

# JENNIFER B. SAGER, Ph.D.

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## Education

**Doctor of Philosophy**, Counseling Psychology, APA-accredited program  
The Pennsylvania State University, University Park, Pennsylvania  
May 2005  
Dissertation Title: A Psychometric Examination of the Klein Sexual Orientation Grid

**Psychology Internship**, University Counseling Center, APA-accredited program  
University of Florida, Gainesville, Florida  
August 2001

**Master of Education**, Community Counseling  
University of Oklahoma, Norman, Oklahoma  
May 1997

**Bachelor of Science**, Psychology. Minor, Sociology  
University of Florida, Gainesville, Florida  
August 1994, Graduated with Honors

## Licensure/Certifications

**Licensed Psychologist** (License # PY 7422), Florida State Board of Examiners of Psychology  
November 2006

**Trainer**, The Kempe Center (October, 2007). Certified to train professionals, paraprofessionals, and parents using “Primary, Secondary and Tertiary Prevention of Sexually Abusive Behaviors in Childhood and Adolescence” materials.

**Clinical Hypnosis**, Florida Society of Clinical Hypnosis (May, 2001). Completed certification in Hypnosis for relaxation and stress reduction.

## Clinical Experience

**Psychological Evaluator and Therapist**, Intensive Treatment Modalities, Gainesville, FL (2005-present). Provide forensic psychological evaluations, psychosexual evaluations, child dependency evaluations, intelligence and psychological testing. Provide individual therapy with adults and co-lead therapy group for adult males convicted of sex offenses. Work within an integrated system, including the Florida Department of Child and Family Services, County Sheriff's Office, Veterans Affairs Medical Center, Florida Department of Corrections, and the State Attorney's Office. Provide individual counseling in private practice. Clinical supervisor for post-doctoral students. Clinical Manager for Gainesville Office (2015-present).

**Visiting Assistant Professor**, University Counseling Center, University of Florida (2006-2007). Provided individual, couples, and group counseling. Revamped Math Confidence materials and Lead Facilitator for Math Confidence Group. Served as a member of the clinical services committee, which implemented utilization of a clinical assessment for outcome data. Provided training on counseling Transgendered individuals for APA approved internship seminar, Transgender Employee workshop for UF employees and consulted with Human Resources regarding inclusion of Transgendered Employee Rights Policy for Supervisors. Provided supervision of doctoral student. Served as sole liaison to Multicultural Affairs and LGBT Affairs. Created and presented diversity focused outreach programming and consultation to various departments on campus.

**Counseling Center Associate**, University Counseling Center, University of Florida (2001-2006). Provided individual, couples, and group counseling. Developer and therapist for Invincible Black Woman's empowerment group and Academic Success group. Co-therapist for LGBT empowerment group and Math Confidence group. Provided training on counseling Transgendered individuals for APA approved internship seminar and CE workshops to Counseling Center staff. Supervision of doctoral and masters students. Created and presented diversity focused outreach programming and consultation to various departments on campus.

**Counseling Center Internship**, University Counseling Center, University of Florida (2000-2001). Provided short-term individual, couples, and group counseling. Co-facilitated general therapy and LGBT empowerment group. Provided consultation and outreach programs, personality assessment, and on-call rotation. Supervision of doctoral candidate.

**Counseling Center Practicum**, Center for Counseling and Psychological Services, The Pennsylvania State University (1998-2000). Conducted brief individual counseling and intake assessments.

**Supervision Practicum**, The Pennsylvania State University, University Park, PA (1998-1999). Supervised two Master's level Elementary School Guidance students on individual therapy cases. Provided group supervision for Master's level Secondary Education-School Guidance students.

**Group Therapy Practicum**, The Pennsylvania State University (1998). Co-facilitated a psycho-educational training group with college students. Sessions focused on understanding group dynamics and group process.

**Career Counseling Practicum**, Career Services, The Pennsylvania State University (1998). Provided brief individual career counseling with college students focusing on career, developmental, and emotional stability issues. Administered and interpreted vocational assessment instruments and wrote psychological reports. Facilitated a brief career psycho-educational group for college students.

**Counseling Practicum**, CEDAR Clinic, The Pennsylvania State University (1997-1998). Conducted brief individual counseling with college students.

