

WILLIAM C. BUHROW, JR., Psy.D.

Curriculum Vitae

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EDUCATION

Psy.D., Clinical Psychology George Fox University, Newberg, OR

Received the *Distinguished Contribution Award*

M.A., Biblical Studies Dallas Theological Seminary, Dallas TX

B.A., Psychology & Behavioral Science, Cedarville University, Cedarville, OH

ADMINISTRATIVE/CLINICAL ACCOMPLISHMENTS

Dean of Student Services, George Fox University, (August 1999-present).

- Management - provide managerial oversight to various student services currently consisting of 8 direct reports and 45+ indirect reports including:
 - Health and Counseling (actively manage) 1999- current
 - Campus Public Safety (includes emergency management) 1999-current
 - Student Involvement (ASC – student government, activities, publications, clubs, educational programs and Welcome Weekend) 2017-current
 - IDEA Center (*Career Services* - Career and academic planning/advising) 1999-2017
 - Learning Support Services (Disability & Learning Support Serv., Writing Ctrs.) 2014-17
- Cast or helped shape the mission and vision for each of the departments. Collaborated with the department directors and professional staff to develop mission and vision statements for each department, objectives reflecting both short-term and long-term goals, strategic initiatives to achieve those goals, and assessment plans to measure outcome achievement.
- Recruited, interviewed, and hired both professional and support staff including up to 10 practicum students annually. Completed performance reviews and clinical training evaluations in which growth and accomplishments were recognized and targets for future growth were established.
- Performed a needs assessment of each department evaluating existing personnel, equipment and program budgets, and reallocated financial and personnel resources to better meet each department's goals and workloads.
- Strategic Planning and Assessment - responsible for all Student Life Division strategic planning and assessment (2008-present).
 - Coached directors in establishing measurable departmental objectives that reflected the heart of their mission statements and would accomplish their department's vision.
 - Engaged directors (and other professional staff) in a process whereby each department's objectives were identified and woven into their strategic plans in measurable ways.
 - Reviewed, edited, and co-authored portions of each department's strategic plan and assessment strategy. Ensured that all assessment strategies and instruments demonstrated the degree to which objectives were accomplished and provided information regarding how objectives might be more fully accomplished.

- Within the first year of this project, 9 departmental strategic plans with outcome-based assessment strategies were written, each department completed their first round of assessments of their objectives, assessment data were analyzed, and results were utilized in planning for the upcoming academic year.
- Created the Student Services Annual Report providing a snapshot of the Student Services activities and accomplishments to key University officials and the Student Life/Enrollment Services committee on the Board of Trustees. This report has been adopted as a template for all departments in the Student Life Division and by counseling centers at other Christian universities.
- Finance - ultimately responsible for managing total salary and program budgets in excess of 2.5 million (including the student health insurance program, parking program and student activities fee).
 - Responsible for budget development, requests, oversight and management.
 - Annually negotiate Student Health Insurance Plan including:
 - Developing RFP and managing the bid process negotiating fees and plan features.
 - Establishing plan eligibility policies to ensure cost containment; an adequate risk pool is acquired and adverse selection is avoided.
 - Contract negotiations and plan structure resulted in excellent cost containment (2.5% average annual increases over the past 5 years).
 - Created innovative ways to fund new initiatives outside the university budget process through revenue generation activities.
 - Identified and developed revenue generating activities in various departments to relieve cost pressure on University general fund resulting in self-sustaining new initiatives.
 - Established a team mentality for sharing resources between departments so each department has adequate resources for program and staffing.
 - Well-managed budgets and generated revenue resulted in the ability to share excess funds with non-Student Services departments in the Student Life Division ensuring under-funded programmatic needs were better met.

Director of Health and Counseling Services, George Fox University, (1994-present)

- Successfully developed an integrated health and counseling service at GFU including initiating high quality, low cost primary medical care along with highly rated counseling services.
 - Responsible for recruiting, retaining, evaluating and supervising all medical and counseling staff.
 - Created and administered all policies and procedures for daily operation, budget management and maintenance of confidential student records, ensuring students have rapid access to services, smooth, efficient operation of service and providing a high level of risk and liability management.
 - Implemented a regular assessment program to ensure clients' needs are adequately addressed, client satisfaction is high and clinic reputation is positive.
- Recruit, train, mentor and clinically supervise all counseling staff including practicum/intern students and psychology residents (post-doctoral).
 - Established a focus on integration of faith and therapy
 - Provide supervision and mentoring that assesses a supervisee's professional developmental status and builds on their existing foundation by challenging the supervisee through client assignment and supervision.

