

CURRICULUM VITAE  
***Sam Steen, Ph.D.***  
**Professor**

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**EDUCATION**

- 2007                      **Ph.D Counselor Education**  
George Mason University  
College of Education and Human Development
- 2000                      **M.Ed. School Counseling**  
College of William and Mary  
School Psychology and Counselor Education
- 1998                      **B.A. Psychology**  
College of William and Mary

**ACADEMIC POSITIONS**

- Professor**  
**Division Director, Child, Family and Community Engagement**  
**Diversity Research Action Consortium, Director**  
*George Mason University*    **May 2023 – present**
- Associate Professor**  
**Division Director, Child, Family and Community Engagement**  
**Diversity Research Action Consortium, Director**  
*George Mason University*    **June 2019 – present**
- Associate Professor and Faculty Chair**  
*University of Arizona*    **Jan. 2017 – May 2019**
- Assistant Professor/Associate Professor/Program Coordinator**  
*George Washington University*    **Aug. 2008 – Dec. 2016**
- Assistant Professor School Counseling**  
*College of William and Mary*    **Aug. 2007 – July 2008**

**AWARDS**

**American Counseling Association**  
**Counselors for Social Justice**

*Reese House Social Justice Advocate of the Year Award* **Apr. 2022**

**American Counseling Association  
Association for Specialists in Group Work**

*H. Al Dye Award* **Mar. 2021**  
*Professional Advancement Award* **May 2019**  
*Fellow* **Apr. 2018**  
*Presidential Award* **Mar. 2011**  
*Best Group Research Article of the Year\*\** **Mar. 2009**

**George Mason University**

*Dissertation Award for promising proposals* **Fall 2006**  
*Selected as a Holmes Scholar* **Fall 2003**

**RESEARCH, SCHOLARLY, AND CREATIVE ACTIVITIES**

\* = Graduate Student

***Books***

**Steen, S.,** Melchior, S, & \*Sansbury, A. (in press). *Advancing Equity Focused School Counseling for All Students: Confronting Disproportionality in PreK-12 Schools*, Routledge, PA.

**Steen, S.,** Vannatta, R., Ieva, K.P. (2023). *Introduction to Group Counseling: A Culturally Sustaining and Inclusive Framework*. Springer Publishing: New York, NY.

Roysicar, G., **Steen, S.,** & Cole, K. (2022). *Anti-Black Racism in Contemporary America*, Cognella, CA.

Coogan, T., & **Steen, S.** (2021). *Group Counseling Leadership Skills for School Counselors: Stretching Beyond Interventions*, Cognella, CA.

***Special Issue Journal Editorials***

Levy, I., Ieva, K., Edirmanasinghe, N., & **Steen, S.** (Eds.) (in progress). Ensuring a Combined Educator-Counselor Identity: A Critical Examination of School Counselor Training. *Teaching and Supervision in Counseling, TBA.*

**Steen, S.,** Ieva, K., Beasley, J.J., & Delucia, J. (Eds.) (in progress). Contemporary Group Counseling Interventions in Schools: Research, Innovations, and Future Directions. *Professional School Counseling, TBA.*

**Steen, S.** & Hines, E. (Eds.), (2020). Group Work with African American Children and Adolescents. *Journal for Specialists in Group Work, 45*, (Volumes 1-3).

***National Refereed Publications***

- Steen, S.,** Schimmel, C.J., Melfie, J.M., & Carro, A.M. (under review). Applying the Achieving Success Everyday (ASE) Group Counseling Model in Rural Schools: Implications for School Counselor Training. *Journal for Specialists in Group Work*.
- Steen, S.,** Sulkowski, M. (under review). A framework for applying the Achieving Success Everyday Group Counseling Model with homeless students. *International Journal of Group Psychotherapy*.
- Steen, S.,** Davis, J., \*Bethea, C. (2023). Reconceptualizing the Achieving Success Everyday Group Counseling Model to focus on the needs of Black male middle school youth. *Journal of School-Based Counseling Policy and Evaluation, 5,* 4-20.
- Beasley, J.J., Ieva, K., & **Steen, S.** (2023). Reclaiming the System: Group Counseling Landscape in Schools. *Professional School Counseling, 27,* 1-9.
- Steen, S.,** & Prasath, P. R. (2023). Black Doctoral Student Research Participants: A Mixed-Method Systematic Literature Review. *Counselor Education and Supervision, 1-17.* [Special Issue on Anti-racist practices and pedagogy in counselor training].
- Prasath, P. R., **Steen, S.,** & \*McVay, K. (2023). A group counseling intervention for African American boys in elementary students: Providing support for transitioning to 4th grade. Submitted to *Journal of Creativity in Mental Health, 1-12.*
- Ieva, K.P., **Steen, S.,** & Beasley, J. (2022). Group training for school counselors: utilizing the lens of power, privilege, and intersectionality. *Counselor Education and Supervision, 61,* 362-378. [Special Issue on Anti-Racist Counselor Education].
- Steen, S.,** \*Melfie, J., \*Carro, A.M., & Shi, Q. (2022). A systematic literature review exploring achievement outcomes and therapeutic factors for group counseling interventions in schools. *Professional School Counseling, 26*(2).
- Prasath, P.R., Lim, A., & **Steen, S.** (2022). A strength-based support group for international college students: A pilot study. *Journal for Specialists in Group Work*.
- Ieva, K. P., Beasley, J., & **Steen, S.** (2021). Equipping school counselors for antiracist healing centered groups: A critical examination of preparation, connected curricula, professional practice and oversight. *Teaching and Supervision in Counseling, 3*(2), 7.
- Steen, S.,** Shi, Q., & \*Melfie, J. (2021). A systematic literature review of school-counselor-led group counselling interventions targeting academic achievement: Implications for research and practice. *Journal of School-Based Counseling Policy and Evaluation, 3*(1), 6-18.
- Chan, C. D., \*Ngadjui, O. T., Jackson, T., & **Steen, S.** (2021). Unsettling complex inequities on school climate for males of color: School counseling applications from an intersectionality-based policy analysis. *Professional School Counseling, 25*(1\_part\_4),

2156759X211040029.

