

Arien K. Muzacz

Oregon State University College of Education
Department of Counselor, Adult, and Higher Education

A. EDUCATION & EMPLOYMENT

A1. Educational Degrees Earned

- 2015 Ph.D. in Counselor Education and Supervision, Oregon State University; *CACREP-accredited*
2009 Master of Arts in Mental Health Counseling, The City College of The City University of New York
1998 Bachelor of Arts in Psychology and Political Science, Barnard College of Columbia University

A2. Employment

a. University Positions

- 2022-present Associate Clinical Professor (core faculty), Oregon State University, *CACREP-accredited*
2019-2022 Assistant Clinical Professor (core faculty), OSU
2017-19 Instructor, OSU (core faculty); position changed due to College restructuring, Nov. '17
2017 Instructor/Coordinator (core faculty), OSU
2016-17 Assistant Professor (core faculty), Lewis & Clark College, *CACREP-accredited*
2015, 2017 Adjunct Faculty, Montclair State University (MSU), *CACREP-accredited*
2015 Adjunct Faculty, The City College of New York (CCNY)

b. Clinical Positions

See "Professional Experience," pp. 12-13, for professional roles in clinical counseling, supervision, and organizational leadership.

A3. Credentials

Approved Clinical Supervisor, Center for Credentialing & Education #2032

Board Certified in Telemental Health, Center for Credentialing & Education #3637

Nationally Certified Counselor, National Board for Certified Counselors #28885

Licensed Mental Health Counselor, New York State Education Department #004765

Licensed Professional Counselor, Oregon Board of Licensed Professional Counselors and Therapists #C4233

B. TEACHING, ADVISING and OTHER ASSIGNMENTS

B1. Instructional Summary

a. Courses for credit

Oregon State University

- COUN 520 Professional Practice in Counseling
- COUN 531 Developmental Perspectives*
- COUN 533 Addictive Behavior Counseling*
- COUN 535 Addiction Theories, Prevention, & Treatment*
- COUN 541 The Counseling Profession
- COUN 542 Counselor Identity, Practice, & Ethics*
- COUN 581 Cross-Cultural Counseling*
- COUN 583 Diversity, Advocacy, & Social Justice in Counseling*

• COUN 597 Intro/Supervision

• COUN 514 Practicum I*/II*

• COUN 515 Internship

• COUN 618 Ph.D. Practicum

• COUN 619 Ph.D. Internship

Montclair State University

- COUN 540 Introduction to Substance Abuse Treatment* (online)
- COUN 590 Clinical Applications of Addiction

City College of New York (CCNY)

- V7000 Substance Abuse Assessment, Causes and Treatment

Lewis & Clark College

- MHC 523 Counseling Interventions with Children and Adolescents
- MHC 540 Career Counseling
- MHCA 545 Drugs, Brain, and Behavior
- MHCA 546 Models of Addiction and Recovery
- MHC 580 Practicum I/II
- MHC/A 582 Internship
- CPSY 590 Dialectical Behavioral Therapy*

*Courses developed.

b. Non-credit courses and workshops

- How to Make the Most of Your Doctoral Internship
 - One-hour workshop for first-year Ph.D. learners in counselor education to orient them to the CACREP Standards for doctoral education, as applied to the 630 hours of required field experience. The workshop was created in response to learner feedback in COUN 619 to scaffold information provided in the Ph.D. Clinical Orientation by the Clinical Coordinator.
- M.Coun Orientation, 2020, 2021
 - Co-created Canvas modules for launch in Summer 2020 to mirror the hybrid format of the M.Coun program. Designed asynchronous learning activities for non-traditional graduate students using principles of Quality Matters and the *2016 CACREP Standards*. Co-facilitated synchronous kickoff meeting and provided feedback to incoming advisees in 2021.

c. Course Development

2024	COUN 583, Social Justice, Diversity, and Advocacy in the Counseling Profession (hybrid)
2023	COUN 535, Addiction Theories, Prevention, & Treatment (hybrid)
2023	COUN 542, Counseling Identity, Practice, & Ethics (hybrid)
2019	COUN 514, Practicum in Counseling I/II (hybrid)
2019	COUN 581, Cross-Cultural Counseling (hybrid)**
2018	COUN 533, Addictive Behavior Counseling (hybrid)**
2018	COUN 531, Developmental Perspectives (hybrid)**
2016	CPSY 590, Dialectical Behavioral Therapy (F2F)

d. Graduate and Undergraduate Students and Postdoctoral Trainees**i. Ph.D. Committees**

Name (and dissertation title, if completed)	Active/ Completed	Expected/ actual completion	Role
Mills, A.	Active	2025	Member
Center, V.	Active	2024	Member
Farrehi, A.	Active	2025	Co-chair
Khalaf, E.	Active	2024	Member
Taylor, N.	Active	2025	Member
James, R. P. (2023). A Corpus Linguistic Analysis of Tabletop Role-Playing Game Blogging.	Completed	2023	Member
Murrieta, V. (2023). Supporting Undocumented Students: Considerations for School Counselors.	Completed	2023	Member
Ramakrishna, N. (2023). A Corpus Linguistic Analysis of Grief.	Completed	2023	Member
Cisneros, D. (2023). LGBTQ+ Coming Out Models: Corpus Based Studies of Academic and Popular Discourses.	Completed	2023	Member
Miranda, R. (2022). Rogers, Perls, and Ellis in <i>Three Approaches to Psychotherapy: A Corpus-based Study</i> .	Completed	2022	Member
Phillips Smart, N. (2022). Adverse childhood experiences, racial and ethnic identities, and health indicators. *Co-chaired with Kok-Mun Ng.	Completed	2022	Co-chair
Kim Hansen, S. (2021). A Corpus-Based Examination of Autogenous and Reactive Obsessions in Obsessive-Compulsive Disorder.	Completed	2021	Member
Dyson, N. (2021). Exploring the Experiences of Intake Professional Counselors: An Interpretative Phenomenological Analysis of the	Completed	2021	Member

Perspectives of Professional Counselors Working as Intake Counselors in the Inpatient Psychiatric Setting.			
Geisler, J. (2021). A Corpus Linguistic Analysis of Instrumental and Intuitive Grief.	Completed	2021	Member
Lusk, M. (2021). Evaluating Qualitative Research on Alzheimer's Disease Patients' Experiences for Rigor and Social Justice Best Practices.	Completed	2021	Member
Shain, J. (2021). A Phenomenological Study of the Experiences of Rural School Counselors in the State of Georgia in Supporting and Advocating for LGBTQIA+ Students.	Completed	2021	Member
Litherland, G. (2020). Cross-Validation of Two Supervision Instruments with Counseling Trainees from CACREP-accredited Programs.	Completed	2020	Member
Cantu, S. (2019). A Corpus Assisted Analysis of Eating Disorders.	Completed	2019	Member
Lancelin, R. (2019). The Role of Reactivity: Experiences of Clinical Decision-Making and Countertransference of Expert Trauma Counselors.	Completed	2019	Member

ii. M.Coun Committees (advisees)