**Staff Therapist**, Integris Southwest Medical Center, Oklahoma City, OK (1996-1997). Provided individual therapy for adults, adolescents, and children, as well as couples and family counseling. Facilitated counseling groups in the Moore school district for adolescents with academic and behavior problems. Co-facilitate an adult women's support group and a psychotherapy group for adolescent girls in a group home. Co-led an ongoing aftercare group for adults with alcohol and

narcotic addictions. Administered and interpreted assessment instruments, wrote psychological reports, and collaborated on psychopharmacology sessions.

**Psychological Assistant**, Southern Oklahoma Resource Center, Pauls Valley, OK (1995-1997). Provided on-going individual counseling for adult and adolescent clients at an institution for individuals with developmental disabilities and dual diagnosis. Developed group therapy program and co-facilitated social skills enhancement groups. Conducted intellectual and adaptive behavior assessments, including WAIS-R, WISC-III, SV-IV, Leiter International Performance Scale, TONI, Wilcox-Johnson, and Vineland Adaptive Behavior Scales. Wrote psychological reports, and developed treatment plans.

**Student Counselor**, University of Oklahoma Counseling Clinic, Norman, OK (1995-1996). Provided brief individual and couples counseling for diverse, adult population. Administered and interpreted assessment instruments (MMPI-2, MMPI-A, MCMI, and WAIS-R) and wrote psychological reports.

## **Consultation**

**Forensic/Court Room Testimony** (2009 – present). Provide expert witness testimony for Criminal and Family Law courts. Deemed expert witness in 8<sup>th</sup> Judicial Circuit Court (Alachua County), 3<sup>rd</sup> Judicial Circuit Court (Columbia County), 5<sup>th</sup> Judicial Circuit Court (Citrus, Hernando, and Marion County), 7<sup>th</sup> Judicial Circuit Court (Putnam County), 13<sup>th</sup> Judicial Circuit Court (Hillsborough), and 20<sup>th</sup> Judicial Circuit Court (Lee County). Additional evaluations conducted in Volusia County, 12<sup>th</sup> Judicial Circuit (Sarasota County, DeSoto County), and 9<sup>th</sup> Judicial Circuit (Orange County).

**University of Florida Office of Equal Opportunity** (December 2008). Provided training to Vice President for Human Resource and Management Team on how to provide equal services to Transgender employees, including transition guidelines and employee privacy.

**City of Gainesville Office of Equal Opportunity** (April 2008). At the request of Mayor Hanrahan provided training on how to interpret and implement the newly passed Anti-Discrimination Ordinance for Transgender individuals. Training participants were officials in the Gainesville community, including agencies such as the Police Department, Fire Rescue Department, Regional Utilities, Human Resources, Park and Recreation.

**African-American Program for Improvement and Retention in Education** (A.S.P.I.R.E) (2002-2007). Created and/or fostered relationships with the Institute for Black Culture, Admissions Department, Board of Regents Scholars, Student Financial Affairs, McNairs Scholars, Office of Graduate and Minority Programs, Levin School of Law and the Center for the Study of Race and Race Relations, National Pan-Hellenic Council and Multicultural Greek Council. Presented outreaches have included Financial Management for College Students, Academic Success, Career Planning, Ethical Dating, and Moving Beyond the Invincible Black Woman Syndrome. During the 2005-2006 academic year, the ASPIRE program was expanded to address the needs of Hispanic/Latino(a) American students. Revised ASPIRE brochure in 2006.

**Multicultural Greek Council** (2006-2007). Revised psychometric instrument to assess current functioning of Multicultural Greek Council. Assisted in the development of the focus group agenda and co-led focus groups.

**National Pan-Hellenic Council** (2005-2007). Identified the potential issues and needs in Black fraternities for the purpose of increasing academic success through systemic changes. Created quantitative needs assessment, assisted in the development of the focus group agenda, co-led focus groups, and responsible for data assessment. Presented results and proposed specific interventions to Office of Sorority and Fraternity Affairs Assistant Director and Graduate Advisors. Continued liaisons with OSFA Assistant Director, Advisors, and executive members of the Greek organizations to ensure increased academic success.

**University of Florida Division of Housing** (2005-2007). Trained area and hall directors in lesbian, gay, bisexual, and transgendered community issues. Co-developed training program that fostered personal awareness, knowledge, and skill building. Continued contact with housing staff to create an alliance between the university housing department and Gay student groups.