- Steen, S.,** & Hines, E. (2020) Concluding Reflections and Engaged Group Work Practice with African American Children and Adolescents. *The Journal for Specialists in Group Work, 45*(3), 1-2.
- Hines, E. M., & **Steen, S.** (2020). Group Work with Black/African American Males. *The Journal for Specialists in Group Work, 45*(2), 1-2.
- Steen, S.,** & Hines, E. M. (2020). Introduction to Group Work with African American Children and Adolescents. *The Journal for Specialists in Group Work, 45*(1), 1-2.
- Hines, E. M., Hines, M. R., Moore III, J. L., **Steen, S.,** Singleton, P., Cintron, D., & Henderson, J. (2020). Preparing African American Males for College: A Group Counseling Approach. *The Journal for Specialists in Group Work, 1*-17.
- Malott, K. M., Havlik, S., Gosai, S., Diaz Davila, J., & **Steen, S.** (2019). College readiness and first-generation college goers: Group impacts with students from an Urban, predominantly African American population. *Journal of Child and Adolescent Counseling, 5*, 256-274.
- \*Vannatta, R., & **Steen, S.** (2019). Pedagogical practices in CACREP accredited group counseling courses: A content analysis. *The Journal for Specialists in Group Work 44* (2), 138-150.
- Falco, L., & **Steen, S.** (2018). Using school-based development to support college and career readiness: An integrative review. *Journal of School-Based Counseling Policy and Evaluation, 1*, 51-67.
- Steen, S.,** \*Liu, X., Rose, J., & Merino, G. (2018). Promoting school adjustment for English-as-Second-Language students in group work: Implications for school counseling practice-based research. *Professional School Counseling, 21*, 1-10.
- Day-Vines, N., Booker, B., **Steen, S.,** & \*Arnold, K. (2018). Getting Comfortable with Discomfort: Preparing Counselor Trainees to Broach Racial, Ethnic, and Cultural Factors with Clients During Treatment. *International Journal for the Advancement of Counseling.*
- Havlik, S., Pulliam, N., Malott, K., & **Steen, S.** (2017). Strengths, and struggles: First generation college goers persisting at one predominantly white institution. *Journal of College Student Retention, 1*, 1-23.
- Williams, J., **Steen, S.,** \*Alberts, T. (2015). Academically Resilient, Low-Income Students' perspective of how school counselors can meet their academic needs. *Professional School Counseling, 23*, 155-165.

- Rose, J. & Steen, S. (2014). The Achieving Success Everyday group counseling model: Fostering resiliency in middle school students. *Professional School Counseling, 18*, 28 - 37.
- Steen, S., \*Vasserman-Stokes, E., & \*Vanatta, R. (2014). Group cohesion in experimental growth groups. *Journal for Specialists in Group Work, 39*, 236-256.
- Steen, S., Henfield, M. S., & Booker, B. (2014). Using the ASE group counseling model to prepare school counselors for group work. *Journal for Specialists in Group Work, 39*, 29-46.
- Shi, Q., Steen, S., & Weiss, B. A. (2013). The impact of parental support and perception of school on Hispanic youth's substance use. *The Family Journal, 21*, 425-434.
- \*Shi, Q., & Steen, S. (2012). Using the Achieving Success Everyday (ASE) Group Model to promote self-esteem and academic achievement for ESL students. *Professional School Counseling, 16*, 63-70.
- Steen, S., \*O'Keefe, A. L., Griffin, D., & Routzahn, K. (2012). Service-learning and classroom guidance: A program for elementary students. *Journal of School Counseling, 10*(2). Retrieved from <http://www.jsc.montana.edu/articles/v10n2.pdf>
- Steen, S. (2011). Academic and personal development through group work: An exploratory study. *Journal for Specialists in Group Work, 36*, 1-15.
- Griffin, D., & Steen, S. (2011). A social justice approach to school counseling. *Journal for Social Action in Counseling and Psychology, 3*, 74-85.
- \*Shi, Q., & Steen, S. (2010). Group work with English as Second Language (ESL) students: Integrating academic and behavior considerations. *Journal of School Counseling, 8*(41). Retrieved from <http://www.jsc.montana.edu/articles/v8n41.pdf>
- Steen, S., & Noguera, P. (2010). A broader, bolder approach to education reform: Expanded partnership roles for school counselors. *Professional School Counseling, 14*, 42- 52.
- Brooks, M., & Steen, S. (2010). African American males' perceptions of the counselor education profession: A primer. *Journal of Multicultural Counseling and Development, 38*, 142-153.
- Griffin, D., & Steen, S. (2010). School-Family-Community Partnerships: Applying Epstein's theory of the six types of involvement to school counselor practice. *Professional School Counseling, 13*, 218-226.
- Steen, S., & \*Rudd, T. (2009). Preparing the 21<sup>st</sup> century school counselor: Alternatives and implications for counselor educators. *Counseling and Human Development, 42*, 1-16.
- Steen, S. (2009) Group counseling for African American elementary students.

*Journal for Specialists in Group Work*, 34, 1-17.

Brooks, M., **Steen, S.**, & Williams, F. (2009, February 9). Professional development schools: A model for preparing school counselor trainees. *Journal of School Counseling*, 7(16). Retrieved from <http://www.jsc.montana.edu/articles/v7n16.pdf>.

Kitsantas, A., **Steen, S.**, & Huey, F. (2009). Using self-regulation and goal orientation to predict achievement of elementary school children. *International Electronic Journal of Elementary Education*, 2, 65-81.

**\*\*Steen, S.**, Bauman, S., & Smith, J. (2008) The preparation of professional school counselors for group work. *Journal for Specialists in Group Work*, 33, 253-269.

**Steen, S.**, & Bemak, F. (2008). Group work with high school students at risk of school failure: a pilot study. *Journal for Specialists in Group Work*, 33, 335-350.

**Steen, S.**, Bauman, S., & Smith, J. (2007). Professional school counselors and the practice of group work. *Professional School Counseling*, 11, 72-80.

**Steen, S.**, & Kaffenberger, C.J. (2007). Integrating academic interventions into group counseling with elementary students. *Professional School Counseling*, 10, 516-519.

### ***In Progress***

**Steen, S.**, Beasley, J.J., Ieva, K., & Atkins, L. (in progress). Affinity Groups in Schools: A Systematic Literature Review. *TBA*.

### ***Refereed Book Chapters***

**Steen, S.**, & Bethea, C. (in press). Exploring group counseling interventions for Black boys in middle school: Using the ASE group model for racial and mathematical identity development.

**Steen, S.**, Bryan, J., & Day-Vines, N. (in press). Leading psychoeducational groups. In B. Erford (Ed.), *Group Work: Processes and Applications* (3rd ed.). New York, NY: Routledge.

**Steen, S.** & Prasath, P. R. (2023). Process observation and technology. In Choudhary, D. and McCarthy, C. (ed.). *Process Observation*. Taylor and Francis.

