

**ANDREW J. FINCH**

**OFFICE**

Department of Human and  
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**CURRENT APPOINTMENT**

Assistant Professor of the Practice of Human and Organizational Development  
School Counseling Coordinator  
Human Development Counseling Program  
Department of Human and Organizational Development  
Peabody College, Vanderbilt University

**AREAS OF SPECIALIZATION**

Role of Schools in Recovery from Substance Abuse & Co-Occurring Disorders  
Human Development  
Ecology of Schools  
School Counseling  
Organizational Theory, Leadership, and Public Policy

**EDUCATION**

**Doctor of Philosophy**

**Vanderbilt University**

Date: August 2003  
Major: Leadership and Policy Studies  
Concentration: School Leadership

**Master of Education**

**Vanderbilt University**

Date: May 1996  
With Honors  
Major: Human Development Counseling  
Concentration: School and Community Counseling

**Bachelor of Science**

**University of Kansas**

Date: December 1991  
With Distinction  
Major: Broadcast Journalism

## **PROFESSIONAL EXPERIENCE**

### **VANDERBILT UNIVERSITY, Nashville, Tennessee**

- Assistant Professor of Practice & School Counseling Coordinator **2007-present**
- Lecturer and Research Associate in Human & Organizational Development and School Counseling Coordinator **2006-2007**
- Adjunct Assistant Professor of Leadership, Policy, and Organizations **2004-2006**

### **ASSOCIATION OF RECOVERY SCHOOLS**

- Co-Founder & Executive Director of National Organization **2002-2007**

### **CREATIVE RECOVERY COMMUNITIES, Nashville, Tennessee**

- Co-Founder & Executive Director, Creative Recovery Communities, Inc. **1999-2006**
- Co-Founder & Director, Community High School
- Director of Counseling Services, Community High School

### **OASIS CENTER, Nashville, Tennessee**

- School Counselor, Oasis Academy **1997-1999**

### **DEDE WALLACE CENTER, Nashville, Tennessee**

- School-Based Therapist **1996-1997**

### **MANHATTAN BROADCASTING, INC.**

- Sports Director and Announcer **1992-1994**

## **ORGANIZATIONS AND AFFILIATIONS**

- National Certified Counselor (NCC)
- Professional School Counselor, State of Tennessee
- American Counseling Association (ACA)
- Tennessee Counseling Association (TCA)
- American School Counselor Association (ASCA)
- Tennessee School Counselor Association (TSCA)
- Association of Counselor Education and Supervision (ACES)
- Tennessee Association of Counselor Education and Supervision (TACES)
- Eta Delta Chi Chapter, Chi Sigma Iota International Counseling Honor Society
- Founder, Student Council, Human Development Counseling Program, Vanderbilt University
- American Educational Research Association (AERA)

## **PUBLICATIONS**

## **BOOKS**

- Finch, A.J. and Frieden, G.L. (Under Contract). *Human development: Theories & applications for mental health professionals*. Belmont, CA: Thomson Brooks-Cole/Cengage Learning.
- Roth, J.D. and Finch, A.J. (Eds.) (2010). *Approaches to substance abuse and addiction in education communities: A guide to practices that support recovery in adolescents and young adults*. London: Routledge.
- Finch, A.J. (2005). *Starting a recovery high school: A how-to manual*. Center City, MN: Hazelden Publishing.
- Finch, A.J. (2003). *A sense of place at Recovery High School: Boundary permeability and student recovery support*. Ph.D. Dissertation, Vanderbilt University, Nashville, TN.

## **ARTICLES IN REFEREED JOURNALS**

- Finch, A.J., Moberg, D.P., and Krupp, A.L. (In Press). "Continuing care in high schools: A descriptive study of recovery high school programs." *Journal of Child and Adolescent Substance Abuse*.
- Finch, A.J. (2007). "Rationale for including recovery as part of the educational agenda." *Journal of Groups in Addiction & Recovery*, 2(2/3/4), 1-15.
- Finch, A.J. (2007). "Authentic voices: Stories from recovery school students." *Journal of Groups in Addiction & Recovery*, 2(2/3/4), 16-37.
- Moberg, D.P. and Finch, A.J. (2007). "Recovery high schools as continuing care for substance use disorders." *Journal of Groups in Addiction & Recovery*, 2(2/3/4), 128-161.

