

Valerie G. Couture, Ph.D., LPC-S, NCC
vcouture@uca.edu

EDUCATION

-
- 2016 Ph.D. *Counselor Education and Supervision* (CACREP Accredited)
University of Arkansas, Fayetteville, AR
- 2006 M.Ed. *Counseling and Career Development* (CACREP Accredited)
Colorado State University, Fort Collins, CO
- 1997 B.A. *Sociology*
Indiana University, Bloomington, IN

CERTIFICATIONS AND LICENSURE

-
- 2016-present Licensed Professional Counselor (Supervision)- Arkansas, #P1605057
- 2013-present National Certified Counselor (NCC), #334002
- 2023-present Mental Health First Aid Instructor

PUBLICATIONS (*denotes graduate student)

Articles (Peer-Refereed)

- Bang, N. M., **Couture, V. G.**, & Harless, A. M. (2025). A phenomenological study of school counselors' experiences: Linking advocacy and career development for students in poverty. *Journal of Counselor Leadership and Advocacy*, 12(2), 167–183. <https://doi.org/10.1080/2326716X.2025.2550937>
- Couture, V. G.**, Oyeniyi, O., Shaw, E.O., & Parham, C. (2025). School counselors and leadership: A study of leadership from school counselors' experiences. *Midwest Journal of Education*, 2(1), 73-89.
- Behrend, B., Shavors, M. C., & **Couture, V.** (2024). Exploring elementary school counselor self-efficacy to improve graduate training and retention. *Midwest Journal of Education*. 1(2), 63-82.
- *St. Cyr, A., Barclay, S. R., **Couture, V. G.**, & Bruick, T. (2023) Increasing college knowledge: The role of school counselors. *Journal of Education and Learning*, 12(3), 17-25.
- Couture, V. G.**, Shaw, E. O., & Behrend, B. (2022). We set the climate: Implications for rural school counselors in creating LGBTQIA-affirming schools. *Journal of Counseling Research and Practice*, 7(2), 1-21.
- Nadelson, L., Loyless, S. D., Mills, M., Oyeniyi, O., Albritton, S., **Couture, V.**, Bruick, T., & Rainey Parham, C. (2022). Success for all? The education equity mindset of university faculty members. *International Journal of Teaching and Learning in Higher Education*, 34(1), 60-80.
- Couture, V. G.** (2021). Enhancing multicultural awareness: Understanding the effect of community immersion assignments in an online counseling skills course. *International Journal of Higher Education*, 10(5), 201-212.
- Nadelson, L. S.¹, **Couture, V. G.**¹, & Oyeniyi, O.¹ (2021). The effect of building closures due to COVID 19 on the perceptions and practices of school counselors. *World Journal of Education*, 11(6), 1-17.
- Nadelson, L. S.¹, Albritton, S.¹, **Couture, V. G.**¹, Green, C.¹, Loyless, S. D.¹, & Shaw, E. O.¹ (2019). Principals' perceptions of education equity: A mindset for practice. *Journal of Education and Learning*, 9(1), 1-15.

Couture, R., Schwehm, J., & **Couture, V.** (2019). FERPA fear or FERPA flex: Student affairs practitioners' understanding of federal privacy laws on campus. *Journal of Student Affairs*, 28, 39-50.

Couture, V. (2018). Using trans-affirming counseling practices on college campuses: Recommendations for professional practice. *The Practitioner Scholar: Journal of Counseling and Professional Psychology*, 7, 100-111.

Couture, V. (2017). Counseling transgender college students: Perceptions of college mental health clinicians' preparedness. *College Student Journal*, 51(4), 463-472.

Couture, R., Schwehm, J., & **Couture, V.** (2017). Helicopter colleges: A return to in loco parentis? *College Student Journal*, 51(3), 398-406.

Book Chapters

Couture, V. G., & Bang, N. M. (2022). LGBTQ students in higher education. In Huffman, S. P., Cunningham D. D., & Shavers, M., & Adamson, R (Eds.). *Handbook of Research on Opening Pathways for Marginalized Individuals in Higher Education* (pp. 171-191). IGI Global.

Bang, N. M., Hu, H., & **Couture, V. G.** (2020). School counselors and technology: Bridging the gap for student success. In Huffman, S. P., Loyless, S. D., Albritton, S., & Green, C. (Eds.). *Leveraging Technology to Improve School Safety and Student Wellbeing* (pp. 167-187). IGI Global.