Edwards, C. N., & **Steen, S.** (2023). Group counseling. In C. Edwards & M. Graham (Eds.), *Foundations of school counseling: Innovation for professional practice*. Springer.

**Steen, S.**, Day Vines, N., & Hicks, D. (2023). Equity-focused group counseling strategies: Preparing African American Males for their first year in college. *Equity-Based Career Development and Postsecondary Transitions: An American Imperative*. IAP.

- Steen, S.,** Melchior, S., Stone, T., Melfie, J. (2023). Access to schools: Relationships with stakeholders and systems. In B. Zyromski and C. Dimmitt (Eds), *Research in the Schools: Advancing the Evidence-Base for the School Counseling Profession*. Oxford University Press.
- Steen, S.,** (2023). Engaged, Non-Residential Black Fathering for Early Education Readiness. *Black Fathering and Mental Health* (pp.). Peter Lang, NY.
- Ieva, K. P., Johnson, K., Shillingford-Butler, A., & **Steen S.** (2021). Antiracist Inclusive Model of Systems Supervision (AIMSS). In Holcomb-McCoy (Ed) *Antiracist Schools and Communities*. VA: American Counseling Association.
- Steen, S.,** Melchior, S. (2021). I Need Your Approval, but I Don't Want to Do That: Interventions in School Settings with Children. *Critical Incidents in Counselor Education: Teaching, Supervision, Research, and Leadership and Advocacy*.
- Steen, S.,** \*Melfie, J., & \*Carro, A. (2021) Leadership Considerations for Effective Small Group Facilitation in the School Setting. In Springer, S., Moss, L. N. Manavizadeh, & A. Pugliese (Eds), *A School Counselor's guide to small groups*. Springer Publishing.
- Chan, C. D., **Steen, S.,** Howard, L. C., & Ali, A. I. (2019). Disentangling the Complexities of Queer Theory and Intersectionality Theory: Research Paradigms and Insights for Social Justice. In *Research Methods for Social Justice and Equity in Education* (pp. 59-70). Palgrave Macmillan, Cham.
- Falco, L., & **Steen, S.** (2019). Post-secondary opportunities. In L. Wines & J. Nelson (Eds.). *School Counselors as practitioners: Building on theory, standards, for optimal performance*.
- Steen, S.,** Bryan, J., & Day-Vines, N. (2018). Leading psychoeducational groups. In B. Erford (Ed.), *Group Work: Processes and Applications* (2nd ed.). New York, NY: Routledge.
- Steen, S.,** \*Vanatta, R., & \*Liu, X (2016). Cultural considerations in group work with children and adolescents: Implications for school and mental health settings. In C. Haen & S. Aronson (Eds.). *The handbook of child and adolescent group therapy*.
- Steen, S.,** Rose, J., Avina, K., & Johnson, D. (2016). The Middle School. In J. Ziomek-Daigle (Ed). *School counseling classroom guidance: Prevention, accountability, and outcomes* (53-86), Sage Publications.
- Bryan, J., **Steen, S.,** & Day-Vines, N.L. (2016). Psychoeducational group work in schools. In B. T. Erford (Ed), *Group work in schools* (2nd ed.) (pp. 207-223). New York, NY Routledge.

- Steen, S., \*Genovese, E., & \*Zhu, L.** (2016). Leadership Considerations for Effective Small Group Facilitation in the School Setting. In S. Spring, Moss, L. N. Manavizadeh, & A. Pugliese (Eds), *A School Counselor's guide to small groups*. Alexandria, VA: Association for Specialists in Group Work.
- Steen, S., Kotsoeva, L., & \*Kotsoev, D.** (2015). Promoting African American male students' success through group work: Research and practice implications for professional school counselors. In Henfield, M. S., & Ahmad R. Washington (Eds.) *Black male student success in 21st century urban schools: School counseling for equity, access and achievement*. Charlotte, NC: Information Age Publishing, Inc.
- Steen, S., & \*Vanatta, R.** (2015). Introduction to Special Topics and Populations. In. M. Luke & K. Goodrich (Eds.), *Group work experts share their favorite activities for supervision activities: A guide to choosing, planning, conducting, and processing*. Alexandria, VA: Association for Specialists in Group Work.
- Rose, J. & **Steen, S.** (2014). I can study, You can study, We can study. In J. DeLucia-Waack, S. Korta, K. Maertin, E. Martin, L. Zawadzki, & F. Colvin (Eds.), *School counselors share their favorite classroom guidance activities: A guide to choosing, planning, conducting, and processing* (pp.105-108). Alexandria, VA: Association for Specialists in Group Work.
- Steen, S & Rose, J.** (2014) Ready...Set...Goals. In J. DeLucia-Waack, S. Korta, K. Maertin, E. Martin, L. Zawadzki, & F. Colvin (Eds.), *School counselors share their favorite classroom guidance activities: A guide to choosing, planning, conducting, and processing* (pp.113-115). Alexandria, VA: Association for Specialists in Group Work.
- Steen, S., Shi, Q. & \*Hockersmith, W.** (2014). Group counseling for African Americans: Research and practice implications. J. Delucia-Waack (Eds.) *The Handbook of Group Counseling and Psychotherapy, 2<sup>nd</sup> ed.*, Sage Publications.
- Steen, S., Griffin, D. & \*Shi, Q.** (2012). *Supporting students of color on campus*. In College Counseling & Outreach.
- Steen, S., Bryan, J., & Day-Vines, N.L.** (2010). Psychoeducational group work in community agency counseling. In B. Erford (Ed), *Group Work in Community Agency Counseling*. Pearson Merrill/Prentice Hall.
- Bryan, J., **Steen, S., & Day-Vines, N.L.** (2010). Psychoeducational group work in schools. In B. Erford (Ed), *Group Work in Schools* (pp. 207-223). Pearson Merrill/Prentice Hall.
- Bauman, S., & **Steen, S.** (2009). Hurting and healing. In C. Salazar (Ed.). *Group work experts share their favorite multicultural activities: A guide to diversity-competent choosing, planning, conducting, and process*. Alexandria, VA: Association for Specialists in Group work.



### ***State Refereed Journals***

- Steen, S., & Edwards, C. (2008).** Elementary school counselors' perceptions of the American School Counselor Association's National Model for School Counseling Programs. *Virginia Counseling Journal, 30*, 23-29.
- Steen, S., & Harding, K.E. (2005).** Integrating culturally relevant reading strategies into group counseling with African American elementary students. *The Counseling Interviewer, 37*, 38-47.