Name	Program	Role	Year
Courtney Armentrout	M.Coun, CMHC option	Major Professor	2024
Janira Campos Cortes	M.Coun, CMHC option	Major Professor	2024
Andrea Croskey	M.Coun, CMHC option	Major Professor	2024
Shelby Houston	M.Coun, CMHC option	Major Professor	2024
Amy Hughes	M.Coun, CMHC option	Major Professor	2024
Prema (Kusra) Kapuler	M.Coun, CMHC option	Major Professor	2024
Rita Owens	M.Coun, CMHC option	Major Professor	2024
Brianna Recklies	M.Coun, CMHC option	Major Professor	2024
Evelyn Svendsen	M.Coun, CMHC option	Major Professor	2024
Roger Virgin	M.Coun, CMHC option	Major Professor	2024
Judah Joslyn	M.Coun, CMHC option	Major Professor	2023
Wade Boyland	M.Coun, CMHC option	Major Professor	2023
Brett Cowley	M.Coun, CMHC option	Major Professor	2023
Dixie Beach	M.Coun, CMHC option	Major Professor	2022
Bonnie Bixler	M.Coun, CMHC option	Major Professor	2022
Sarah Livengood	M.Coun, CMHC option	Major Professor	2022
Terri Sutton	M.Coun, CMHC option	Major Professor	2022
Anastasia Adams	M.Coun, CMHC option	Major Professor	2022
Amy Anderson	M.Coun, CMHC option	Major Professor	2022
Traci Bigelow	M.Coun, CMHC option	Major Professor	2022
Jade Brings Plenty	M.Coun, CMHC option	Major Professor	2022
Grant Gill	M.Coun, CMHC option	Major Professor	2022
Damla Hamide	M.Coun, CMHC option	Major Professor	2022
Randi Hendricks	M.Coun, CMHC option	Major Professor	2022
Naomi Pederson	M.Coun, CMHC option	Major Professor	2022
Brittany Smith	M.Coun, CMHC option	Major Professor	2022

Kristen Gardiner	M.Coun, CMHC option	Major Professor	2021
Andrea Craft	M.Coun, CMHC option	Major Professor	2020
Temoca Dixon	M.Coun, CMHC option	Major Professor	2020
Austin Hudson	M.Coun, CMHC option	Major Professor	2020
Sarah Jurrens	M.Coun, CMHC option	Major Professor	2020
Amanda (Sage) Kirk	M.Coun, CMHC option	Major Professor	2020
Robert Koning	M.Coun, CMHC option	Major Professor	2020
Samantha Lwali-Welsh	M.Coun, CMHC option	Major Professor	2020
Mari Sargent	M.Coun, CMHC option	Major Professor	2020
Mark Simpson	M.Coun, CMHC option	Major Professor	2020
Kevin Xiong	M.Coun, CMHC option	Major Professor	2020

iii. Graduate research assistant/other students supervised

Student/Alumnae	Program	Project	Role	Year(s)
Catherine Lau	OSU M.Coun	Kink aging	Master's volunteer research assistant	2023-25
Shelby Houston	OSU M.Coun	Kink aging; Sizeism in education: What school counselors need to know	Master's volunteer research assistant	2022-24
Adrienne Sutherland Renwick	OSU Ph.D.	Sizeism in education: What school counselors need to know	Doctoral volunteer research assistant	2021-23
Mahniz Reza	Beyond Barnard (remote internship)	Sizeism as a Social Justice Issue: A Scoping Review of Peer-Reviewed Publications	Undergraduate intern/Beyond Barnard stipend recipient (Su '21)	2021-23
Anastasia Adams	OSU M.Coun	Sizeism as a Social Justice Issue: A Scoping Review of Peer-Reviewed Publications	Master's/alumna volunteer research assistant	2021-24
Gina Cipriano	Florida Atlantic University	Sizeism as a Social Justice Issue: A Scoping Review of Peer-Reviewed Publications	Master's volunteer research assistant	2021-24
Chandini Singla	Beyond Barnard	Sizeism as a Social Justice Issue: A Scoping Review of Peer-Reviewed Publications	Undergraduate intern/ Beyond Barnard stipend recipient (Su '21)	2021
Isabel Springer	Florida Atlantic University	Sizeism as a Social Justice Issue: A Scoping Review of Peer-Reviewed Publications	Master's volunteer research assistant	2021
Cam (né Caitlin) Carew	OSU M.Coun	Sizeism as a Social Justice Issue: A Scoping Review of Peer-Reviewed Publications; Sizeism in education: What school counselors need to know	Master's/alumni volunteer research assistant	2020-21

Candice Clark	Ph.D. in STEM Education	The Effects of a Hybrid Orientation on Self-Efficacy and Wellness	Ph.D. research assistant/hourly employee	2020-21
---------------	-------------------------	---	--	---------

B2. Student Evaluation Summary

OSU Student Learning Experience (SLE) Data

Course	Term	Response Rate	Course Median	Dept Median	Univ Median	Range
COUN 529 – Developmental Perspectives	Su24					
COUN 542 – Counseling Identity, Practice, & Ethics	Su24					
COUN 619 – Internship in Counseling	Sp24					
COUN 520 – Professional Practice in CMHC	Sp24					
COUN 535 – Addiction Theories, Prevention, & Treatment	W24	94% (18/19)	5.9	5.9	5.8	1-6
COUN 514 – Practicum in Counseling	F23	75% (6/8)	6.0	5.9	5.8	1-6
COUN 514 – Practicum in Counseling	Su23	29% (2/7)	6.0	5.9	5.9	1-6
COUN 542 – Counseling Identity, Practice, & Ethics	Su23	44% (12/27)	6.0	5.9	5.9	1-6
COUN 533 – Addictive Behavior Counseling	Sp23	84% (16/19)	5.8	5.9	5.8	1-6
COUN 619 – Internship in Counseling	Sp23	N/A				
COUN 533 – Addictive Behavior Counseling	W23	88% (16/18)	6.0	5.9	5.8	1-6
COUN 619 – Internship in Counseling	F22	N/A				
COUN 597 – Intro to Supervision	F22	N/A				
COUN 541 – The Counseling Profession	Su22	40% (8/20)	6.0	5.9	5.9	1-6
COUN 597 – Intro to Supervision	Su22	55% (6/11)	5.9	5.9	5.9	1-6
COUN 618 – Practicum in Counseling	Su22	17% (1/6)	5.0	5.9	5.9	1-6
COUN 520 – Professional Practice in CMHC	Sp22	25% (4/16)	5.5	5.9	5.8	1-6
COUN 533 – Addictive Behavior Counseling	Sp22	50% (9/18)	5.9	5.9	5.8	1-6
COUN 581 – Cross Cultural Counseling	Sp22	30% (6/20)	5.9	5.9	5.8	1-6
COUN 619 – Internship in Counseling	W22	N/A				
COUN 515 – Counseling Internship	F21	25% (2/8)	6.0	5.9	5.8	1-6
COUN 541 – The Counseling Profession	Su21	24% (5/21)	5.0	4.7	4.6	1-5
COUN 618 – Practicum in Counseling	Su21	67% (4/6)	4.8	4.7	4.6	1-5

SLE was piloted in Summer 2021 to better capture student feedback about instructors' abilities to create inclusive learning environments. In lieu of one rating for the course/instructor; a variety of questions elicit information about students' experience. Ratings above are for the first question, "My instructor modeled and promoted inclusivity."

OSU Electronic Student Evaluations of Teaching (eSET) Data

Course	Term	Response Rate	Course	Instructor	Range
COUN 531 – Developmental Perspectives	W18	59%	4.75	4.94	1-6
COUN 581 – Cross Cultural Counseling	Sp18	29%	5.25	5.0	1-6
COUN 541 – The Counseling Profession	Su18	56%	5.2	5.3	1-6
COUN 533 – Addictive Behavior Counseling	F18	36%	4.5	5.0	1-6
COUN 531 – Developmental Perspectives	W19	39%	5.0	4.83	1-6
COUN 581 – Cross Cultural Counseling	Sp19	33%	5.0	4.75	1-6
COUN 541 – The Counseling Profession	Su19	33%	5.33	5.44	1-6
COUN 618 – Practicum in Counseling	Su19	56%	5.5	5.5	1-6
COUN 533 – Addictive Behavior Counseling	F19	67%	4.88	5.5	1-6
COUN 531 – Developmental Perspectives	W20	20%	5.0	5.33	1-6
COUN 581 – Cross Cultural Counseling	Sp20	29%	N/A	N/A	N/A

COUN 515 – Counseling Internship	Sp20	30%	N/A	N/A	N/A
COUN 541 – The Counseling Profession	Su20	55%	4.92	5.0	1-6
COUN 618 – Practicum in Counseling	Su20	43%	4.67	5.67	1-6
COUN 533 – Addictive Behavior Counseling	F20	63%	5.0	5.2	1-6
COUN 531 – Developmental Perspectives	W21	62%	4.54	5.0	1-6
COUN 533 – Addictive Behavior Counseling	Sp21	59%	5.4	5.8	1-6

*Numeric eSET data not available for Spring 2020 due to COVID-19 pandemic.

