

---

**LEON E. SPENCER****VITA**

---

747 Brookwood  
Statesboro, GA 30458  
912-871-4470  
[lespence@georgiasouthern.edu](mailto:lespence@georgiasouthern.edu)

P.O. Box 8131  
Georgia Southern University  
Statesboro, GA 30460  
912-681-5917  
912-486-7104 (FAX)

---

**EDUCATION**

1983                      Doctor of Education, Ball State University  
Concentration: Counseling Psychology

1981                      Education Specialist, Ball State University  
Concentration: Guidance and Counseling

1978                      Master of Art, Ball State University  
Concentration: Counseling

1976                      Bachelor of Art, Park College  
Concentration: Social Psychology

**PROFESSIONAL EXPERIENCE**

2004 - Present            Program Coordinator, Counselor Education Program

1999 - Present            Associate Professor, Georgia Southern University  
Graduate classes taught: Counseling Theory, Addiction  
Counseling, Community Counseling, Family Counseling,  
Counseling Models, Action Research, Counseling Internship,  
Practicum and Cross-Cultural Counseling, Counseling Advocacy.

1999                      Appointment Full Graduate Faculty

1994- 1999                Assistant Professor, Georgia Southern University  
Graduate classes taught: Counseling Theory, Addiction  
Counseling, Community Counseling, Family Counseling,  
Counseling Models, Action Research, Counseling Internship,  
Practicum and Cross-Cultural Counseling.

1984 - 1994                Counseling Psychologist, University of South Carolina, Columbia,  
SC. Supervised Ph.D. Psychology Interns. Taught the following  
doctoral seminars: Family counseling, Addiction Counseling,

Multi-cultural Issues in Counseling and Group Supervision.

## **PROFESSIONAL EXPERIENCE CONTINUED**

1971 - 1984            Social Actions Superintendent, Associate Director for inpatient and outpatient treatment programs for U.S. Air Force Drug/Alcohol Rehabilitation Programs and Family Support Center.

## **PROFESSIONAL CREDENTIALS**

Licensed Professional Counselor, #072391, State of Georgia, 1994

Licensed Professional Counselor Supervisor, #1558, SC, 1992

National Certified Counselor, #37327, 1993

Master Addiction Counselor, #37327, 1995

## **SPECIALIZED TRAINING**

**2002**            International Association for Counseling, Research and Assessment ,  
International Conference, 6- 9 June 2002, Auckland, New Zealand

National Association for Multicultural Education 11<sup>th</sup> Annual International  
Conference, October 30 - November 3, 2002, Washington, DC (15CEU)

**2001**            Summer Institute for Intercultural Communication, Cultural Boundaries  
and Borderlands: The Development of the Multicultural Self,  
Portland, OR, (30 CEU)

School Counseling Summer Academy for Counselor Educators  
Transforming School Counseling; Sharpening Our Focus, July 19 - 21,  
2001, Atlanta, GA.(15 CEU)

National Association for Multicultural Education 11<sup>th</sup> Annual International  
Conference, November 7-11, 2001, Las Vegas, NV.(15CEU)

National Conference of Race and Ethnicity in American Higher Education,  
Racial Identity Theory, may 30- June 3, 2001, Seattle WA. (15CEU)

## **SPECIALIZED TRAINING CONTINUED**

- 2000**      The Family Approach to Adolescent Depression & Suicide” Module from the Eco-Systemic Structural Therapy Course  
Philadelphia Child and Family Therapy Training Center, Philadelphia, PA.
- Legal and Ethical Issues in Counseling and Social Work, Heritage Professional Education, St. Louis , MO.
- 1999**      DeWitt Wallace - Reader’s Digest Fund National Initiative For Transforming School Counseling: Invitational Seminar For Institutions Interested in Transforming School Counselors, Denver, CO.
- 1998**      Summer Institute for Intercultural Communication, Advanced Seminar: Development of the Multicultural Self, Portland, OR
- The Brief Therapy Conference, Brief Therapy: Lasting Impressions, New York, NY
- Multiple-Program Instructor Training Workshop, Core Communication, Couple Communication and Collaborative Team Skills, Charlotte, NC
- Assessment ‘98 - Pre and Post Conference Workshops, ERIC/CASS, Association for Assessment In Counseling and NBCC/RACC, St. Petersburg, FL
- 1997**      Anti-Racism Training, Crossroads Ministry, Chicago, IL
- 1995**      Anti-Racism Training, Association of Anti-Racism Educators and Organizers, New Orleans, LA
- 1994**      Millon Clinical Multiaxial Inventory, NCS, Assessments, Atlanta, GA
- 1991**      Southeast Satir Institute, Chapel Hill, NC
- 1989**      Virginia Satir Summer Institute - Associate Trainer, Crested Butte, CO
- 1988**      Virginia Satir Summer Institute, Crested Butte, CO
- 1986**      Adult Children of Alcoholics, Janet Woititz, Columbia, SC