### ***Media***

- Steen, S. (2022, March 3).** Equity and Access (No. 26). Butler, S.K. (Host) in *The Voice of Counseling*. American Counseling Association.
- Steen, S. (2023, Jan 7).** Ieva, K. P. (Host). Connected. [ Audio podcast Episode 6]. [Springer]. Ancillary to the An Introduction to Group Counseling: A Culturally Sustaining and Inclusive Framework.
- Steen, S. – Expert Commentator (April, 2010)** *CNN, Washington, DC.*  
[http://www.counseling.org/sub/videos/Sam\\_Steen-InSession-TruTV.wmv](http://www.counseling.org/sub/videos/Sam_Steen-InSession-TruTV.wmv)

### ***Training Videos***

- Steen, S. (2022).** Exploring Race and Gender with Adolescents. Produced by Psychotherapy.net.
- Steen, S. (2020).** Early Career Exploration with Preteens. Produced by Psychotherapy.net.
- Steen, S. (2020).** Solution Focus Strategies with an Elementary Student. Produced by Psychotherapy.net.
- Steen, S., & Bauman, S. (2012).** *Celebrating Diversity: Leading Multicultural Groups for Middle School Students*. Professional preparation DVD filmed on October, 21, 2011 by Sierra Moon Productions of Tucson, Arizona with funding provided by Association for Specialists in Group Work. Marketed by the American Counseling Association.
- Steen, S., & Bauman, S. (2009).** *Celebrating Diversity: Leading Multicultural Groups*. Professional preparation DVD filmed on November 8, 2008 by Sierra Moon Productions of Tucson, Arizona with funding provided by Association for Specialists in Group Work. Marketed by the American Counseling Association.

## **EXTERNAL GRANT FUNDING**

### ***Funded***

- Steen, S.** (2021-2023). *Developing a Framework for Action to Promote Black Males' Access to Algebra 1 by the Eighth-Grade* (Award # 2126056) (\$347,000). National Science Foundation (NSF). Role: Principal Investigator.
- Steen, S.** (2021). *Antiracist Inclusive Model of Systems Supervision (AIMSS): An Exploratory Investigation of Pre-Service and Practicing School Counselors*, (ACES Research Grant Award) (\$2,200). Role: Co-Principal Investigator.
- Steen, S.** (2016). *Books to Basketball: An Early College Readiness Program*. (\$4600). GW Center for Civic Engagement and Public Service-Learning Research Grant. Role: Principal Investigator.
- Steen, S.** (2015). *Books to Basketball: An Early College Readiness Program*. (\$2000). GW Center for Civic Engagement and Public Service-Learning Professional Development Grant. Role: Principal Investigator.
- Liu, X., & **Steen, S.** (2015). Service Learning Student Grant (\$2500). Center for Civic Engagement and Public Service. Role: Principal Investigator.
- Steen, S.** (2014). *Books to Basketball: An Early College Readiness Program*. (\$2000). GW Center for Civic Engagement and Public Service-Learning Professional Development Grant. Role: Principal Investigator.
- Steen, S.** (2012). *Achieving Success Everyday Group Counseling Model for School Counselors*. (\$7,650). Graduate School of Education and Human Development George Washington University Venture Fund Program. Role: Principal Investigator.
- Rose, J. & **Steen, S.** (2012). *Resiliency Project: Using Groups to Improve Student Achievement* (\$500). Role: Principal Investigator.
- Barimany, M., & **Steen, S.** (2012). Service Learning Student Grant (\$2500). Center for Civic Engagement and Public Service. Role: Principal Investigator.
- Steen, S.** (2011). *Achieving Success Everyday Group Counseling Model for School Counselors*. (\$9,650). Graduate School of Education and Human Development George Washington University Venture Fund Program. Role: Principal Investigator.
- Steen, S., & Bauman, S.** (2011). *Multicultural Groups in Schools for Middle Schoolers* (\$14,000). Association for Specialists in Group Work Training and Preparation Grant. Role: Co-Principal Investigator.
- Shi, Q., & **Steen, S.** (2011). Service Learning Student Grant (\$2500). Center for Civic Engagement and Public Service. Role: Principal Investigator.
- Steen, S.** (2010). *Foundations and Service Learning Course Development* (\$2500). Center for Civic Engagement and Public Service. Role: Principal Investigator.

**Steen, S., & Bauman, S. (2009).** *Multicultural Groups in Schools for Children and Adolescents (\$10,000)*. Association for Specialists in Group Work Training and Preparation Grant. Role: Co-Principal Investigator.

**Steen, S. (2008).** *Best Evidence Synthesis: Discovering Group Counseling Interventions that Work (\$5000)*. Summer Research Grants Program. Role: Principal Investigator.

**Steen, S., & Day-Vines, N. (2006)** *A Group Counseling Model for African American High School Students Experiencing Academic Difficulties Using Culturally Relevant Literature (\$500)*. ASGW Research Grants Program. Role: Principal Investigator.

**Steen, S., & Bemak, F. (2005)** *Empowerment Groups for Academic Success: A Pilot project for students at risk of school failure (\$5000)*. AOL Inspires/ACOEY grant. Role: Principal Investigator.

**Steen, S., & Harding (2005).** *Achieving Success Everyday (ASE) Groups: A Cross Cultural Group Counseling Intervention utilizing literacy for Struggling Students*. The Hammond Foundation (\$1500). Role: Principal Investigator.

**Steen, S. (2004).** *A Small Group Counseling Model for African American Students: Integrating Culturally Relevant Literature and Activities to Increase Academic Success*. The Hammond Foundation. (\$1000). Role: Principal Investigator.

### ***Not funded***

**Steen, S., & Ieva, K. P. (2019).** Identifying, Developing, and Implementing Evidence Based Group Counseling Interventions (\$10,000). GMU College of Education and Human Development SEED grant fund. Role: Co-Principal Investigator.

**Steen, S., Melchior, S., & Stone, T. (2019).** Academic Innovation Project. (\$10,000). GMU College of Education and Human Development Academic Innovation Fund. Role: Co Principal Investigator.

**Steen, S. (2018).** *Starting the conversation: A sexual assault educational program. (25,000)*. NCAA Innovations in Research and Practice Grants Program.

**Steen, S., & Shi, Q. (2017).** *Using group counseling to improve self-esteem, school adjustment and academic performance of middle school students (\$9319.44)*. American Group Psychotherapy Association. Role: Co-Principal Investigator.

**Steen, S. (2016).** Serving Young Adult Ex-Offenders through Training and Service-Learning (\$1,500,000). The Department of Labor (DOL). Role: Principal Investigator.

