Grant	2015-2016	\$ 410,472
	2014-2015	\$5,589,723
	2013-2014	\$2,135,724
	2012-2013	\$2,135,724
	2011-2012	\$2,135,724
	2010-2011	\$2,135,724
2009-2010	\$2,135,724	
■ Virginia Department of Education Project AWARE: SAMHSA Youth Mental Health First Aid: SAMHSA School Climate Transformation (SCT): U.S. Department of Education Virginia Tiered Systems of Support Virginia Tiered Systems of Support - Math Virginia Tiered Systems of Support PBIS	2014-2015	\$ 421,599
	2014-2015	\$ 157,752
	2014-2015	\$ 625,869
	2014-2015	\$ 300,720
	2014-2015	\$ 150,000
	2014-2015	\$ 402,000
■ Virginia Department of Behavioral Health & Developmental Services	2013-2014	\$ 29,291
	2012-2013	\$ 46,834
	2011-2012	\$ 67,436
	2010-2011	\$ 105,932
	2009-2010	\$ 100,538
■ Virginia's Governor's Office for Substance Abuse Prevention	2010-2011	\$ 90,244
	2009-2010	\$ 144,140
	2008-2009	\$ 130,097
	2007-2008	\$ 160,547
	2006-2007	\$ 103,286
■ Virginia Department of Mental Health, Mental Retardation & Substance Abuse Services	2008-2009	\$ 100,144
	2007-2008	\$ 109,590
	2006-2007	\$ 103,302

**Grants Assisted to Bring into Virginia:**

■ Mott Foundation Grant for Virginia Partnership for Out-of-School Time: Sharon Veatch, Karen Williams, Mary Emery & Michelle Schmitt, authors	2010-2013	\$ 225,000
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**Other Grants:**

■ Consolidated Youth Services Grant; primary author on behalf of the Calvert County Family Network, Maryland	2003-2004	\$ 350,000
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**Grant Reviewer**

2015	Virginia Department of Education, Twenty-First Century After-School Programs Competitive Grant Process
2014	U.S. Department of Education, Office of Safe and Healthy Students, Elementary and Secondary School Counseling Programs, Competitive Grant Process
2014	Virginia Department of Education, Twenty-First Century After-School Programs Competitive Grant Process
2012	U.S. Department of Education, Office of Safe and Healthy Students, Elementary and Secondary School Counseling Programs, Competitive Grant Process
2012	Virginia Department of Education, Twenty-First Century After-School Programs Competitive Grant Process
2007	Virginia Governor's Office for Substance Abuse Prevention, Governor's Youth Community Service and Civic Engagement Grant Program, Competitive Grant Process
2005	Virginia Department of Education, Safe and Drug-Free Schools and Communities. School Allocation Grant Process
2003	Center for School-Community Collaboration, School of Education, Virginia Commonwealth University, Programs for Suspended and Expelled Students Competitive Grant Process

