

LASHONDRA P. MANNING, Ph.D., LPC-S

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lashondra.manning@gmail.com<https://www.linkedin.com/in/lashondramanning/>**EDUCATION****Doctor of Philosophy, Counseling, 2016**

East TX A&M University, formerly known as TX A&M University-Commerce, Commerce, Texas (CACREP Accredited)

Dissertation Title: The Perceptions of College Counselors Who Have Counseled College Students after Mass Crises: A Phenomenological Study.

College counselors provide direct counseling services and care to college students after the occurrence of mass crises. Sometimes, the role of college counselors extends beyond serving college students and includes attending to family members and the surrounding community. College counselors are often personally affected by the same crises as their clients while simultaneously trying to adapt to additional responsibilities. This research study examined the lived experiences of college counselors who have responded to mass crises on their campuses. To date, no qualitative studies have investigated the experiences of college counselors who respond to students after a natural disaster or human-made crisis. In phenomenological research, meanings are sought within the original context of the participant's account. The sample included varied demographics. The interviews were digitally recorded and transcribed verbatim. Data were analyzed using Moustakas's modified Van Kaam phenomenological model method, a seven-stage process that searches for themes, meanings, and understanding. The five themes that were developed from this study were: (a) awareness of the possibility of countertransference, (b) reliance upon training, (c) leadership guidance and collaboration with colleagues, (d) recollection of vivid sensory details, and (e) the importance of professional and personal self-care. These themes were considered, as recommendations were made to provide counselors, counselor educators, and college administrators with a deeper understanding of the lived experiences of college counselors who have counseled college students following the occurrence of mass crises.

Master of Arts, Community Counseling, 2006

Stephen F. Austin State University, Nacogdoches, Texas (CACREP Accredited)

Bachelor of Science, Psychology, 2004

Stephen F. Austin State University, Nacogdoches, Texas

PROFESSIONAL LICENSES & CERTIFICATIONS

Micro-Credentials in Inclusive Teaching for Equitable Learning, Inspiring Inquiry and Lifelong Learning in Your Online Class, Promoting Active Learning Online, (Association of College and University Educators (ACUE) and 2021 American Council on Education (ACE)).	2021-2022
Certificate in Effective Teaching, Association of College and University Educators (ACUE) and American Council on Education (ACE)).	2021
Licensed Professional Counselor-Supervisor (Texas), 62525	2006 to present
National Certified Counselor, 81243	2006-2024

PUBLICATIONS

Lang, E., Munsey, B., Murray, F., **Manning, L.**, & Wigington, T. (2023). Culturally responsive learning environments within higher education. *Multicultural Perspectives Journal*.

Manning, L. (2023). Post-Traumatic Stress Disorder in African Americans. In L. Hendricks & D. Smith (Eds.), *Changing the stigma of mental health among African Americans: Moving from denial to acceptance*. (pp. 23-43). IGI Global.

Manning, L., Murray, F., Lang, E., Munsey, B., & Wigington, T. (2023). Learning experiences within helping disciplines: Faculty and student observations. *Journal of Pedagogical Research*, 5(1), 31-43.

Stanley, D. & **Manning, L.** (2023). Exploring the lived experiences of 911 Dispatchers: A phenomenological study. *Canadian Journal of Counselling and Psychotherapy*, 56(3-4), 324-246.

Jones, B. A., Wilson, A. D., and **Manning, L.** (2017). Best practices for engaging African-American males: The success model. *Journal of Effective Schools Project*, 24, 39-45.

Wilson, A. D., Onwuegbuzie, A. J., & **Manning, L. P.** (2016). Paired interviews as a method of collecting qualitative data. *The Qualitative Report*, 21(9), 1549-1573.

PROFESSIONAL PRESENTATIONS

Manning, L., Carrola, P. A., Harvey, C., Lerma, E., & Walker, K. (2025, February 27-February 28). TACES featured panel session: Trends in counselor education, supervision, and behavioral health in Texas. [Panel discussion]. Mid-Winter Conference of Texas Association for Counselor Education and Supervision, Austin, TX, United States.

Manning, L., Webb, K., & Carter, S. (2024, November 7-9). Workplace mental health & well-being for black female counselor educators. [Conference presentation]. Bi-Annual Southern Association for Counselor Education and Supervision Conference, Dallas, TX, United States.

Wagner, T. & **Manning, L.** (2024, October 30-November 1). TACES presents: Rock your role as a culturally competent supervisor: All culture, all the time. [6-hour Learning Institute]. 68th Annual Texas Counseling Association Professional Growth Conference, Dallas, TX, United States.

Alvarado, M. & **Manning, L.** (2024, February 22). Counselor ed table talk: Insights from women counselor educators. [Content session]. Mid-Winter Conference of Texas Association for Counselor Education and Supervision, Georgetown, TX, United States.