Harless, A. M., **Couture, V. G.** & Bang N. M. (2020). Writing and presenting research. In Adelson, M. O. (Ed.). *Handbook of counseling and counselor education* (pp. 369-387). Routledge Publishers.

Conference Proceedings

Couture, R., & **Couture, V.** (November 2022). *The allure of the STEM path*. Paper presentation at the Mid-South Educational Research Association Annual Conference, Little Rock, AR.

Oyeniya, O. & **Couture, V.** (October 2020). *A comparison of first-year undergraduate and graduate international students' adjustment to college*. Paper presentation at the Mid-South Educational Research Association Annual Conference. (Virtual).

Couture, V. (November 2017). *The use of experiential education in online counselor education to increase skill development and multicultural counseling competency*. Paper presentation at the Mid-South Education Research Association Annual Conference, Starkville, MS.

Couture, V., Bang, N., & Harless, A. (November 2017). *Understanding career counseling interventions that school counselors use with students in poverty*. Paper presentation at the Mid-South Education Research Association Annual Conference, Starkville, MS.

Other Professional- Editorial Review

Couture, V., Bang, N. M., & Harless A., (2018) Successful career counseling interventions used with students in poverty: A preliminary report. *NCDA Career Convergence*.

Couture, V. (2016). Multiple minority identities: Applications for practice, research, and training. [Book Review of *Multiple minority identities: Applications for practice, research, and teaching*, by R. Nettle & R. Balter, (Eds.)]. *Journal of Rehabilitation*. 82(1), 58-60.

Accreditation Technical Reports

Couture, V. G. & Wake, D. (2024-2025). Council for Accreditation of Educator Preparation/American School Counselor Association SPA submission and resubmission.

Couture, V. G. & Wake, D. (2023). University of Central Arkansas School Counseling Program Annual Report 2021-2022. <https://uca.edu/education/caep-additional/>

Couture, V. G. & Wake, D. (2022). University of Central Arkansas School Counseling Program Annual Report 2020-2021. <https://uca.edu/education/caep-additional/>

Couture, V. G. & Wake, D. (2021). University of Central Arkansas School Counseling Program Annual Report 2019-2020. <https://uca.edu/education/caep-additional/>

Couture, V. G. & Wake, D. (2020). University of Central Arkansas School Counseling Program Annual Report 2018-2019. <https://uca.edu/education/caep-additional/>

Couture, V. G. & Wake, D. (2019). University of Central Arkansas School Counseling Program Annual Report 2017-2018. <https://uca.edu/education/caep-additional/>

Submitted

Freed, A., Faidley, E., **Couture, V.**, Okoli, K., de la Garza, L., Gardner, A., Harris, C., Horton, L., Saviers, B., Thao, S., & Wilson, A. (Submitted October 2025). Cultivating global citizenship at homes: A content-analysis of collaborative online international learning (COIL). *Globalisation, Societies, and Education*.

Research in Progress

Couture, V. G., Oyeniyi, O., Bang, N. M., & Behrend, B.. (Data Collection) School counseling best practices with immigrant students.

Couture, V. G., Couture, R., Tyson, M., & Jacobsen, P. (Data Collection) Campus and family connections: An exploration of the relationship between higher education professionals and their young adult college-going children.

UNIVERSITY TEACHING EXPERIENCE

University of Central Arkansas, Department of Leadership Studies (CAEP Accredited)

2025-present Associate Professor/Field Experience Director, M.S. in School Counseling Program

2022-2025 Associate Professor/Program Director, M.S. in School Counseling Program

2016-2021 Assistant Professor/Program Director, M.S. in School Counseling Program

Courses Taught

LEAD 6330 Individual and Group Counseling Skills

LEAD 6320 Counseling Theory

SCCN 6365 Educational Assessment and Measurement

SCCN 6324 Lifespan Human Development

LEAD 6321 Research Methods

SCCN 6380 School Counseling Intervention Strategies

SCCN 6360 School Counselor as Consultant

SCCN 6332 Counselors and Schooling Practices

SCCN 6320 Foundations of School Counseling

SCCN 6340 Career Counseling

SCCN 6V95 Internship

University of Arkansas, Department of Counseling, Leadership and Research Methods
2014-2016 Graduate Teaching Assistant, Counselor Education and Supervision Program