**Clinical and Employment Experiences**

- 12/12 Director and Assistant Professor  
to Center for School/Community Collaboration, Virginia Commonwealth University, Richmond, VA  
present Duties: Evaluator and Project Coordinator for Virginia’s Strategic Prevention Framework State Incentive Grant from US SAMHSA. Evaluator for Project AWARE, Virginia Department of Education (VADOE) and U.S. SAMHSA. Manage Virginia Tiered Systems of Support (VTSS) with VADOE and School Climate Transformation grant from USED with VDOE to implement tiered academic and behavioral programming in school divisions across the Commonwealth. Complete federal and state grant applications. Manage prevention trainings for Virginia Department of Behavioral Health and Developmental Services. Create and complete evaluation protocols for conferences and trainings. Supervise Center staff (expanded from 5 to 25) and oversee Center budget (over \$5 million). Member of the VOSAP Collaborative, prevention managers from thirteen state agencies involved with positive youth development; VCU Office of Sponsored Programs (OSP) Uniform Guidance Implementation Subcommittee on Subrecipients member – sole principal investigator on workgroup addressing implementation of new federal guidance for grants and subawards (2015); Virginia Partnership for Out-of-School Time Executive Committee (VPOST; 2011-present) , youth development staff at the community level; Virginia Department of Alcohol Beverage Control Education Unit workgroup on college risk behavior survey (2014-present); Virginia Family Impact Seminar Advisory Board Member (2009 – present); Needs Assessment Workgroup member for the VCU Child Development Center (2013-2014); Advisory Council member for the Mary & Frances Youth Center at VCU (2015), School of Education Dean’s Workgroup on Climate, Culture and Voice (2015).
- 3/13 Senior Staff, Clinician  
to University Counseling Services, Virginia Commonwealth University, Richmond, VA  
6/13 Campus-based outpatient center  
Duties: Conducted individual counseling. Completed paperwork associated with clinical practice.
- 10/09 Acting Director and Assistant Professor  
to Center for School/Community Collaboration, Virginia Commonwealth University, Richmond, VA  
12/12 Duties: Served as Project Coordinator and Evaluator for Virginia’s Strategic Prevention Framework State Incentive Grant from US SAMHSA. Authored and secured federal and state grants. Managed grants that utilize federal Safe and Drug-Free Schools and Communities Act (SADFSCA). Managed prevention funds out of the Governor’s Office for Substance Abuse Prevention (GOSAP). Managed prevention trainings for Virginia Department of Behavioral Health and Developmental Services. Created and completed evaluation protocols for conferences and trainings. Supervised and expanded Center staff (2 to 5) and oversaw Center budget. Member of the GOSAP Collaborative (2003 – 2012), prevention managers from thirteen state agencies involved with positive youth development, until GOSAP was dissolved as a state office; Virginia Partnership for Out-of-School Time Leadership Team (VPOST; 2008-2011), VPOST Executive Committee (2011-2012) , youth development staff at the community level; Virginia Family Impact Seminar Advisory Board Member (2009 – 2012); School of Education’s Committee on Research & Professional Development (2010 – 2012). Served as a member on the Secretary of Public Safety’s (SoPS) Anti-Gang Workgroup (2004-2010). Consultant on Attorney General’s Anti-gang video *The Big Lie: Unmasking the Truth Behind Gangs* (2011). Represented GOSAP & Virginia on a White House call regarding national Plan for Prescription Drug Abuse, April 2011. Served as Vice-Chair for the National Network for Safe & Drug-Free Schools, a national non-profit organization (2009-2012) coordinated national meetings, attended executive board member meetings, including those with USED staff, coordinated with national lobbyists.