**University of Florida Division of Student Affairs** (April 2005). Provided training for Division of Student Affairs personnel in lesbian, gay, bisexual, and transgendered community issues. Co-developed training program which fostered personal awareness, knowledge, and skill building.

**University of Florida Police Department** (2004-2005). In 2004, trained all sworn and non-sworn officers in lesbian, gay, bisexual, and transgendered community issues. Co-developed training program that fostered personal awareness, knowledge, and skill building. Continued contact with UPD to create an alliance between the university police department and Gay student groups. In 2005, trained sworn office in working with emotionally disturbed student issues.

**Gator Gay-Straight Alliance** (2001-2006). Faculty Advisor. Counseling Center liaison for gay-affirmative training for Division of Housing workshops. Currently all Resident Assistants are required to attend the GGSA training, increasing their sensitivity to LGBT issues. Served as Counseling Center representative on R.A. training manual revision committee. Created print materials for Transgendered Remembrance Day.

**Hillel Foundation at the University of Florida** (2001). Developed diversity training to meet current needs of Hillel foundation. Provided extensive diversity training for students and professionals. Emphasis was on diversity within diversity issues.

## Publications

### Periodical Publications

Steinberg, S. & Sager, J.B. (December 21, 2015). How to Parent Against Rape Culture. *The Washington Post*. Retrieved from <https://www.washingtonpost.com/news/parenting/wp/2015/12/21/how-to-parent-against-rape-culture-for-one-thing-start-young/>

Steinberg, S. & Sager, J.B. (June 5, 2015). 6 Tools to Help Protect Children from Sexual Abuse. *The Huffington Post*. Retrieved from [http://www.huffingtonpost.com/stacey-steinberg/6-tools-to-help-protect-children-from-sexual-abuse\\_b\\_7513654.html](http://www.huffingtonpost.com/stacey-steinberg/6-tools-to-help-protect-children-from-sexual-abuse_b_7513654.html)

### Refereed Publications

Parker, W. & **Sager, J.B.** (2007). *Becoming multiculturally responsible on campus: From awareness to action*. Wilmington, MA: Lahaska Press/Houghton Mifflin.

Hernandez, C. & **Sager, J.B.** (2006). Counseling lesbian, gay, bisexual, and transgendered students. In J. Wittmer & M. A. Clark (Eds.), *Managing Your School Counseling Program: K-12 Developmental Strategies* (3<sup>rd</sup> ed.). Minneapolis, MN: Educational Media.

**Sager, J.B.**, Gustafson, L.M, & Byrd, C.E. (2006). The psychology of transgendered. In G. Teague (Ed.), *The New Goddess: Transgendered Women in the Twenty First Century*. Waterbury, CT: FineTooth Press.

**Sager, J.B.** (2005). A psychometric examination of the Klein sexual orientation grid: What does it measure? Unpublished doctoral dissertation, The Pennsylvania State University.

**Sager, J.B.**, Schlimmer, E.A., & Hellmann, J.A. (2001). Latin American lesbian, gay, and bisexual clients: Implications for counseling. *Journal of Humanistic Counseling, Education, and Development*, 40, 21-33.

**Sager, J.B.** (2000). Twin studies. In T. F. Murphy (Ed.), *Reader's Guide to Lesbian and Gay Studies* (pp. 595-596) . Chicago: Fitzroy Dearborn Publishers.

### Non-Refereed Publications

**Sager, J. B.** (2002). *Understanding Transgendered*. University of Florida Counseling Center Brochure Series (J. L. Resnick, Series Editor).

## Presentations and Workshops

### Continuing Education Presentations

Anderson, K.A., **Sager, J.B.**, Chriss, S. (2017). *Inclusive Legal Services for Transgender Clients*. Webinar approved for 2 CLE credit hours including 2.0 Bias Elimination.

### Refereed Presentations

**Sager, J.B.** (2013). *Super Hero Training Camp: How to Reduce Sexual Risk to Children without Scaring Them*. Workshop presented at 2013 Florida Afterschool Conference, Orlando, FL.

**Sager, J. B.** (2006). *Evaluating Academic Success Strengths in the Black Greek Fraternity System*. In S. Robinson (Chair), Using Innovative Consultative Techniques to Reach and Access At-Risk African-American and Hispanic/Latino College Men. Symposium presented at the 114<sup>th</sup> Annual Convention of the American Psychological Association, New Orleans, LA.