## **SPECIALIZED TRAINING CONTINUED**

- 1985** Alcoholism and the Family, Sharon Wegscheider
- 1981** Family Support Center, Southdale Hospital, Minneapolis MN  
Advanced Reality Therapy, Maxie Maultsby, American Personnel and Guidance Association, Europe
- 1980** Rational Emotive Therapy, Primary Certificate, Lugano, Switzerland
- 1978** Family Therapy, Virginia Satir, Ball State University, Muncie, IN
- 1977** Johnson Institute Training School on Chemical Dependency, Johnson Institute, Minneapolis, MN  
Family Therapy, Jay Haley, Ball State University, Muncie, IN

## **SCHOLARLY ACTIVITIES**

### **PROFESSIONAL WORKSHOPS/SEMINARS PRESENTED**

#### **National/International**

- 2004** Identity and Reconciliation: Developing Multicultural Competencies for Change, Meadville Lombard Catalysis for Change 2004, Chicago, IL  
Fifteenth Annual National Youth at Risk Conference, Social Change not Social Service: Advancing Multiculturalism and Equity Through Curriculum Development, Savannah, GA  
Fifteenth Annual National Youth at Risk Conference, Training Practitioners for Cultural Complexities in Practice, Savannah, GA
- 2002** National Association for Multicultural Education International Conference, *Building Cross Cultural Competencies: Ten Cross-Cultural Maxims for Counseling and Education*  
International Association for Counseling, Research and Assessment , International Conference, 6- 9 June 2002, Auckland, New Zealand, *Research and Assessment Corporation for Counseling (RACC)*

## SCHOLARLY ACTIVITIES CONTINUED

Anti-Racism Theologies in Dialogue, invited presenter, Skinner Press,  
Unitarian Universalist Association, Boston MA

---

### State/Regional

**2002** Addictions Update Conference: Cross-Cultural Issues in Addictions  
Counseling, Georgia Southern University, October 2002

**2001** National Association for Multicultural Education International  
Conference, *Social Change not Social Service: Advancing  
Multiculturalism & Equity Through Curriculum Development*

### National/International

**2000** DeWitt Wallace - Reader's Digest Fund National Initiative For  
Transforming School Counseling: Invitational Seminar For Institutions  
Interested in Transforming School Counselors, *Transforming School  
Counseling*, Ft Worth, TX.

### State/Regional

*The Multicultured Self: Racial and Cultural Identity Development*, Anti-  
Racism Core Team , DRUUM People of Color Conference  
Nashville, TN

*Utilizing a Community Counseling Model as an Effective Intervention  
Against School Violence*, Tenth National Youth At-Risk Conference,  
Savannah, GA.

**1999** *Ending Racism for the 21<sup>st</sup> Century*, Ninth Annual National Youth-at-Risk  
Conference, February 28 - March 2, 1999, Savannah, GA

*The Multicultured Self: Racial and Cultural Identity Development*, Anti-  
Racism Core Team , Unitarian Universalist Association, Boston MA

*Curriculum Redesign Based on Collaborative Partnerships Between  
School and Community Stakeholders*, The Tenth Education Trust  
Conference, November 1999, Washington, DC.

## SCHOLARLY ACTIVITIES CONTINUED

### State/Regional

*Working with Multi-Family Groups: Bridging Treatment and Recovery Issues*, 14<sup>th</sup> Annual Addiction Update Conference, Georgia Southern University, Statesboro, GA

---

### Other

*Working with Multi-Family Groups: Family Sculpting*, Willingway Hospital, Statesboro, GA

### National/International

**1998** *Research Assessment Cooperation for Counseling (RACC)*, Panel Discussion, Assessment 98 Conference, St. Petersburg, FL

---

*Journey Toward Wholeness: Moving from Racial and Cultural Diversity to Anti-Oppression and Anti-Racist Multiculturalism*, Eighth Annual National Youth-at-Risk Conference, March 1-3, Savannah, GA