B3. Peer Reviews of Teaching

Term	Faculty Evaluator	Title, Program	Course
Summer 2024	Deborah Rubel	Professor, Counseling	COUN 542
Summer 2021	Kok-Mun Ng	Professor, Counseling	COUN 541
Summer 2021	Jana Bouwma-Gearhart	Associate Professor, Adult & Higher Education	COUN 618
Fall 2020	Cass Dykeman	Professor, Counseling	COUN 533

B4. Advising

Clinical, academic, and pre-professional advising of M.Coun students in the CMHC option across 2-4 cohorts each year. Currently (Sept. 2024) advising 35 M.Coun students and co-advising 6 Ph.D. students.

B5. Other Instruction-Related Assignments

Program Coordinator, 0.125 FTE (7/21-12/21)

Performed tasks related to staff management, including identifying, interviewing, selecting, hiring, and onboarding part-time faculty teaching in the Ph.D. and M.Coun programs and recruiting Ph.D. students and faculty qualified to teach undergraduate counseling courses.

CMHC Program Coordinator (8/17-10/17), interim Program Lead (11/17-6/18).

In my first role as instructor/coordinator, I led the effort to develop and expand the hybrid option in Clinical Mental Health Counseling, which enrolled its first cohort in June 2017. I recommended and implemented scheduling changes and curricular enhancements in the clinical sequence to better meet current students' needs and improve the quality, frequency, and warmth of outward-facing communications available to prospective students. Interest in the CMHC option grew by 500% from 14 applicants for Summer 2017 to approximately 70 applicants for Summer 2018.

While on leave in November 2017, I was appointed interim Program Lead. I assumed sole responsibility for fiscal management, staffing, scheduling, MOUs with Ecampus, program administration, clinical placement, and communications with current and prospective students for the M.Coun program's School and Clinical Mental Health Counseling options and the Ph.D. program.

C. SCHOLARSHIP AND CREATIVE ACTIVITY

C1. Publications

As indicated by the Journal Impact Metrics table below, my scholarly work has been published in well-respected journals aligned with my humanistic approach to the clinical practice of professional counseling.

Journal	Impact	Readership
<i>Counseling Outcome Research and Evaluation</i>	3.0 (2022) CiteScore (Scopus) 0.650 (2022) SNIP 0.454 (2022) SJR h-index: 10 (2024)	22,000 annual downloads (2024)

<i>Journal of Counselor Leadership and Advocacy</i>	2.3 (2022) CiteScore (Scopus) 0.858 (2022) SNIP 0.425 (2022) SJR h-index: 9 (2024)	39,000 annual downloads (2024)
<i>Journal of Substance Use</i>	Impact factor: 0.8 (2022) 5-yr impact: 0.9 (2022) 1.6 (2022) CiteScore (Scopus)	92,000 annual downloads (2023)
<i>Professional School Counseling</i>	Impact factor: 0.5 (2022) h-index: 40 (2023)	178,227 annual downloads (2023)
<i>Journal of LGBT Issues in Counseling</i>	1.2 (2021) CiteScore (Scopus) 0.828 (2021) SNIP 0.358 (2021) SJR	70,000 annual downloads (2023)
<i>Marriage & Family Review</i>	2.1 (2021) CiteScore (Scopus) 0.840 (2021) SNIP 0.390 (2021) SJR	101,000 annual downloads (2022)
<i>Journal of Humanistic Psychology</i>	Impact factor: 1.902 5-yr impact: 1.199 h5-index: 19	230,325 full text usage (2021)
<i>The Humanistic Psychologist</i>	Impact factor: 0.54 h-index: 25	No data available
<i>Journal of Mental Health Counseling</i>	No ratings available	No data available

a. Refereed Publications

i. Published manuscripts

- (1) Dyson, N., Rubel, D., & **Muzacz, A. K.** (accepted 2024 for publication in Feb. 2025). "We Are Professional Counselors": Exploring the Lived Experience of Intake Counselors in the Inpatient Psychiatric Setting. *Journal of Counselor Preparation & Supervision*.
- (2) Ryan, R., & **Muzacz, A.** (accepted 2024). Attachment, Emotion Regulation, and Relational Equity in BDSM Relationships: An Exploratory Analysis. *Journal of Positive Sexuality*.
- (3) Litherland, G., **Muzacz, A. K.**, Schulthes, G. (2024). Scoping Review Methodology: A Practical Guide for Counseling Researchers. *Counseling Outcome Research and Evaluation*, 1-17. <http://doi.org/10.1080/21501378.2024.2357134>
- (4) **Muzacz, A. K.**, Emilianchik-Key, K., Labarta, A. C., & Litherland, G. (2024). A scoping review of sizeism in peer-reviewed journal articles: Where is counseling? *Journal of Counselor Leadership and Advocacy*. [advance online publication] <https://doi.org/10.1080/2326716X.2024.2342823>
- (5) Clark, C. R.,* **Muzacz, A. K.**, & LaGue, A. (2024). Assessing Impacts of a Hybrid Orientation on Counseling Students' Self-Efficacy. *Journal of Technology in Counselor Education and Supervision*, 5(2), article 3. <https://doi.org/10.61888/2692-4129.1057>
- (6) **Muzacz, A. K.**, Dykeman, C., & Rogers, M. E. (2024). Substance Use and Sexual Identity: Health Disparities in NYC Sexual Health Clinics. *Journal of Substance Use*. <https://doi.org/10.1080/14659891.2024.2302161>
- (7) **Muzacz, A. K.**, Houston, S. L.,* Renwick, A. S.,* & Carew, C. M. (2023). Sizeism in education: What school counselors need to know. *Professional School Counseling*, 27(1). [advance online publication] <https://doi.org/10.1177/2156759X231212892>
- (8) **Muzacz, A. K.**, McCleskey, K., & Dorn-Medeiros, C. (2023). Queer, Kinky, Social Justice Counseling and Advocacy. *Journal of LGBT Issues in Counseling*, 17(2), 146–163. <http://dx.doi.org/10.1080/26924951.2023.2155751>

(a) Publication featured at OSU's 2023 Diversity Research Reception on May 17, 2023.
<https://diversity.oregonstate.edu/2023-diversity-research-submissions>

- (9) Minten, M., & **Muzacz, A.** (2023). "My incentive is THIS relationship!": Incentivizing relationship wellness programs to attract sexual and gender minority couples. *Marriage & Family Review*, 59(5), 327–350. <https://doi.org/10.1080/01494929.2022.2119635>

(a) Publication featured at OSU's 2023 Diversity Research Reception on May 17, 2023.
<https://diversity.oregonstate.edu/2023-diversity-research-submissions>