- 7/03 Assistant Professor and Program Coordinator  
to Center for School/Community Collaboration, Virginia Commonwealth University, Richmond, VA  
10/09 ♦ Trained as an “Olweus Bullying Prevention ” program trainer  
Duties: Managed grants that utilized federal Safe and Drug-Free Schools and Communities Act (SADFSCA) funds out of the Governor’s Office for Substance Abuse Prevention (GOSAP), including pre-grant workshops, managing submission of Request for Proposals (RFPs), selecting and mediating independent groups of grant review committees, awarding of funds, conducting site-visits, monitoring of programmatic requirements, including reviewing quarterly evaluation and auditing reimbursement requirements, implementation of cross-site evaluation and on-going technical support for awardees. Managed prevention trainings for Virginia Department of Behavioral Health and Developmental Services (DBHDS; formerly the Department of Mental Health, Mental Retardation and Substance Abuse Services). Served on review and scoring committees for grants under Virginia Department of Education’s Safe and Drug Free Schools programs. Tracked and monitored legislation as part of the Secretary of Public Safety’s (SoPS) annual Legislative Team (2004). Coordinated annual state-wide GOSAP KIDSafe Prevention Conference in 2003, 2004 & 2005, as well as Governor’s Prevention Comes First Conference in 2006 & 2007. Coordinated training events, including Protect & Respect Safety Institute Training for Virginia State Police Prevention Officers & Identifying and Intervening with Gang-Involved Youth for Department of Juvenile Justice community-based probation officers. Created and completed evaluation protocols for conferences and trainings. Tracked and evaluated progress of GOSAP Office toward stated goals and objectives. Completed written reports for programs and state agency, including GOSAP’s annual report for the Virginia General Assembly. Member of the SoPS’s Anti-Gang Workgroup; the SoPS’s Drug Offender Task Force; the GOSAP Collaborative, prevention managers from thirteen state agencies involved with positive youth development; and the GOSAP Council, youth development staff at the community level. Served as Vice-Chair for the National Network for Safe & Drug-Free Schools, a national non-profit organization (2007-2009) coordinate national meetings, attend executive board member meetings.
- 8/04 Licensure Resident  
to University Counseling Services, Virginia Commonwealth University, Richmond, VA  
5/05 Campus-based outpatient center  
Duties: Conducted individual counseling. Performed intake assessments. Completed paperwork associated with clinical practice.
- 2/03 Adolescent Programs Specialist  
to Calvert County Family Network, Prince Frederick, MD  
7/03 Social service contract agency  
♦ Trained as a “Guiding Good Choices” prevention program trainer  
Duties: Wrote grants to generate funds. Secured approximately \$350,000 in competitive grant funding. Completed quarterly and annual reports to meet funder’s requirements. Wrote RFP’s to put out to vendors to contract for social services. Reviewed and scored grant proposals. Provided technical assistance to other governmental departments, as well as contract agencies. Developed and conducted on-going program evaluation and monitoring. Facilitated county’s Youth Strategies Sub-committee which developed a 5-year Strategic Plan for juvenile delinquency prevention within the community. Served on coalitions, committees, and action groups addressing a wide range of youth issues, including adolescent pregnancy prevention, truancy prevention, etc.
- 12/01 Pre-doctoral Psychology Intern  
to Federal Bureau of Prisons, United States Penitentiary, Atlanta,, GA  
12/02 Psychological service center in federal maximum security prison, detention and transportation center  
\*Received Achievement Award for Special Service to Department  
Duties: Conducted psychological assessments with inmates and completed written reports for a variety of referral questions including parole evaluations and placement in community corrections. Performed psychological screenings. Utilized Hare Psychopathy Checklist (PCL-R; semi-structured interview), Rorschach with Exner Scoring, and Wechsler Adult Intelligence Scale (WAIS). Conducted individual and group psychotherapy sessions, including the Drug Abuse Program (DAP) and the CODE program for high security inmates. Performed Admission and Orientation lectures. Managed crisis situations, including conducting suicide risk assessments. Conducted rounds on Segregated Housing Units. Participated in medication review meetings and staff meetings.  
The Georgia Institute of Technology, Student Counseling Center, Atlanta, GA (one day a week out-placement site)  
Duties: Conducted individual psychotherapy sessions with undergraduate and graduate students.