Courses Taught

CNED 3053 The Helping Relationship
CNED 5513 Counseling and Human Diversity, co-taught
CNED 5333 Basic Counseling Techniques, co-taught
CNED 574V Clinical Mental Health Counseling Internship, co-taught
CNED 5343 Counseling Practicum, co-taught
CNED 6711 Advanced Practicum, supervised master's level students
CNED 674V Advanced Internship, supervised master's level students

PRESENTATIONS

Peer Reviewed

INTERNATIONAL

Harless, A., Bang, N. M., & **Couture, V. G.** (July 2022). *School counselors supporting the career development of students in poverty: A qualitative investigation*. Presentation at the NCDA Global Career Development Conference. (Virtual)

Couture, V. (June 2021). *Career counselor as advocate: Assisting transgender clients overcome employment barriers*. Presentation at the NCDA Global Career Development Conference (Virtual).

Hu, H., Bang, N., & **Couture, V.** (November 2020). *Technology progression in school counseling and counselor education: To meet diverse needs*. Presented at the Association for Educational Communications and Technology International Annual Conference (Virtual).

NATIONAL

Couture, V., Oyeniyi, O., Bang, N.M., & Behrend, B. (October 2025). *School counselors and the counselor-advocate-scholar model: Ethically supporting immigrant families and students*. Presentation at Association of Counselor Education Annual Conference, Philadelphia, PA.

Couture, V., Wright, G., & Bang, N.M. (October 2025). *Career counseling: Educating counselors on using qualitative career assessments*. Presentation at Association of Counselor Education Annual Conference, Philadelphia, PA.

Shaw, E. & **Couture, V. G.** (October 2025). *Supporting students through transitions: Leveraging young adult literature in school counseling and library media programs*. Presentation at American Association of School Librarians National Conference, St. Louis, MO.

Freed, A., de la Garza, L., Brown, R., **Couture, V.**, Cowie, A., Faidley, E., Gardner, A., Harris, C., Saviers, B., Thao, S., White, N., & Wilson, A. (February 2024). *Connecting worlds and perspectives: A content-analysis of COIL design and implementation*. Poster presentation at the Scholarship of Teaching and Learning Annual Conference, Savannah, GA.

Couture, V. & Harless, A. (October 2023). *Student and faculty retention: What works in online counselor education*. Presentation at the Association for Counselor Education and Supervision Conference, Denver, CO.

Oyeniyi, O., Bang, N.M., Behrend, B., & **Couture, V.** (October 2023). *Working with immigrant students in schools: Implications to counseling and counselor education*. Presentation at the Association for Counselor Education and Supervision Conference, Denver, CO.

- Couture, V.** (February 2023). *Online delivery methods: Staying flexible to retain students and faculty*. Presentation at the Counselor Education Distance Learning Conference, Palo Alto University, CA (Virtual).
- Oyeniya, O., Bang, N. M., Behrend, B., & **Couture, V.** (March 2022). *School counseling with immigrant students: Preliminary findings of best practices*. Presentation at the Evidence-Based School Counseling Conference. (Virtual)
- Couture, V.** (October 2021). *Success strategies for faculty in small counseling programs housed in interdisciplinary departments*. Presentation for the Association of Counselor Education and Supervision Annual Conference, Atlanta, GA.
- Couture, V.,** Bang, N. M., & Oyeniya, O. (October 2021). *Teaching online courses: Exploring the use of tools to increase classroom collaboration*. Presentation for the Association of Counselor Education and Supervision Annual Conference, Atlanta, GA.
- Nadelson, L., Albritton, S., **Couture, V.,** Green, C., Shaw, E., & Loyless, S. (March 2020). *Principals' perceptions of education equity: A mindset for practice*. Presentation at the American Association for Colleges of Teacher Education Annual Conference, Atlanta, GA.
- Bang, N., **Couture, V.,** & Harless, A. (October 2019). *The mid-tenure review in counselor education: Guidelines and strategies*. Presentation at the Association of Counselor Education and Supervision Annual Conference, Seattle, WA.
- Gallavan, N., Booher, L., Buchanan, M...**Couture, V.** (February 2019). *Rising professors of teacher education: Qualifications, questions, quirks, and quests*. Roundtable presentation at the Association of Teacher Educators Annual Conference, Atlanta, GA.
- Couture, V.,** Bang, N., & Harless, A. (June 2018). *Successful career counseling interventions used with students in poverty: A preliminary report*. Presentation at the NCDA Global Career Development Conference, Phoenix. AR.
- Couture, V.** (April 2018). *Stepping away from the screen: Service learning in an online counseling program*. Poster presentation at the American Counseling Association Annual Conference, Atlanta, GA.
- Couture, V.,** Kilpatrick, B., & Brace, C. (March 2017). *Psychosocial and vocational implications for transgender clients with chronic illness and disease*. Presentation at the American Counseling Association Annual Conference, San Francisco, CA.
- Couture, R., Schwehm, J. & **Couture, V.** (March 2017). *False consensus and FERPA*. Presentation at the Student Affairs Administrators in Higher Education (NASPA) National Conference, San Antonio, TX.
- Couture, V.** (October 2015). *Diversity at a distance: Challenges of teaching online diversity classes*. Roundtable presentation at the Association for Counselor Education and Supervision Conference, Philadelphia, PA.
- Couture, R., Schwehm, J., & **Couture, V.** (March 2015). *Helicopter colleges: The revolving nature of institutions' relationships with parents*. Presentation at the Student Affairs Administrators in Higher Education (NASPA) National Conference, New Orleans, LA.