## **BOOK CHAPTERS**

- Finch, A.J. and Berk, R.J. (2003). "Community 'In-Reach': Dilemmas for principals and their schools." In Crowson, R.L. (Ed.) *School-community relations, under reform, 3<sup>rd</sup> ed*. Berkeley, CA: McCutchan Publishing Corporation.
- Driscoll, M.E. and Finch, A.J. (2003). "School-community relations and successful schools." In Crowson, R.L. (Ed.) *School-community relations, under reform, 3<sup>rd</sup> ed*. Berkeley, CA: McCutchan Publishing Corporation.
- Finch, A.J. (2003). "International development agencies and education: Bilateral agencies." In Guthrie, J.W. (Ed.) *Encyclopedia of education, 2<sup>nd</sup> ed*. (pp. 1241-1249). New York: Macmillan Reference.
- Finch, A.J. and Crowson, R.L. (2003). "Neighborhoods." In Guthrie, J.W. (Ed.) *Encyclopedia of education, 2<sup>nd</sup> ed*. (pp. 1793-1796). New York: Macmillan Reference.
- Finch, A.J. and Haynes, K.T. (2003). "International development agencies and education: Regional institutions and education." In Guthrie, J.W. (Ed.) *Encyclopedia of education, 2<sup>nd</sup> ed*. (pp.1249-1259). New York: Macmillan Reference.
- Haynes, K.T. and Finch, A.J. (2003). "International development agencies and education: U.N. and

international agencies.” In Guthrie, J.W. (Ed.) *Encyclopedia of education*, 2<sup>nd</sup> ed. (pp. 1259-1265). New York: Macmillan Reference.

### **OTHER JOURNAL ARTICLES & SCHOLARLY WORK**

Winters, K., Finch, A.J., Moberg, D.P. (In Press). *Proceedings document from 2009 Recovery High School Symposium for Prairielands ATTC*. Iowa City, IA: Prairielands Addiction Technology Transfer Center.

Finch, A.J. (2011). “Guiding Principles for Accreditation of Recovery High Schools.” Lead author, prepared for Association of Recovery Schools, March 2011.

White, W.L. and Finch, A.J. (2006). “The recovery school movement: Its history and future.” *Counselor*, 7(2), 54-57.

Finch, A.J. (2004). On campus, in recovery, but without support. *Behavioral Health Management*, 24(5), 37-41.

Finch, A.J. (2004). First person: Portrait of a recovery high school. *Counselor*, 5(2), 30-32.

Boyd, W.L., Crowson, R.L., and Finch, A.J. (2001). “Loose coupling and organized anarchies revisited: The quest for a new theory of hierarchy.” Prepared for presentation at the Annual Meeting of the American Educational Research Association, Seattle, WA, April 13, 2001.

### **RESEARCH GRANTS AND EXTERNAL FUNDING**

“Effectiveness of Recovery High Schools as Continuing Care”, NIH/NIDA: 1 R01 DA029785-01. 08/01/11-7/31/15. P.I. – Andrew J. Finch, Ph.D. Amount: \$2,903,540. (Role: Principal Investigator, 25% FTE)

“Recovery High Schools as Continuing Care for Adolescent Drug Abuse”, NIH/NIDA 5-R21-DA019045-02. 07/01/05-06/30/09. P.I. – D. Paul Moberg, Ph.D. Amount: \$157,694. (Role: Director of Subcontract, Summer Salary, 80% FTE)

“Association of Recovery Schools 2008 National Conference”, Funded through Tennessee Adolescent Coordination of Treatment Project, SAMHSA Allotment Code 318.80, Cost Center 221, EIN 1626001445K2. 08/01/05-07/31/08. P.D. – Tom Catron. Amount: \$21,520. (Role: Conference Chairperson, 0% FTE)

“Knowledge Dissemination Grant: Association of Recovery Schools Second Annual Conference”. SAMHSA/CSAT 1 H13 TI15397-01. 09/01/03-10/31/04. P.D. – Andrew J. Finch, Ph.D. Amount: \$60,000. (Role: Project Director, 5% FTE)

“New Independent States College and University Partnership Program: Institutional Partnership between Vanderbilt University and Kazakhstan”, U.S. Department of State. ASMA-1338. 08/22/01-08/31/04. P.D. – Stephen P. Heyneman, Ph.D. Amount: \$400,000. (Role: Grantwriter and Assistant Project Director, 2001-2002, 0% FTE)