- 8/99 Program and Research Specialist  
to Commonwealth of Virginia, Department of Correctional Education, Richmond, VA  
12/01 School district for adult and juvenile schools in state prisons  
Duties: Assisted with the development of and served as site coordinator for multi-site, multi-protocol research project of cognitive programs in conjunction with Dr. Patricia Van Voorhis at the University of Cincinnati. Completed reports synthesizing research reports in response to legislative queries. Performed presentations in a wide variety of forums, including staff training activities. Developed and implemented grant-funded training on "Identifying Gangs" for 375 staff. Coordinated 3-day conference and 1-day follow-up session, "Creating a Correctional Educator" for 400 teachers with 25 speakers from across the U. S. and Canada. Consulted with various interagency groups regarding program evaluation. Created and scanned evaluation tools with Bubble Shop and Pulse Survey. Compiled annual evaluation and justification report for the Cadre Program. Compiled monthly utilization reports for adult schools statewide. Developed and managed Excel and SPSS files for compiling evaluation statistics. Involved with assorted special projects and programs as part of the Public Information Office.
- 7/01 Psychology Practicum Student  
to Federal Bureau of Prisons, Federal Correctional Institute, Petersburg, VA  
11/01 Psychological service center in federal prison  
Duties: Conducted psychological assessments with inmates and completed written reports as part of court-ordered forensic evaluations. Assisted with weekly rounds on Segregated Housing Unit. Participated in medication review meetings and staff meetings. Co-led 8-week anger management group.  
Clinical contact hours with individuals: 78; Clinical contact hours with groups: 9; Hours of individual supervision received: 10; Total hours at site: 160
- 10/01 Room Supervisor and Proctor  
& Columbia Assessment Services, Inc., Richmond, VA  
10/00 - National Council for Interior Design Qualification (NCIDQ)  
- Registered Nurse Certification Exam, Certifying Board of Gastroenterology Nurses and Associates, Inc. (CBGNA)  
Duties: Administered certification exams according to standardized protocols. Monitored full-day and half-day exams. Handled testing irregularities and questions.
- 6/00 Psychology Intern  
to Commonwealth of Virginia, Department of Juvenile Justice, Richmond, VA  
11/00 Behavioral Services Unit, Reception and Diagnostic Center for all juveniles entering state correctional system  
Duties: Conducted psychological assessments with adolescents remanded to juvenile correctional system. Completed written reports. Made treatment recommendations and served as member of treatment team.  
Clinical contact hours with individuals: 41; Hours of individual supervision received: 18; Performed 12 assessments with individuals; Total hours at site: 113.
- 10/00 Statistical Consultant  
to Metropolitan Educational Research Consortium, Virginia Commonwealth University, Department of Education  
11/00 Duties: Created, compiled and merged data and statistics for the grant funded 'Evaluation of the Virginia Standards of Learning Statewide Training Initiative'.
- 8/98 Student Therapist  
to University Counseling Services, Virginia Commonwealth University, Richmond, VA  
5/99 Campus-based outpatient center  
Duties: Conducted individual and couples counseling. Performed intake assessments. Assisted with campus outreach programs. Performed walk-in screenings for health promotion weeks, such as substance abuse and depression. Clinical contact hours with individuals: 101; Clinical contact hours with couples: 17; Clinical contact hours with groups: 6; Hours of individual supervision received: 31; Hours of group supervision received: 82; Performed 21 intakes with individuals; Total hours at site: 368.