- Provide direct counseling services (individual, marital, family and group counseling) to students, perform crisis interventions and complete psychological evaluations for students experiencing personal, educational, learning disabilities and/or mental health concerns.
 - Screen and assign all clients (until fall 2018).
 - Perform substance abuse, learning disability and critical situation evaluations for various offices on campus.
 - Respond and manage crisis calls and suicide attempts.
 - Ensure ethical and professional standards are met.
 - Conduct regular student satisfaction surveys for quality assurance.
 - Facilitated critical incident response meetings for GFU employees and students.
- Provide professional consultation services to faculty, staff and administration on student and employee issues, crises and personal situations.
- Serve as the campus advocate for student medical and mental health issues.
 - Represent the Health and Counseling Services issues and concerns on the Student Life Leadership Team and other University Committees.
 - Establish strong working relationships with key University officials to ensure the health and counseling services are viewed as a valuable and essential University service.
- Maintained compliance with federal and local statutes affecting health care.
 - Achieved HIPPA compliance by federal deadline.
 - Adjusted all relevant policies to comply with 2008 FERPA mandate (due to determination jointly issued by Department of Education and Health and Human Services).
- Achieved a national reputation (among Christian universities) of an excellent, professional model of a health and counseling service as evidenced through consultation with other centers, being invited to perform program assessments of other CCCU counseling services, and consistently achieving one of the lowest hospitalization rate of all the Christian universities participating in the 5-C Forum annual Datashare survey.
- Developed, promoted and presented educational outreach programs in classes, residential areas, chapel, orientation and student leadership trainings.

Campus Public Safety (1999-current)

- Developed strategies to enhance security on campus resulting in a more professional Campus Public Safety Service.
- Redeployed personnel for maximum coverage at times of peak criminal activity.
- Coordinated and designed Campus Emergency Response System for students in crisis (Health and Counseling Service, Security, Residence Life Office).
- Initiated the use of technology surveillance on campus.
- Initiated annual campus safety evaluations resulting in a multi-year proposal to address identified safety risks.
- Developed Travel Abroad Safety Policies and Procedures Manual.

Student Involvement (student government, activities, publications, clubs) (2017-current)

- Completed a comprehensive evaluation and reorganization of student government, its activities, and business practices in the first 6 months.

- Signature achievements: (fall 2018)
 - Student leaders (and their respective activity domains) were decentralized to better align with the current University structure and professional staff
 - Created a new Student Activities Office to execute all campus-wide activities.
 - Improved budget management and accountability was implemented.

IDEA Center (2012-2017; served as interim director 2013, 2016-17)

- Created the innovative IDEA (Initiate, Discover, Engage, Achieve) Center combining Career Services, undergraduate academic advising (from Registrar), and Learning Support Services into a single, integrated center designed to transform the way students and the university approach achieving academic and career goals.
- Created the vision for the new center, built university-wide support for the initiative, and established key goals and matrixes for measuring success.
- Hired dynamic directors of the center and reorganized workflow, job descriptions, and service delivery such that internship participation rates increased 3 years in a row and more students were able to be served within the existing staffing pattern.
- Signature achievements (first 4 years):
 - Face to face contacts increased by 574% (to 11,373 annually)
 - Recruiters on campus increased by 247% (to 114 annually)
 - Job postings in jobs database increased by 373% (to 5762 annually)
 - Students consistently rate center as one of the top 5 services/experiences at GFU

Learning Support Services (2014-17)

- Signature achievements
 - Improved the brand of both the services and the director on campus
 - Developed an empirically-based coaching strategy for students receiving D's and F's at midterm grades helping students strategically decide to persist or withdraw from courses.