Manning, L. & Wagner, T. (2023, October 31-November 3). TACES presents: Leading supervision with the 3 C's (Creativity, Culture-Consciousness, & Connection). [6-Hour Learning Institute]. 67th Annual Texas Counseling Association Professional Growth Conference, Houston, TX, United States.

Manning, L., Deroche, M., Simpson, C., & Munsey, B. (2023, October 11-15). It's fun developing D.E.I.B.: A panel discussion on the development of diversity, equity, inclusion, and belonging committee at the counseling department level. [80-minute Panel discussion]. Bi-annual 2023 Association for Counselor Education and Supervision Conference, Denver, CO, United States.

Manning, L., Deroche, M., Hurless, N., & Simpson, C. (2023, March 2-3). Bottom-up: Re-thinking diversity, equity, inclusion and belonging from the departmental Level. [Roundtable discussion]. Mid-Winter Conference of Texas Association for Counselor Education and Supervision, Georgetown, TX, United States.

Manning, L. & Munsey, B. (2022, November 9-12). The role of school counselors in integrating culturally responsive practices. [Conference presentation]. 66th Annual Texas Counseling Association Professional Growth Conference, Dallas, TX, United States.

Manning, L. & Munsey, B. (2022, November 2-5). Culturally responsive teaching in counselor education. [Conference presentation]. Bi-Annual Southern Association for Counselor Education and Supervision Conference, Baltimore, MD, United States.

- Foster, R., Blanco, P., **Manning, L.** & Munsey, B., and Wilder, C. (2022, February 24-25). A step-by-step guide to implementing university-community partnerships for clinical outcome research. [Panel discussion]. Mid-Winter Conference of Texas Association of Counselor Education and Supervision, Arlington, TX, United States.
- Manning, L.** & Munsey, B. (2022, February, 24-25). Culturally responsive teaching for inclusive learning in counselor education. [Conference presentation]. Mid-Winter Conference of Texas Association of Counselor Education and Supervision, Arlington, TX, United States.
- Manning, L.** & Stanley, D. (2020, February). The experiences of secondary traumatic stress in 911 dispatchers: Implications for counselor educators and students. [Conference presentation; Research with student]. Mid-Winter Conference of Texas Association of Counselor Education and Supervision, San Antonio, TX, United States.
- Manning, L.** & Boyne, D. (2020, February). How to successfully teach an online research methodology course. [Conference presentation; Research with student]. Mid-Winter Conference of Texas Association of Counselor Education and Supervision, San Antonio, TX, United States.
- Cherry P. & **Manning, L.** (2019, November). Running to recovery: Ultra-marathon running as an adjunct to substance abuse treatment. [Conference presentation; Research with student]. 63rd Annual Texas Counseling Association Professional Growth Conference, Fort Worth, TX, United States.
- Blanco, P., **Manning, L.**, & Munsey B. (2019, October). Goodness of fit: A unique investigation into the admissions and interview process of a counselor education program to prevent remediation and dismissal. [Conference presentation]. Bi-annual 2019 Association for Counselor Educators and Supervisors Conference, Seattle, WA, United States.
- Manning, L.** (2019, April). An investigation into the lives of 911 dispatchers with experiences of personal post-traumatic symptoms utilizing a phenomenological approach. [Conference presentation]. CHSHS Research Week, Stephenville, TX, United States.
- Manning, L.** & Stillo, S. (2019, March). A tale of two phenomenology types: Transcendental phenomenology and interpretive phenomenological analysis. [Conference presentation]. Mid-Winter Conference of Texas Association of Counselor Education and Supervision, Dallas, TX, United States.
- Manning, L.** (2019, February). The use of apps to increase student engagement and learning in any classroom. [Conference presentation]. Excellence in Teaching Conference, Stephenville, TX, United States.
- Manning, L.** & Sneed, T. (2018, November). How to develop quality online counseling courses. [Conference presentation]. 62nd Annual Texas Counseling Association Professional Growth Conference, Dallas, TX, United States.
- McRee, L. & **Manning, L.** (2018, March). Integrating social media into the classroom. [Conference presentation]. Mid-Winter Conference of Texas Association of Counselor Education and Supervision, Austin, TX, United States.
- Manning, L.**, (2017, November). Interventions to guide college counselor practice after the occurrence of mass crises. [Conference presentation]. 61st Annual Texas Counseling Association Professional Growth Conference, Galveston, TX, United States.
- Manning, L.** & Smith, W.D. (2017, March). Relationships in the counselor's life: Exploring strategies that promote relational wellness. [Conference presentation]. Mid-Winter Conference of Texas Association of Counselor Education and Supervision, Austin, TX, United States.
- Manning, L.**, Strutton, J., & Mann, V. (2016, November). To thine own self be true: The implications and integration of self-care throughout ethical codes. [Conference presentation]. 60th Annual Texas Counseling Association Professional Growth Conference, Dallas, TX, United States.