---

### State/Regional

*Working with Multi-Family Groups: Bridging the Gap Between the Substance Abuser and the Family*, 13<sup>th</sup> Annual Addiction Update Conference, Georgia Southern University, Statesboro, GA

*Anti-Racism Diversity Training*, City of Waycross, Waycross, GA  
*Multicultural Issues in Counseling*, Institute for Rationale Living, Tampa, FL

**1997** National/International

*Understanding the Alcoholic Family: Reframing Unhealthy Roles and Rules into Assets and Possibilities*, National Youth-at-Risk Conference, Savannah, GA

---

### State/Regional

*Working with Multi-Family Groups: Bridging Treatment and Recovery Issues*, 12<sup>th</sup> Annual Addiction Update Conference, Georgia Southern University, Statesboro, GA

## SCHOLARLY ACTIVITIES CONTINUED

*Structure Experience as a Tool for Bridging Racial and Cultural Differences*, Georgia School Counselors Association Fall Conference

Conduct Disorder vs. Attention Deficit/Hyperactivity Disorder: Diagnostic Implications for African American Males, Georgia School Counselors Association Fall Conference

**1996**

### **National/International**

*The Double Edge of Racism*, American Counseling Association, Pittsburgh, PA

*Collaboration Within the Family: A Look at Family Systems*, Seventh Annual National Youth-at-Risk Conference, Savannah, GA

*Anti-Racism Training*, Unitarian Universalist Association, Boston, MA, Chattanooga, TN, and Charlottesville, VA

### **State/Regional**

*Addictions and Family Recovery*, Georgia Cooperative Health Manpower Education Program (CHEP) Conference, Dublin, GA

*Beyond Socialization: Dismantling Barriers to Cross-Cultural Relations*, Georgia School Counselors Association, Atlanta, GA

### **Other**

*Child Abuse and the Family System*, Augusta Area Council to Prevent Child Abuse

**1995**

### **National/International**

*The Oppression Model as Systematic Barrier to African American Families Experiencing Substance Abuse Problems*, National Black Family Summit, Hilton Head, SC

## SCHOLARLY ACTIVITIES CONTINUED

### State/Regional

*Cross-Cultural Diversity Training*, South Carolina Department of Correction, Division of Human Services, Columbia, SC

*Black/White Issues in the Counselor's Office*, Georgia School Counselors Association, Savannah, GA

*Family Systems from Theory to Practice*, Georgia Mental Health Counselors Association, Savannah, GA

1994

### National/International

*Anti-Racism Training*, Unitarian Universalist Association, Ft. Worth, TX, Dallas, TX, Knoxville, TN, Savannah, GA and Raleigh, NC

---

### State/Regional

*Cross-Cultural Diversity Training*, South Carolina Department of Correction, Division of Human Services, Columbia, SC

### Other

*Cultural Dimensions: The Satir Family System Approach*, Children Unlimited Adoption Agency, Columbia, SC

1993

### State/Regional

*Drug Abuse Issues in a College Setting*, South Carolina College Personnel, Columbia, SC

*Substance Abuse and Family Systems: Cultural Dimensions*, Regional Mental Health Agency Association, Champagne/Urbana, IL

*Cross-Cultural Relationships: Celebrating Diversity*, Regional Teleconference, South Carolina Association for Marriage and Family Counseling, Columbia, SC

## SCHOLARLY ACTIVITIES CONTINUED

**1992**            **State/Regional**

*Cross-Cultural Perspectives on Family Systems Work with Adolescents*, South Carolina Alcohol and Drug Abuse Commission, Columbia, SC

*Cross-Cultural Issues in Counselor Supervision*, South Carolina Association for Marriage and Family and National Association for Social Workers, Charleston, SC

**1989**            **State/Regional**

*Adult Children of Alcoholics and Co-Dependency Substance Abuse and the Family: How Criminal Justice Can Impact Prevention, Identification and Intervention*, University of South Carolina, Columbia, SC

**1988**            **National/International**

*Stress, Burnout and Motivation*, National Association of College and University Business Offices, Temple University, Philadelphia, PA

---

**State/Regional**

*Dealing with Guilt and Shame*, Adult Children of Alcoholics Conference, Charleston, SC

*The Chemically Dependent Male*, Adult Children of Alcoholics Conference, Charleston, SC

*Black Contributions to the Military: Veterans Group*, Wateree State Prison, Wateree, SC

