

# MARK D. NELSON, ED.D.

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**HYALITE, LLC**  
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**MONTANA STATE UNIVERSITY**  
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## PROFESSIONAL EXPERIENCE AND SKILLS

Montana State University – Bozeman

August 1995 – Present

### *Department Head and Professor*

As a faculty member, I was hired in 1995, earned tenure and was promoted to associate professor in 2001, promoted to full professor in 2005, appointed graduate chair in 1997, and department head in 2010.

**Institution and College Profile.** Montana State University serves as the land-grant institution in Montana and is recognized as a student-centered research university with an enrollment of about 12,750 in Bozeman. In 2006, MSU achieved top tier status in the Carnegie Foundation's ranking of US institutions for "very high research activity."

The College of Education, Health, and Human Development (EHHD) is comprised of two departments, Education and Health & Human Development (HHD). The college is administered through a structure of Dean, Associate Dean, Department Heads, and Program Coordinators. Both departments offer undergraduate and graduate programs. The Department of HHD has been recently reconfigured so that there are now six undergraduate majors and eleven graduate areas of study.

The Department of HHD is comprised of 80 faculty and staff, oversees more than 12 projects and centers, and administers a \$5 million budget annually. Through a shared governance model, a Management Team that includes the Department Head and Program Coordinator/Chairs of academic programs administers and provides leadership regarding curriculum review and development, faculty recruitment, student success/retention, and budgetary matters.

**Academic Leadership.** Effective leadership facilitates change that is both valuable and positive. It is essential to promote motivation and performance through the use of creative interpersonal skills sets. Shared governance in the College has provided me with a variety of opportunities to acquire both academic leadership and management skills. Earned tenure and attained the rank of Full Professor by unanimous decision at all levels of review in all retention and promotion reviews. Facilitated curriculum review, design, and development of three graduate programs. Managed tenure-track and adjunct faculty and led programs to several successful state and national accreditations including NCATE, CACREP, and the Montana Office of Public Instruction. Reviewed, evaluated, and approved curricula and program revisions for the College. Assisted in the design and development of departmental strategic planning which resulted in a new vision, mission, and plan for the department. Served on both Departmental and College budget committees where resources were prioritized and allocated based upon strategic planning goals and objectives. Collaborated with diverse faculty and programs across the College and University utilizing organizational and interpersonal skills.

During my academic career I have served in key leadership roles across the College and University. Served one term and accepted an invitation to serve a second term as Chair of Graduate Council. Served as a member on faculty grievance, graduate student appeals, University promotion and tenure, and extended studies advisory committees. Designed and maintained policies and procedures for graduate programs. Assessed, redesigned, and administered graduate program in school counseling.

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**Faculty Development and Student Success.** The foundation for institutional success rests with the capacity for faculty and students to achieve at their greatest potential. College and Department missions have been excellent frameworks for me to promote both student success and faculty development. Mentored adjunct and new tenure-track faculty. Facilitated efforts to recruit qualified faculty and students from diverse backgrounds. Utilized interpersonal skills to advise and collaborate with faculty and students in achieving successful outcomes. Directed a College-wide retention and student success program utilizing graduate students to collect research data from non-returning undergraduate students and provide mentoring opportunities to all students in the College.

**Professional Leadership.** Throughout my academic career I have been fully engaged in leadership at national, state, regional, and local levels. Currently collaborate with and train educators in urban and rural school districts across the country. Originated and currently co-edit the only online, nationally peer-reviewed journal in the country (*Journal of School Counseling*). Assisted in the development of national standards for school counseling programs and the national competencies for school counselors. Currently serve as an accreditation site evaluator for CACREP. Currently chair a state initiative on school counseling which consists of diverse representatives including: the Deputy Commissioner of Higher Education, Board of Public Education, Montana's Teachers Union Public Policy Director, and presidents of several state educational organizations. Revitalized state organization for school counselors and authored state-wide model for school counseling programs that was adopted by the association's executive board.

**Research and Grants.** Scientific inquiry and dissemination have been central themes throughout my career development. Most of my academic career has focused on education, student success, and well-being. Collaborated with the College, the Montana Office of Public Instruction, and the Office of the Commissioner of Higher Education in writing and receiving an \$11 million federal GEAR-UP grant designed to increase the number of low-income students who are prepared to enter and succeed in postsecondary education. Designed, wrote, and administered a \$550,000 grant to work with school counselors throughout Montana. Publications and presentations can be found in the Appendix.