Overton, M., **Sager, J. B.**, Robinson, S., Maynard-Pemba, N. (2006). Utilizing a Collectivist Model to Initiate Change for African/Black Students in the Greek System. Poster presented at the Second Annual Cultural Competency Conference, Atlanta, GA.

Robinson, S., & **Sager, J. B.** (2005). *Suggestions for success: Evaluating academic achievement in National Pan-Hellenic Council (NPHC) Fraternities*. Workshop presented at the Third Annual Counseling Center Conference on Mental Health among Black College Students, Baltimore, MD.

Perez, R. M., Coleman, N. M, Constantine, M. G., Vicario, B. A., Smith, M. B., **Sager, J. B.**, Tranakos-Howe, S. (2004). *Examining Productivity in Racial/Ethnic Minority Research in The Counseling Psychologist*. Poster presented at the 112<sup>th</sup> Annual Convention of the American Psychological Association, Honolulu, HI.

Hernandez, C. & **Sager, J.B.** (2004). *Not a Drag! Counseling Transgendered Individuals*. Half-day CE Workshop presented at the Pre-Conference of the American College and Personnel Association, Philadelphia, PA.

Hernandez, C. & **Sager, J.B.** (2003). *What a Drag! Counseling Transgendered Individuals*. Workshop presented at the Summer Institute for School and Mental Health Counseling, Orlando, FL.

**Sager, J.B.**, Hernandez, C., & Fox, S. (2003). *What a Drag! Demystifying Transgender*. Workshop presented at the 22<sup>nd</sup> Annual Conference of the Sexual Battery Committee of the Gainesville Commission on the Status of Women, Gainesville, FL.

**Sager, J. B.** (1999). *Networking for internship, academia, and professional practice*. Symposium chaired at the 107<sup>th</sup> Annual Convention of the American Psychological Association, Boston, MA.

**Sager, J. B.**, Hayes, J. A., Tozer, E., Frey, E., Epstein, S., Kiley, D. (1999, August). *HIV/AIDS Knowledge, Health Beliefs, and Risk Behaviors*. Poster presented at the 107<sup>th</sup> Annual Convention of the American Psychological Association, Boston, MA.

Hayes, J. A., Tozer, E., **Sager, J. B.** (1998, March). *Everything you always wanted to know about AIDS and probably already do: Why it isn't enough*. Workshop presented at the 42<sup>nd</sup> Annual Convention of the Pennsylvania School Counselors Association, University Park, PA.

**Sager, J. B.** & Napier, E. A. (1997, August). *Social skills treatment model for individuals with developmental disabilities*. Paper presented at the 105<sup>th</sup> Annual Convention of the American Psychological Association, Chicago, IL.

### Invited Presentations

**Sager, J.B.** (2016). *Why Attachment Style Matters*. Workshop presented at Partnership for Strong Families, Gainesville, FL.

**Sager, J.B.** (2013, 2014). *Child Abuse Prevention: A Proactive Approach*. Child Abuse Prevention: A Proactive Approach. Workshop for Center for Assessment, Strategic Planning, Evaluation and Research. Multiple Locations for Elementary Schools in Florida (Naples, Orlando, and Miami).

**Sager, J.B.** (2013). *Superhero Training Camp: Keeping Kids Safe from Sexual Abuse (Level 1 training)*. Workshop presented at B'nai Israel Community Day School, Gainesville FL.

**Sager, J.B.** (2012). *Enhanced Parenting Training and Therapeutic Skills for In-Home Services*. Workshop presented at University of Florida Department of Pediatrics - Child Abuse Prevention Project, Gainesville, FL.