**Other**

*Adult Children of Alcoholics*, Weekend Seminar, St. Christopher Center, James Island, SC

*Healing the Wounded Healer: Counselor Training Group*, Charter River Hospital, Columbia, SC

## SCHOLARLY ACTIVITIES CONTINUED

### National/International

**1987**      *To Be = Beyond Racism*, Unitarian Universalist Association, Boston, MA, Little Rock, AR, Baton Rouge, LA and Detroit, MI

*Skills Enrichment Program for Minorities*, National Conference on the Freshmen Year, University of South Carolina, Columbia, SC

*Assertiveness Training*, National Association of College and University Business Officers, Atlanta, GA

### State/Regional

*Men's Issues in Psychotherapy and Counseling*, North Carolina/South Carolina Association for Counseling and Development, Charlotte, NC

*Men's Issues in Psychotherapy and Counseling, Part II*, North Carolina/South Carolina Association for Counseling and Development, Charlotte, NC

**1986**

### National/International

*To Be = Beyond Racism*, Unitarian Universalist Association, New York and Burbank, CA

*Male Issues in Psychotherapy and Counseling*, American Association of Counseling and Development, International Conference, Germany

*The Impact of Cultural Dimensions on the Communications Process*, Minority Freshman Year Experience Conference, University of South Carolina, Columbia, SC

---

### State/Regional

*Stress and Burnout Prevention*, Southern Scholastic Press Institute, Myrtle Beach, SC

*Alcoholism and the Family: Intervention, Treatment, and Aftercare*, South Carolina Psychological Association, Columbia, SC

## SCHOLARLY ACTIVITIES CONTINUED

*Sports and Substance Abuse*, Sixth Annual Symposium on Black Psychology, University of South Carolina, Columbia, SC

### **Other**

*Adult Children of Alcoholics Workshop*, Columbia, SC

*Assertiveness Training for Journalist*, School of Journalism, University of South Carolina, Columbia, SC

*Dealing with Fear in the Military Family*, Fort Jackson Dependent School, Columbia, SC

*Stress and Burnout Prevention and Time Management*, Darlington School District, Darlington, SC

*Working with Black Children of Alcoholics*, South Carolina Association for Veteran Administration, Seabrook Island, SC

**1985**

### **State/Regional**

*Helping Families Cope*, Summer Institute for Professionals Working with Families, Charleston, SC

*Burnout Prevention*, Southern Scholastic Press Institute, University of South Carolina, Columbia, SC

*Facilitator*, South Carolina Drug Studies Institute

*Stress Management*, Greenville Urban League, Greenville, SC

*Alcoholism and the Family*, USAF MAC Social Actions Conference, Travis Air Force Base, CA

*Alcoholism: A Family Illness*, South Carolina Association for Counseling and Development, Myrtle Beach, SC

### **Other**

*Military Children Under Stress*, Fort Jackson Dependent School, Fort Jackson, SC

## SCHOLARLY ACTIVITIES CONTINUED

*Burnout Prevention/Time Management*, Florence School District, Lake City, SC

*Adult Children of Alcoholics*, University of South Carolina, Columbia, SC

*Family Systems and Organizational Development* (In service training), Career Development Center, University of South Carolina, Columbia, SC

### 1984 National/International

*Alcoholism - A Family Illness: Intervention, Treatment and Aftercare*, American Association for Counseling, International Conference, Germany

## PUBLICATIONS (\* Refereed)

\* Gooden, J., & Spencer, L. Reforming Educational Leadership Programs: Identifying the ideal principal mentor, *Connections: Journal of Principal Preparation and Development*, Fall 2002

\* Spencer, L., & Oatts, T. Reflections on multicultural aspects of mentoring. Chi Sigma Iota Exemplar, Spring 2000.

\* Hansman, C., Jackson, M., Grant, D., & Spencer, L. Adult graduate students' perceptions of gender & race: Implications for program development in rural communities. Adult Education Research Conference, DeKalb, IL, December, 1998.

\* Hansman, C., Jackson, M., Grant, D., & Spencer, L. Assessing graduate students' sensitivity to gender, race, equality and diversity: Implications for curriculum development. College Student Journal, March 1999.

## PUBLICATIONS (\* Refereed)

\* Hansman, C., Spencer, L., Grant, D., & Jackson, M. Beyond diversity: dismantling barriers in education. Journal of Instructional Psychology, March 1999.