**Steen, S., & Schwallie-Giddis, P. (2015).** The Development of the Achieving Success Everyday

Group Counseling Model for School Counselors. (\$1,500,000). Institute of Educational Sciences (IES) Social and Behavioral Context for Learning Program. Role: Principal Investigator.

**Steen, S.** (2015). Promoting Academic and Personal-Social Development for Students of Color and those from Low-Income Backgrounds through Group Work. (\$21739). George Washington University Facilitating Fund (UFF) Grants Program. Role: Principal Investigator.

**Steen, S.** (2014). The Development of the Achieving Success Everyday Group Counseling Model for School Counselors. (\$23,000). George Washington University Facilitating Fund (UFF) Grants Program. Role: Principal Investigator.

**Steen, S.** (2013). The Efficacy of Group Counseling in Schools: A Best Evidence Synthesis (\$13863). George Washington University Facilitating Fund (UFF) Grants Program. Role: Principal Investigator.

## **PROFESSIONAL PRESENTATIONS**

### ***Keynotes***

**Steen, S.,** (2022). *Checklist, Agenda, Lifestyle or other: You Choose*. Virtual. Evidence Based School Counseling Conference (EBSCC) Research Day.

**Steen, S.** (2011). *The Transformational Power of Groups*. Annandale, VA: Virginia Association for Specialists in Group Work (VASGW) Regional Conference.

### ***National***

EBSCC (2023, FEB)

Beasley, J., **Steen, S.**, & Ieva, K.P. (2022, Nov). Equipping School Counselors for Antiracist Healing Centered Groups. Southern Association of Counselor Education and Supervision (SACES) biannual conference, Baltimore, MD.

Ieva, K.P., Beasley, J., & **Steen, S.** (2022, April). *Group counseling in schools utilizing the lens of power, privilege, and intersectionality*. Paper accepted at the American Education Research Association annual conference, San Diego, CA.

**Steen, S.,** Ieva, K., & Beasley, J. (2022). *Group Counseling in Schools through the Lens of Power, Privilege, and Intersectionality*. American Counseling Association Conference, Atlanta, GA.

Moore, III, J., Hines, E., Butler, Jr., S.K., Bailey, D., Vereen, L., Peebles, E., Green,

- A., Henfield, M & **Steen, S.** (2022). *Brother to Brother: A Town Hall Meeting with Experts on the Black Male Experience*. American Counseling Association Conference, Atlanta, GA.
- Steen, S.** (2022). *Creating Equity and Inclusive Excellence in School Counseling Research: It's more than just a Pub!* Evidence Based School Counseling Conference, (virtual).
- Beasley, J., Ieva, K., & **Steen, S.**, (2022). *Using Small Group Counseling to Address Power, Privilege, & Intersectionality in Educational Settings*. Evidence Based School Counseling Conference, (virtual).
- Ieva, K., Beasley, J., & **Steen, S.**, (2022). *Group Counseling in Schools Through the Lens of Power, Privilege, and Intersectionality*. Association for Specialists in Group Work Conference, Atlantic Beach, FL.
- Coogan, T.C., & **Steen, S.** (2022). *Group Leadership Skills Transferability*. Association for Specialists in Group Work Conference, Atlantic Beach, FL.
- Steen, S.**, Schimmel, C.J., (2022). *Preparing SCs to Apply the Achieving Success Everyday (ASE) Group Counseling Model in Rural Schools*. Association for Specialists in Group Work Conference, Atlantic Beach, FL.
- Ieva, K. P., Johnson, K., Shillingford-Butler, A., Steen S., & Beasley, J. (2021, October). *Antiracist Inclusive Model of Systems Supervision (AIMSS)*. Presented at the BiAnnual Association for Counselor Education and Supervision, Atlanta, GA.
- Steen, S.**, Shi, Q., & Melfie, J. (2021). *School-Based group counseling interventions and academic achievement: A comparative review of studies*. Evidence Based School Counseling Conference, Baco Raton, FL. (virtual).
- Goodman Scott, E., Eberts, S., Barbara, & **Steen, S.** (2019). *School Counseling Interest Network (Navigating Professional Identity Together: Discussing Power, Privilege, and Marginalization within Counselor Education)* Association of Counselor Education and Supervision, Seattle, WA.
- Steen, S.** (2018). We need M.O.R.E.: Moving beyond group counseling interventions. Fellows Awards Recipient Presentation. American Counseling Association, Atlanta, GA.
- Torres-Rivera, E., & **Steen, S.** (2018) *Groups to Process Incidents of Hate and Bigotry: Creating Dialogue and Understanding: Live Demonstration*. American Counseling Association, Atlanta, GA.
- Dahir, C., Henfield, M., & **Steen, S.** (2018). AERA Mentoring Session. American Educational Research Association National Conference, New York, City.
- Steen, S.**, Schimmel, C., Liu, X. (2018). Culturally relevant group counseling interventions with

Rural students. Association for Specialists in Group Work National Conference, Savannah, GA.

Dimmitt, C., Kimbel, T, Goodman Scott, E., Mariani, M., & **Steen, S.** (2017). Growing the profession: Pathways to Becoming a school counseling professor. American School Counseling Association National Conference, Denver, CO.

Havlik, S., Pulliam, N., Malott, K., & **Steen, S.** (2017). Strengths, and struggles: First generation college goers persisting at one predominantly white institution. Association for Counselor Education and Supervision, Chicago, IL.

**Steen, S.,** Liu, X., Rose, J., & Merino, G. (2016, February). Promoting school adjustment for English-as-Second-Language students in group work: Implications for school counseling practice-based research. Association for Specialists in Group Work National Conference, Washington, DC.

**Steen, S.,** & Bauman, S., (2016, March) The Art of Group Work with Children and Adolescents. American Counselor association, Montreal Canada.

Colbert, R., Hines, E., Bailey, D., Butler, K.S., **Steen, S.,** & Vereen, L. (2015, October). *Am I my brother's keeper: Black male counselor educators' experiences navigating public schools.* Educational Session at the Association for Counselor Education and Supervision National Conference, Philadelphia, PA.

Miller, A., Gruman, D., Luke, M., **Steen, S.,** & Chen-Hayes, S. (2015). *Trends in the Training of Professional School Counselors: Counselor Educators Share Their Best Practices.* Educational Session at the Association for Counselor Education and Supervision National Conference, Philadelphia, PA.