- Sager, J.B.** (2012). *Protecting Our Kids: Advanced Skills Training for Daycare Workers*. Workshop presented at B'nai Israel Community Day School, Gainesville FL.
- Spectrum Organization & **Sager, J.B.** (2011). *Trans-Awareness for Social Workers*. Continuing Education Workshop presented to NASW, Gainesville, FL.
- Sager, J.B.** & Howard, C. (2010). *Gender Identity for Community Businesses*. Workshop presented at Gainesville-Alachua County Employment Law Seminar Conference, Gainesville FL.
- Sager, J.B.** (2008). *Gender Identity for Campus Employees: Understanding Transgender Issues*. Workshop presented at the University of Florida Human Resource Services 3<sup>rd</sup> Annual Equal Employment Opportunity Conference, University of Florida, Gainesville, FL.
- Sager, J.B.** (2006). *Understanding the Hidden Rules: Being a First Generation College Student*. Symposium chaired at Family Weekend Conference, University of Florida, Gainesville, FL.
- Sager, J.B.** (2006). *Integrity Dating for the Phenomenal Black Woman*. Workshop presented at the 4<sup>th</sup> Annual Black Student Leadership Conference, University of Florida, Gainesville, FL.
- Sager, J.B.** (2005). *Is it a Boy or a Girl? Challenging Gender Issues on Campus*. Workshop presented at the annual meeting of the Intercollegiate Pride Conference, University of Florida, Gainesville, FL.
- Sager, J.B.** (2005). *Win Back Your Time*. Workshop presented at the annual meeting of the National Pan-Hellenic Council Leadership Summit, University of Florida, Gainesville, FL.
- Hernandez, C. and **Sager, J.B.** (2005). *Update to TransIssues on Campus*. Continuing Education Workshop presented at the Counseling Center, University of Florida, Gainesville, FL.
- Sager, J.B.** (2005). *Moving Beyond the Invincible Black Woman's Syndrome*. Workshop presented at the 3<sup>rd</sup> Annual Black Student Leadership Conference, University of Florida, Gainesville, FL.
- Sager, J.B.** (2004). *The "I" in LGBTQ*. Keynote speaker for LGBTQ Family Reunion Student Assembly, University of Florida, Gainesville, FL.
- Sager, J.B.** (2004). *Overcoming the Invincible Black Woman's Syndrome*. Workshop presented at the 2<sup>nd</sup> Annual Black Student Leadership Conference, University of Florida, Gainesville, FL.
- Sager, J.B.** (2003). *Acknowledging the Question of Race*. Moderator for Question of Race Mini-Conference, Anti-Racism Coalition and WUFT-TV, Gainesville, FL.
- Sager, J.B.** (2003). *Introduction to the Invincible Black Woman's Syndrome*. Workshop presented at the 1<sup>st</sup> Annual Black Student Leadership Conference, University of Florida, Gainesville, FL.
- Sager, J.B.** (2003). *Personal finance strategies for long-term wealth*. Workshop presented at the 1<sup>st</sup> Annual Black Student Leadership Conference, University of Florida, Gainesville, FL.
- Sager, J.B.** & Hernandez, C. (2003). *What a Drag! Counseling with Transgendered Individuals*. Continuing Education Workshop presented at the Counseling Center, University of Florida, Gainesville, FL.

Hernandez, C. & **Sager, J.B.** (2003). *Don't touch my rainbow: Intimacy and Autonomy with Lesbian, Gay, and Bisexual Couples*. Continuing Education Workshop presented at the Counseling Center, University of Florida, Gainesville, FL.

**Sager, J.B.** (2003). *Harnessing the Internet for Psychology Research*. Research Forum for the Counseling Psychology Department, University of Florida, Gainesville FL.

**Sager, J.B.** (2000). *More than two boxes: Understanding Transgendered Awareness*. Workshop presented at the Annual Diversity Conference for People Awareness Month, University of Florida, Gainesville, FL.

### **Outreach Presentations**

*at University of Florida*

Transgender Issues in the Workplace	2006
Holiday Financial Management for Graduate Students	2006
Time Management for Graduate Minority Students	2006
Ibuprofen is not a Vitamin: Stress as a Graduate Minority Student	2006
Time Management for First Year Students	2006
Incorporating Multiculturalism for Undergraduate Students (McNairs Scholars)	2006
UF and Me: Orientation for African American students (PAACT)	2006
Thriving at UF: Panel for Parents of UF Honors Scholars	2006
Integrity Dating for Asian/Asian American Women and Men	2006
Win Back Your Time – Video Telecast to University of South Carolina and Clemson University	2006
Integrity Dating for Black/African American Women and Men	2006
What's the Right Thing? Multicultural Responsibility in Spike Lee's Films	2006
Violent Truth: Understanding the Wheel of Power in College Relationships	2005
Swimming Upstream to turn the tide: Women Images in the Media	2005
Ibuprofen is not a Vitamin: Stress as a Graduate Minority Student	2005
What's in a Name? Raising Awareness of Difference, Power, and Discrimination	2005
The Invincible Black Woman's Syndrome and Dating Violence	2005
Understanding your Money: Strategies for Minority Graduate Students	2005
Being a Black Graduate Student on a White Campus	2004
Invincible Black Women (Jewels of Tau organization)	2004
Stress Reduction for Minority Graduate Students	2003
Transgendered Remembrance Day Forum	2003
Transgendered 101	2003
UF and Me: Training for Parents of Minority Students	2003
Being a Black Student on a White Campus	2003
Black Graduate Student versus Southern Culture	2003
Academic Success for African American Students	2003
Invincible Black Women (AKA Sorority)	