### **TEACHING**

## ***COURSES TAUGHT***

HDC 3890 – Internship in School Counseling  
HDC 3870 – Practicum in School Counseling  
HDC 3670 – Advanced Developmental Counseling Psychology  
HDC 3660 – Developmental Counseling Psychology  
HDC 3470 – Psychology of Careers  
HDC 3460 – College Access and Admission  
HDC 3340 – Foundations of School Counseling  
HOD 2720 – Advanced Organizational Theory  
HOD 2700 – Leadership Theory and Practice  
HOD 1800 – Public Policy  
HOD 1200 – Understanding Organizations  
HOD 1101 – Small Group Behavior Lab Section  
HOD 1001 – Applied Human Development Lab Section  
HOD 1000 – Applied Human Development

## ***ADVISING***

2011-2012 – 39 students: 16 Masters (2 Special), 23 Undergraduate (11 Freshmen)  
2010-2011 – 32 students: 18 Masters, 14 Undergraduate  
2009-2010 – 26 students: 13 Masters, 13 Undergraduate  
2008-2009 – 34 students: 17 Masters, 19 Undergraduate  
2007-2008 – 37 students: 15 Masters, 22 Undergraduate  
2006-2007 – 17 students: 9 Masters, 8 Undergraduate

## ***PH.D. DISSERTATION***

DePue, Kristina (in process) – Committee, University of Central Florida.

## ***MASTERS THESES***

DePue, Kristina (2010) – Chair.  
Peredo, Tatiana (2010) – Committee.  
Robertson, Lauren (2009) – Chair.  
Onstad, Terri (2008) – Chair.  
Trapp, Stephen (2008) – Chair.

## **SERVICE**

### ***PROFESSIONAL FIELD***

**ASSOCIATION OF RECOVERY SCHOOLS** – Lead author for the “Guiding Principles for Accreditation of Recovery High Schools,” adopted by the Association of Recovery Schools at its annual conference in Cleveland, Ohio, July 20-22, 2011. The principles document is the foundation for accrediting high school programs for students in recovery from substance use and co-occurring disorders.

**SUBSTANCE ABUSE & MENTAL HEALTH SERVICES ADMINISTRATION** – Invited Participant. Student Assistance Manual Development Committee. Convened August 2011 to begin preparing a manual for student assistance programs/providers.

### ***REVIEW PANELS –***

- Thomson Wadsworth Publishers: Sharf, R.S., *Applying career development theory to counseling*, 5th edition (May 2008).
- *Journal of Groups in Addiction and Recovery* (June 2007-present).
- *Urban Education* (May 2005).
- *Educational Administration Quarterly* (December 2003).
- *Peabody Journal of Education* (May 2002).

### **UNIVERSITY**

- National Collaborative on High-Risk Drinking (2011-present)
- Faculty Senate Student Alcohol and Prescription Drug Use Task Force (2011-present)
- Vanderbilt Visions Faculty VUceptor (2008-present).
- Vanderbilt Recovery Support Planning Committee (2008-present).
- Alcohol Education, Policy, and Prevention Committee (2007-2009).

### **PEABODY COLLEGE**

- Faculty Affairs Committee (2007-present).
- Council on Teacher Education (2007-present).

### **DEPARTMENT**

- HDC Admissions Committee (2006-present).
- Clinical Review Committee (2006-present).
- Curriculum Committee (2008-2011).
- Health Promotion Program Planning Committee (2010-2011).
- Faculty Advisor, Eta Delta Chi Chapter, Chi Sigma Iota International Counseling Honor Society (2006-2008).

### **COMMUNITY – BOARDS & COMMITTEES**

#### **ASSOCIATION OF RECOVERY SCHOOLS**

- Accreditation Development Task Force – 2011-present
- Board of Directors – 2008-present
- 2008 Conference Chairperson - 2007-2008
- Project Director, 1<sup>st</sup> Annual Conference (initiated and funded by Substance Abuse and Mental Health Service Agency, Center for Substance Abuse Treatment) - 2002

#### **NATIONAL YOUTH RECOVERY FOUNDATION**

- Board of Directors – 2010-present

#### **NATIONAL ASSOCIATION OF ALCOHOLISM AND DRUG ABUSE COUNSELORS**

- Student Assistance Sub-Committee – 2011-present

#### **NATIONAL STUDENT ASSISTANCE ASSOCIATION**

- Board of Directors – 2008-2011
- Scientific Board – 2008-2010

#### **JOINT MEETING ON ADOLESCENT TREATMENT EFFECTIVENESS**

- 2012 Conference Planning Committee – 2011-present
- 2010 Conference Planning Committee – 2009-2010
- 2008 Conference Planning Committee – 2007-2008