- (10) **Muzacz, A. K.** (2021). A humanist's journey through the existential crises of academic motherhood. *The Humanistic Psychologist*, 50(3), 342–352.
<https://doi.org/10.1037/hum0000207>
- (11) **Muzacz, A. K.** (2021). Expressions of Queer Intimacy: BDSM and Kink as Means of Self-Actualization. *Journal of Humanistic Psychology*, Special Issue on Kink.
<https://doi.org/10.1177/00221678211022638>
- (12) **Muzacz, A. K.**, & Akinsulure-Smith, A. (2013). Older Adult Sexuality: Implications for Counseling Ethnic and Sexual Minorities. *Journal of Mental Health Counseling*, 35(1), 1-14.
<https://doi.org/10.17744/mehc.35.1.534385v3r0876235>

ii. Manuscripts under review

- (1) Kim Hansen, S.,* **Muzacz, A.**, GPC-OCD Cohort, Pato, C., Phillips, K., Knowles, J., Pato, M.T. (under review). Comorbid Body Dysmorphic Disorder Symptoms and Lifetime Substance Use in a Large OCD Cohort.
- (2) **Muzacz, A.**, Dorn-Medeiros, C., & Horsey, K.* (under review). Affectional Orientation and Eating Disorder Symptoms Among People Who Identify as Male.
- (3) Phillips-Smart, N., **Muzacz, A. K.**, & Ng, K.-M. (under review). Adverse Childhood Experiences, Mental Health Distress, and Heavy Alcohol Use: Moderation of Race and Ethnicity.

i. Manuscripts in preparation

- (1) **Muzacz, A. K.**, Casey, K., Cutler, B., Mackenzie, T., & Pressly-Tafari, N. (in progress). An autoethnography of kink identity and meaning across the lifespan.
- (2) **Muzacz, A. K.**, Rubel, D., Houston, S.*, & Lau, C.* (in progress). An interpretative phenomenological analysis of aging among older adults who engage in consensual kink.
- (3) Meeker, C., **Muzacz, A. K.**, McGill, C., & Rocco, T. (in progress). "Stop Using Feminism as a Bat to Hit Me With": How Feminist and Submissive Women Define and Experience Their Identities.
- (4) Phillips-Smart, N., **Muzacz, A. K.**, & Ng, K.-M. (in progress). Adverse Childhood Experiences: Associations Among Childhood Sexual Abuse, Racial Identity, Ethnic Identity and Health-Related Quality of Life.

b. Non-refereed Publications/Book Chapters

i. Published scholarly work

- (1) **Muzacz, A. K.**, & LaGue, A. (2023). Engaging master's level counseling students in sustainable advocacy. In Dell Neimann, T., Hindman, L. L., Shliakhovchuk, E., Moore, M., & Felix, J. J. (Eds.), *Multifaceted Analysis of Sustainable Strategies and Tactics in Education*. IGI Global.
<https://doi.org/10.4018/978-1-6684-6035-1.ch001>
 (a) This publication was featured at OSU's 2023 Diversity Research Reception on May 17, 2023. <https://diversity.oregonstate.edu/2023-diversity-research-submissions>
- (2) **Muzacz, A. K.**, LaGue, A., & Clark, C. R. (2022). *The Effects of a Hybrid Orientation on the Perceived Wellness of Students in a Masters-Level Counseling Program: An Exploratory Study* [white paper]. Oregon State University Ecampus Research Unit.
<https://ecampus.oregonstate.edu/research/publications/white-papers/>

- (3) LaGue, A., Cazares-Cervantes, A., Dykeman, C., **Muzacz, A.**, & List, A. (2019). Research Article Length, Design, and Impact in Counselor Education: A Worldwide Bayesian Analysis. *PsyArXiv Preprints*. <https://psyarxiv.com/gnsvm/>
- (4) **Muzacz, A. K.** (2015). The Relationship Between Sexual Orientation Identity and Specific Health Behaviors [dissertation]. *Scholars Archive*. https://ir.library.oregonstate.edu/concern/graduate_thesis_or_dissertations/12579x65m
- (5) **Muzacz, A.** (2006, November 16). Through a Glass Darkly: Deviance in Sexual Fantasy. *Electronic J. of Human Sexuality*, 9. Papers and presentations from the 2006 Annual Conference of the Society for the Scientific Study of Sexuality. <http://www.ejhs.org/volume9/muzacz.htm>

ii. Accepted book chapters

- (1) Dykeman, C., & **Muzacz, A. K.** (accepted 2022; expected 2024). Addiction Pharmacotherapy. In Capuzzi, D., & Stauffer, M. D. (Eds.), *Foundations of Addictions Counseling*, 5th ed. (pp. TBD). Pearson.
- (2) Agaskar, V., & **Muzacz, A.** (accepted 2021; expected 2024). Integrated Behavioral Health Care: Implications for Counseling Aging Clients. In Sandhu, D. S., & Crane, J. (Eds.), *Counseling aging clients: Some common challenges in gerontology* (pp. TBD). Nova Science Publishers. (invited book chapter)

C2. Scholarly Presentations

Graduate student mentees are indicated with an asterisk.

a. Peer-Reviewed Presentations

i. National and International

- 1) Houston, S.*, Lau, C.*, **Muzacz, A.**, & Rubel, D. (2024, June 1). Kink + Aging: An Intersectional Approach. Education session presented at the Association for Humanistic Counseling's Annual Conference. Online.
- 2) **Muzacz, A. K.**, Agaskar, V., Ashraf, A., & Murrieta, V. (2023, Oct 14). *Professional Identity, Equity, and Sustainability: Intersectional Perspectives from Practicing Counselor Educators*. Panel discussion presented at the Association for Counselor Education and Supervision biannual conference, Denver, CO, United States.
- 3) **Muzacz, A. K.** (2023, Feb 6). *Substance Use Risks, Prevention, and Intervention: Reaching Older Adults in Rural Communities*. Education session presented at Strengthening the Heartland's 2023 Addiction Conference: The Intersection of Diversity & Addiction. Online.
- 4) Labarta, A., Carew, C., Emilianchek-Key, K., & **Muzacz, A. K.** (2022, Apr 9). *Sizeism and the Counseling Profession: A Call for Advocacy and Social Justice*. Education session presented at the ACA 2022 Conference & Expo, Atlanta, GA, United States.
- 5) Clark, C. R., **Muzacz, A.**, & LaGue, A. (2021, Oct). *Setting Students up for Success: Examining the Impacts of an Orientation for Master's Students in a Hybrid Counseling Program*. Poster presented at the Association for Counselor Education and Supervision biannual conference, Atlanta, GA, United States.
- 6) Litherland, G., Schulthes, G., & **Muzacz, A.** (2021, Sept). *Scoping Reviews: A Methodological and Reporting Primer for Counseling Researchers*. Education session presented at the Association for Assessment and Research in Counseling Annual Conference, Cincinnati, OH, United States.
- 7) Carew, C.,* & **Muzacz, A.** (2020, Oct 10). *The Elephant in the Room: Sizeism in Counseling, Counselor Education and Supervision*. Presented at Ask Me About My Intersections, the first virtual conference of the Society for Sexual, Affectional, Intersex, & Gender Expansive Identities (SAIGE). Online.
- 8) Dorn-Medeiros, C., **Muzacz, A.**, & Watters (Horsey), K.* (2017, Mar). *Transgender and Gender*