**Teaching.** My teaching career began while earning my first master's degree and continued to evolve as I worked in public schools, as an adjunct instructor, and eventually as a senior faculty member. Student and faculty reviews have judged my teaching quality as excellent. Education is a process comprised of teaching and learning that inspires attitude, hope, understanding, and measurable outcomes. It has always been my philosophy to engage and explore new strategies and techniques. I have enhanced traditional classroom delivery with online components and designed new curricula during my teaching career. I led discussions with faculty regarding the use of distance delivered technologies and the development of online curricula.

My teaching has included undergraduate and graduate level content areas. Undergraduate courses taught include: Introduction to Counseling & Guidance and Theory & Skills of Helping Professions. Graduate courses taught include: Adventure Counseling, Group Counseling, Adlerian Psychology, School Counseling Programs, clinical courses in Practicum and Internship, Counseling Children & Adolescents, Professional Issues, Ethics, and Professional Orientation. Invited to be a guest lecturer at state, national, and international levels.

**Supplemental Experiences and Skills.** The ability to be an effective leader is enhanced through the acquisition of administrative skill sets from a variety of experiences. As founder of a successful publishing and training company, I have acquired many useful management and budgeting skills. Designed and published K-12 curricula that are being used in every state and in many other countries. Developed business and marketing plans. Provided consultation and training to community agencies and schools throughout the country. Acquired scientific, managerial, and problem-solving skills while working extensively in the fields of mining and precious metals exploration.

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University of Nevada – Reno

September 1993 – May 1995

### *Adjunct Instructor*

**Summary.** I began my career in higher education as an adjunct instructor. Taught courses and supervised graduate students in the College of Education. Graduate courses included Introduction to Counseling and Guidance, Introduction to Elementary School Guidance, and Group Counseling. Supervised counseling interns as a university supervisor and as a site supervisor in a public school setting.

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Reno, Sparks, and Gardnerville, Nevada

September 1988 – 1995

### *Professional School Counselor*

**Summary.** As a professional school counselor in several different public schools, I acquired a wide variety of interpersonal skills and experiences that have significantly advanced my career in higher education. I have served as a school counselor at elementary, middle, and high school levels. Most of my experience has been working with secondary school students, especially with high-risk, low income, gang-oriented, and culturally diverse young people. Assisted in the planning and development of a Professional Development School, a collaborative relationship between the College of Education (University of Nevada, Reno) and a local middle school. Created and directed an alternative education high school program that targeted drop-out prevention. Designed and implemented numerous school counseling programs at the school and district level. Created and administered a Student Assistance Program. Designed and implemented numerous peer mediation programs and curricula for advisor-advisee programs. Wrote a grant to build a ropes course for the school district and an adventure-based counseling program to be integrated with academic curricula. Facilitated parent education programs at several schools. Chosen by faculty to be President of Faculty Senate. Represented Washoe County School District on a statewide task force regarding gangs and at-risk students.

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Western U.S.

September 1980 – 1988

### *Exploration Geologist*

**Summary.** As a gold/silver exploration geologist, I began as a staff geologist and eventually became senior project geologist responsible for a \$1 million exploration and drilling budget. Acquired a wide range of scientific, leadership, and management skills. Project geology work resulted in the location a medium-sized gold deposit in Nevada. Led exploration projects which included budget and logistical coordination of geologic fieldwork, drilling, and site preparation throughout many western states, including Alaska.

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## EDUCATION

Doctor of Education in Counselor Education, 1994  
*University of Nevada - Reno, Nevada*

Master of Science in Economic Geology, 1984  
*University of Idaho - Moscow, Idaho*

Master of Arts in Counseling and Guidance, 1988  
*University of Nevada - Reno, Nevada*

Bachelor of Science in Geology, 1980  
*Mesa State College - Grand Junction, Colorado*