#### **TENNESSEE ADOLESCENT COORDINATION OF TREATMENT PROJECT**

- Advisory Board (working to increase awareness of services and resources and the steps to access them) - 2006-2009

### **METRO NASHVILLE PUBLIC SCHOOLS**

- Behavioral Health Committee, Metro Nashville Public Schools/Alignment Nashville (implementing school district strategic plan to improve mental health services for students) - 2007-2011
- Student Advocacy Subcommittee, Middle School Transitional Leadership Group - 2010

### **COMMUNITY – GENERAL**

**NASHVILLE PUBLIC TELEVISION** – Invited Expert Panelist. Led a live studio audience discussion of a documentary, “NPT Reports: Children’s Health Crisis: Mental Health,” the fifth installment in an Emmy Award-winning public affairs series, which explored what it means to be mentally healthy and how to recognize children who are struggling with social, emotional and behavioral health issues.

**MEETING TO INFORM THE NATIONAL YOUTH RECOVERY FOUNDATION** – Invited Participant. Meeting convened to set foundation regarding future direction and philanthropic endeavors. Funded by Center for Substance Abuse Treatment (November 2010).

**U.S. DEPARTMENT OF EDUCATION HIGHER EDUCATION CENTER FOR ALCOHOL, DRUG ABUSE, AND VIOLENCE PREVENTION HIGHER EDUCATION RECOVERY SUMMIT** – Invited Participant. Summit convened to address the role of the higher education system in supporting the recovery of college students with substance use and co-occurring mental health disorders. Funded by U.S. Department of Education (October 2010).

**TENNESSEE DEPARTMENT OF EDUCATION** – assisted State Director of School Counseling with creation of a crosswalk evaluation instrument, linking the ASCA competencies for school counselors with the Special Groups Evaluation form (2008-2009).

**COLLEGE ALCOHOL TREATMENT ISSUES SYMPOSIUM** – Invited Participant. Symposium convened to investigate how campuses can more effectively identify and intervene with students who are at risk for or experiencing problems as a result of heavy alcohol use. Funded by Robert Wood Johnson Foundation (January 2006).

**ODYSSEY-NH RECOVERY SCHOOL PROJECT** – Assistance with work group in understanding the various models used nationwide and service as a resource for information helpful to the project (2005-2006).

**CENTER FOR SUBSTANCE ABUSE TREATMENT NATIONAL SUMMIT ON RECOVERY** - Invited Participant. Summit convened to set vision for federal substance abuse policy, services, and systems toward a recovery-oriented paradigm (September 2005).

**MTV NETWORKS** – Pre-production of television program featuring recovery school students (July 2003).

**SOAR HIGH SCHOOL** – Consideration of therapy component at a recovery high school (June 2003).

### **PRESENTATIONS**

***Recovery Schools & School-Based Continuum of Care***

- “School-Based Continuing Care for Adolescents with Substance Use Disorders: Principles for Sustaining Recovery in High School.” Presentation accepted for the American Counseling Association 2012 Annual Conference & Exposition, March 2012.
- “Supporting Recovery for Adolescents with Substance Use Disorders: The Ecological & Developmental Role of Recovery Schools.” Co-Presentation for the Association of Counselor Education & Supervision 2011 Conference, October 29, 2011.
- “Principles of Recovery High Schools.” Invited Presentation for 2011 Association of Recovery Schools Conference, July 21, 2011.
- “Starting and Running a Recovery School.” Invited Panelist for Pre-Conference Workshop, Association of Recovery Schools 2011 Conference, July 20, 2011.
- “The Bottoming Out Experience: A Phenomenology of the Cognitive Shift from Drinker to Non-Drinker.” Co-Presentation for the Association of Recovery Schools 2011 Conference, July 20, 2011.
- “Recovery High Schools and Adolescent Continuing Care: Program Characteristics and Empirical Findings.” Co-Presentation for the 2011 Texas Behavioral Health Institute, July 18, 2011.
- “The Bottoming Out Experience and the Turning Point: A Phenomenology of the Cognitive Shift From Drinker to Non-drinker.” Poster Co-Presentation for the American Counseling Association 2011 Annual Conference & Exposition, March 26, 2011.
- “Recovery High Schools and Adolescent Continuing Care: Program Characteristics & Empirical Findings.” Chair of Panel Discussion at the 2010 Joint Meeting on Adolescent Treatment Effectiveness, December 15, 2010.
- “Role of Schools in the Substance Use Disorder Continuum of Care.” Panel Presentation for the 2010 Joint Meeting on Adolescent Treatment Effectiveness, December 15, 2010.
- “Relapse Prevention and Continuing Care Services in High Schools.” Invited Presentation for the 2010 Hazelden Youth Conference, November 4, 2010.
- “Recovery High School Essential Practices: Current Data and Future Directions.” Co-Presenter at the 2010 Association of Recovery Schools Annual Conference, July 21, 2010.
- “School-Based Systems of Care for Substance Abuse: Student Assistance Programs and Recovery Schools.” Invited Chair of Panel Discussion for the College on Problems of Drug Dependence 2010 Annual Meeting, June 14, 2010.
- “School-Based Recovery Support: Continuing Care Services in High Schools.” Invited Panel Presentation for the College on Problems of Drug Dependence 2010 Annual Meeting, June 14, 2010.
- “Recovery High Schools: Holding Environments for Substance Abuse Recovery and Adolescent Development.” Co-Presenter for the American Counseling Association 2009 Annual Conference & Exposition, March 21, 2010.