- 6/98 Cadre  
to Commonwealth of Virginia, Department of Correctional Education, Richmond, VA  
8/99 Accredited high schools located in state juvenile prisons  
◆ Completed Basic Skills for Juvenile Correctional Officers, 120 hr. training, Virginia Department of Juvenile Justice  
Duties: Served as a substitute classroom teacher or instructional assistant for schools in five area juvenile correctional centers. Designed and implemented lessons plans. Insured and maintained classroom learning environment and security needs. Authored Governor's Award for Service Learning Initiative between Department of Correctional Education and Virginia Commonwealth University. Compiled annual evaluation and justification report for the Cadre Program. Developed and managed Excel file for compiling evaluation statistics.
- 4/98 Couple Consultant  
to Couple Enrichment Project, Virginia Commonwealth University, Richmond, VA  
9/98 Duties: Attended 9 hours of training. Performed two different 9 hour couple enrichment interventions with couples married less than 6 months. Clinical contact hours with couples: 27; Hours of group supervision received: 10.
- 5/97 Student Therapist  
to Center for Psychological Services and Development, Virginia Commonwealth University, Richmond, VA  
5/98 Community mental health outpatient center  
Duties: Conducted individual and couples counseling. Developed, implemented and tracked treatment plans. Performed intake assessments, assigned DSM IV diagnoses, and prepared weekly case presentations. Performed career and personality assessments and presented feedback to clients. Participated in weekly staffing and 24-hour crisis intervention service. Clinical contact hours with individuals: 125; Clinical contact hours with couples: 14; Supervision of others: 13; Hours of individual supervision received: 43; Hours of group supervision received: 53; Hours of supervision on supervision: 4; Performed 12 intakes with individuals and 1 with a couple; Total hours at site: 378.
- 7/95 Counseling Intern  
to Metro West Medical Center, Natick, MA  
4/96 Psychiatric and substance abuse, dual diagnosis, inpatient units and outpatient center  
◆ Obtained Massachusetts Certification to Counsel Men Who Batter  
Duties: Coordinated individual treatment plans for inpatient stays. Facilitated didactic and psychotherapy groups on open and locked units: Reflection Time & Goal Setting, Grief & Loss, Relapse Process Management, Living Sober. Conducted individual and family outpatient counseling sessions. Clinical contact hours to individuals: 30.5; Clinical contact hours with groups: 263.5; Hours of individual supervision received: 27; Hours of group supervision received: 66; Total hours at site: 715.
- 9/94 Community Employment Manager  
to Vocational Adjustment Center, Brighton, MA  
9/95 Vocational training and placement program for individuals with disabilities  
Duties: Conducted employment information interviews and assessments. Developed and implemented individual job placement plans. Instructed and lead job readiness skills and ongoing post-placement support groups. Assessed, trained, monitored and evaluated on the job performance and modifications. Identified and collaborated with local businesses for placement of participants.
- 7/93 Community Outreach Worker  
to San Bernardino County, Office of Drug and Alcohol Programs, Perinatal Substance Abuse Programs, Chino, CA  
8/94 Substance abuse programs for pregnant and parenting women  
◆ Attended 1994 National HIV Frontline Forum, Riverside, CA  
◆ Attended 1994 Afro-American HIV Regional Conference, San Bernardino, CA  
Duties: Developed, coordinated and implemented community education and outreach efforts, including staff trainings, presentations to target population, flyers, mass mailings, health fairs, newspaper and radio advertisements. Executive producer of a PSA for network television broadcast. Interdisciplinary collaboration with professionals from the Department of Public Health, Sheriff's Department, Detention Centers, Probation, Colleges, School Districts, Department of Social Services, Child Protective Services, Hospitals, and other agencies involved with mothers. Conducted research and evaluation including focus groups, surveys, analytical statistics and literature reviews. Responsible for recruitment and coordination of volunteer projects and staff.