- Manning, L.,** Deel, D., & Brown, D.C. (2016, October). Developing an off-campus community-based counselor training clinic. [Conference presentation; Research with student]. Bi-Annual Southern Association for Counselor Educators and Supervisors Conference, New Orleans, LA, United States.
- Linstrum, K. & **Manning, L.** (2016, January). Multicultural counseling class: Student's reactions, thoughts, and ideas using the Critical Incident Questionnaire. [Conference presentation]. Mid-Winter Conference of Texas Association of Counselor Education and Supervision, Austin, TX, United States.
- Matthews, C. & **Manning, L.** (2015, January). After the Ph.D.: Now what? Surviving the interview process of becoming a professor. [Conference presentation]. Mid-Winter Conference of Texas Association of Counselor Education and Supervision, Austin, TX, United States.
- Manning, L.,** (2014, October). The perceptions of community college threat assessment team leaders on the roles, preparedness, competence, and support of community college counselors serving on threat assessment teams. [Conference presentation]. 8th Annual American College Counseling Association, San Antonio, TX, United States.
- Manning, L.** & Wilson, A. D. (2014, October). Integration of crisis management into counselor education curriculum. [Conference presentation]. Bi-Annual Southern Association for Counselor Educators and Supervisors Conference, Birmingham, AL, United States.
- Manning, L.,** (2014, May). Counselors: What do threat assessment team leaders think about you? [Conference presentation]. 1st Annual Texas College Counseling and Career Development Conference, Austin, TX, United States.
- Manning, L.,** Patras, N., Riley, S., Sneed, T., Jones, M., & Freeman, A. (2014, January). Transitioning from a counselor-in-training to a counselor educator: Role ambiguity with doctoral-level counseling students. [Conference presentation]. Mid-Winter Conference of Texas Association of Counselor Education and Supervision, Austin, TX, United States.
- Manning, L.,** (2013, November). So you have entered the gate: Ethical considerations for supervisors of the next generation. [Conference presentation]. 57th Annual Texas Counseling Association Professional Growth Conference, San Antonio, TX, United States.
- Manning, L.,** & Bore, S. (2012, November). Counselor preparedness of crisis management within educational settings. [Conference presentation]. 56th Annual Texas Counseling Association Professional Growth Conference, Galveston, TX, United States.

COMMUNITY PRESENTATIONS

- Manning, L.** (2022, November). Resisting the holiday blues. [Virtual presentation]. Blue Zones Mental Health Series for Texas Health Resources, Fort Worth, TX, United States.
- Manning, L.** (2022, October). I love me: The significance of self-care. [Virtual presentation]. Blue Zones Mental Health Series for Texas Health Resources, Fort Worth, TX, United States.
- Manning, L.** (2022, August). 3 P's of Happiness: pleasure, purpose, and pride. [Virtual presentation]. Presented at the Fall 2022 Employee Convocation for Tarrant County College District, Fort Worth, TX, United States.
- Manning, L.** (2022, May). Re-entry into the workplace. [Virtual presentation]. Toyota Motor Services, Chandler, AZ, United States.