- “The Recovery School Movement: History and Outlook.” Invited Panel Presentation at the Recovery Schools Symposium: A Providers’ Introduction to Recovery Programs in High Schools and Post-Secondary Schools, Sponsored by the Prairielands Addiction Technology Transfer Center, Wisconsin Department of Health Services, October 1, 2009.
- “Students in Recovery from Substance Use Disorders: Research and Resources.” Presentation for the American Counseling Association 2009 Annual Conference & Exposition, March 22, 2009.
- “Recovery High School Study: Final Report and Next Steps.” Presentation for the 2008 Association of Recovery Schools Annual Conference, July 26, 2008.
- “Recovery Schools within Alternative Programs.” Invited Presentation for Tennessee Alternative Educators Association Summer Conference, July 10, 2008.
- “How Do I Serve the At-Risk Addicted Student?” Invited Presentation for Tennessee Alternative Educators Association Summer Conference, July 10, 2008.
- “Recovery High Schools and Collegiate Recovery Communities: An Emerging Professional Field for Counselors.” Presentation for the American Counseling Association 2008 Annual Conference & Exposition, March 30, 2008.
- “Recovery High Schools: Feasibility of Rigorous Outcomes Research.” Co-Presenter at the Joint Meeting on Adolescent Treatment Effectiveness, March 25, 2008.
- “School-Based Support for Students with Substance Use Disorders: Relapse Prevention and Continuing Care in Recovery High Schools & Collegiate Recovery Communities.” Invited Presentation at the Tennessee Prevention Congress, Tennessee Association of Mental Health Organizations, August 22, 2007.
- “Recovery High Schools: A Descriptive Study of School Programs and Students.” Co-Presenter at the 2007 Association of Recovery Schools Annual Conference, Minneapolis, Minnesota, July 27, 2007.
- “A School-Based Continuum of Care for Substance Abuse – Student Assistance Programs and Recovery Schools.” Invited Co-Presenter at the Tennessee Alternative Educators Association Summer Conference, July 19, 2007.
- “Relapse Prevention, Continuing Care, and Collegiate Recovery Communities.” Invited Presentation at the Coalition for Healthy and Safe Campus Communities Annual Conference, May 31, 2007.
- “Recovery Schools: Building Communities of Recovery Support for New Jersey Students with Substance Use Problems and Dependency.” Invited Presentation at the The New Jersey Higher Education Consortium Alcohol and Other Drug Prevention and Education Conference on Responsible Recovery - Creating Programs to Best Serve New Jersey Students, May 24, 2007.
- “Research & Evidence of Recovery Support in Recovery High Schools & Collegiate Recovery Communities.” Chair of Panel Discussion at the 2007 Joint Meeting on Adolescent Treatment Effectiveness, April 26, 2007.
- “How Recovery Schools Support Us: A Student Perspective.” Chair of Panel Discussion at the 2007

Joint Meeting on Adolescent Treatment Effectiveness, April 26, 2007.

“Recovery Schools: Building Communities of Recovery Support for Tennessee Students with Substance Use Problems and Dependency.” Invited Presentation at the 2006 Yes2Kids-Tennessee Conference, February 27, 2007.

“Continuing Care: Relapse Prevention, Aftercare & Recovery Schools.” Invited Chair of Panel Discussion at the 2006 Tennessee State of the Child Conference, October 17, 2006.