- Non-Conformity 101: A Crash Course in Affirmation*. Education session presented at the ACA 2017 Conference and Expo, San Francisco, CA, United States.
- 9) **Muzacz, A.**, & Horsey, K.* (2017, Mar). *When Three's Not a Crowd: Consensual Multiple Partner Relationships*. Education session presented at the ACA 2017 Conference and Expo, San Francisco, CA, United States.
 - 10) **Muzacz, A.**, Dorn-Medeiros, C. M., Horsey, K.* (2016, Sept). *Eating Disorders Among Gay and Bisexual Men: A Meta-analysis*. Poster presented at the Second Biannual Conference of the Association for LGBT Issues in Counseling, San Antonio, TX, United States.
 - 11) Dorn-Medeiros, C. M., Horsey, K.*, & **Muzacz, A.** (2016, Mar). *Predictor Variables of Substance Use Among Women Who Have Sex with Women*. Poster presented at the ACA 2016 Conference and Expo, Montréal, QC, Canada.
 - 12) Dorn-Medeiros, C., **Muzacz, A.**, Horsey, K.*, & Shrewsbury, T. (2015, Oct). *Ideal Impossible: Gay and Bisexual Men and Eating Disorders*. Poster presented at the Association for Counselor Education and Supervision biannual conference, Philadelphia, PA, United States.
 - 13) **Muzacz, A.**, & Haversham-Brown, P. (2014, Sept). *Forbidden Conversations: Sex-Positive Counseling with Younger and Older LGBT Clients*. Workshop presented at the Association for LGBT Issues in Counseling Inaugural Conference, New Orleans, LA, United States.
 - 14) **Muzacz, A.**, & Horsey, K. (2014, Sept). *Stretching the Rainbow: Counseling LGBT Clients in Multiple Partner Relationships*. Poster presented at the Association for LGBT Issues in Counseling Inaugural Conference, New Orleans, LA, United States.
 - 15) Rearick, A.*, & **Muzacz, A.** (2013, Jan). *Two Spirit American Indian Older Adults: Intersecting Identities and Mental Health*. Poster presented at the National Multicultural Conference & Summit, Houston, TX, United States.
 - 16) **Muzacz, A. K.**, Johnson, K., Rogers, M., & Cuoco, L.F. (2011, Aug). *Health Disparities Among New York City Bisexual STD Clinic Patients*. Presentation made at the Symposium on Identity, Minority Stress, and Psychological Well-Being in Bisexual Populations at the American Psychological Association's 119th Annual Convention, Washington, DC, United States.
 - 17) Ciprian, T., Lifflander, A., Sobin, S., Kosovrasti, M., & **Muzacz, A.** (2011, Jul). *Social Work Services at New York City Health Department STD Clinics*. Poster presented at the 19th Annual Meeting of the International Society for Sexually Transmitted Diseases Research, Quebec City, QC, Canada. <https://dx.doi.org/10.1136/sextrans-2011-050108.571>
 - 18) **Muzacz, A. K.** (2009, Aug). *Queer Aging: Social, Cultural and Sexual Considerations*. Poster presented at the American Psychological Association's 117th Annual Convention, Toronto, Ontario, Canada.
 - 19) **Muzacz, A. K.**, & Armstrong, K. (2009, Aug). *Psychotherapy with BDSM Clients: Use and Implications of a Multicultural Approach*. Poster presented at the American Psychological Association's 117th Annual Convention, Toronto, Ontario, Canada.
 - 20) **Muzacz, A.** (2006, Nov). *Through a Glass Darkly: Deviance in Sexual Fantasy*. Poster presented at the Annual Meeting of the Society for the Scientific Study of Sexuality, Las Vegas, NV, United States.

ii. **Regional**

- 1) Cazares-Cervantes, A., **Muzacz, A. K.**, Calzada-Santacruz, L.*, Ferris, A.*, Ng., K.-M., Reséndiz, A. R.* (2024, October 26). *Disrupting the traditional dissertation advising through collaborative group advising*. Roundtable presented at the Western Association for Counselor Education and Supervision biannual conference, Tucson, AZ, United States.
- 2) **Muzacz, A.**, Horsey, K.*, & Taylor, N.* (2024, October 25). *If Not Now, When? Diversifying the Counseling Supervisor Workforce*. Education session presented at the Western Association for Counselor Education and Supervision biannual conference, Tucson, AZ, United States.
- 3) Stevens, M.*, & **Muzacz, A. K.** (2023, April 27). *Addressing Equity for Students with Disabilities*

- Through Paraprofessional Training*. NWPBIS Conference 2023: Aligning Values and Action to Create Community. Portland, OR.
- 4) **Muzacz, A. K.**, Ashraf, A., & Bevly, D. (2022, October 15). *Living Outside the Lines: Navigating Academic Careers Beyond the Tenure Track*. Western Association for Counselor Education and Supervision biannual conference, Portland, OR, United States.
 - 5) LaGue, A., **Muzacz, A.**, McCullough, J. R., Melton, R. (2022, October 14). *Welcoming LGBTQ+ Students: A Round Table Discussion of Best Practices and Experiences within the Field of Counselor Education*. WACES Conference, Portland, OR, United States.
 - 6) LaGue, A., & **Muzacz, A.** (2020, November 12–14). *Creating a Hybrid Orientation for Counseling Students*. WACES Conference, Tucson, AZ, United States. (Conference canceled during COVID)
 - 7) **Muzacz, A.**, Cazares-Cervantes, A., & Horsey, K.* (2018, Nov). *Exploring Ethics Around the Use of Technology in Supervision*. Education session presented at the Western Association for Counselor Education and Supervision biannual conference, Santa Rosa, CA, United States.
 - 8) Dorn-Medeiros, C., **Muzacz, A.**, & Horsey, K.* (2016, Nov). *Beyond the Binary: Supporting and Affirming Transgender and Gender Non-Conforming Students in Counselor Education*. Education session presented at the Western Association for Counselor Education and Supervision biannual conference, Vancouver, BC, Canada.
 - 9) **Muzacz, A.**, & Cleaver, C. (2016, Nov). *“Let’s Talk About Sex!” Development of a Scale to Measure Counselor Openness to Addressing Sexual Topics*. Education session presented at the Western Association for Counselor Education and Supervision biannual conference, Vancouver, BC, Canada.
 - 10) **Muzacz, A.**, & Cochrane, C. (2016, Nov). *Using the Supervision Outcomes Survey to Measure Graduate Intern Satisfaction*. Roundtable presented at the Western Association for Counselor Education and Supervision biannual conference, Vancouver, BC, Canada.
 - 11) **Muzacz, A.**, & Akinsulure-Smith, A. (2009, Apr). *Sexuality and Aging: Practice and Research with Ethnic Minority and LGB Adults*. Paper presented at the Southeastern Regional Counseling Psychology Conference, Athens, GA, United States.
 - 12) **Muzacz, A.** (2008, May). *Counseling Older Adults: Implications for Sexual Health*. Poster presented at the Society for the Scientific Study of Sexuality’s Midcontinent and Eastern Region Joint Conference, Cleveland, OH, United States.

iii. State

- 1) **Muzacz, A. K.**, Ashraf, A., Horsey, K.*, & Taylor, N.* (2023, Oct 21). The Oregon Supervisor Equity Initiative: Transforming Values into Action. Education session presented at the Oregon Counseling Association Annual Conference, Portland, OR.
- 2) **Muzacz, A.**, Houston, S.,* Johnson, C.,* & Carew, C. (2022, Nov 4). *Addressing Size Discrimination in Schools: Prevention and Intervention Strategies for Counselor-Advocates*. Presented at the Oregon School Counselors Association (OSCA) conference, Oregon City, OR.
- 3) Ashraf, A., & **Muzacz, A.** (2020, Nov). *Antiracism is Not a Trendy Bumper Sticker: From Symbolic to Authentic Allyship*. Presented at 20/20: A Culturally Responsive Vision for Counseling During a Global Pandemic and National Uprising, a conference hosted by ORCA and OAMCD. Online.
- 4) Davis, D.*, & **Muzacz, A.** (2020, Nov). *Debunking Myths about Adolescent Sex Offenders*. Presented at the Oregon School Counselors Association 2020 Virtual Conference. Online. <https://doi.org/10.13140/RG.2.2.36710.24643>
- 5) **Muzacz, A.**, Cuoco, L., Rogers, M., & Kowalski, A. (2010, Oct). *Using Screening, Brief Intervention and Referral to Treatment (SBIRT) to Address Substance Abuse Among Older Adults: Lessons Learned from New York City STD Clinics*. Symposium presented at the State Society on Aging of NY’s 38th Annual Meeting, White Plains, NY.