REGIONAL

- Parham, C., Nadelson, L., Loyless, S., Mills, M., Oyeniyi, O., Bruick, T., & **Couture, V.** (November 2022). *Success for all? The education equity mindset of university faculty members*. Presentation at the Mid-South Educational Research Association Annual Conference, Little Rock, AR.
- Couture, V.** (October 2018). *Voices of rural school counselors: A study of creating safe zones for LGBTQ students*. Presentation at the Southern Association for Counselor Education and Supervision, Atlanta, GA.
- Bang, N., **Couture, V.**, & Harless, A. (October 2018). *Counseling interventions to support the career development of students in poverty*. Roundtable presentation at the Southern Association for Counselor Education and Supervision, Atlanta, GA.
- Couture, V.**, Higgins, K., & Meyers, A., (October 2016). *Group supervision: The six thinking hats technique*. Presentation at the Southern Association for Counselor Education and Supervision, New Orleans, LA.
- STATE**
- Harless, A. & **Couture, V.** (November 2025). *Spirituality: The missing link*. Arkansas Counseling Association Annual Conference, North Little Rock, AR
- Couture, V.** & Oyeniyi, O. (November 2025). *Wellness interventions in schools*. Arkansas Counseling Association Annual Conference, North Little Rock, AR
- Harless, A. & **Couture, V.** (March 2025). *Ethical gatekeeping practices in counselor education and supervision*. Arkansas Association of Counselor Education and Supervision Annual Conference, Little Rock, AR.
- Couture, V.** (November 2024). *Counselor ethical dilemmas: A review of current ethical decision-making models*. Arkansas Counseling Association Annual Conference, North Little Rock, AR.
- Shaw, E. & **Couture, V.** (November 2024). *Supporting students through transitions: Leveraging young adult literature in school counseling and library media programs*. Arkansas Middle Level Association Conference, Little Rock, AR.
- Couture, V.**, Couture, R., Swindell B., & Cowie, A. (October 2023). *From adjunct to professor*. Panel Presentation at the Arkansas Adjuncts: Cultivating Communities Annual Conference, Russellville, AR.
- Oyeniyi, O & **Couture V.** (June 2021). *The effect of building closures: How school counselors adapted with the COVID-19 pandemic*. Presentation for the Arkansas Association of School Counselors/Arkansas Department of Education Annual Conference, Hot Springs, AR.
- Oyeniyi, O. & **Couture, V.** (June 2021). *Supporting immigrant and refugee children: Roles of school counselors*. Presentation for the Arkansas Association of School Counselors/Arkansas Department of Education Annual Conference, Hot Springs, AR.
- Oyeniyi, O. & **Couture, V.** (January 2021). *Social justice and advocacy competencies: The role of counselors*. Arkansas Counseling Association Annual Conference (Virtual).
- Couture, V.** & Oyeniyi, O. (July 2020). *Supporting LGBTQ students: Understanding the school counselor's role*. Presentation at the Virtual Arkansas Association of School Counselors/Arkansas Department of Education Annual Conference.