Disability Student Services Director (2002-2003 - interim)

- Responsible for administration of all student disability services for the University.
- Reviewed disability claim applications and approved reasonable accommodations for students in need of and entitled to assistance.
- Signature achievements:
 - Created university policies ensuring student's needs were met, federal ADA regulations were adhered to, and institutional liability risk was managed.
 - Constructed a tracking database to ensure that all steps, from the initial contact with the student through implementation of accommodations by faculty members, were taken for those filing under ADA
 - Established a website with all policies and procedures for student and faculty reference.
 - Streamlined and added consistency to the application process for students filing for accommodations.

Clinical Supervisor, Behavioral Health Clinical Consultation Team, Yamhill County Mental Health (Providence Newberg Medical Center & Willamette Valley Medical Center, (2004-present). Certified as a Qualified Mental Health Professional (QMHP)

- Supervise emergency psychiatric evaluations (mental health crisis evaluations and suicide risk assessments, “inability to care for self” due to psychosis or neurological impairment) in Emergency Department, Medical/Surgical, ICU and Maternity.

Private Clinical/Consulting Practice Newberg, Oregon (2004-present).

- Practice specialties include residency supervision, working with sexual trauma, premarital and marital counseling, strategic planning and team building.

TEACHING EXPERIENCE

Assistant Professor of Psychology, George Fox University, (August 1994-present).

Taught doctoral and masters-level graduate courses, undergraduate, and degree completion courses.

Graduate School of Clinical Psychology

- Clinical Team Supervisor (2007-present)
- Research Vertical Team leader (2006-present)
- BHCCT Supervisor and Trainer (2004-present)
- Integrative Approaches to Psychology and Psychotherapy (2016)
- Human Sexuality/Sexual Dysfunction (2006-08, 2010)
- Spiritual and Religious Issues in Psychotherapy (2003-2006, 2011)
- Prepracticum (presently titled: Clinical Foundations to Treatment) (2001)
- Integration Seminar - Forgiveness (1999)
- Personality Assessment (1999, 2000)

Graduate Department of Counseling

- Research and Evaluation (Masters in COU/MFT 1997)

Undergraduate Psychology Department

- Research Methods (fall 2007 & spring 2008)
- Statistics (fall 2007 & spring 2008)
- Psychological Testing (2007)
- Survey Research Methods (1996, 1999) (Dept. Professional Studies)

Adjunct Professor, Multnomah University, (2008-present).

Taught in two adult degree completion programs (Biblical Foundations and Leadership & Ministry) and MA in Counseling.

- Spiritual Integration and Social Concern (2016)
- Inductive Bible Study(2008-2015)
- Dynamics of Christian Counseling (2009-2014)
- Church and Ministry (2011-2014)

PUBLICATIONS/PRESENTATIONS

Publications

- Lee-Zorn, C., **Buhrow, W.**, Vicario, B. (2012). Is conformity a mediating variable on increased risk-taking behavior across years of membership in the Greek system? *Journal of Social Research and Policy*, 3(1).
- Kays, K., Gathercoal, K., **Buhrow, W.** (2011). Does survey format influence self-disclosure on sensitive question items? *Computers in Human Behavior*, 28(1).
- Trihub, B.; McMin, M.; **Buhrow, W.**, Johnson, T. (2010). Denominational support for clergy mental health. *Journal of Psychology and Theology*, 38(2).
- Campbell, C., **Buhrow, W.**, Liebscher, B. (2000). Development of a management practicum in a clinical psychology program. *Professional Psychology: Research and Practice*, 31(5).

Presentations (Peer reviewed addresses at regional and national meetings)