- 6) **Muzacz, A. K.**, & Armstrong, K. (2010, Apr). *Working with Sadomasochistic Clients: Distinguishing Between Pathology and Play*. Workshop presented at the New York Mental Health Counselors Association Annual Conference, Albany, NY.
- 7) **Muzacz, A.**, & Akinsulure-Smith, A. (2008, Oct). *Counseling Healthy Sexuality with Ethnic Minority and LGBT Older Adults*. Workshop presented at the State Society on Aging of NY's 36th Annual Meeting, Saratoga Springs, NY.

iv. Local

- 1) Goldberg, R., Kgama, M., **Muzacz, A.**, & Spiegler, S. (2016, Nov). *Using CQI to Increase Reassessment of Harm Reduction Program Participants*. Poster presented at The Power of Quality Improvement: Promoting Health conference, New York, NY.
- 2) Moundas, S., **Muzacz, A. K.**, & Walinsky, D. (2011, Jun). *Both/And: Working with Transgender Clients Who Have Depression and Anxiety*. Workshop presentation at the Philadelphia Trans Health Conference, Philadelphia, PA.
- 3) Cody, P., DeWitt, T.J., Kudo Grabosky, T., Moundas, S., **Muzacz, A.**, & Burnes, T. (2010, Jun). *Counseling with Transgender Young Adults*. Panel discussion at the Philadelphia Trans Health Conference, Philadelphia, PA.
- 4) **Muzacz, A.** (2009, May). *S/m: Myths, Misconceptions, and Multicultural Counseling Approaches*. Paper presented at Pace University's 17th Annual Psychology Conference, New York, NY.

b. Non-Peer-Reviewed Presentations

i. National

- a) Joseph, K. J., Kelly, K., & **Muzacz, A.** (2023, May 9). Answering essential questions about alternative grading. Ecampus Faculty Forum, Corvallis, OR (hybrid). (Invited panelist)
- b) **Muzacz, A.** (2021, Feb). Ecampus Research Fellows. Invited panelist, Ecampus Winter Faculty Lunch, Corvallis, OR (online).

ii. Local

- 1) **Muzacz, A.** (2024, Apr 2). Addressing Size Discrimination in Education: Implications for Practice in P-12 Schools Derived from a Scoping Review of Sizeism. Oregon State University College of Education, Corvallis, OR (online). (Invited speaker)
- 2) **Muzacz, A.** (2023, Nov 16). Developing a Social Justice Counseling Identity. Multicultural Counseling, The City College, New York, NY (online). (Invited speaker)
- 3) **Muzacz, A.** (2023, Apr 19). *An Introduction to Harm Reduction in Counseling*. The Center for Community Counseling, Eugene, OR (online). (Invited presenter, pro bono community service)
- 4) **Muzacz, A.** (2023, Jan 26). *Broaching Substance Use with Clients*. The Center for Community Counseling, Eugene, OR (online). (Pro bono community service)
- 5) **Muzacz, A.** (2021, Jun). Commencement, Mental Health Counseling program, The City College, New York, NY (online). (Invited keynote speaker)
- 6) **Muzacz, A.** (2021, May). *Examining the Impacts of Sizeism as a Social Justice Issue*. Panelist at the University-Wide Ignite Research Colloquium: Equity, Inclusion and Social Justice in Research, Oregon State University, Corvallis, OR (online).
- 7) **Muzacz, A.** (2020, Mar). Invited guest panelist, Foundations of Counseling, The City College, New York, NY (online).
- 8) **Muzacz, A.** (2015, Dec). *The Ropes of BDSM*. Workshop for the Department of Residence Life at the School of Visual Arts, New York, NY. (Invited presenter)
- 9) **Muzacz, A.** (2015, Mar; 2014, Mar; 2012, Sept). *What can you do with a Master's in Mental Health Counseling?* Foundations of Counseling, The City College, New York, NY. (Invited speaker)
- 10) **Muzacz, A.** (2014, Aug). *Hoarding: Symptoms and Treatment*. Agency-wide training open to

- community members, Harlem United, New York, NY.
- 11) **Muzacz, A.** (2013, Sept). *Kink and BDSM*. Invited presentation made at panel discussion on sexuality for Identity House peers and therapists, New York, NY.
 - 12) **Muzacz, A.** (2012, Dec). *The Art of (Con)Sensual Power Exchange*. Community workshop hosted at Essentia Herald Square, New York, NY.
 - 13) **Muzacz, A.** (2011, Sept). Panelist for providing affirming services to LGBT elders at the E/Quality Care Conference, New York, NY. (Invited presentation)
 - 14) **Muzacz, A.** (2011, Sept). Panelist for providing affirming services to transgender and gender nonconforming clients at the E/Quality Care Conference, New York, NY. (Invited presentation)
 - 15) **Muzacz, A.** (2009, May). *Queer Aging: Implications for Counseling*. Paper presented at The City College of New York's Graduate Student Symposium, New York, NY.
 - 16) **Muzacz, A.** (2010, Oct). *Sexuality and Sexual Health: What's Love Got to Do With it?* Community workshop sponsored by the Institute for Human Identity, New York, NY.
 - 17) **Muzacz, A.** (2009, Sept). *Looking Good on Paper*. Professional Development Workshop sponsored by the Mental Health Counseling program at The City College, New York, NY.

C3. Grant and Contract Support

Funded

Oregon Health Authority (external), \$141,999 2024-26

Chief Operating Officer/Co-Program Manager, Revolution Consulting, LLC

Project Name: Oregon Supervisor Equity Initiative Expansion (OSEI-E)

Based on project performance, we were awarded a percentage of Clinical Supervision Behavioral Health Workforce Initiative surplus to maintain supervisory capacity through 2026 and expand supervision-of-supervision to include 1 clinical supervisor who identifies as a bilingual, bicultural LMFT to facilitate licensure supervision of 6 registered associate MFTs who identify as BIPOC/Latinx and provide supervisees with 30 hours of supervisor training to prepare them to meet State requirements to supervise MFTs.

Oregon Health Authority (external), \$199,849 2023-25

Chief Operating Officer/Clinical Director of Training (LGBTQGEIAP+), Revolution Consulting, LLC

Project Name: Oregon Supervisor Equity Initiative (OSEI)

Awarded full amount requested from Clinical Supervision Behavioral Health Workforce Initiative (BHWI) Round 2 capacity-building funds for Revolution Consulting to recruit, train, and prepare 15 BIPOC and LGBTQGEIAP+ registered associate counselors for Oregon licensure and eventual supervisor status.

Oregon Commission on Problem Gambling (external), \$20,000 2022-23

Co-investigator

Primary investigator: Dr. Cort Dorn-Medeiros, Lewis & Clark College

Awarded full amount requested for secondary analysis of archival data collected at Lewis & Clark Community Clinic in Portland, OR, examining the prevalence of gambling disorder and co-occurring substance use disorders among consumers of problem gambling treatment who identify as LGBTQ.

Oregon State University Ecampus Research Fellowship (internal), \$19,895 2020-21

Primary investigator/Project Lead

Awarded full amount requested for human subjects research project examining the impact of a hybrid Orientation on the self-efficacy and perceived wellness of incoming Master's in Counseling students.

Not Funded

Substance Abuse and Mental Health Services Administration (external) 2024

Project Director/Co-Primary Investigator

Project Name: SBIRT for Oregon Adolescent Substance Use Prevention and Recovery (SOASUPR)

Applied for \$4,868,403 to annually train and supervise 20 counselors-in-training in Salem Keizer Public Schools (SKPS), the second-largest district in Oregon, to conduct Screening, Brief Intervention, and Referral to Treatment (SBIRT). Across 5 years, projected pre-screening of 19,548 students aged 12-21 in grades 7-12 and planning for sustainability and capacity building by training 20 school staff each year in the model.