- Oyeniya, O. & **Couture, V.** (July 2020). *Substance abuse in adolescence: The roles of school counselors*. Presentation at the Virtual Arkansas Association of School Counselors/Arkansas Department of Education Annual Conference.
- Couture, V.** & Harless, A. (November 2019). *Counseling in schools: Solution-focused counseling techniques refresher course*. Presentation at the Arkansas Counseling Association Annual Conference, Hot Springs, AR.
- Oyeniya, O. & **Couture, V.** (November 2019). *Advocating for child abuse and neglect victims: A call for counselor practitioners and educators*. Presentation at the Arkansas Counseling Association Annual Conference, Hot Springs, AR.
- Couture, V.** (April 2018). *Using motivational interviewing techniques with resistant students*. Presentation at the Arkansas Association of Colleges for Teacher Education Annual Conference in Conway, AR.
- Couture, V.**, Shaw, E., & Huffman, S. (April 2018). *Increasing vocational awareness using educational media: Recommendations for best practice*. Presentation at the Arkansas Association of Instructional Media Annual Conference in Little Rock, AR.
- Harless, A. & **Couture, V.** (February 2017). *Oh the tangled webs we weave: Ethical dilemmas in counselor education and supervision*. Presentation at the Arkansas Association for Counselor Education and Association Mid-Winter Conference, Conway, AR.
- Couture, V.** & Houin, S. (November 2015). *LGBT+: A discussion of identity, gender, and sexual orientation*. Presentation at the Arkansas Counseling Association Annual Conference, Hot Springs, AR.
- Couture, V.**, Houin, S., Thomas, C., & Suarez, A. (November 2015). *Multicultural and social justice competencies: 2015 update*. Presentation at the Arkansas Counseling Association Annual Conference, Hot Springs, AR.
- Couture, V.**, Higgins, K., & Meyers, A., (November 2015). *Group supervision*. Presentation at the Arkansas Counseling Association Annual Conference, Hot Springs, AR.
- Couture, R. & **Couture, V.** (October 2015). *Theories of academic advising*. Presentation at the Partners for Student Success Conference, Hot Springs, AR.
- Couture, V.** (November 2014). *Noncompliance: Why don't THEY follow the rules?* Presentation at the Arkansas Counseling Association Annual Conference, Hot Springs, AR.
- Couture, V.** (November 2014). *Survey on the effect of gender on the supervisory working alliance between doctoral supervisors and master supervisees*. Poster presentation at the Arkansas Counseling Association Annual Conference, Hot Springs, AR.
- Couture, V.** & Menning, C. (October 2004). *Tips and tools for working with students with learning disabilities*. Presentation at the Annual Colorado Service Conference, Estes Park, CO.

INVITED PROFESSIONAL PRESENTATIONS

- April 2024 *Mental health first aid training*. Co-facilitated an eight-hour Mental Health First Aid Training for UCA faculty and staff.

- March 2024 *Be the GOAT: Finding your mantra*. Presentation at Bears Teach Summit at the University of Central Arkansas. Faidley, E., **Couture, V.**, Shaw, E., & Oyeniyi, O.
- January 2023 *Novice scholars group*. Panel Presentation at the University of Central Arkansas College of Education Faculty Professional Development Day 2023. **Couture, V.**, Bruick, T., Oyeniyi, O., Parham, C., & Shaw, E.
- Nov 2022 *Balancing life and work roles: Strategies for successful entry into teaching*. Presentation at Region 2 Educator Rising Conference at the University of Central Arkansas. **Couture, V.** & Oyeniyi, O.
- June 2021 *From teacher to school counselor or school librarian: Building a roadmap*. Professional Development presentation at the University of Central Arkansas College of Education Professional Development Days. **Couture, V.** & Shaw, E.
- April 2018 *Stepping away from the screen: Service learning in an online counseling program*. University of Central Arkansas College of Education Research Day.
- June 2017 *Solution-focused counseling*, Conway School District Professional Development, Conway, AR
- Spring 2016 *Cancer and disabilities*, Guest Lecturer in Medical Aspects of Disabilities Graduate Class, Rehabilitation Counseling Program, University of Arkansas
- Spring 2016 *Intake interview*, Guest Lecturer in Medical Aspects of Disabilities Graduate Class, Rehabilitation Counseling Program, University of Arkansas
- Fall 2015 *Bully prevention in schools*, St. John's Elementary School, Russellville, AR
- Spring 2015 *Group supervision*, Ozark Guidance Professional Development Seminar, Springdale, AR
- Spring 2015 *Procedures to obtain Arkansas licensure*, Guest Lecturer in Counseling Practicum, Counselor Education and Supervision Department, University of Arkansas
- Fall 2014 *Inequality for all: SES and clients*, Guest Lecturer in The Helping Relationship, Counselor Education and Supervision Department, University of Arkansas
- Fall 2014 *Counseling with clients struggling with poverty*, Guest Lecturer in The Helping Relationship, Counselor Education and Supervision Department, University of Arkansas
- March 2013 *Creating work/life balance*, Roundtable discussion at Arkansas Tech University International Women's Week.