APPENDIX

PUBLICATIONS

- Christopher, J. C., Nelson, T., & Nelson, M. D. (2004). Culture and character education: Problems of interpretation in a multicultural society. *Journal of Theoretical and Philosophical Psychology, 23*, 81-101.
- Dollarhide, C., & Nelson, M. D. (2000). Adlerian supervision: A proposed model. *The Canadian Journal of Adlerian Psychology, 30*(1), 35-46.
- Gregerson, D. L. & Nelson, M. D. (1998). Striving for righteousness: Perfection as completion. *The Canadian Journal of Adlerian Psychology, 28*(2), 21-28.
- Johnson, P. & Nelson, M. D. (1998). Parental divorce, family functioning, and college student development: An intergenerational perspective. *Journal for College Student Development, 39*(4), 355-363.
- Johnson, P., Smith, A., & Nelson, M. D. (2003). Predictors of social interest in young adults. *Journal of Individual Psychology, 59*(3), 281-292.
- Mathews, G., Dahlen, P., & Nelson, M. D. (2008). *Domestic abuse prevention program: An Adlerian group approach. Canadian Journal of Adlerian Psychology, 38*(1), 37-52.
- Nelson, M. D. (1993). Inside/Outside: Groups for adolescents. *Journal of Counseling and Human Service Professionals, 7*(1), 33-41.
- Nelson, M. D. (1998). Professional development schools: An implementation model. *NASSP Bulletin, 82*, 93-102.
- Nelson, M. D. (1999). Applying Individual Psychology to the study of organizational dynamics. *Journal of Individual Psychology, 55*(2), 200-208.
- Nelson, M. D. (1999). Middle school improvement initiatives: An exploratory study. *NASSP Bulletin, 83*, 106-116.
- Nelson, M. D. (2001). Prevention development: An Adlerian experiential model for effective programs. *The Canadian Journal of Adlerian Psychology, 31*(1), 1-22.
- Nelson, M. D. (2005). *The guide: Elementary school guidance curriculum activities*. Bozeman, MT: Hyalite.
- Nelson, M. D. (2005). *The guide: Middle school guidance curriculum activities*. Bozeman, MT: Hyalite.
- Nelson, M. D. (2005). *The guide: High school guidance curriculum activities*. Bozeman, MT: Hyalite.
- Nelson, M. D., & Johnson, P. (1999). School counselors as supervisors: An integrated approach to supervising school counseling interns. *Counselor Education and Supervision, 39*, 89-100.
- Nelson, M. D., Johnson, P., & Thorngren, J. M. (2000). An integrated approach for supervising mental health counseling interns. *Journal of Mental Health Counseling, 22*, 45-58.
- Nelson, M. D., Pierce, K. A., & Thomas, J. (1995). Inside/Outside: A classroom discussion model for conflict resolution. *The School Counselor, 42*, 399-404.
- Nelson, M. D., & Williamson, T. (2004, March 4). Emotional/behavioral disorders: Understanding the challenges. *Journal of School Counseling, 2*(1). <http://jsc.montana.edu/articles/v2n1.pdf>.

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- Smaby, M. H., Harrison, T., & Nelson, M. D. (1994). Principals as consultants to site-based management teams. *Education, 115*(1), 144-152.
- Smaby, M. H., Harrison, T., & Nelson, M. D. (1995). Elementary school counselors as total quality management consultants. *Elementary School Guidance & Counseling, 29*, 310-319.
- Thorngren, J. M., Nelson, M. D., & Baker, L. J. (2004, March 4). School counseling programs: Comparing GEAR UP schools with non-GEAR UP schools. *Journal of School Counseling, 2*(2).  
<http://jsc.montana.edu/articles/v2n2.pdf>
- Thorngren, J. M., Downey, J., & Nelson, M. D. (2006). Promoting a Pro-College Culture with At-Risk Students: School Counselors' Perspectives. *Journal of School Counseling, 4*(11).  
<http://www.jsc.montana.edu/articles/v4n11.pdf>
- Thorngren, J. M., & Nelson, M. D. (2009) Multiple family group therapy: An experiential approach. Manuscript submitted for publication.
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### GRANT ACTIVITIES

#### Funded

- Nelson, M. D., & Baker, L. (1999-2004). School Counseling Component of Montana Gear Up. Submitted to Office of Commissioner of Higher Education, \$525,000. Grant funded. Five-year grant: 1999-2000 funding \$150,000; 2000-01 funding \$80,000; 2001-02 funding \$80,000; 2002-03 funding \$115,000; 2003-04 funding \$100,000.
- Nelson, M. D. (2001). Distance / Distributed Learning Program. Submitted to Extended Studies, Montana State University. Grant Funded \$7,500.