Oregon Health Authority (external) 2023

Project Lead

Project Name: Rural Increase in Supervisory Expansion (RISE)

Applied for \$65,540 in capacity-building funds from Clinical Supervision Behavioral Health Workforce Initiative (BHWI) Round 3 to facilitate licensure supervision via telehealth for 6 registered associates in rural Oregon who do not have qualified supervisors available locally and to provide stipends to associates for attending supervision and reimbursement of national exam fees to increase financial access to licensure.

Oregon Health Authority (external) 2023

Chief Operating Officer/Co-Program Manager, Revolution Consulting, LLC

Project Name: Oregon Supervisor Equity Initiative Expansion (OSEI-E)

Applied for \$397,737 from Clinical Supervision Behavioral Health Workforce Initiative (BHWI) Round 3 funds to expand supervisory capacity to include 4 additional clinical supervisors (2 LPCs and 2 LMFTs) who identify as BIPOC to facilitate licensure readiness and supervisory training of 24 registered associates who identify as BIPOC and/or Latinx.

Center for Positive Sexuality (external) 2023

Primary investigator/Project Lead

Applied for Race and Sexuality Award to support an interpretative phenomenological analysis (IPA) study of aging among racially diverse older adults who identify as kinky.

Oregon Health Authority (external) 2023

Chief Operating Officer/Co-Program Manager, Revolution Consulting, LLC

Project Lead: Dr. Anjabeen Ashraf, Revolution Consulting, LLC

Project Name: Providing Access and Training for Healthcare Students (PATHS)

Applied for \$791,916 in Healthy Oregon Workforce Opportunity Training (HOWTO workforce development) funds to provide research-informed training in diversity and cultural humility for current healthcare professionals and mentoring to 30 graduate-level trainees in mental healthcare professions who identify as BIPOC, to increase retention and degree completion. Funding would provide professional development opportunities, social connections, and a peer network, in addition to financial support.

Oregon Department of Education (external) 2022

Primary Investigator/Training Director

Co-investigator: Dr. April LaGue

Project Name: Affirming Forces

Applied for \$125,087.69 in startup funds for a train-the-trainer pilot project aligned with the State's LGBTQ2SIA+ Student Success plan that would recruit and enroll 40 professional school counselors (PSCs), supported by 8 Ph.D.-level supervisors, to provide PDE to 2,400 school personnel and improve school climate in Salem-Keizer, Corvallis, and other Oregon districts for students who identify as LGBTQ2SIA+.

Oregon Health Authority (external) 2022

Primary Investigator/Project Lead

Project Name: OSU Mental Health Counseling Incentive Program (MHCIP)

Applied for \$471,025 in Scholars for Health Oregon-Like (SHOI-Like) Scholarship funds to support M.Coun CMHC students at Ecampus and Cascades from racial and ethnic groups underrepresented in graduate counseling programs and among LPCs in Oregon.

C4. Patents Filed and in process

None

C5. Other Scholarship and Creative Activities

a. Media

- i. White, M. (Producer). (2024, August 23). Mastering the Dynamics of Kink-Aware Counseling (No. 280) [Audio Podcast]. *The Thoughtful Counselor*. <https://concept.paloalto.edu/resources/the-thoughtful-counselor-podcast/mastering-the-dynamics-of-kink-aware-counseling>
 - a) Invited guest speaker.
- ii. MHA Online "Professors to Know." <https://www.mhaonline.com/programs/masters-in-mental-health-counseling>
- iii. *Huffington Post* interview on working with bisexual clients. (Can't find audio archive; circa 2012-13.)

D. SERVICE

D1. University Service

a. University

Chair, Faculty Senate Online Education Committee	2022-24
Member, Lenore Bayley Graduate Scholarship Selection Committee	2023
Member, Faculty Senate Online Education Committee (OSU)	2020-22
Member, Institutional Review Board Committee (Lewis & Clark College)	2016-17

b. College

Reviewer, College of Education Scholarships	2024
Co-chair, Research & Scholarship Committee	2023-24
Member, Adult and Higher Education search committee for Professor of Practice	2024
Member, Counseling Discipline Committee for Clinical faculty promotion	2023-24
Chair, Counseling Discipline Committee for Clinical faculty promotion	2022-23
Member, College of Education Creating Safe & Welcoming Spaces Ad Hoc Committee	2020-22
Co-chair, College of Education Teaching & Learning Committee	2019-21
Member, College of Education Curriculum Committee	2018-19

c. Program

Member, College scholarship awards committee	2024
Chair, Laurels Block Grant awards committee	2021-23
Chair, Laurels Block Grant application committee	2021-23
Member, Provost's Scholarship selection committee	2022
Member, Counseling assistant clinical faculty search committee	2021-22
Member, Counseling open-rank clinical faculty search committee	2021-22
Member, Counseling program coordinator search committee	2021-22
Member, Counseling Program Ph.D. subcommittee	2022-23
Author, Laurels Block Grant application	2019-20
Member, Counseling Program Clinical Response Team (COVID-19)	2019-20

Chair, Counseling Program M.Coun committee	2020-21
Member, Counseling Program M.Coun committee	2017-20
Member, Counseling Program M.Coun admissions committee	2018-24
Member, Counseling Program Ph.D. admissions committee	2018-24
Member, MCFT Academic Review Panel (Lewis & Clark College)	2016-17
Member, PMHC/PMHCA Admissions Committee (Lewis & Clark College)	2016-17

Service Outcomes

Chi Sigma Iota

With a Chapter leader, submitted proposals to CSI International for two Chapter Development Awards. Received Chapter Development Award of \$300 to support launching a Chapter mentoring program with reimbursement of Chapter dues to recognize student and professional members' service as mentors.

Collaborated with Dr. Linwood Vereen to reactivate OSU's Omega Sigma Upsilon chapter of Chi Sigma Iota, the International Academic and Professional Counseling Honor Society, to increase professional development, leadership, and scholarship/fellowship opportunities for M.Coun and Ph.D. students. Served as the first Chapter Faculty Advisor (CFA) with Dr. Vereen (backup CFA) to facilitate a kickoff meeting/membership drive in January '23, organize Chapter leaders, and lead the first initiation in May '23.

Department & University

Participated in Oregon State University's Open Educational Resources Adopt OER Pilot (2023-24) and received \$1,000 in internal funding to review and evaluate the adoption of open educational resources for COUN 535 and COUN 583 to increase the financial accessibility of redesigned courses for M.Coun students.

As chair of the Laurels Block Grant committee in AY23, requested \$59,488 of internal funding to support 12 part-time students in their first year of graduate study with Ecampus or Cascades. Service resulted in an award of \$38,428 in tuition waivers to support 9 incoming master's students in AY24.

Reviewed application materials of incoming Ph.D. students in AY22 to select recipients of Provost's Scholarships. Service resulted in internal awards totaling \$16,000 to 2 incoming Ph.D. students from underrepresented backgrounds.

Co-authored program nomination to the Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE) and elicited letters of support from alumnae and colleagues. Service resulted in a national SAIGE Program Award to OSU, presented in April 2022 at the ACA Conference and Expo.

Chaired Laurels Block Grant application committee for Ecampus/Cascades in AY22. Led awards committee in applying rubric and selecting recipients of 9 awards to full- and part-time students (April 2022). Service resulted in \$59,652 in 9-credit tuition waivers to support incoming M.Coun/Ph.D. students in AY23.

Wrote narrative for application for Laurels Block Grant, resulting in \$38,052 of new funds in AY21 from OSU's Graduate School to recruit a more diverse population of incoming students in Ecampus/Cascades Counseling programs. This award is designed to promote the recruitment and matriculation of students underrepresented in graduate school. Our proposal focused on part-time, non-traditional students who identify as first-generation college students and also identify as students of color or residents of rural counties in Oregon.