GRANTS & EXTERNAL FUNDING ACTIVITY

- Funded
- 2025 Faculty Senate Research Empowerment Grant, \$1500. Drs. Erin Shaw, Allison Freed, & Valerie Couture, Funded, October 2025. Faculty Senate- University of Central Arkansas- Learning, Culture, and Technology Leadership in Northern Ireland
- 2025 Faculty Development Award for Association of Counselor Education and Supervision Annual Conference, \$500, PI Funded, October 2025. Center for Teaching and Learning - University of Central Arkansas - Renewing and Strengthening Counselor Education Competencies

2024	Graduate Recruitment Grant to Increase School Counseling Student Enrollment, \$1750, CO-PI with Dr. Odunola Oyeniyi, Funded, November 2024. Graduate College- University of Central Arkansas- Digital Marketing & Professional Development Seminars
2023	Graduate Recruitment Grant to Increase School Counseling Student Enrollment, \$1500, CO-PI with Dr. Odunola Oyeniyi, Funded, November 2023. Graduate College- University of Central Arkansas- Digital Marketing & Professional Development Seminars
2023	Faculty Development Award for Association of Counselor Education and Supervision Annual Conference, \$400, PI Funded, October 2023. Center for Teaching and Learning - University of Central Arkansas - Renewing and Strengthening Counselor Education Competencies
2022	Institutional Diversity and Inclusion Grant Award for Evidence-Based School Counseling Conference, \$100, PI Funded, March 2022. Institutional Diversity and Inclusion- University of Central Arkansas - School Counseling with Immigrant STudents: Preliminary Findings of Best Practices
2022	Graduate Recruitment Grant to Increase School Counseling Student Enrollment, \$1750, PI Funded, November 2022. Graduate College- University of Central Arkansas- Digital Marketing & Professional Development Seminars
2021	Institutional Diversity and Inclusion Grant Award for National Career Development Association Global Conference, \$250, PI Funded, April 2021. Institutional Diversity and Inclusion- University of Central Arkansas – Career Counselor as Advocate: Assisting Transgender Clients Overcome Employment Barriers
2021	Graduate Recruitment Grant to Increase School Counseling Student Enrollment, \$2000, PI Funded, January 2021. Graduate College- University of Central Arkansas- Digital Marketing
2020	Faculty Development Grant for American Association for Colleges of Teacher Education Annual Conference, \$1500, PI Funded, March 2020. Center for Teaching Excellence- University of Central Arkansas – Improving Online Andragogy in School Counseling courses
2019	Graduate Recruitment Grant to Increase School Counseling Student Enrollment, \$1500, PI Funded. Graduate College- University of Central Arkansas
2018	Faculty Research Grant for American Counseling Association Annual Conference, \$500, PI Funded, Jan. 2018. College of Education- University of Central Arkansas - Service Learning in an Online Counseling Program
2014-2016	Doctoral Presentation Travel Grant, \$1000 annually, Counselor Education and Supervision Department- University of Arkansas
2010	On-the-Job Training Grant, \$129,682 Co-wrote and awarded OJT grant from Colorado Department of Labor and Employment. Grant used to fund On-the-Job Training opportunities to long-term unemployed.
2008	Retraining Grant, \$185,000

Co-wrote and awarded grant from Colorado Department of Labor and Employment. Grant funded retraining activities for Dislocated Workers.