Conference Workshops

- Buhrow, W.** (2010). *On the track all alone: Responding to loneliness and guilt in college students.* A presentation at the annual meeting of the Pacific Coast College Health Assn., Eugene, OR.
- Buhrow, W.** (2010). *Sexual Assault: Therapeutic considerations when body and beliefs come under attack.* A presentation at the annual meeting of the American College Health Assn., Philadelphia, PA.
- Buhrow, W.** (2010). *Integrating Client Spirituality in the Treatment of Sex Abuse.* A presentation at the annual meeting of the Christian Assn. of Psychological Studies International Conference, Kansas City, KS.
- Bufford, R. & **Buhrow, W.** (2007). *Addressing Religious Concerns in Psychotherapy.* A preconference workshop presented at the annual meeting of the Christian Assoc. of Psychological Studies International Conference, Philadelphia, PA.
- Buhrow, W.** (2003). *Soul Survival: Integrating Student Spirituality into Clinical Care.* A presentation at the annual meeting of the American College Health Assn., Miami, FL.
- Buhrow, W.** (2003). *The Aching Soul and Therapy.* A presentation at the Christian Assn. of Psychological Studies International Conference, Los Angeles, CA.
- Buhrow, W.** (2002). *The Aching Soul and Therapy.* A presentation at the Christian Assn. of Psychological Studies West Regional Conference, Seattle, WA.
- Buhrow, W.** (2002). *Counseling Issues of the Soul: Guilt, Loneliness, and Despair.* A presentation at the annual meeting of the American College Health Assn., Washington D.C.
- Buhrow, W.** (2001). *A Brief Psychology of Forgiveness and Reconciliation: A Process Model and Therapeutic Implications.* An invited presentation at the annual meeting of the American College Health Assn., Las Vegas, NV.
- Buhrow, W.** (2000). *A Brief Psychology of Forgiveness and Reconciliation: A Process Model and Therapeutic Implications.* A presentation at the annual meeting of the Pacific Coast College Health Assn., Portland, OR.
- Buhrow, W.** (1999). *Soul Survival: Integrating Student Spirituality into Clinical Care.* A presentation at the Christian Assn. of Psychological Studies Western Regional Conference, Portland, OR.
- Bufford, R., Gathercoal, K., Ecklund, K., **Buhrow, W.**, & Morris, E. (1998). *Postmodernism, Psychology, and Christianity: Clinical Implications of a Changing World View.* A panel presentation at the Christian Assn. of Psychological Studies West Regional Conference, Los Angeles, CA.
- Buhrow, W.** (1998). *Soul Survival: Integrating Student Spirituality into Clinical Care.* A presentation at the annual meeting of the Pacific Coast College Health Assn., Las Vegas, NV.

Invited Presentations (non-peer reviewed)

- Buhrow, W.** (2008). *Grand Rounds: Integrative Issues in the Treatment of Sex Abuse* (2008). Graduate Department of Clinical Psychology, George Fox University.
- Buhrow, W.** (2004). *Psychosocial Red Flags in Athletics*. An invited presentation at the annual meeting of the Northwest Athletic Trainers' Assn., Seaside, OR.
- Buhrow, W.** (2003). *Guilt and Loneliness in Psychotherapy*. A presentation at the Christian Assn. of Psychological Studies Portland, OR chapter meeting.
- Buhrow, W.** (2003). *Counseling Issues of the Soul: Guilt, Loneliness, and Despair*. An invited presentation at the annual GDCP integration colloquium, Newberg, OR.
- Buhrow, W.** (2002). *Forgiveness in Therapy*. A presentation at the Christian Assn. of Psychological Studies local Portland, OR chapter meeting.
- Buhrow, W.** (2000). *Kingdom Kloning: Building Leaders One at a Time*. An invited presentation at the Western Regional Meeting of the Assn. of Christians in Student Development, Portland, OR.
- Didactic presentations for the GFU Graduate School of Clinical Psych. on the following topics:
- *Treatment Planning, Responding to Spiritual Issues in Therapy, Utilizing Spiritual Resources in Therapy, Evaluating Treatment Outcomes, Is There a Place for Biblical Counseling in Psychotherapy*

Poster Presentations (Peer Reviewed)