“Recovery High Schools as Continuing Care for Drug Abuse: Design and Preliminary Observations.” Co-Presenter at the 2006 Association of Recovery Schools Conference, Lubbock, TX, July 28, 2006.

“Recovery High Schools as Continuing Care for Drug Abuse: Design and Preliminary Observations.” Co-Presenter at the 2006 Joint Meeting on Adolescent Substance Abuse Treatment Effectiveness, Baltimore, MD, March 29, 2006.

“The Face of Recovery Schools.” Co-Chair of Panel Discussion at the 2006 Joint Meeting on Adolescent Substance Abuse Treatment Effectiveness, Baltimore, MD, March 27, 2006.

“Director’s Address.” Invited Keynote Address at the Association of Recovery Schools Annual Conference, “Achieving Success: The Balance of Education and Recovery,” Augsburg College, Minneapolis, MN, July 15, 2005.

“Landing on a Runway: Building Schools as Continuing Care for Recovering Students.” Invited Presentation at the Summit: Tennessee Advanced School on Addictions Conference, Belmont University, Nashville, TN, May 31, 2005.

“Recovery-Based Education: Recovery Schools and the Chemical Dependency Continuum of Care.” Co-Presenter at the Child Welfare League of America Annual Conference, “Finding Better Ways: Addressing the Mental Health Needs of Children, Youth, and Families,” New Orleans, LA, May 3, 2005.

“Continuing Care in Recovery High Schools.” Invited Presentation on School-Based Intervention Panel at the 2005 Joint Meeting on Adolescent Substance Abuse Treatment Effectiveness, Washington, D.C., March 22, 2005.

“Addiction Recovery and Education.” Invited Presentation before the Addiction, Treatment, and Recovery Caucus of the U.S. Congress, Washington, D.C., March 3, 2005.

“The Dilemma of Safety and Risk within a Recovery School.” Paper presented at the American Educational Research Association Annual Meeting, Chicago, Illinois, April 2003.

“The Role of Schools in the Adolescent Post-Treatment Continuum of Care.” Paper presented at the American Educational Research Association Annual Meeting, Chicago, Illinois, April 2003.

“Boundaries at a Recovery High School: A Work-in-Progress Paper.” Paper presented at 24<sup>th</sup> Ethnography in Education Conference, University of Pennsylvania, February 2003.

“Alternative Intervention and Treatment Settings.” Invited Panel Discussion at the Center for Substance Abuse Treatment Northwest Conference on Underage Drinking, Vancouver, Washington, February

2003.

“Association of Recovery Schools.” Invited Presentation to the National Forum: Discovering Solutions to the Nation’s Alcohol and Other Drug Problems, October 25, 2002, Washington, D.C.

### ***Counseling & Counselor Education***

“Moving to Competency Based Outcomes: Revising the Curriculum in Life Span Development.” Co-Presentation for the Association for Counselor Education & Supervision 2011 Annual Conference, October 27, 2011.

“Paradox of Change: Discovering the Power of Our Hidden Commitments.” Co-Presentation for the Tennessee Counseling Association 2010 Annual Conference & Exposition, November 22, 2010.

“Expression of Coping Among Hurricane Katrina Survivors: A Qualitative Look at the Impact of Prolonged Recovery Efforts on the Coping Process.” Poster Co-Presentation for the American Counseling Association 2010 Annual Conference & Exposition, March 21, 2010.

“Creating a Culture of College Attendance.” Invited Presentation for School Leadership Institute, Peabody College at Vanderbilt University, June 2, 2009.

“Restructuring Counselor Training in Multicultural Competence: A Multi-Semester Curriculum.” Poster Co-Presentation for the American Counseling Association 2009 Annual Conference & Exposition, March 22, 2009.

“Evaluating Your School Counselor.” Invited Presentation for Tennessee Department of Education Leadership Institute for Administrators and School Counselors, February 9, 2009.

“Restructuring Counselor Training in Multicultural Competence: A Four-Semester Curriculum.” Co-Presenter at the 2008 Tennessee Counseling Association Conference, November 24, 2008.

“Student Preparation for Postsecondary Opportunities.” Invited Presentation for School Leadership Institute, Peabody College at Vanderbilt University, June 2, 2008.

“Chi Sigma Iota National Honor Society: Idea Exchange.” Co-Presenter at the 50<sup>th</sup> Anniversary 2007 Tennessee Counseling Association Conference, November 19, 2007.