**Steen, S.** & Hargreaves, H. (2013, August). *Engendering Empathic and Cognitive Development in Fourth Graders Through a Humane Education Program.* Presented at the meeting of the American Psychological Association, Honolulu.

**Steen, S.,** Vannatta, R., & Vasserman-Stokes, E. (August, 2013). *Does sharing personal reflections on group process improve group cohesion?* Presented at the annual convention of the American Psychological Association, Honolulu.

**Steen, S.,** & Bauman, S. (2013). Leading Process Groups in the Here and Now: An Experiential Live Demonstration. American Counseling Association (ACA) National Conference, Cincinnati, OH.

**Steen, S.,** & Bauman, S. (2012). Leading Process Groups in the Here and Now: An Experiential Live Demonstration. American Counseling Association (ACA) National Conference, San Francisco, CA.

- Steen, S., & Shi, Q.** (2011). School Counseling and Academic Outcomes: A Best Evidence Synthesis. American Psychological Association (APA) National Convention, Washington, DC.
- Steen, S., & Bauman, S.** (2011). Celebrating Diversity through Group Work with Elementary Students. American Psychological Association (APA) National Convention, Washington, DC.
- Shi, Q., & Steen, S.** (2011). Group work with English as Second Language (ESL) students: Integrating academic and behavior considerations. American School Counselor Association (ASCA) National Conference, Seattle, WA.
- Steen, S., & Bauman, S.** (2011). Celebrating Diversity through Group Work with Elementary Students. American School Counselor Association (ASCA) National Conference, Seattle, WA.
- Puig, A., Ward, D., Nitzaa, A., Steen, S., Bauman, S., Salazar, C., & Ward, C.** (2011). Scholar Practitioners in Action: Navigating the Intersections of Group Work Scholarship and Practice. American Counselors Association (ACA) National Conference, New Orleans, LA.
- Griffin, D., & Steen, S.** (2010). School Counselors and School Family Community Partnerships: Using Epstein's Six Categories of Collaboration. American Educational Research Association (AERA) National Conference, Denver, CO.
- Steen, S., & Bauman, S.** (2010). Preparing School Counselors for Group Work American Counseling Association (ACA) National Conference, Pittsburg, PA.
- Brooks, M., & Steen, S.** (2010). Brother Where Art Thou? African American Counselor Educators' Perception of the Professoriate. American Counseling Association (ACA) National Conference. Pittsburg, PA.
- Dietz, G., Griffin, D., Palladino, D., & Steen, S.** (2010). Implementing multicultural social justice leadership strategies in community agencies. American Counseling Association (ACA) National Conference, Pittsburg, PA.
- Steen, S., & Bauman, S.** (2009). Multicultural Groups in Schools for Children and Adolescents. American Psychological Association National Conference, Toronto, Canada.
- Griffin, D., & Steen, S.** (2009). Perceptions, Implementation, and Training of the ASCA National Model for School Counseling Programs: American School Counselor Association National Conference, Dallas, TX.
- Steen, S.,** (2009). Promoting Academic and Personal Social Development through Group Work: American Counseling Association National Conference, Charlotte, N.C.

- Steen, S., & Bauman, S. (2009).** Multicultural Groups in Schools for Children and Adolescents. American Counseling Association National Conference, Charlotte, N.C.
- Steen, S., & Day-Vines, N.L. (2008)** Promoting Achievement for African American High School Students Linking Academic and Personal Social Development through Group Work, American Counseling Association National Conference, Hawaii.
- Day-Vines, N.L., Booker, B., **Steen, S., & Arnold, K. (2008)** Spotlighting the Elephant in the Room: Preparing Counselor Trainees to Broach Racial and Cultural Factors During Treatment, American Counseling Association National Conference, Hawaii.
- Steen, S. (2008).** Promoting Personal/Social and Academic Development for Children and Adolescents through Group Work, Association for Specialists in Group Work National Conference, St. Pete Beach, FL.
- Steen, S., Routzahn, K., Logan, P. (2008).** Enhancing Classroom Guidance for 21<sup>st</sup> Century Elementary Students, American School Counselor Association National Conference, Atlanta.
- Steen, S., & Harding, K. (2006).** Promoting Achievement for Students of Color through Literacy and Group Work, presented at the American School Counselor Association National Conference, Chicago.
- Steen, S., & Harding, K. (2006).** Promoting Achievement for African American Students through Culturally Relevant Group Work, presented at the Association for Specialists in Group Work National Conference, Mobile, AL.
- Steen, S., & Kitsantas, A. (2005).** Using Self-Regulation and Goal Orientation to Predict Achievement of Elementary School Children, presented at the American Psychological Association (Division 15) National Conference, Washington, DC.
- Steen, S., Kaffenberger, C., & Harding, K. (2005).** A Small Group Counseling Model: Integrating Learning Objectives with Personal/Social Topics, presented at the American School Counselor Association National Conference, Orlando.
- Steen, S. (2004).** Integrating Study Skills into Counseling Group Activities, presented at the American Counseling Association's National Conference, Kansas City, MO.

***Regional and State***

- Steen, S. (2023-invited).** Yes! We are Still Talking about Groups. Loudoun County Public Schools Professional Development.
- Steen, S. (2022-invited).** Fostering Inclusive Group Counseling Experiences in Schools. Guest Lecture. Johns Hopkins University.



- Steen, S. (2021-invited).** Planning, Implementing and Evaluating Group Counseling in schools. Workshop. Holy Cross University.
- Steen, S. (2021-invited).** Group Counseling for Children and Adolescents: Combating Racism, Oppression, and Discrimination. University of Denver, Colorado.
- Steen, S. (2021-invited).** Exploring the Intersection of Identity within Educational Spaces for Black Students: A Counseling Exercise. Northern Virginia Counselors Association (NVCA) 70th Anniversary Webinar Series.
- Steen, S. (2021-invited).** Group Counseling: Educational Spaces for Black Students: A Counseling Exercise. Northern Virginia Counselors Association (NVCA) 70th Anniversary Webinar Series.
- Melchior, S., Talleyrand, R., **Steen, S.**, Stone, V., Carney, J. M., Dailey, S., & Goodman, R. D. (2020, June). Let's talk about race part 1 [Webinar]. CEHD Cares. <https://cehd.gmu.edu/community/cehd-cares/>
- Melchior, S., Talleyrand, R., **Steen, S.**, Stone, V., Carney, J. M., Dailey, S., & Goodman, R. D. Let's talk about race part 2 (2020, July). [Webinar]. CEHD Cares. <https://cehd.gmu.edu/community/cehd-cares/>
- Steen, S. (2019-invited).** Marana Public Schools: Applying ASE Group Counseling Model Workshop. Marana, AZ.
- Steen, S. (2018-invited).** Marana Public Schools: Group Counseling Skill Development Workshop. Marana, AZ.
- Steen, S. (2012-invited).** Transformational Power of Groups: Closing the Achievement Gap through Group Work. University of Maryland, College Park.
- Steen, S. (2011-invited).** Group Work in Schools: Integrating Academic and Personal Social Development. John's Hopkins School Counseling Leadership Institute.
- Steen, S. (2011-invited).** Transformational Power of Groups: Closing the Achievement Gap through Group Work. University of Virginia.
- Steen, S., Barden, E., & Malley, L. (invited - 2011).** Groups in Schools: Integrating Personal-Social and Academic Development for Struggling Students. Virginia Association for Specialists in Group Work (VASGW) Regional Conference, Annandale, VA.
- Bryan, J., Griffin, D., & **Steen, S. (2010).** School-Family-Community Partnerships in Counselor Education and Preparation. Southern Association Counselor Education and Supervision (SACES) Regional Conference, Williamsburg, VA.