- Rudneva, L., Sklyarov, O., Ditty, M. J., **Buhrow, W.**, (2018, April). *Intimate partner violence, perception of safety, and faith among female college students attending faith-based institutions*. A poster presented at the Christian Assn. for Psychological Studies International Conference, Norfolk, VA.
- Fringer, L., Gallup, S., Crowl, J., & **Buhrow, W.** (April 2018). *Does attending a faith based university protect anxious and depressed students from negative academic performance?* A poster presented at the 2018 Christian Assn. for Psychologists International Conference, Norfolk, VA.
- Burrell, J.E., Kays, D., Moore, C., **Buhrow, W.** (2016). *The relationship of attendance at faith based institutions vs. non-faith based institutions and perceived use of drugs and alcohol*. A poster presented at the Christian Assn. of Psychological Studies International Conference, Pasadena, California.
- Adams-Shirley, M., Fisk, B., Gathercoal, K. A., Peterson, M. A., & **Buhrow, W.** (2016). *Health self-efficacy varies as a function of attachment styles*. A poster presented at the annual meeting of the Oregon Psychological Assn., Portland, OR.
- Fisk, B., Adams-Shirley, M., Gathercoal, K. A., Peterson, M. A., & **Buhrow, W.** (2016). *Effects of observational learning/modeling on individual health self-efficacy and physical activity*. A poster presented at the annual meeting of the American Psychological Assn., Denver, CO.
- Terman, J., Terguson, J., Peterson, M. Gathercoal, K., & **Buhrow, B.** (2015). *Maternal Maslow: Self-prioritization of goal completion in an OB population*. Poster presented at annual meeting of the Collaborative Family Healthcare Assn., Portland, OR.
- Terman, J., Gathercoal, K., Turgesen, J., Peterson, M., & **Buhrow, B.** (2015). *Help me help you: Looking at patient response to referrals in an OB population*. Poster presented at annual meeting of the American Psychological Assn., Toronto.
- Burrell, J., Snider, J., Moore, C., **Buhrow, W.** (2014). *The Relationship of Attendance at Faith Based Institutions vs. non-Faith Based Institutions on Sleep and Depression*. A poster presentation at the annual conference of the Oregon Psychological Assn., Portland, OR.
- Green, C., Presler, B., **Buhrow, W.** (2014). *The Effect of Inadequate Sleep and Spirituality on Anxiety and Stress Among College Students*. A poster presentation at the annual conference of the Oregon Psychological Assn., Portland, OR.

- Webb, K., **Buhrow, W.**, Bufford, R. & McMinn, M. (2013). *Effect of religiosity and combat exposure on combat service member posttraumatic growth*. A poster presentation at the annual conference of the Assn. for Psychological Science, Washington D.C.
- Borelli, J., **Buhrow, W.** & Snider, J. (2013). *The effect of Pre-Marital Education on Marital Communication*. A poster presentation at the Christian Assn. of Psychological Studies International Conference, Portland, OR.
- Presler, B., **Buhrow, W.**, Green, C. & Gann, J. (2013). *The Effect of the George Fox University Premarital Education Class on Emotional Intimacy*. A poster presentation at the Christian Assn. of Psychological Studies International Conference, Portland, OR.
- Brown, L., **Buhrow, W.** & Miller, K. (2013). *Hispanic and African American Student Engagement at Faith-Based Institutions and Non-Faith-Based Institutions*. A poster presentation at the Christian Assn. of Psychological Studies International Conference, Portland, OR.
- Chao, B., Bufford, R., McMinn, M. & **Buhrow, W.** (2011). *Asian Culture and Christian Spirituality*. A poster presentation at the annual conference of the American Psychological Assn., Washington, D.C.
- Mock, R., **Buhrow, W.**, Lee-Zorn, C., Conlon, K. & Webb, K (April 2011). *Effect of Premarital Education on Marital Satisfaction: An Outcome Study*. A poster presentation at the Christian Assn. of Psychological Studies International Conference, Indianapolis, IN.
- Broady, R., **Buhrow, W.**, Conlon, K., Lee-Zorn, C. & Webb, K (April 2011). *The Influence of Order Effects on the Reporting of Religiosity and Pornography Use*. A poster presentation at the Christian Assn. of Psychological Studies International Conference, Indianapolis, IN.
- Buhrow, W.**, Bufford, R. & Webb, K. (April 2010). *Preliminary validation of a measure of generosity*. A poster accepted for presentation at the Christian Assn. of Psychological Studies International Conference, Kansas City, KS.
- Buhrow, W.**, Bufford, R., Smith, R. & Helmer, L. (April 2010). *Initial validation of the Spiritual Thoughts and Behaviors Scale*. A poster accepted for presentation at the Christian Assn. of Psychological Studies International Conference, Kansas City, KS.
- Chao, B, Anderson, M., Mock, R, Kerns, R. & **Buhrow, W.** (April 2010). *The relationship between alcohol use and sexual activity on faith-based campuses*. A poster accepted for presentation at the Christian Assn. of Psychological Studies International Conference, Kansas City, KS.
- Buhrow, W.** (October 2009). *Addressing the Connection of Guilt and Pathological Gambling*. The Institute for Research on Gambling Disorders: Issues and Insights [online] <http://www.gamblingdisorders.org/>.
- Tuerck, M., Sponaugle, R., Nelson, J. & **Buhrow, W.** (August 2009). *Differences in Sexual Behavior and Contraceptive Use in Religious and Non-Religious Universities*. A poster presentation at the annual conference of the American Psychological Assn., Toronto, Ontario.
- Stevenson, J. & **Buhrow, W.** (June 2009). *The Relationship between Student Credit Card Debt, Volunteerism, Academic Achievement, and Health*. A poster presentation at annual meeting of the American College Health Assn., San Francisco, CA.
- Buhrow, W.**, Courter, M., Lee, C., & Sponaugle, R. (April 2009). *Sex and Regret*. A poster presented at the Christian Assn. of Psychological Studies International Conference, Orlando, FL.
- Buhrow, W.**, Milner, J., Mock, R. Stevenson, J., Tuerck, M. (April 2009). *Spirituality and Generosity*. A poster presented at the Christian Assn. of Psychological Studies International Conference, Orlando, FL.
- Nelson, J. & **Buhrow, W.** (June 2008). *Differences in Sexual Behavior and Contraceptive Use in a Religious and Non-Religious Universities: A Comparison using the National College Health Assessment*. A poster presentation at the annual meeting of the American College Health Assn., Orlando, FL.