#### Submitted

- Nelson, M. D., & Horswill, R. K. (1995). Professional Development Demonstration Grant. Submitted to the Montana Board of Social Work Examiners and Professional Counselors, \$15,000. Grant unfunded.
- Nelson, M. D., & Erickson, J. (1999). Career Counseling Proposal. Submitted to Montana Office of Public Instruction, School-To-Work Program, \$50,000. Grant unfunded.
- Thorngren, J. M., & Nelson, M. D. (2001). Understanding Mental Health Barriers in Rural Montana. Submitted to the National Institute of Mental Health, \$100,000. Grant unfunded.
- Nelson, M. D. (2008). Advancing Native American Students' Success by Training School Counselors Through a Distance-Delivered and Culturally Relevant MSU Master's Program. \$1,500,000. Grant unfunded.
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### PRESENTATIONS

- Birch, J. & Nelson, M. D. (1998, October). *Certification standards for counseling education programs*. Paper presented at the Montana Counseling Association Annual Convention, Great Falls, MT.
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- Nelson, M. D. (1993, February). *Inside/Outside: Groups for adolescents*. Paper presented at the Washoe County Middle School Conference, Reno, NV.
- Nelson, M. D. (1994, April). *Inside/Outside: A classroom discussion model for conflict resolution*. Paper presented at the American Counseling Association National Convention, Minneapolis, MN.
- Nelson, M. D. (1995, October). *Inside/Outside: A group process for conflict resolution*. Paper presented at the Montana Counseling Association Annual Convention, Great Falls, MT.
- Nelson, M. D. (1996, October). *Peer mediation programs*. Paper presented at the Montana Counseling Association Annual Convention, Bozeman, MT.
- Nelson, M. D. (1997, May). *Building a sense of community among adolescents: A group process model*. Paper presented at the North American Society of Adlerian Psychology 45th Annual Convention, Vancouver, B.C.
- Nelson, M. D. (1997, October). *Training school counselors as site supervisors*. Paper presented at the Rocky Mountain Association for Counselor Education and Supervision Annual Convention, Jackson, WY.
- Nelson, M. D. (1999, June). *Empowering adolescents*. Invited presentation at the Teaming and Beyond Middle School Conference, Reno, NV.
- Nelson, M. D. (1999, June). *Counselors, teachers, and students team up*. Invited presentation at the Teaming and Beyond Middle School Conference, Reno, NV.
- Nelson, M. D. (1999, October). *Adventure initiatives*. Paper presented at the Montana Counseling Association Annual Convention, Great Falls, MT.
- Nelson, M. D. (2001, October). *Adventure based counseling*. Workshop presented at the Montana Counseling Association Annual Convention, Big Sky, MT.
- Nelson, M. D. (2002, May). *Portable adventure therapy: An Adlerian approach to experiential therapy*. Full-day workshop presented at the North American Society of Adlerian Psychology 50th Annual Convention, Chicago, IL.
- Nelson, M. D. (2002, June). *Portable adventure counseling for school counselors*. Paper presented at the American School Counseling Association Annual Conference, Miami, FL.
- Nelson, M. D. (2002, August). *Character Education*. Paper presented at the Montana Association of Family & Consumer Sciences Update Conference, Bozeman, MT.
- Nelson, M. D. (2003, March). *Adventure counseling: Using experiential learning in school counseling*. Paper presented at the Washington School Counselor Association Annual Conference, Spokane, WA.
- Nelson, M. D. (2003, May). *Adlerian psychology: Using experiential initiatives*. Paper presented at the North American Society of Adlerian Psychology International Conference, Vancouver, B.C.
- Nelson, M. D. (2003, September). *School counseling programs: Moving towards student development*. Paper presented at the Montana Gear Up Annual Conference, Great Falls, MT.
- Nelson, M. D. (2004, March). *Using adventure counseling in program delivery*. Paper presented at the combined Oregon/Washington School Counselor Association Annual Conference, Portland, OR.