\* Spencer, L., & Oatts, T. Conduct disorders vs. attention-deficit hyperactivity disorder: Diagnostic implications for African-American adolescent males. Education, December 1998.

## SCHOLARLY ACTIVITIES CONTINUED

- \* Hansman, C.A., Grant, D.F., Jackson, M.H., & Spencer, L.E. (1998). Implications of student's world views in graduate preparation programs. Education, December 1998.
- \* Spencer, L., Grant, D., and Jackson, M. Beyond Socialization: Dismantling Barriers to Cross-Cultural Relationships, Georgia School Counselors Association Journal, (1997).
- \* Spencer, L., Grant, D., & Brewton, C. Oppression as a Systemic Barrier to Effective Intervention, Treatment and Aftercare for African American Families Experiencing Substance Abuse, Conference Proceedings, The National Black Summit, College of Social Work, University of South Carolina, Columbia, SC (1995).

## CHAPTERS IN EDITED BOOKS

Bowens-Wheatley M & Jones, N.P., (2002) Soul Work: Anti-racist Theologies in Dialogue, Skinner Press, Boston, MA. (invited respondent)

Spencer, L. E., Hoover, M., & Oates, T. (1999). Journey toward wholeness: Moving from racial and cultural diversity to anti-racist multiculturalism. In Rea, D. & Warkentin, R. (Eds.). Empowering Youth-At Risk With Skills for School Counseling and Life, New York: McGraw Hill Companies Inc.

Spencer, L. E. (1997). Understanding the Alcoholic Family: Reframing Unhealthy Roles and Rules Into Assets and Possibilities. In Rea, D. & Warkentin, R. (Eds.), Investing in Our Youth Pooling Community Resources. New York: McGraw Hill College Customs Series.

## BOOK REVIEWS

Spencer, L. E., & Grant, D. (1995). Minorities in Higher Education, Manual, J., Wilson, R., and Bjork, L., *Southern Educator*.

## MANUSCRIPTS IN PROGRESS

Spencer, L. E., & Fox-Hines, R. Understanding the alcoholic family: Utilizing family sculpting and psychomotor therapy as a tool for reframing unhealthy roles and rules into assets and possibilities.

Spencer, L. E., Jackson, M. H. & Grant, D. F. The double edge of racism.

## **SCHOLARLY ACTIVITIES CONTINUED**

Spencer, L.E. & Oates, T. Twenty maxims for cross-cultural counseling.

Jackson, M. H. & Spencer, L. E. Gender equity issues in counselor education students.

Oates, T. & Spencer, L.E. Parental attitudes toward middle school counseling services.

Lee, C., Ro L. , McGarth, B., Spencer, L. and Fiona, P  
International role model/mentor study

## **GRANTS**

Grant: Program Development on the Preparation of School Leaders and Counselors Education Specialist Degree Program Revision Counselor Education, Georgia Southern University. Grant accepted by the Georgia Board of Regents, 1998. (\$5, 000).

Federal grant #90CP0041 with the National Center on Child Abuse and Neglect : Curriculum development and video teaching segment on substance abuse. Video and curriculum materials available upon request.

CLEC Grant: Collaborated with Dr. Carol Simonson, Dr. Alissa Emerson and Georgia Southern University Office of Multicultural Affairs in grant application for Strategies for Teaching Ethnic and Culturally Diverse Student, Dr. Marion Gooding.

## **EDITORIAL BOARDS AND OTHER SCHOLARLY ACTIVITIES**

**Member, Editorial Board, Education, 1998-2000**

**Member, Editorial Review Board, Educational Forum, 1997-Present.**

Served on National Board of Certified Counselors Work Behavior Analysis Committee for Master Addition Counselor (1995-1996).

Curriculum Development Resource Person for “Networking for Wholeness Instructor’s Training Method and Participant’s Workbook.” (1994)

The Center for Child and Family Studies; School of Social Work; University of South Carolina. “How Addiction Happens.” (Training Supplement for Network for Wholeness Training Program.) (1993)

## **TEACHING ACTIVITIES**

### **COURSES TAUGHT:**

#### **Georgia Southern University**

CED 852 Theories of Counseling  
CED 863 Counseling Models  
CED 890 Special Problems in Counseling  
CED 880 Community Counseling  
CED 881 Family Counseling  
CED 882 Cross-Cultural Counseling  
CED 864 Addiction Counseling  
CED 894 Counseling Internship  
CED 895 Action Research in Counseling  
COUN 7233 Family Counseling  
COUN 7337 Cross-Cultural Counseling  
COUN 7333 Models and Techniques of Counseling  
COUN 7737 Practicum  
COUN 7738 Internship I  
COUN 7739 Internship II  
COUN 7231 Community Counseling  
COUN 8839 Action Research in Counseling