ADDITIONAL PROFESSIONAL ASSOCIATIONS/OFFICES HELD

President, Christian Association of Psychological Studies (May 2013-present)

- Provide strategic vision, organizational leadership, financial management, and program coordination necessary to maintain and further develop the goals of the association.

International Board of Directors, Christian Association of Psychological Studies (2005-2011)

- Chair (2010-11)
- Vice-Chair (2008-2010)
- President Elect and President (2006-08)
- Secretary (2005-06)
- Executive Committee member (2005-2011)
- Co-chaired (2009) effort to develop Professional Development Communities (Divisions) within CAPS and wrote guidelines for their development.
- Clinical Practice track co-coordinator for annual conference in Phoenix, AZ (2008) and committee member for annual conference in Portland, OR.
- Co-chaired Bylaws subcommittee - rewrote bylaws to reflect current structure and future initiatives.
- Executive Director Search Committee (2004)
- Led association's reorganization project (2005)
 - Solicited input and garnered support from five different regional boards as well as the international board of directors, redistributed responsibilities within the organization to better maximize new structure, increase efficiency, decrease costs and better utilize both volunteers and employees. Redefined job descriptions for key leadership positions in the organization as well as for the international and regional boards.

Western Regional Board of Directors, Christian Association of Psychological Studies (2000-2007)

- Secretary/Treasurer and Executive Committee Member (2000-2007)
- Finance Committee Chair (2000-2007)
- Conference Manager - West Regional Conference (1999)

National Center for Responsible Gaming Task Force on College Gambling Policy (2008-2009)

- coordinated by the Institute for Research on Pathological Gambling and Related Disorders, a program of the Division on Addictions at the Cambridge Health Alliance, a teaching affiliate of Harvard Medical School.

- Wrote and edited portions of *Addressing College Gambling: Recommendations for Science-Based Policies and Programs* A Report of the Task Force on College Gambling Policies (2009).