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- Nelson, M. D. (2004, March). *Program evaluation: Assessing student development*. Paper presented at the combined Oregon/Washington School Counselor Association Annual Conference, Portland, OR.
- Nelson, M. D. (2004, May). *Adventure strategies for the classroom and group work*. Paper presented at the Montana School Counselor Association Annual Conference, Bozeman, MT.
- Nelson, M. D. (2004, October). *Montana comprehensive counseling model*. Paper presented at the Montana Education Association Annual Conference, Helena, MT.
- Nelson, M. D. (2004, October). *Academic development for all students*. Paper presented at the Montana Education Association Annual Conference, Helena, MT.
- Nelson, M. D. (2004, October). *Evaluating your school counseling program*. Paper presented at the Montana Education Association Annual Conference, Helena, MT.
- Nelson, M. D. (2005, April). *Adventure counseling and experiential learning*. Paper presented at the Montana School Counselor Association Annual Conference, Bozeman, MT.
- Nelson, M. D. (2005, October). *Common ground: Experiential learning and the counseling process*. Paper presented at the Association for Counselor Education and Supervision National Conference, Pittsburgh, PA.
- Nelson, M. D. (2006, April). *Taking the steps: The why, what, and how of school counseling programs*. Paper presented at the Montana School Counselor Association Annual Conference, Bozeman, MT.
- Nelson, M. D. (2006, September). *Back to the Future: Setting Goals to Meet Career Plans*. Paper presented at the Montana Gear Up Annual Conference, Helena, MT.
- Nelson, M. D. (2007, March). *Design, Deliver, and Evaluate Guidance Curriculum*. Paper presented at the combined Oregon/Washington School Counselor Association Annual Conference, Portland, OR.
- Nelson, M. D. (2007, March). *School Counseling Programs: Delivery and Evaluation Strategies*. Graduate Course offered at Portland State University.
- Nelson, M. D. (2008, February). *Adventure Counseling: Using Experiential Learning in School Counseling*. Paper presented at the Wisconsin School Counselor Association Annual Conference, Stevens Point, WI.
- Nelson, M. D. (2008, February). *Academic Development for ALL Students*. Paper presented at the Wisconsin School Counselor Association Annual Conference, Stevens Point, WI.
- Nelson, M. D. (2008, February). *Design, Deliver, and Evaluate a Guidance Curriculum*. Paper presented at the Wisconsin School Counselor Association Annual Conference, Stevens Point, WI.
- Nelson, M. D. (2008, February). *AIM: A Career Counseling Model*. Paper presented at the Wisconsin School Counselor Association Annual Conference, Stevens Point, WI.
- Nelson, M. D. (2009, September). *Design, Deliver, and Evaluate a Guidance Curriculum*. Paper presented at the Texas Directors of Guidance Annual Conference, Austin, TX.
- Nelson, M. D. & Johnson, P. (1998, October). *Counseling supervision: An integrated approach for supervisors*. Paper presented at the Montana Counseling Association Annual Convention, Great Falls, MT.
- Nelson, M. D. & Johnson, P. (2002, October). *Training Intern Site Supervisors*. Paper presented at the Association for Counselor Education & Supervision, Park City, UT.

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- Smaby, M. H., Harrison, T., Nelson, M. D., Testa, A., & Jiang, Q. (1994, February). *Counselors as school-based management team consultants*. Paper presented at the Nevada Counseling Association Annual Conference, Las Vegas, NV.
- Smaby, M. H., Harrison, T., Nelson, M. D., Testa, A., & Jiang, Q. (1994, April). *Counselors as school-based management team consultants*. Paper presented at the American Counseling Association National Convention, Minneapolis, MN.
- Smaby, M. H., Harrison, T., Nelson, M. D., Thomas, J., Griffin, J., & Testa, A. (1993, March). *School counselors as lead consultants to site-based management teams*. Paper presented at the American Counseling Association National Convention, Atlanta, GA.
- Smaby, M. H., Nelson, M. D., Thomas, J., Griffin, J., & Doyle, C. (1992, November). *The school counselor as a consultant to site-based management teams*. Paper presented at the Nevada Association of Counseling and Development Annual Conference, Reno, NV.
- Thorngren, J. M., & Nelson, M. D. (2007, October). Teaching family & child/adolescent counseling through experience. Paper presented at the Association for Counselor Education & Supervision, Columbus, OH.
- Thorngren, J. M., Downey, J., Baker, L. J., & Nelson, M. D. (2003, October). *K-16 relationships: Promoting post-secondary academic success in at-risk youth*. Paper presented at the American Council on Education Annual Conference, Atlanta, GA.
- Thorngren, J. M., & Nelson, M. D. (2006, September). Teaching family education. Paper presented at the Rocky Mountain Association for Counselor Education and Supervision Annual Convention, Jackson, WY.
- Thorngren, J. M., & Nelson, M. D. (2007, October). Teaching family and child/adolescent counseling through experience. Paper presented at the Association for Counselor Education and Supervision Annual Convention, Columbus, OH.
- Waldo, M., Nelson, M., Rifenburg, D., Horswill, R., & Johnson, P. (1997, October). *Diminishing division: Purging counselor education of debilitating master's level specializations*. Paper presented at the Rocky Mountain Association for Counselor Education and Supervision Annual Convention, Jackson, WY.