- Williams, S., Young, C., Spruill, K., Lundy, R., Harris, E., & **Manning, L.** (2021, March). The whole woman. [Virtual presentation]. Women's Wellness Forum, Jesus Girl Enterprises, Shreveport, LA, United States.
- Manning, L.** (2020, December). Embracing diversity. [Virtual presentation]. Life Matters EAP, Waukesha, WI, United States.
- Cuffee, D., **Manning, L.**, Pickens, M., & Robinson, T. (2020, November). Our new normal: Hear the facts and coping mechanisms. [Virtual presentation]. Delta Care Initiative, Fort Worth Alumnae Chapter of Delta Sigma Theta Sorority, Inc., Fort Worth, TX, United States.
- Manning, L.** (2020, November). Overcoming the holiday blues. [Virtual presentation]. One Community Church Dallas, Women's Monthly Engagement, Dallas, TX, United States.
- Manning, L.** (2020, October). How to gain power in the times of COVID-19 and racial injustice. [Virtual presentation]. African American Collaborative, Toyota Motor Services, Plano, TX, United States.
- Warren, T., Hudson, G., Hill, T., Roberson, C., Minichillo, H., Jackson, L., **Manning, L.**, & Amie, D. (2020, August). Teaching during a pandemic. [Virtual presentation]. Open Mic Night, City View Church Young Adult Ministry, Dallas, TX, United States.
- Manning, L.** (2020, April). Childhood trauma. [Podcast guest speaker]. Black Mind Chronicles Podcast, Dallas, TX, United States.
- Manning, L.** (2020, February). Keep your head in the game: An overview of mental health. [In-person presentation]. 4th Annual Southwestern Province Kappa League Conference, Arlington, TX, United States.
- Manning, L.** (2020, February). Strutting to live: An introduction to suicide prevention. [In-person presentation]. The Fort Worth Chapter of The Links Inc., Leadership and Beyond, Fort Worth, TX, United States.
- Manning, L.** (2020, January). The girl boss: Mental health edition. [In-person presentation]. Delta Sigma Theta Sorority, Inc. North Central Texas Alumnae Chapter, Cotillion Session #2, North Richland, Hills, TX, United States.
- Ravenell, A., Ravenell, D., Phillips, H., **Manning, L.** (2017). Women of virtue forum. [Panel discussion]. Presented at the Marshall-Harrison County Juneteenth Celebration, Marshall, TX, United States.
- Manning, L.** (2017, May). Infusing Christian principles to guide counselor practice after the occurrence of mass crises. [In-person presentation]. Presented at the May Chapter meeting of Dallas-Fort Worth North Christian Counselors of Texas, Addison, TX, United States.
- Manning, L.** (2016, April). Honor thy self: The ethics of self-care. [In-person presentation]. Presented at the Texarkana College Mental Health Update, Texarkana, TX, United States.
- Evans, L., Guy, T., Cuffee, D., Ingram, J. & **Manning, L.** (2015). Heavy is the head that wears a crown. [In-person Presentation]. Delta Sigma Theta Sorority, Inc., Southwest Region Texas/New Mexico State Summit, Fort Worth, TX, United States.
- Manning, L.** (2014). Study skills. [In-person presentation]. Scholarship application workshop, Metropolitan Dallas Alumnae Chapter, Delta Sigma Theta Sorority, Scholarship Committee, Dallas, TX, United States.

Manning L. (2009). How to succeed in college as a young lady. [Virtual Presentation]. Presented at the New Bethel Missionary Baptist Church Girls Camp, Marshall, TX, United States.

TEACHING & SUPERVISION EXPERIENCE

Lecturer, Department of Counseling, University of North Texas at Dallas, Dallas, TX (Fall 2025-present). CACREP-accredited program.

I taught at least one full section of the classes listed below.

- COUN 5710: Counseling Theories
- COUN 5680: Basic Counseling Skills

Assistant Professor of Counseling, Department of Counseling, Tarleton State University, Ft. Worth, TX (Fall 2018-present). CACREP-accredited program.

I taught at least one full section of the classes listed below. I also developed course objectives, curricula, and materials for each of the following classes within Canvas:

- CNSL 5301: Research Methods in Counseling
- CNSL 5313: Crisis Interventions and Management for Counselors
- CNSL 5350: Foundations of Counseling
- CNSL 5351: Career Counseling
- CNSL 5354: Group Procedures for Counselors
- CNSL 5356: Introduction to Family Counseling
- CNSL 5358: Diagnosis and Treatment Planning
- CNSL 5374: Counseling Grief and Loss
- CNSL 5381: Assessment in Counseling
- CNSL 5391: Ethical Foundations of Counseling
- CNSL 5394: Behavioral Addictions and Substance Abuse
- CNSL 5397: Practicum
- CNSL 5399A & B: Internship

Mentorship:

- Nicholas Young, a third-year graduate student.
 - RIED Symposium: A Comprehensive Study of Attitude, Performance, and Mental Health Outcomes of Video-based Meetings poster presentation
 - **Manning, L.** & Young, N. (2023). Perceptions of college students' productivity and persistence in attending online classes. *Online Learning Journal*. [First round of revisions submitted].
- Dawson Stanley, a third-year graduate student.
 - FY 2020 Faculty-Student Research and Creative Activity Internal Grant Awardee: research on 911 dispatchers' experiences of constantly hearing traumatic stories.
- Dora Boyne, a second-year graduate student.
 - Presented research at the Texas Association for Counselors Educators and Supervisors in San Antonio, TX.
 - The student has received a Student Travel Grant from Tarleton State University to attend the Texas Association for Counselors Educators and Supervisors in San Antonio, TX. (February 2020).
- Paul Cherry, a second-year graduate student.
 - Presented his research at his first counseling conference, the Texas Counseling Association 63rd Professional Growth Conference in Fort Worth, TX.
 - The student has received a Student Travel Grant from Tarleton State University to attend the Texas Counseling Association 63rd Professional Growth Conference in Fort Worth, TX. (November 2019).