- 3/93 Lead Counselor & Relief Counselor  
 to Helicon Youth Center, Riverside, CA  
 8/94 Residential program for adolescents involved with juvenile court system  
 ♦ Received Professional Assault Response Training Certificate  
 Duties: Supervised and coordinated five staff, staff-administration liaison. Management of client environment, activities and therapeutic group implementing Social Group Model.
- 8/91 Instructor/Advisor  
 to P.A.C.E. Center for Girls, Orlando, FL  
 1/93 Voluntary alternative high school for girls deemed at risk for dropping out. Referrals from juvenile court, social service agencies, public schools and teen pregnancy programs.  
 ♦ Obtained Florida Teaching Credential  
 Duties: Advised ten students on educational and personal issues, goal setting and tracking. Conducted monthly family visits, Located and collaborated with other social service providers to meet student needs. Completed First Year Teacher Program. Developed and instructed academic coursework according to state standards: math, biology, psychology, family relations, sociology, physical education, art and drama. Instructed program generated courses: career awareness, life skills, interpersonal relations, parenting, human sexuality. Planned and implemented weekly counseling groups, self-esteem and personal growth activities.
- 8/90 Residential Manager  
 to Adept Corporation, Indianapolis, IN  
 6/91 Group home for mentally ill, developmentally delayed adults  
 Duties: Management of medical treatment, client environment and activities. Interdisciplinary Team member for client management including behavior modification plans, psychotropic drug dosages, goals to increase functioning levels and dietary supervision. Supervised, scheduled and evaluated nine staff members.
- 5/89 Relief Counselor  
 to Chaparral Treatment Center, Colton, CA  
 8/89 Psychiatric group homes for children and adolescents  
 ♦ Certified to pass psychotropic medications  
 ♦ Certified to perform physical restraints  
 Duties: Supervised clients in residential setting, assuring safety and maintaining therapeutic milieu. Implemented individual behavior modification plans.
- Teaching Experience**
- 8/97 Trainer  
 to Virginia One-to-One: The Mentoring Partnership  
 6/13 Office of Community Programs, Virginia Commonwealth University and Virginia One-to-One  
 Duties: Prepares and presented half-day training sessions to business professionals and other community members preparing them to facilitate mentoring programs in public schools throughout the state. Presented full-day training on mentoring with court-involved youth. Assisted with development of training workshop for adult-to-adult welfare-to-work mentoring programs. Prepared and presented half-day training sessions to community organizations for adult-to-adult welfare-to-work mentoring programs. Developed and trained other trainers to present future training sessions.
- 7/05 Faculty Associate  
 to School of Professional Studies in Business and Education, Johns Hopkins University  
 10/08 Psychology 863.630 Addictions Counseling I: Theory and Approaches  
 Psychology 861.511 Career/Life Development Planning  
 Psychology 861.503 Introduction to Counseling as a Helping Profession  
 Duties: Full course responsibilities: course development, lecturing and evaluation of graduate students in Master's of Science in Counseling Program
- 8/03 Instructor  
 to Psychology 340 Introduction to the Helping Relationship  
 5/05 Department of Psychology, Virginia Commonwealth University  
 Duties: Full course responsibilities: course development, lecturing and evaluation of undergraduates.

- 5/04 Instructor  
to Education 301 Human Development and Learning  
7/04 School of Education, Virginia Commonwealth University  
Duties: Full course responsibilities for core subject-matter course for future classroom educators: development, lecturing and evaluation of undergraduates.
- 8/98 Instructor  
to Psychology/Criminology/Sociology 491 & 493 Youth in Corrections  
12/01 Department of Psychology, Virginia Commonwealth University  
Duties: Full course responsibilities: course development, lecturing and evaluation of undergraduates in year-long and semester-long service learning courses. Lecture topics included: stress management and burnout, anger management and managing angry people, mentoring, tutoring and study skills, and substance abuse issues.
- 7/01 Instructor  
to Psychology 214 Statistics  
8/01 Department of Psychology, Virginia Commonwealth University  
Duties: Full course responsibilities: course development, lecturing and evaluation of undergraduates. Trained and supervised Graduate Assistant for laboratory section of course.
- 8/97 Graduate Teaching Assistant  
to Psychology/Criminology/Sociology 491 & 493 Youth and Corrections  
5/99 Department of Psychology, Virginia Commonwealth University  
Duties: Lead group reflection and supervision surrounding field placements. Scheduled guest speakers. Coordinated tutoring, matches, schedules and training with Department of Correctional Education. Graded weekly journals and other assignments. Coordinated and carried out recruitment, screening and interviewing of students for program. Lectures: "Mentoring Training," "Perinatal Substance Abuse," and "The Effects of Perinatal Substance Exposure on Children."
- 1/96 Graduate Teaching Assistant  
to Psychology 491 & 493 Substance Abuse Specialty Program  
5/99 Department of Psychology, Virginia Commonwealth University  
◆ Attended Fourth Annual Symposium on Integrating Service with the Curriculum, University of Richmond, May 1998  
◆ Attended 1998 Virginia Commonwealth University Faculty Institute on Service Learning  
◆ Attended 1997 Virginia Commonwealth University Faculty Institute on Service Learning  
Duties: Co-lead group reflection and supervision surrounding field placements. Scheduled guest speakers. Coordinated with field supervisors. Conducted individual on-site field placement evaluations. Graded weekly journals and other assignments and exams. Coordinated and carried out recruitment, screening and interviewing of students for program. Coordinated graduation recognition of participants with university. Consulted on state licensing requirements and program development. Lectures: "Perinatal Substance Abuse" and "Dynamic and Transtheoretical Approaches to Addiction."
- Sum '98 Graduate Teaching Assistant  
and Psychology 214 Statistics  
Sum '97 Department of Psychology, Virginia Commonwealth University  
Duties: Instructed laboratory section of course. Created lesson plans, homework and quizzes coordinating with lecture. Created lesson plans surrounding computer statistical package, SPSS. Assigned grades for laboratory section.
- 8/96 Instructor  
to Psychology 101 Technically Enhanced Classroom  
5/97 Department of Psychology, Virginia Commonwealth University  
Duties: Instructed weekly classes, assigned work, graded written work, and proctored quizzes.
- 8/89 Lab/Discussion Group Leader  
to Joan Jurich, Ph.D., Associate Professor  
1/90 Department of Child Development and Family Studies, Purdue University  
Duties: Developed and carried out lesson plans, structured discussions and role-plays for two sections of undergraduate course, Marriage and Family Relations. Attended weekly supervisory meetings. Assigned and maintained records of class grades.