### **OTHER TEACHING ACTIVITIES**

- developed, wrote, and taught three new courses in the Counselor Education program at Georgia Southern University
- received excellent student evaluations on teaching at Georgia Southern University
- revised the MEd. Courses in Community Counseling for semester conversion at Georgia Southern University.
- developed and taught four Doctoral Seminars at University of South Carolina Counseling and Human Development Center.
- taught Career Counseling course at City College of Chicago (European Branch)
- taught Family Counseling course at University of Maryland (European Branch)
- primary author of grant for Ed.S. program revision in Counselor Education program at Georgia Southern University

## **SERVICE ACTIVITIES**

### **PROFESSIONAL ORGANIZATIONS**

**President**, Research and Assessment Cooperation for Counseling- National Board for Certified Counselors, (1997-1998)

Research and Assessment Cooperation for Counseling - National Board for Certified Counselors, (1996 -present)

Chi Sigma Iota National Honor Society

American Counseling Association

International Association of Addictions and Offender Counselors

Association for Multi-Cultural Counseling and Development

Association for Spiritual, Ethical & Religious Values in Counseling

Anti-Racism Educators and Organizers (AREO)

Licensed Professional Counselors Association of Georgia

AVANTA Network, 1989

### **SERVICE TO GEORGIA SOUTHERN UNIVERSITY**

University Strategic Planning Committee (2002 - present)

University Graduate Council, Georgia Southern University (2000-2001)

University Faculty Grievance Committee, Georgia Southern University (1997- present)

Student Affairs Committee, College of Education (2003-2004)

Tenure and Promotion Committee, College of Education (2004 - present)

Chair, Faculty Search Committee, Counselor Education Higher Education/Student Services

Ad Hoc Committee on Faculty Governance, College of Education, Georgia Southern University (2001)

## **SERVICE TO GEORGIA SOUTHERN UNIVERSITY CONTINUED**

Chair, Graduate Curriculum Committee (1999)

Graduate Curriculum Committee, College of Education, Georgia Southern University (1996-1999)

Search Committee for Department Chair, Leadership, Technology and Human Development (1999)

CACREP Committee, Counselor Education program (1996-1999)  
Curriculum Committee, College of Education, Georgia Southern University (1994-1996)

P-16 Advisory Committee (1996-1997)

Chair, College of Education Committee on Committees Restructuring (1996)

Minority Teacher Recruitment Committee, College of Education, Georgia Southern University (1996)

Ad Hoc Committee for Minority Recruitment, College of Education, Georgia Southern University (1994-1996)

## **SERVICE TO UNIVERSITY OF SOUTH CAROLINA**

Campus Sexual Assault Task Force, University of South Carolina (1993)

TRIO/Upward Bound Advisory Committee, University of South Carolina (1984-1994)

Wellness Committee, University of South Carolina (1984-1994)

Veterans Advisory Committee, Office of Veterans Affairs, University of South Carolina (1984-1994)

## **SERVICE TO THE COMMUNITY**

Amethysts Program HIV AID Group, Statesboro, GA

Bulloch County School System, Student Discipline Committee

Willingway Hospital , Statesboro, Ga. In-Service training

Institute for Families, Jesup, Ga. In-service Supervision Group

## **SERVICE TO THE COMMUNITY CONTINUED**

City of Waycross, Ga, Anti-Racism Workshop

Participant, One America in the 21<sup>st</sup> Century, The President's Initiative on Race, New Orleans, LA., representing the Unitarian Universalist Association

Unitarian Universalist Association, Anti-Racism Training

Crossroads Ministry, Anti-Racism Training

Consultation, Institution for Rational Living, Tampa, FL

## **HONORS**

President's Award, Research and Assessment Corporation for Counseling, National Board of Certified Counselors. (1999)

President's Award, Research and Assessment Corporation for Counseling, National Board of Certified Counselors. (1998)

Doctor of Humane Letters, Meadville Theological Seminary of Lombard College, Chicago, IL. (1997)

President's Award for Volunteer Services, Unitarian Universalist Association (2000)