Assistant Professor of Counseling, *Department of Behavioral Sciences, East Texas Baptist University, Marshall, TX (2015-2018).*

During my time at ETBU, I taught at least one full section of the classes listed below. I also developed course objectives, curricula, and materials for each of the following classes within Blackboard and Canvas:

- COUN 5301: Theories of Psychotherapy
- COUN 5309: Introduction to Assessment
- COUN 5312: Lifespan Development
- COUN 5327: Sociocultural Factors for Counseling Professionals
- COUN 5335: Techniques in Counseling and Psychotherapy
- COUN 6322: Counseling Issues of Trauma & Crisis
- PSYC 2301: Introduction to Psychology
- PSYC 2314: Development through the Life Span
- PSYC 3301: Dynamics of the Counseling Process
- PSYC 3302: Introduction to Marriage & Family Counseling
- PSYC 3331: Child Growth & Development
- PSYC 3337: Counseling Methods & Practice

Teaching Assistant, *Department of Psychology, Counseling, and Special Education-East Texas A&M University, formerly Texas A&M University-Commerce, Commerce, TX (2013-2014).*

Under the supervision of Dr. Angie Wilson, I assisted with the implementation of the following online courses within E-College:

- COUN 621: Psychoeducational Consultation and Program Evaluation (Doctoral level class)
- COUN 530: Community Counseling
- COUN 510: Counseling Theories and Techniques

Adjunct Instructor, *Department of Psychology, LeTourneau University, Longview, TX (2012-2013).*

I taught at least one full section of the classes listed below within Blackboard:

- PSYC 2143: Human Growth and Development (Teaching Assistant)
- PSYC 2583: Marriage and the Family
- PSYC 3023: Basic Counseling Skills
- PSYC 3533: Juvenile Psychology and Behavior

Assistant Director, *Department of Psychology, Counseling, and Special Education-East Texas A&M University, formerly Texas A&M University-Commerce, Harold Murphy Counseling Clinic, McKinney, TX (2012-2013).*

Oversaw the functioning of the university-based community counseling clinic:

- Supervised 16 doctoral student interns
- Maintained counselor compliance with insurance
- Audited counseling files
- Provided New Counselor Orientation
- Updated Counseling Clinic Procedures Book
- Managed counselor schedules and counseling rooms
- Maintained the therapy and playrooms
- Kept assessments, intake packets, forms, and other paperwork in supply

Doctoral Intern, *Department of Psychology, Counseling, and Special Education-East Texas A&M University, formerly Texas A&M University-Commerce, Commerce, TX (2012-2013).*

Assisted with the implementation of the following in-person courses:

- COUN 516: Basic Counseling Skills/Pre-Practicum (Supervised by Dr. Stephen Freeman)
- COUN 528: Introduction to Group Dynamics and Procedure (Supervised by Dr. Chris Simpson)
- COUN 551: Practicum (Supervised by Dr. Jamaica Chapple)

STUDENT AFFAIRS EXPERIENCE

Faculty in Residence, Centennial Hall, East Texas Baptist University, Marshall, TX (2015).

- Fostered involvement in educational/spiritual/cultural activities outside the classroom
- Initiated and sponsored formal and informal programs within the residential community
- Provided connections and opportunities for students to engage with other faculty members within the university
- Maintained a high level of visibility within the residence area and college campus to engage in informal contact with students
- Encouraged familiarity with the academic resources at ETBU
- Worked with the Residence Director of Centennial Hall to coordinate events and programs
- Participated in Residence Life staff training activities, move-in day, Welcome Week Activities, New Student Orientations, and other special occasions as available and at the request of the Director of Residence Life
- Served as a resource to Academic Coaches, Student Chaplains, and Resident Assistants
- Attended monthly meetings with the Director of Residence Life and all Faculty in Residence members

After Hours Counselor, Serving All Residence Halls, East Texas Baptist University, Marshall, TX (2015).

- On-call counselor to assess student crises nightly and on weekends
- Referred students who are a threat to themselves & others to the local hospital and worked with Student Affairs about appropriate interventions per FERPA & HIPAA
- Provided immediate counseling, processing, support, and feedback to witnessing students after the occurrence of a crisis until appointments can be scheduled the next day at the Counseling Center
- Provided mental health guidance & support to Residence Hall Directors during crises

Student Counselor, *Department of Student Services, Texas State Technical College-Marshall*, Marshall, TX (2008-2011).