5-C Forum (Coalition of Christian College Counseling Centers)

- Conference Manager for conferences hosted at GFU (2006, 2018)
- Initiated and led 5-C Datashare project (2004-present)

Pacific Coast College Health Association

- Program Planning Committee Member- 2010 conference (2009-2010)

Oregon College Health Association (OCHA)

- Chair 2000-2002

Additional Professional Memberships

- American College Health Association (ACHA)
- Oregon College Health Association (OCHA)
- American Psychological Association (APA)

PROFESSIONAL SERVICE

Service to the Graduate Department of Clinical Psychology:

- Current Service
 - Clinical Team Supervisor (ongoing)
 - Research Vertical Team Leader (ongoing – 8 dissertations in process currently)
 - Practicum Site Supervisor (ongoing – developed one of the largest training sites for practicum students from the GDCP and one of the only sites committed to training students in integrating faith in therapy)
 - Faculty interviewer for prospective students and CIAE (Clinical Intervention and Assessment Exam) orals examiner.
- Former Service
 - Curriculum Revision Committee (1997-99) (interim chair 1/98-8/98)
 - Religion/Integration Sub-Committee (1997)
 - GDCP Student Evaluations Committee (1997-1999)
 - Actively participated in the Graduate Department of Clinical Psychology including all departmental meetings (1995-1999). Note - Health and Counseling Service was under the Psychology Department from 1995-99.

Service to the George Fox University:

- Current Service
 - Student Life Leadership Team
 - Security Committee (Chair)
 - Crisis Management Team
 - International Risk Management Committee
 - Behavioral Intervention Team
- Former Service
 - Active Shooter Task Force (chair)
 - Academic Appeals Board
 - Retention and Completion Team
 - University Assessment Committee (former Chair)
 - University Operations and Budget Committee
 - Student Success and Retention Committee
 - “IDEA Center Collaboration” University Strategic Planning workgroup
 - “Connecting George Fox University with the Professional World” Task Force
 - “Resources That Empower” University Strategic Planning subcommittee
 - Internship workgroup (chair)
 - University Technology Committee
 - Enrollment Committee
 - Human Subject Research Committee

- Student Support Network
- Residence Life Director Search Committees
- Faculty Retreat Committee
- Internet Pornography Addiction Ad-hoc Committee
- Alumni Survey task force
- First Annual Graduate Student Survey (Project lead)
- Student Life Relationship Team (Chair)
- Faculty and Staff search committees
- University Web Development Committee

Service to Community:

- Chehalem Valley Christian Academy, Newberg, OR
 - Founding member - Board of Administration (1997-1999)
 - Advisory Committee (1997-1998)
 - Executive Committee, Administrative Committee (Chair), and Treasurer
 - C. S. Lewis School/Chehalem Valley Christian Academy Merger Committee
- Yamhill Service District Strategic Planning Task Force (1998)
 - Providence Newberg Hospital, Newberg, OR
- Open Bible Christian School, Newberg, OR
 - Board of Administration (1995-1997)
 - Executive Committee and Treasurer (1996-1997)
- Christian Counseling Center of Southeastern Connecticut, Groton, CT
 - Board of Directors (1987-89)
 - Executive Committee and Treasurer (1989-90)
- Adult Sunday School/Elective Teacher
 - Lake Bible Church (young marrieds and adults) (2000-2006)
 - Rolling Hills Community Church (1990-1994)
- Invited Guest Speaker: for local universities, area churches, Adult education classes, marriage and single's retreats, and men's events. Topics include: Building Better Marriages – a series focusing on communication, conflict resolution, sexuality (both marital and teaching children), raising children, personal finances, spirituality, forgiveness; dating and relationships; various biblical topics, book studies and spiritual growth and maturity; single parenting and divorce recovery.

Service Abroad:

- Co-led a short term missions trip for GFU college students to Haiti (1993)
- Co-led a week-long marriage seminar and spoke at evangelistic crusades during a two-week adult teaching/work trip to Haiti (1989)
- Taught three week-long seminars on Christian Counseling to church leaders in Haiti (1985)

FORMER EMPLOYMENT

Psychology Intern/Psychologist Resident, Clackamas County Mental Health Center, Portland, OR (1993-1995) Internship consisted of two rotations each serving two divisions: Transitional Services (chronically mentally ill adults), Alcohol and Drug Program (adult), Acute Adult Program, and Child, Adolescent, and Family Services. Conducted intakes, treatment planning, psychological evaluations, individual and group therapy, and case management with children, adolescents, adults, and families in all four programs.