**Volunteer Activities in Community**

- 10/14 Girls Scouts of the Commonwealth of Virginia  
to Daisy Group Leader  
present Attend unit group meetings and other trainings; create and lead meetings for girls based on guidance documents; track attendance at special events; coordinate and track cookies sales; track and award patches.
- 1/13 Friends of Hanover Schools  
to Chair (2014 – present); Vice Chair (2013-2014)  
present Political Action Committee, Mechanicsville, VA  
Attend Leadership Team meetings, membership meetings, School Board meetings and county Board of Supervisors meetings. Hold candidate forums for local and state election contests. Served on School Board focus groups regarding new high school schedules.
- 9/12 PTA Member  
to Pearson's Corner Elementary School, Mechanicsville, VA  
present Attend PTA meetings. Assist with set-up, implementation & clean-up of family events & school events.
- 9/10 Parent Advisory Council Member  
to VCU Child Development Center, Richmond, VA  
8/12 Attend PAC meetings. Fact-find for activities and products of interest. Assist with set-up & clean-up of family events.
- 3/11 Youth Education Leader  
to Kenwood United Methodist Church, Elmont, VA  
11/11 Taught lessons that were provided. Managed youth engagement and behavior of 3 – 12 year olds.
- 1/01 Coordinator  
to CARTIAS Program for the Homeless  
3/01 Located and coordinated volunteers for overnight shifts for faith-based program for homeless families.
- 2/97 Coordinator  
to Delta Delta Delta, Gamma Iota Chapter 10-year Reunion Weekend  
10/98 Coordinated with local collegiate and alumnae chapters to arrange and carry-out plans for weekend. Managed database to locate and communicate with over 350 members. Created and disseminated flyers and mailings regarding the reunion.
- 2/98 Volunteer  
to Sussex County Senior Citizen Outreach Program, Yale, VA  
5/98 Developed and implemented a six hour training program for inception of community transportation and outreach program for the elderly. Training included volunteer motivation and continued support services, job descriptions, organization and information management, special needs of the elderly, managing psychological needs of the elderly surrounding transportation.
- 10/94 Rider & Volunteer  
to Boston⇒New York AIDS Ride, Boston, MA  
9/95 Raised funds and rode bicycle in three-day event. Performed office duties. Performed public relations functions at fundraising house parties, coordinated events and trained for year prior to the event.
- 8/91 Board Member  
to Camp Good Days and Special Times, Orlando, FL  
1/93 Planned, coordinated and executed activities and fund raising events for ongoing programs to support children living with cancer and their families.
- 1/89 Volunteer  
to Planned Parenthood, West Lafayette, IN  
5/89 Performed pregnancy tests, filed test results, answered phones, scheduled appointments, and greeted clients.