- Counseled students on an individual basis who experienced personal problems
- Assessed crises and planned interventions to keep students, faculty, and staff safe as a member of the Threat Assessment Team
- Provided accommodations for students with learning disabilities, psychological disabilities, physical disabilities, hearing, and visual impairments
- Counseled with students who were on Financial Aid Loan Probation/Suspension about the consequences of not maintaining a 2.0 GPA or above
- Utilized the Early Alert Management System portal to plan interventions for students with poor attendance and poor grades
- Informed students about their academic progress by sending communications regarding D's & F's, Academic Probation & Academic Suspension
- Coordinated Learner Support Services to assist students to be successful while attending college, such as Textbook Assistance & Childcare Assistance with the use of Carl D. Perkins Funds
- Facilitated New Student Orientation in the Fall, Spring & Summer semesters
- Trained Student Learning tutors each semester on how to work with students with disabilities
- Trained TSTC Student Ambassadors on the operation of New Student Orientation
- Operated Datatel Colleague, Image Now, Estudios, Putty & FileZilla software to manipulate information for student reporting
- Provided weekly motivational presentations to students to maximize academic potential

Interim Career & Placement Services Coordinator, *Department of Student Services, Texas State Technical College-Marshall*, Marshall, TX (2010).

- Organized the Fall College and Career Fair
- Contacted past graduates for placement reporting for the new Texas Higher Education Coordinating Board funding formula model

- Arranged for employers to present job opportunities on campus
- Trained the new Career & Placement Services Coordinator
- Supervised student workers
- Maintained the electronic and physical job posting board for students

CLINICAL COUNSELING PROFESSIONAL EXPERIENCE

Independent Contractor serving East Texas and Dallas/Ft. Worth Metroplex, (2006-2015).

- Counseled individual clients (children, adolescents, and adults) regarding issues of ADHD, adjustment disorders, anger management, anxiety, behavior modification, career counseling, depression, domestic violence, grief, parenting, pervasive developmental disorders, play therapy, social skills, and stress management.
- Counseled clients referred from significant insurance carriers, EAPs, and private pay.
- Counseled individual clients (children, adolescents, and adults), couples, and families who had active cases with Child Protective Services.
- Counseled boys who were placed into residential treatment care due to identifying as sexual offenders, as put by Child Protective Services.
- Counseled K-12 students in Marshall Independent School District, Marshall, TX, who were classified as emotionally disturbed under the Special Education umbrella.
- Developed psycho-social IEP goals for students and attended ARD meetings to discuss the benefits and progress of goals with parents and school administrators.

Counselor-Intern, Family Counseling Associates, Burke Center, Lufkin, TX (January 2006-May 2006).

- Counseled K-12 students in Lufkin Independent School District, Lufkin, TX, who were classified as emotionally disturbed under the Special Education umbrella.
- Developed psycho-social IEP goals for students and attended ARD meetings to discuss the benefits and progress of goals with parents and school administrators.

PROFESSIONAL ASSOCIATION MEMBERSHIP, COMMITTEE MEMBERSHIP & LEADERSHIP

National & Regional

Counselor Education and Supervision Fellow with the Counselor Education and Supervision Journal	2018-2019
Mentored by Dr. Casey Barrio Minton on how to become a journal reviewer.	
American Counseling Association (Member)	2006-present
American College Counseling Association (Member)	2014-2018
Association of Counselor Education and Supervision (Member)	2013-present
Graduate Student Volunteer at American Counseling Association Annual Conference, Honolulu, HI	2014
American Mental Health Counseling Association (Member)	2019-2020
Chi Sigma Iota International Counseling Professional and Academic Honor Society (Member)	2005-2012
Tarleton State University (Chapter Faculty Advisor)	2020-present
ETAMU, formerly TAMU-Commerce, Epsilon Tau Chapter (Treasurer)	2011-2012
Professional Membership (Member)	2006-2007
Stephen F. Austin State University, Sigma Phi Alpha Chapter (Member)	2005-2006
Southern Association of Counselor Education and Supervision (Member)	2013-present

State

Texas Counseling Association (Member)	2012-present
Awards Committee (Co-Chair)	2020-2022
Educational Endowment Fund (Committee Member)	2017-2019
TCA Advocacy Day (Attendee)	2013; 2023

Texas Association of Counselor Education and Supervision (Member)	2013-present
Treasurer-Elect (Board Member)	2025-present
Board Member at Large-Counselor Educator (Board Member)	2022-2025
Graduate Student/New Professional Representative (Board Member)	2014-2015
Awarded for assisting the President-Elect with the coordination of the 2014 MW Conference	2014
Mid-Winter Conference Committee (Member)	2013-2015; 2022-present

Local

Pineywoods Counseling Association (Member)	2005 –2017
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University