Graduate Fellow, George Fox College, Newberg, OR (1991-93)

Performed administrative duties at the direction of the GSCP program director including assimilating, processing, and analyzing data for the GSCP's initial APA accreditation report, developing the first alumni database, and performed the departmental editorial review for all dissertations completed during my tenure.

Associate Pastor/Dir. of Youth Ministries, First Baptist Church, Waterford, CT (1985-90)

Developed, and managed all youth programs from preschool through high school and was responsible for worship and church administration functions.

CREDENTIALS

Licensed Psychologist, State of Oregon (1996-present) License # 1204

QMHP (Qualified Mental Health Professional) – Yamhill County, OR (2013-current)

Affiliate Member of Professional Staff, Providence Health and Services - Oregon, Yamhill Service Area Professional Staff (Providence Newberg Medical Center) (2004-present)

Addendum
Abridged List of Educational Programs, Presentations and Trainings

GFU Health and Counseling Center Practicum Orientation Training Intensive: (student and supervisors presented trainings - initiated in fall 2008 and partnered with the GFU Behavioral Health Clinic in 2009 so they could participate in the training as well). Topics include:

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|------------------------------|---|
| When Panic attacks | Family Systems Therapy |
| Choice Theory | Effective Treatment of PTSD |
| Emotion Focused Therapy | Introduction to Solution Focused Therapy |
| Narrative Therapy | Clinical Assessment, Management and Treatment of Suicidal Risk |
| Dialectical Behavior Therapy | |
| Mind over Mood (CBT) | |

GFU Health and Counseling Center Practicum Training Topics:

| | |
|---|-----------------------------------|
| Initial Assessments and the Clinical Interview | Guilt, Sin and Loneliness |
| Stress and Stress Management | Boundaries and Safe People |
| Acceptance and Commitment Therapy | Malpractice Issues |
| Substance Abuse, Chemical Dependency and A&D Evaluations | Renewing your Mind |
| Personality Disorders | Eating Disorders |
| Integration in Clinical Practice | Trauma in College Students |
| Ethical Dilemmas Related to Malpractice | Attachment |
| Ethical use of Spirituality | Stages of Change |
| Termination Issues | Forms of Demonic Influence |
| Integration Theory | Suicide Assessment and Prevention |
| Aliveness Theory of Motivation | Compulsive Sexual Behavior |
| College of the Overwhelmed | Porn and Masturbation |
| Invisible Imprint | Prayer in Counseling |
| Self-Injury | Holy Spirit and Counseling |
| Common Factors and the Therapeutic Relationship | Love |
| Brief Treatment | Children of Divorce |
| Forgiveness | Homosexuality |
| | Disappointment |
| | Vicarious Trauma and Resilience |

Abridged List of Guest Lectures

General Campus Presentations

- Real Conversations: Anxiety
- Real Conversations: Suicide
- Change Your Thoughts, Change Your Life
- Responding to Assault.
- Crisis Management
- “When and how to refer” – First Year Seminar faculty leaders
- Eating Disorder Awareness Week seminars
- Alcohol Awareness Week Seminars
- Personal Finance Seminar
- Dating and Relationships
- Spiritual Preparation for Crises

Residence Life (Resident Assistant trainings and Residence Hall presentations)

- Mentoring
- Sexuality and Relationships
- Counseling Basics
- Crisis Intervention and Management
- Adult Living in an Adult World - 4 wk course
- Leadership – 6 wk course
- What's your Personality Type? Group administration and presentation of MBTI
- Privacy and Confidentiality
- So You Want to Get Married?
- Boundaries and Safe People
- Conflict Resolution

Class presentations (undergraduate and graduate)

- Integration of Faith and Therapy
- Counseling Services (and Levels of Professional Training) available to the Church in America
- What's your Personality Type? Group Administration and Presentation of MBTI Personality Types
- Stress Management
- Adjusting to College
- Legal and Ethical Issues of Confidentiality

Campus Ministries

- Preparing for a Great Sex Life
- Crisis Intervention and Management.
- Loneliness, Love and Sexual Ethics.
- Forgiveness