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## CONSULTATION

- Peer mediation training (1997, February). Provided staff and program development for peer mediation at Chief Joseph Middle School, Bozeman, MT.
- At-risk youth workshop (1997, November). Conducted staff presentation and provided program development for working with at-risk students at Livingston middle and high schools, Livingston, MT.
- Adventure-based counseling workshop (1998, May). Coordinated and co-presented a workshop on adventure-based counseling and experiential education for counselors and educators, Bozeman, MT.
- Group counseling workshop (1998, May). Conducted workshop and training in group counseling. Focus was placed on basic group skills and co-facilitation, stages, leadership styles, and experiential counseling strategies and techniques for counselors, social workers, and staff at youth facility, Billings, MT.

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Montana schools workshops (2001, August). Conducted workshops and training to Richey and Plentywood schools on Classroom Management: Understanding and Managing Behavior and Adventures in the Classroom: An Experiential Approach to Teaching.

Portable Adventure Counseling (2001, September). Conducted workshop for Montana Licensed Professional Counselors on theory and practice of experiential therapeutic approaches to be used with various clients, Bozeman, MT.

Clinical Supervision (2001, September). Conducted workshop for Montana Licensed Professional Counselors on theory and practice of clinical supervision of counselors, Bozeman, MT.

Montana Licensure Board (2002-03). Designed and delivered online continuing education courses and workshops for Licensed Clinical Professional Counselors and Licensed Social Workers in Montana.

Professional Development Workshops (2003). Presented workshops for Washington and Idaho Licensed Clinical Professional Counselors and Social Workers in Spokane and Seattle. Topics included Clinical Supervision and Adventure Therapy.

School Counseling Program Consultation (2003). Consulted with Helena and Browning School Districts in the design and implementation of comprehensive school counseling programs.

Staff Development (2004). Conducted an all day workshop on teambuilding for Ophir School faculty, staff, and administration using experiential initiatives.

School Counseling Program Consultation (2005). Consulted with Belgrade Public School District in two separate workshops regarding the design and implementation of a comprehensive school counseling program.

Guidance Curriculum: Using "The Guide" to Map a Path (2006). Consulted for Virginia Beach Public School District to train all of the district's high school counselors in the design, delivery and evaluation of a guidance curriculum.

Guidance Curriculum: Using "The Guide" to Map a Path (2007). Consulted for Virginia Beach Public School District to train all of the district's middle school counselors in the design, delivery and evaluation of a guidance curriculum.

Guidance Curriculum: Using "The Guide" to Map a Path (2007). Consulted for Recovery School District, New Orleans, LA to train all of the district's high school counselors in the design, delivery and evaluation of a guidance curriculum.

School Counseling Programs (2007): Designed and delivered graduate course for Portland State University in the design, delivery, and evaluation of school counseling programs. Students included practicing school counselors from Oregon and Washington.

Guidance Curriculum: Using "The Guide" to Map a Path (2007). Consulted for Eagle Pass Independent School District, Eagle Pass, TX to train all of the district's school counselors in the design, delivery and evaluation of a guidance curriculum.

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Build Your Comprehensive Guidance Program: Site Programs (2008). Consulted with Tulsa School District to train all of their school counselors in design and development of school counseling programs for each school in the district.

Guidance Curriculum: Using "The Guide" to Map a Path (2008). Consulted for Virginia Beach Public School District to train all of the district's elementary school counselors in the design, delivery and evaluation of a guidance curriculum.

School Counseling Programs (2009). Consulted with Pasco School District to train all of their school counselors in design and development of school counseling programs for each school in the district.

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### PROFESSIONAL SERVICE

Co-editor	Journal of School Counseling – Only online, nationally peer-reviewed school counseling journal in the country (2003–Present).
Editorial Board Member	Association for Counselor Education and Supervision (1997–2000).
Site Team Evaluator	Council for Accreditation of Counseling and Related Educational Programs (1997–present).
Consultant	Project HEART (Health Enhancement Activities for Rural Teachers) (1996–2000). Grant designed to promote the Health Enhancement Model for health and physical educators in Montana.
Consultant	Fort Peck Indian Reservation (1997). Grant designed to reduce the risk of substance abuse among Native American youth.
President	Rocky Mountain Region of Association for Counselor Education and Supervision 2007-2008.
President	Montana Counseling Association (1996–97).

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### LICENSURE AND CERTIFICATION

Licensed Clinical Professional Counselor – Montana  
Licensed School Counselor – Nevada  
Approved Clinical Supervisor

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### PROFESSIONAL AFFILIATIONS

American Counseling Association  
American School Counselors Association  
Association for Counselor Education and Supervision  
Montana School Counselors Association  
North American Society of Adlerian Psychology

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