AWARDS

2025	Nomination for Outstanding Graduate Contributions Award, University of Central Arkansas
2023	College of Education Faculty Excellence Award for Service, University of Central Arkansas
2019	Roger Herring Research Award- Arkansas Counseling Association (ArCA)
2017	Distinctive Growth in Online Teaching: Award Recipient, April 2017 Center for Teaching Excellence- University of Central Arkansas
2016	Outstanding Chi Sigma Iota Member, Counselor Education and Supervision Department - University of Arkansas
2014-2016	Walton Doctoral Academy Fellowship Award, \$24,000, Graduate School - University of Arkansas
2014-2016	Graduate Assistantship Award, \$35,600, Graduate School- University of Arkansas

EDITORIAL REVIEW EXPERIENCE

2023-2024	<i>The Journal of Counselor Preparation and Supervision</i> , Assistant Editor
2022-present	Counselor Education Distance Learning, Proposal Reviewer
2020	<i>Journal of Asian Pacific Counseling</i> - Ad Hoc Journal Reviewer
2020-present	<i>The Journal of Counselor Preparation and Supervision</i> , Editorial Board
2020-present	Southern Association Counselor Education Conference, Proposal Reviewer
2019	<i>Leveraging Technology to Improve School Safety</i> , Book Reviewer
2018-present	<i>Administrative Issues Journal</i> , Journal Reviewer
2017-present	Mid-South Education Research Association, Proposal Reviewer
2016	NASPA, Proposal Reviewer
2016	Higher Education Diversity Summit, Proposal Reviewer
2015-present	Association for Counselor Education and Supervision, Proposal Reviewer

DIRECTED STUDENT ACTIVITIES

Dissertation Committee Member

-
- Dachtler, Katherine. *Culturally responsive healing: leadership, identity, and the influence of transnational transracial adoptee (TTA) Clinicians in Adoption-Humble Mental Health Practice*. University of Central Arkansas. June 2025-present. Status: Ongoing
 - McCowan, Paul. *Arkansas middle school counselors' perceptions of the needs and experiences of transgender and gender nonconforming students*. University of Central Arkansas. August 2024-present. Status: Ongoing
 - Wilchie, Donna. *Exploring student engagement: Determining teachers' and school counselors' perceptions of the impact of social emotional learning in the academic environment*. University of Central Arkansas. May 2024-present. Status: Ongoing
 - Knight, Cara. *Mentorship and mid-level female college administrators: How their experiences influence their approach to mentoring others*. University of Central Arkansas. August 2023. Status: Completed.

- Orellano, Daniel. *Does follower perceived affectivity and trust of physician leaders predict interprofessional collaboration?* University of Central Arkansas. May 2023. Status: Completed.

Master Thesis Committee Member

- St. Cyr, Alana. *School counselors' relationship with increasing high school students' college knowledge.* University of Central Arkansas. May 2022. Status: Completed.

PROFESSIONAL SERVICE & LEADERSHIP

University of Central Arkansas

University

2025-present	Distinguished Faculty Emeritus/Emerita Committee, Member
2024-present	Faculty Senate, COE Representative
2022-present	Faculty Grievance Committee, Member
2021- 2022	Faculty Athletic Mentor-Women's Soccer
2020-2021	Faculty Senate, COE Senator
2020-2021	Faculty Affairs I Subcommittee, Member
2020-Summer	Instructional Models Working Group, Member
2017- 2020	University Public Service Award Committee, Member

College of Education

2025-present	COE Tenure & Promotion Committee, Member
2025-present	Professional Education Council, Member
February 2025	COE Recruitment Event, UCA Teacher Fair
2023-2024	Faculty Excellence Awards, Member
November 2022	COE Recruitment Event, Arkansas Education Association
2022-2024	COE Tenure & Promotion Committee, Chair (2023)
2019-2024	Impacting Tomorrow/Educator Rising Summit, Volunteer
2018-2025	Graduate Program Coordinator's Committee, Member
2018-2020	Graduate Program Director's Working Group, Member
2017-2020	Mashburn Center for Learning, Advisory Team Member
2017-2018	Research Committee, Member
2017-2018	Arch Ford Teacher Mentor Program, Content Specialist