- Steen, S., & Harding, K. (2006).** A Data-Driven Model for Small Group Counseling, presented at the Virginia Association for Specialists in Groupwork State Conference, Annandale, VA.
- Steen, S. (2006).** Achieving Academic Success: school counselors' contribution to student achievement, presented at the 2nd Annual Future Educators Association conference sponsored by Loudoun County Public Schools, Loudoun County, VA.
- Steen, S., Harding, K., Hak, E., Torres, E., & Peterson, J. (2006).** Racing to Achievement through Groupwork, presented at the Virginia School Counselors Association State Conference, Richmond, VA.
- Steen, S., & Harding, K. (2005).** African American Elementary Students Achieve Academic Success through Groupwork, presented at the Loudoun County Elementary School Counselor District Meeting, Loudoun County, VA.
- Steen, S., & Harding, K. (2005).** A Small Group Counseling Model: Helping African American Elementary Students Achieve Academic Success, presented at the Virginia School Counselor Association State Conference, Portsmouth, VA.
- Steen, S., Kaffenberger, C., & Gilchrist, S. (2004).** Group Counseling and Accountability, presented at the Education Trust's Transforming School Counseling Summer Academy, Norfolk, VA.
- Steen, S., Cauldwell, J., & Westcott, J. (2004).** Correlating the ASCA National Standards and the VA Standards within a Comprehensive Developmental Guidance Program, presented at the Virginia School Counseling Association's State Conference, Charlottesville, VA.
- Steen, S. (2004).** Leading the Way: Courageous Conversations and Multiculturalism in Schools, presented at the Sanders Corner Elementary's School Improvement Committee Meeting, Loudoun County, VA.
- Steen, S. (2004).** Cultural Conversations: Multicultural Competencies and Teacher Applications, presented for Loudoun County Public Schools Teacher In-service, Loudoun County, VA.
- Steen, S., & Harding, K. (2004).** Cultural Conversations: Creating Multiculturally Relevant Classroom Environments, Presented for Loudoun County Public Schools Professional Development, Loudoun County, VA.
- Steen, S., & Harding, K. (2004).** Social Cruelty: Making Schools a Safe Environment, Loudoun County Public Schools Professional Development, Loudoun County, VA.

**TEACHING, SUPERVISION, ADVISING AND MENTORING**

## **Courses Taught**

### ***George Mason University***

**June 2019-present**

Group Counseling  
Introduction to School Counseling  
Principles and Practices of School Counseling  
Practicum  
Internship

### ***University of Arizona***

**Jan. 2017- May 2019**

Multicultural Counseling  
Introduction to Counseling Skills and Techniques  
Practicum in School Counseling

### ***George Washington University***

**Aug. 2008- Dec. 2016**

Practicum  
Internship I & II (with school, clinical mental health and rehabilitation trainees)  
Foundations in School Counseling  
College and Career Readiness for School Counselors  
Group Counseling  
Socio-Cultural Counseling  
Counseling Theories and Techniques  
Children and Adolescent Development  
Individual Assessment  
Group Work in Schools

### ***College of William and Mary***

**Aug. 2007- July 2008**

Counseling Children and Adolescents  
Introduction to School Counseling  
Career Development  
Advanced Issues in School Counseling

## **Supervision**

### ***George Washington University***

**Aug. 2008- Dec 2016**

Doctoral Candidates seeking clinical, teaching and research experience.  
Masters Students seeking clinical and research experience

### ***College of William and Mary***

**Aug. 2007- July 2008**

Doctoral Candidates seeking teaching and research experience.  
Masters Students seeking clinical and research experience

## **School Counseling On Site Supervisor**

### ***LCPS and GMU***

**2004-2005**

Masters level school counseling student assigned to complete internship requirements.

## Advising

### *Doctoral Dissertations Chaired*

#### **\*currently in progress**

George Washington University

1. George Ghanem 2011
2. Qi Shi 2012
3. Christina Rice 2013
4. Ajita Robinson 2014
5. Kharod France 2016
6. Stacey Karpen 2016
7. Rachel Vanatta 2016
8. Holly Hargreaves 2016
9. Deanna Cor 2016
10. Lisa Kruger 2017
11. Jared Roberts 2017
12. Maria Coyle 2017
13. Christian Chan 2018
14. Brittany Noreuil 2019
15. Xi Liu\*