How to be a <i>true friend</i> : Supporting the LGB FRIENDS program	2003
Recruitment Counseling: Training for Sorority Rush	2002
It takes an office to raise an LGB co-worker: LGB issues in the workplace	2001
Stalking Forum (University Police Department)	2001
Sticky Labels: Labels in the LGB community	2001
Pink or Blue: Introduction to Transgendered Issues	2000
Dream Interpretation	2000
Stress Management	2000
Networking through APA as an undergraduate (Psi/Chi)	1993
<i>at The Pennsylvania State University</i>	
Differences in Psychology: Roundtable discussion	1998
Advocacy in Psychology (workshop)	1997
<i>at University of Oklahoma</i>	
Social skills for developmentally disabled individuals (State of Oklahoma Chiefs of Psychology meeting)	1996
Sexual Orientation and Gender Identity: Implications for Practice	1996

## Teaching Experience

**Instructor**, Survey of Professional Psychology, Ethics Masters class (Fall, 2007; Spring, 2008)

This course surveys various professional activities in psychology and the legal and ethical responsibilities of the psychology professional. Masters level students learn underlying ethical principles relevant to a broad range of issues in the field of psychology, as well as to interpret and act upon various situations appropriately and effectively. Content includes issues such as subject and client rights, confidentiality, duty to warn and protect dual relationships, supervision and consulting, ethics with special populations, and ethical decision-making models.

**Instructor**, Personality Theory (Spring, 2004; Fall, 2003)

Undergraduate course (120 and 60 students, respectively) focusing on classic and current personality theory. Strong multicultural and feminist component. Included use of Web CT, online discussions and email/live Internet office hours. Supervision of graduate and undergraduate teaching assistants.

**Instructor**, Florida First Year (Fall, 2001)

Undergraduate course (30 students) designed to assist first-year students in adjustment to the University. Large component dedicated to multicultural awareness.

**Teaching Assistant**, Sexual Identity of Lesbians, Gays, and Bisexuals (Fall, 1999)

Undergraduate course (300 students) focusing on sexual orientation issues, including developmental theory, multiple identities, stigma, heterosexism, and lifespan issues. Supervisor: Anthony D'Augelli, Ph.D.

### Guest Lectures

“Client Centered Theory: Application for Lawyers.” Social Justice Lawyering, Levin College of Law University of Florida, Fall 2015.

“Juveniles with Sexual Behavior Problems.” Juvenile Law Seminar, Levin College of Law University of Florida, Spring and Summer 2012.

“Counseling Transgendered Students at Counseling Centers.” Internship Seminar and Practicum Supervision, University of Florida, June 2006.

“Social, financial and academic adjustment to College.” Reading and Writing in the Content Area course, University of Florida, July 2005.

“Counseling Transgendered Clients.” Counseling Lesbian, Gay, Bisexual and Transgendered Clients graduate course, University of Florida, October 2004; September 2003.

“Axis II, I see you.” Abnormal Psychology course, University of Florida, March 2004.

“There’s no crying in baseball: Affect in Psychotherapy.” Pre-practicum course, University of Florida, February 2004; February 2002; March 2001.

“The First Session: Creating Connection in Counseling Sessions.” Pre-practicum course, University of Florida, March 2003.

“White privilege and white racial identity.” Multicultural Counseling, University of Florida, February 2003, September 2002, February 2002; October 2001; June 2001. Santa Fe Community College, March 2002.

“Alls Well that Ends Well: Recruitment Counseling.” Rho Chi, University of Florida, March 2002.