Leadership Studies Department

2025-present	Graduate Faculty Committee, Chair
2022-2023	Mentorship Committee, Co-Chair
2022-2025	LS Department Tenure & Promotion Committee, Chair
2022-2023	CSPA Faculty Search Committee, Member
December 2022	Graduation Marshal for Master LEAD Students
2021-2023	Graduate Faculty Application Review Committee, Chair
2021-2022	Retreat Planning Committee, Member
2020-2021	Graduate Faculty Application Review Committee, Member
2018-2021	Curriculum Review Committee, Member

School Counseling Program

2025-present	School Counseling Field Experience Director
2018-2025	School Counseling Program Coordinator
2018- 2020	School Counseling Search Committee, Chair
November 2018	Program Representative at ArCA Annual Conference
July 2017	Program Representative at ArSCA Annual Conference

2016-2025	Transfer Student Review Committee, Chair
2016-2025	New Student Review Committee, Chair
2016-2025	School Counseling Curriculum Review Committee, Chair

Professional Counselor Education Leadership and Service:

*(*denotes National Level Leadership)*

2025-present	SACES Accessibility and Inclusion Committee, Member*
2025-present	ArCA President Elect-Elect
2024-2025	SACES Grant and Practice, Grant Reviewer*
2023-present	ACES Career Interest Network, Co-Chair*
2022-2023	ACES Career Interest Network, Secretary*
2021-2022	ACES Career Counseling and Counselor Educator Advocacy Subgroup, Chair*
January 2020	AERA Educational Change SIG Twitter, Invited Scholar*
2018-present	Arkansas School Counselor Association, Research Board Member
2018-2019	Arkansas Association of Counselor Education and Supervision, Secretary
2017-2018	Counselors for Social Justice, Awards Committee, Chair*
2016	American Counseling Association Conference, Conference Volunteer*
2015-2017	Counselors for Social Justice, Awards Committee, Member*

University of Arkansas:

2015-2016	Chi Sigma Iota- Rho Alpha Beta, Chapter President
2014	National Depression Screening Day, Screener

Community:

Spring 2023	Martin Luther King, Jr. Day of Service, Volunteer
2017- present	Russellville School District, School Volunteer
2015-2016	Girl Scouts Leadership Program, Troop #6885 Leader
2015-2016	Northwest Arkansas Center for Sexual Assault, Advocate
Spring 2015	Arkansas River Valley Soccer Association, Youth Coach
2014- 2016	Students for Gender Equality, Member
Spring 2014	Arkansas River Valley Tennis Association, Youth Coach
2011-2012	Larimer County Natural Areas, Trail Volunteer
2007-2010	Able Women Mentorship Program, Coordinator
2007-2009	United Way Pathways Past Poverty Task Force, Committee Member

PROFESSIONAL AFFILIATIONS

National Organizations

2006-present	American Counseling Association, Member
2017-present	American School Counseling Association, Member
2016-present	Mid-South Educational Research Association, Member, Volunteer
2014-2015	Student Affairs Administrators in Higher Education (NASPA), Member
2014-2016	Chi Sigma Iota- Rho Alpha Beta chapter (CSI), President
2005-2006	Chi Sigma Iota- defunct Colorado State University chapter (CSI)
2005-2008	National Career Development Association, Member

ACA Divisions

2014-present	Association of Counselor Education and Supervision, Member
2014-present	Southern Association of Counselor Education and Supervision, Member
2014-present	Counselors for Social Justice, Member, (Awards Chair 2018)

State Organizations

2012-present Arkansas Counseling Association, Member, President Elect-Elect (2025)
2017-present Arkansas Association of Counselor Education and Supervision, Member
2017-present Arkansas School Counselor Association, Member

COUNSELING & HUMAN SERVICES EXPERIENCE- 19 years

Clinical Rehab Counseling, Disability Resource Center, Northwest Arkansas Community College, 2015-2016
Training Coordinator/Counselor, State of Arkansas Workforce Center, 2013-2014
Disability/Career Transition Counselor, Larimer County Workforce Center, 2004-2012
Student Life Coordinator, Aims Community College, 2003-2004
Disability Case Manager, Indiana Family and Social Services Administration, 2000-2003
Community Corrections Officer, Mesa County Criminal Justice Services, 1999-2000
AmeriCorps Member, AmeriCorps National Civilian Community Corps, 1997-1998