### *Doctoral Dissertation Committee Member*

George Washington University

1. Christie Bogle 2018
2. Armon Jackson 2015
3. Kathryn Mowrka 2012
4. Kim Ernst 2010
5. Gerta Bardoshi 2009

## Mentorship

**American Education Research Association**

*Counseling and Human Development (Div. E)*

**April 2012-present**

## SERVICE

### *Editorialship*

**International Society for Policy Research and Evaluation in SC**

**Journal of School-based Counseling Policy and Evaluation**

*Editorial Board Member*

**Jan 2019-present**

**Journal for Specialists in Group Work**

*Associate Editor*

*Special Issue Editor Counseling African American*

*Children and Adolescents*

*Editorial Board Member*

**Jan. 2016-present**

**Jan. 2018-September 2020**

**Jan. 2006-December 2015**

<b>Counselors for Social Justice</b> <i>Newsletter Co-Editor</i>	<b>July 2019-present</b>
<b>Association for Specialists in Group Work</b> <i>Group Worker Newsletter Editor</i>	<b>July 2010- June 2016</b>
<b><i>National Service to the Profession</i></b>	
<b>American Counseling Association</b> <i>Presidential Appointment to ACA’s Antiracism Commission</i> <i>[Appointed]</i>	<b>May 2021-present</b>
<i>Human Rights committee member and Chair</i> <i>[Appointed]</i>	<b>June 2018-May 2021</b>
<b>Center for Equity and Postsecondary Attainment</b> <i>School Counselor Educator Advisory Board Member</i>	<b>June 2021-present</b>
<b>Association for Specialists in Group Work</b> <i>Board Member</i>	<b>July 2010-June 2016</b>
<b>American Counseling Association</b> <i>Conference Proposal Reviewer</i>	<b>July 2008-present</b>
<b>American Education Research Association</b> <i>Counseling and Human Development (Div. E)</i> <i>Membership Committee member</i>	<b>April 2012-present</b>
<b>American School Counseling Association</b> <b>Professional School Counseling Journal</b> <i>Associate Editor Mentorship Program</i> <i>Special Issue Editor Contemporary Group Counseling</i> <i>Editorial Board Member</i> <i>Conference Proposal Reviewer</i>	<b>May 2023-present</b> <b>Sept. 2022-present</b> <b>Aug. 2012-present</b> <b>Oct 2017-present</b>
<b>International Journal for Education Policy</b> <i>Professional Reviewer</i> <i>Student Reviewer GMU</i>	<b>Jan. 2007-Dec. 2016</b> <b>Jan. 2006-Dec. 2006</b>
<b>Virginia School Counselor Association (VSCA)</b> <i>Vice President for Counselor Educators</i>	<b>July 2010-July 2011</b>
<b><i>Service to George Mason University</i></b>	
<i>Group Facilitator/Trainer Honors College</i>	<b>Dec 2020- present</b>
<i>Academic Program Coordinator Mason</i>	<b>Aug 2020-Aug 2022</b>

- Facilitate and keep minutes for all counseling program meetings
- *Co-Supervise* instruction with identified faculty these tasks include:
  - Course scheduling
  - Identification, hiring, and oversight of adjuncts
- *Co-Contribute* enrollment management with identified faculty, these tasks include:
  - Frequency and timing of courses
  - Class size and program enrollment monitoring
  - Continuous recruitment in collaboration with Mason and CEHD central offices, division director, and program colleagues
- *Co-Reporting* with all faculty, related to accreditation, assessment, program improvement efforts
- Collectively oversee student advising and student degree progress
- Collectively deal with student complaints and concerns

***Service to the Department University of Arizona***

*Faculty Chair of the Counseling Program*

**Jan. 2017- May 2019**

*Faculty Peer-Review Committee Member*

**Jan. 2017- May 2019**

***George Washington’s Center for Civic Engagement and Public Service***

*Advisory Council Member*

**Aug. 2010- Dec. 2016**

*Grant Proposal Reviewer*

**Dec. 2011, Mar 2012**

*GW Clinton Global Initiative Proposal Reviewer*

**Jan. 2012**

*GW Clinton Global Initiative Student Mentor*

**Dec. 2011**

*GW Research Day Judge*

**Spring 2011- Dec. 2016**

***Service to the School GW***

*Lead Research Scientist - NSF Grant Dean’s Office*

**Aug. 2011- 2014**

*Master’s Appeal Committee (MAC) member*

**Aug. 2010- Dec. 2016**

*Swat Team Member*

**Aug. 2011- May 2012**

*Consensus Panel for CAEP Accreditation member*

**Aug. 2011- Dec. 2016**

***Service to the Department GW***

*Program Coordinator School Counseling Program*

**Aug. 2009- Dec. 2016**

*CACREP Accreditation Liaison and Committee Chair*

**Aug. 2011- Dec. 2016**

***Service to the State of Virginia***

*Professional and Curriculum Development in Counseling and Education*

**Aug. 2019-present**

**PROFESSIONAL WORK EXPERIENCE**

**Key Middle School, Fairfax County Public Schools**

**Jan 2023 – present**

*Group Counselor (Volunteer)*

**Hayfield Secondary School, Fairfax County Public Schools**

**Oct 2019 – present**

*Group Counselor (Volunteer)*

<b>Thornydale Elementary School, Marana Unified School Dist.</b> <i>Group Counselor</i>	<b>Oct 2018 – Dec 2018</b>
<b>Mountain View High School, Marana Unified School District</b> <i>Group Counselor</i>	<b>Jan 2018- May 2018</b>
<b>School Without Walls, District of Columbia Schools</b> <i>Temporary/Part-time 9<sup>th</sup> Grade School Counselor</i>	<b>Oct 2016- Jan 2017</b>
<b>Riverside Elementary, Fairfax County Public Schools</b> <i>Temporary/Part-time K-6<sup>th</sup> Grade School Counselor</i>	<b>Aug 2012- June 2016</b>
<b>Dominion High School, Loudoun County Schools</b> <i>Temporary/Part-time 9<sup>th</sup> Grade School Counselor</i>	<b>Aug 2013 - Feb 2014</b>
<b>Freedom High School, Loudoun County Schools</b> <i>Temporary/Part-time 11<sup>th</sup> Grade School Counselor</i>	<b>Oct 2010 - Feb 2011</b>
<b>Freedom High School, Loudoun County Schools</b> <i>9<sup>th</sup> – 12<sup>th</sup> Professional School Counselor</i>	<b>Aug 2005 - Aug 2007</b>
<b>Seldens Landing Elementary School, Loudoun County Schools</b> <i>PK-6<sup>th</sup> Professional School Counselor</i>	<b>Aug 2003 - Aug 2005</b>
<b>Cougar Elementary School, Manassas Park City Schools</b> <i>PK-6<sup>th</sup> Professional School Counselor</i>	<b>July 2000 - Aug 2003</b>
<b>C. Baker Elementary School, Williamsburg City Schools</b> <i>K-6<sup>th</sup> Interim School Counselor</i>	<b>Jan 2000 - July 2000</b>

**PROFESSIONAL AFFILIATIONS**

American Education Research Association  
*Leadership – Division E Committee Member*

American Counseling Association  
*Leadership - Appointment to ACA’s Antiracism Commission*  
*Leadership – Human Rights Committee \, Chair*

American Psychological Association

American School Counseling Association  
*Leadership - Editorial Board Member*

Association for Specialists in Group Work  
*Leadership - Editorial Board Member Associate Editor*

Association for Counselor Education and Supervision

Association of Multicultural Counseling and Development

Counselors for Social Justice – *Co-Newsletter Editor*