“Sticky Labels: Labels in the LGB community.” Exceptional people course, University of Florida, February 2001.

“Attending skills in Psychotherapy.” Pre-practicum course, University of Florida, January 2001.

“Who’s line is it in therapy? Understanding differences in counseling theory.” Introduction to Psychology, University of Florida, December 2000.

“Counseling Latino/a Gay Clients.” Multicultural Counseling, University of Florida, October 2000.

“Working with Lesbian, Gay, Bisexual and Transgendered Clients: Understanding your biases.” Foundations of Multicultural Counseling, Pennsylvania State University. February 1998, April 1999.

“Career counseling with Lesbian, Gay, and Bisexual college students.” Foundations of Career Development, Pennsylvania State University. October 1997, 1998.

## **Editorial Experience**

**Editorial Assistant**, University of Florida (2001). Web editing for Delgado-Romero, E.A. & Morgan, J.I. (unpublished). Changing Technology and Psychology Practice: Taking time out to consider the impact of technology on clinical practice.

**Editorial Assistant**, The Pennsylvania State University (1997-1998). Assisted in editing: Perez, R., DeBord, K., & Bieschke, K. (1999). Handbook of Counseling and Psychotherapy with Gay, Lesbian, and Bisexual Clients. This is an edited book with a collection of invited chapters addressing counseling and therapy with lesbian, gay, and bisexual individuals. Supervised by Kathleen Bieschke, Ph.D.

## **Research Experience**

**Research Assistant**, Division 17 Section on Women (SAW) (1998-1999). Mentoring and Professional Development committee. Project involved proposing and developing a casebook on mentoring and professional development of women. Supervised by Kathleen Bieschke, Ph.D.

**Research Assistant**, University of Oklahoma (1995-1997). Project involved a qualitative examination of attachment among adult children of divorced families. Responsible for analyzing data and writing presentation materials. Supervised by Cal Stoltenberg, Ph.D.

**Research Assistant**, University of Oklahoma (1995-1997). Project involved an extensive investigation of somatic health, depression and anger in adult mental health outpatients. Implemented and managed project procedures, simplified data collection process, trained and supervised additional masters students in procedure. Supervised by Terry Pace, Ph.D.

**Research Assistant**, The University of Florida (1993-1994). Assisted in an analysis of current literature regarding the application of the ELM in School Psychology and contributed to the organization/format of the paper. Citation: Petty, R. E., Heesacker, M. & Hughes, J. M. (1997). The elaboration likelihood model: Implications for the practice of school psychology. *Journal of School Psychology, 35*(2), 107-136. Supervised by Martin Heesacker, Ph.D.

**Research Assistant**, University of Florida (1993-1994). Supervised and conducted experiments. Also assisted in the refinement of experimental procedures. Supervised by James Sheppard, Ph.D.

## **Professional Service**

**Partnership for Strong Families** (2012-2015). Member of the Clinical Review Team. This team provides a proactive approach to serving children in care. The team meets semi-monthly to review relevant child information and engage in thoughtful discussion for those children who have intense behavioral and mental health needs.

### **American Psychological Association**

**American Psychological Association of Graduate Students – Advocacy Coordinating Team (APAGS-ACT) Regional Coordinator** (1997-2000). Served as regional coordinator and worked with over 300 campus representatives of APAGS. APAGS current membership is over 41,000 graduate and undergraduate students. Created a more active role of educating and working with graduate psychology students by recruitment of new APA student affiliates, campus representatives, and faculty mentors. Advocated at the local, state, and national level by organizing letter writing campaigns and disseminating information relating to legislation. Attended the State Leadership Conference in Washington, D.C. (March 1998 and March 1999) to lobby for student psychological concerns, as well as assisting the SPA's in policy-making as it concerns psychology and the provision of psychological services.

**Web Site Administrator** (1998-1999). Responsible for maintaining the APAGS-ACT web site. Assisted in graphic design of web page and personally responsible for organization of material on site.

**Co-Editor of APAGS-ACT Newsletter** (1997-1998). Responsible for editing and writing several articles for the semi-annual Advocacy Coordinating Team newsletter, which is distributed to all campus representatives (over 300) and sent to all psychology department undergraduate and graduate chairs in North America.