Tarleton State University	
Texas Women in Higher Education (Institutional Representative)	Fall 2024-present
College of Education Dean Search Committee (Member)	Spring 2024
The Last Lecture Committee (Member)	Fall 2023-present
Dept. of Counseling Ph.D. Committee (Member)	Fall 2023-present
Dept. of Counseling, Teaching Environment & Learning Committee (Chair)	Spring 2023-present
Dept. of Counseling Admissions Process Overhaul Committee (Chair)	Spr 2023-Fall 2023
Dept. of Counseling Diversity, Equity, Inclusion, & Belonging Committee (Chair)	Fall 2022-Spr 2023
Dept. of Counseling Awards Committee (Member)	Fall 2022-present
Faculty Learner, Promoting Active Learning Online, Cohort I	Fall 2022
Faculty Learner, Inspiring Inquiry & Preparing Lifelong Learners Online, Cohort E	Spring 2022
Facilitator, Inclusive Teaching for Equitable Learning, Cohorts A & B	Spring 2022
Dept. of Counseling Curriculum Committee (Member)	Spring 2022-present
Faculty Learner, Inclusive Teaching for Equitable Learning, Cohort A	Fall 2021
Health Sciences Curriculum Committee (Member)	Fall 2021-present
Dept. of Counseling Awards Committee (Chair)	Fall 2021-Fall 2022
University Curriculum Committee (Member)	Fall 2021-Fall 2022
Theta Sigma Upsilon of Chi Sigma Iota, Chapter Faculty Advisor (Advisor)	2020-present
Faculty Learner, Effective Teaching Practices, Cohort B	2020-2021
Hyflex Ambassador	2020-present
SRC Grant Cohort I (Member)	2019-2020
Commencement Speak-Off Committee (Member)	2019
Dept. of Counseling Scholarship Committee (Member)	2019-present
Institutional Review Board Committee (Member)	2019-present
Baptist Student Ministries-Fort Worth Campus (Advisor)	2019-present
East Texas Baptist University	
Institutional Review Board Committee (Chair)	2017-2018
Search Committee for Dean of Spiritual Life (Member)	2017
Grievance Committee (Member)	2016-2018
Strategic Planning Committee for Student Affairs, Athletics, and Spiritual Dev. (Member)	2016
Office for Women's Support Services Committee (Member)	2016-2018
Search Committee for Master of Arts in Counseling Faculty (Member)	2015 & 2016
Master of Arts in Counseling Program Admissions Committee (Member)	2015-2018
Institutional Review Board Committee (Member)	2015-2017
Gospel Choir (Faculty Sponsor to student organization)	2015-2018
East Texas A&M University, formerly Texas A&M University-Commerce	
Psychology Counseling Graduate Student Association (Counseling Representative)	2012-2013
Harold Murphy Day (Doctoral Student Representative)	2011-2013

Texas State Technical College-Marshall	
Early Alert Committee (Chair)	2008-2011
New Student Orientation Committee (Chair)	2009-2011
Conflict Resolution Committee for Faculty and Staff (Chair)	2010-2011
Threat Assessment Team (Member)	2008-2011
Retention Committee (Member)	2008-2011
African American Student Outreach Committee (Member)	2010-2011
Hispanic Student Outreach Committee (Member)	2010-2011
Women in Technology Committee (Member)	2010-2011
Black History Month Committee (Member)	2010-2011

HONORS & AWARDS

North Central Texas Alumnae, Delta Sigma Theta Sorority, Inc., Soror of the Yr. Award	2023
North Central Texas Alumnae, Delta Sigma Theta Sorority, Inc. Committee of the Yr. Award	2023
Health Sciences Barry B. Thompson Service Award	2023
Health Sciences & Human Services Faculty Excellence in Student Success Award	2022
Counselor Education and Supervision Fellow	2018-2019
Greater Longview Pan Hellenic Council Dr. Martin Luther King Jr. Humanitarian Award	2018
Graduate Assistant Research 2015 Summer Award (\$4000)	2015
Texas Counseling Association Educational Endowment Fund Grant (\$500)	2014
Southern Association for Counselor Educators and Supervision Emerging Leader (\$200)	2014
Dr. David A Talbot, Sr. Scholarship (\$3000)	2014
Delta Sigma Theta Sorority, Inc. Grand Chapter, Financial Aid Scholarship (\$725)	2014
Texas Association for Counselor Educators & Supervision Scholarship (\$400)	2014
Texas A&M University-Commerce Dept. of Counseling Academic Excellence Medal	2013 & 2014
Delta Sigma Theta Sorority, Inc., Grand Chapter, Sadie T.M. Alexander Scholarship (\$3000)	2013
Ruth Ann White Endowment (\$500)	2013
Barbara Fisher Memorial Scholarship (\$500)	2013
Jerry and Marilyn Morris Endowment (\$1000)	2012
Joseph Wayne Yarbrough Endowment (\$200)	2011
Consortium of Leadership and Renewal Academy, North Texas Consortium of Community Colleges	
Named as Future Community College Leader by TSTC President Randy Wooten, Class of 2009-2010	
Mentor to Wilson Jones, "Express Career Advisement"	Class of 2008-2009