**University**

**Division of Student Affairs: Lesbian, Gay, Bisexual and Transgendered Director search committee**, University of Florida (2006)

**Lesbian, Gay, Bisexual and Transgendered Concerns Committee**, University of Florida (2005-2006).

**Association of Black Faculty and Staff**, University of Florida (2004-2007).

**Faculty Advisor**, University of Florida. Filipino Student Association (2004-2007).

**Faculty Advisor**, University of Florida. Gator Gay-Straight Alliance (2001-2006).

**Friends Network (LGBT)**, University of Florida (2000-2007).  
Revision committee member (2005).

**Diversity Institute Advisory Board**, Institute of Black Culture, University of Florida (2003-2004).

**Lesbian, Gay, and Bisexual Network Member**, The Pennsylvania State University (1998-2000).

**Departmental/College**

**Intern Selection Committee**, University Counseling Center, University of Florida (2000-2001).

**Alcohol Abuse Initiative**, University Counseling Center, University of Florida (2002). Designed flyer to target college students' binge drinking using the Health Belief Model.

**Web Page Developer**, University Counseling Center, University of Florida (2000-2001). Updated and revised sections of the Counseling Center web site.

**Conference Organizer**, Counseling Psychology and Rehabilitation Services Department, The Pennsylvania State University (1997-2000). Organized "Advanced Job Development" conference for Long Term Training and Job Placement and Job Development Grant, U.S. Department of Education, Rehabilitation Services Administration. Developed conference itinerary and agenda, contacted speakers, and organized conference site services, such as hotel registration and food plans. Created needs assessment and evaluation materials.

**Web Site Administrator**, Counseling Psychology Department, The Pennsylvania State University. Solely responsible for maintaining the Counseling Psychology web site (1998-2000). Coordinated,

integrated, and managed information contributed to the web site; established template formats and logical structures for web pages, as appropriate. Assisted in graphic design of web.

**Listserv Administrator**, Counseling Psychology Department, The Pennsylvania State University (1997-2000). Created departmental listserv to assist with distribution of materials and increase faculty-student interaction. Responsible for maintaining listserv and updating when necessary.

**Graduate Student Representative**, Counseling Psychology Department, The Pennsylvania State University (Spring Semester, 1999).

**Listserv Engineer**, Rehabilitation Services Department, The Pennsylvania State University (Fall Semester, 1998). Created departmental listserv to assist with distribution of materials and increase faculty-student interaction.

**Counseling Psychology Curriculum Revision Committee**, The Pennsylvania State University (Spring Semester, 1998).

## Volunteer Service

**Board of Trustee Member**, Jewish Council of North Central Florida (2005-2007). Involved in various aspects of the organization, including fundraising to support local and international causes, volunteer outreach, and educational seminars.

**Crisis Line Counselor**, Alachua County Crisis Center, Gainesville, FL (1993-1995). Six week-long intensive training in crisis assessment and intervention. Volunteered three hours each week to provide services to the Gainesville community.

## Honors and Distinctions

**Anderson Scholars Faculty Honoree**, University of Florida (2004). Awarded to faculty who “inspire” students. Faculty are selected by students with a 3.5 or higher GPA.

**People Awareness Grant**, University of Florida (2000). Grant awarded to programming dedicated to diversity issues during annual People Awareness Month.

**Member**, Phi Lambda Theta National Honor Society in Education, The Pennsylvania State University (1998 - 2000).

**Graham Endowed Fellowship**, The Pennsylvania State University (1997). Fellowship awarded for recruitment based on excellence in academics, GRE scores, and research experience.

**Early Admission Scholarship**, University of Florida (1990-1991). Full merit scholarship for high school students completing senior year of high school while enrolled as a full time student at the University of Florida.

## **Professional Memberships**

### **American Psychological Association**

**Member, 1993-present**

Division 17/ Counseling

**APAGS-ACT Regional Coordinator, 1997-2000**

**University of Oklahoma APAGS Representative, 1995-1997**

**University of Florida APAGS Representative, 1994-1995**

### **Association for the Treatment of Sexual Abusers**

**Clinical Member, 2013-present**

### **Florida Association for the Treatment of Sexual Abusers**

**Clinical Member, 2013-present**

**The World Professional Association for Transgender Health** (formerly known as Harry Benjamin International Gender Dysphoria Association, Inc.)

**Clinical Member, 2001-2015**