COMMUNITY & CIVIC ACTIVITIES

National Museum of African American History and Culture (Charter Member)	2017-present
The Links, Inc. (Member)	2016-present
• Trinity Chapter	2023-present
○ Health & Human Services Facet Committee	2023-present
○ International Trends & Services Facet Committee	2023-present
○ Scholarship Committee	2023-present
○ Rituals Committee	2023-present
• Fort Worth Chapter	2018-present
○ Health & Human Services Facet Chair	2019-2021
○ Presenter, "Strutting to Live: An Introduction to Suicide Prevention"	2020
○ North Texas Cluster Walk-a-Thon Chair	2019
○ Grant Committee Member	2019
○ Strategic Planning Committee Member	2018
○ Membership Committee Member	2018-2019

<ul style="list-style-type: none"> ○ Health & Human Services Facet Committee Member ○ Ritual Committee Member 	2018-2019 2018-2019
• East Texas Chapter	2016-2018
<ul style="list-style-type: none"> ○ Mental Health Initiative Chair of Health & Human Services Facet ○ Communications Chair ○ Ethics Committee Member ○ Health & Human Services Facet Committee Member 	2017-2018 2017-2018 2017-2018 2016-2018
Junior League of Longview, TX (Sustaining Member)	2015-present
• PR&D Committee Member	2021
• Annual Report Editor	2020-2021
• Advisory Planning Chair	2020-2021
• First Responders Appreciation Chair	2019-2020
• Diversity and Inclusion	
<ul style="list-style-type: none"> ○ Organization Development Institute Attendee, Grapevine, TX ○ Diversity and Inclusion Committee Member ○ Diversity and Inclusion Chair (Board Member) 	2019 2019-2020 2018-2019
• Poverty Conference Co-Chair	2017-2018
<ul style="list-style-type: none"> ○ Poverty Conference Assistant Co-Chair ○ Poverty Conference Committee Member 	2016-2017 2015-2016
• Nominating Committee Member	2018-2019
• Strategic Planning Committee Member	2017
• PR&D Committee Member	2016
• Provisional of the Year	2015
<ul style="list-style-type: none"> ○ Provisional Project Distribution Chair 	2015
Boys & Girls Club of the Big Pines (S.M.A.R.T. Girls Mentor)	2015
Prairie View A&M Univ. Consumer Family Sciences, Dallas, TX (Advisory Board Member)	2011-present
Communities in Schools, Marshall, TX (Advisory Board Member)	2010-2011
Stephen F. Austin State University Alumni Association (Lifetime Member)	2008-present
<ul style="list-style-type: none"> ○ Alumni Ambassador 	2021-present
Top Ladies of Distinction, Inc. (Member)	2008-2011
• Recording Secretary	2009-2011
Delta Sigma Theta Sorority, Inc. (Regular Member)	2007-present
• Southwest Region	2007-present
<ul style="list-style-type: none"> ○ Health, Fitness, First Aid & Safety Co-Chair for Regional Conference ○ Co-Presenter, "Heavy is the Head that Wears a Crown" for TX/NM Leadership Summit 	2019-2020 2015
• North Central Texas Alumnae Chapter	2018-present
<ul style="list-style-type: none"> ○ 2ND Vice President & Chair of Programming, Planning, & Development ○ Budget & Finance Committee ○ International Awareness & Involvement Chair ○ Internal Audit Committee ○ Ritual & Ceremonies Committee ○ Nominating Committee Member #3 ○ Delta GEMS Committee Co-Chair ○ Professional Development Chair for Cotillion 	2024-present 2023-2024 2022-2024 2022 2022 2020 2020-2022 2019-2020

- Presenter, "The Girl Boss: Mental Health Edition" 2020
- Delta Emergency Response Team Coordinator 2019
- May Week Co-Chair 2018-2020
- Executive Board 2018-present
- Program, Planning, & Development Committee 2018-present
- Metropolitan Dallas Alumnae Chapter 2011-2015
 - Scholarship Committee Member 2011-2015
 - Presenter, "Study Skills" Presented for Scholarship Application Session 2014
 - Physical & Mental Health Committee 2012-2015
- Marshall Alumnae Chapter
 - Cluster I Founders Day Chair 2017-2018
 - National Panhellenic Council Representative & Acting Secretary 2017-2018
 - Recording & Corresponding Secretary 2011-2011
 - International Awareness Day Coordinator for Clean Water 2009
 - Jabberwock Co-Chair 2009
 - Program, Planning, & Development Committee Member 2007-2011
 - Delta GEMS & Delta Academy Committee Member 2007-2011
 - Health Fair Coordinator 2007-2010