Co-authored guidelines for the College of Education's Peer Review of Teaching process (2018-19) to support faculty across ranks and positions to obtain high-quality reviews from colleagues with expertise in subject area and/or teaching modality (in-person/hybrid/online). Shepherded proposal through approvals by

Leadership Team and Dean's Council (2019-20), resulting in the adoption of guidelines in Fall 2020, presentation to the College in Winter 2021, and full implementation in AY22.

In collaboration with faculty from OSU's Counseling programs and faculty/leaders at other institutions and organizations, created and staffed an 8-week series of BraveSpace online groups in Summer/Fall 2020 to foster healing and empowerment for students, faculty, and staff affected by overtly racialized violence.

D2. Service to the Profession

i. Offices/roles in professional societies

2023-present, Chapter Faculty Advisor, Omega Sigma Upsilon Chapter of Chi Sigma Iota (CSI) Counseling Academic & Professional Honor Society International

2024-25, Oregon Association for Counselor Educators and Supervisors (OACES), President

2023-24, OACES President-Elect

2021-24, OACES Supervisor Representative

2019-21, Association for Multicultural Counseling & Development (AMCD), Ethics Committee

2020-21, Society for Sexual, Affectional, Intersex and Gender Expansive Identities (SAIGE), Financial Affairs Committee

2013-15, Association for LGBT Issues in Counseling (ALGBTIC), Newsletter Co-Editor

ii. Peer Review

2024-present, Editorial Review Board, *Journal of Humanistic Counseling*

2024, Proposal Reviewer, WACES Conference

2022, Ad Hoc Reviewer, *Journal of Positive Sexuality*

2022, Chapter Reviewer, *Multifaceted Analysis of Sustainable Strategies and Tactics in Education*, IGI Global

2021, Proposal Reviewer, AMCD Conference

2021, Ad Hoc Reviewer, *The Humanistic Psychologist*

2020-21, Proposal Reviewer, ACA Annual Conference

iii. Active Memberships

2022-present, Omega Sigma Upsilon Chapter of Chi Sigma Iota Counseling Academic & Professional Honor Society International, Member #67665

2022-present, Association of Humanistic Counseling (AHC), Member

2021-present, Association for Adult Development and Aging (AADA), Member

2021-present, Oregon Association for Counselor Education and Supervision, Member

2021-present, Oregon Counseling Association (ORCA), Member #61674734

2021-present, Science of BDSM Research Group, Member

2020-present, Collaborative Higher Education Research Group (CHEdR), Member

2016-present, Western Association for Counselor Education and Supervision (WACES), Member

2012-present, Association for Counselor Education and Supervision (ACES), Member

2011-present, Society for Sexual, Affectional, Intersex, & Gender Expansive Identities (SAIGE), Member

2011-present, Association for Multicultural Counseling & Development (AMCD), Member

2011-present, American Counseling Association (ACA), Member #6356613

Lifetime Member, City College of New York Alumni Association

Lifetime Member, Oregon State University Alumni Association

D3. Service to the Public (professionally related)

2007-12, New York City Anti-Violence Project (AVP), Hotline Volunteer

2008-09, Iris House, Inc., Counseling Intern

2005-06, Identity House, Peer Counselor

2003-05, Barnard Business and Professional Women (BBPW) Board of Directors

D4. Service to the Public (not professionally related)

2024-25, Parent Mentor, Montessori Discovery Center Robotics Club, Salem, OR

2022-present, Hero for Babies, American Red Cross

2021-24, 5K Run/Walk for Recovery (benefitting Bridgeway Recovery Centers), Salem, OR

2019, Out of the Darkness Walk, Salem, OR

2010-12, AIDS Walk New York, New York, NY

E. AWARDS

E1. National and International

2023-24, Chapter Development Award (CSI), \$300

2023, Evelyn Chasan Research Grant (AADA), \$500

2023, CSI & CACREP Leadership Essay Contest, First Place, \$500

2021, NBCC Foundation/CCE Board Certified TeleMental Health Provider (BC-TMH) training award, \$500

2019 *Nominee*, ALGBTIC Mentor Award (not awarded)

2017, NBCC Foundation Center for Credentialing & Education (CCE) Scholarship, \$500

2008, American Psychological Association's Div. 29 (Division for Psychotherapy) Diversity Award

E2. State and Regional

2008, State Society on Aging of New York Graduate Student Paper Award

E3. University and Community

2024, Faculty Affordability Award, Oregon State University

2024 *Nominee*, Outstanding Diversity Advocate Award, Oregon State University

2023, 2024 *Nominee*, OSU College of Education Excellence in Diversity, Equity, & Inclusion Award

2023, Alumni Service Award, City College of New York Alumni Association

2023 *Nominee*, Townsend Harris Award, City College of New York Alumni Association

2023, 2021, 2020 *Nominee*, OSU Ecampus' Excellence in Online Teaching & Student Engagement Award

2009, Mental Health Counseling Student Scholar Award, City College 21st Century Foundation

2009, City College Graduate Student Scholarship

2009, City College Graduate Student Academic Development Fund

2008, 2009, City College Graduate Student Symposium Honoraria

2000, The Children's Aid Society's Staff Excellence Award

PROFESSIONAL EXPERIENCE**Chief Operating Officer / Co-Clinical Director***January 2023 to present**Revolution Consulting, LLC**Hillsboro, OR*

Co-owner and collaborative leader of a values-led organization offering organizational consulting and online continuing education in culturally responsive, antiracist clinical practice, advocacy, pedagogy, leadership, and research. With CEO, facilitated recruitment of clinical supervisor consultants and supervisees who identify as BIPOC and/or LGBTQEIA+ for the Oregon Supervisor Equity Initiative (OSEI), a funded pilot to increase the diversity of the Oregon professional counseling and supervisory workforce by providing culturally-responsive supervision and decreasing financial barriers to LPC licensure and training. Conducted monthly clinical supervision-of-supervision, oriented consultants, developed training materials, communicated with supervisees, and facilitated synchronous and asynchronous online training activities.

Licensed Mental Health Counselor/Licensed Professional Counselor*May 2011 to present**Private Practice**New York, NY / Salem, OR*

Provided short- and long-term counseling to individuals and couples addressing such issues as anxiety, depression, gender identity and expression, sexuality, HIV risk, substance use, compulsive behavior, recovery, and relationships. Conducted comprehensive psychosocial evaluations, formulated treatment objectives, and offered referrals to outside providers and services based on client-reported presenting concerns and diagnostic impressions.

Consultant*Oct 2016 to Jan 2017**Harlem United Community AIDS Center; Prevention, Education, and Support Services**New York, NY*

Provided remote individual clinical supervision and oversight of postgrad and pre-licensed counselor trainees working under limited permits in the Prevention division. Conducted onboarding and training for new Clinical Director, including guidance regarding knowledge and skill development of staff, and the performance of monthly data collection, analysis, and reporting, and client recruitment/retention activities, as part of continuous quality improvement (CQI).

Clinical Director*July 2013 to Sept 2016**Harlem United Community AIDS Center; Prevention, Education and Support Services**New York, NY*

Responsible for training and professional development of staff in Recovery Support Services, Access to Care and Integrated Harm Reduction Programs using chart review, field observation, and individual and group clinical supervision. Provide supervision to 15-25 front-line staff including case managers, harm reduction counselors, outreach workers, and mental health counselors, and 1-2 counseling interns, and conduct agency-wide trainings. Co-coordinated graduate internship program, served as program lead for MHC students (Jan 2014-Sept 2016), and created and conducted trainings on culturally-responsive topics.

Data Manager*Jan 2012 to June 2013**NYC Department of Health and Mental Hygiene, Bureau of STD Control**Long Island City, NY*

Performed data analysis and reporting on a monthly and ad hoc basis for SAMHSA-funded SBIRT project using SQL. Provided behavioral health staff with training, support, and technical assistance regarding Electronic Medical Record (EMR) documentation. Responsible for overseeing data collection and collaborating on program evaluation.

Substance Abuse Interventionist / Behavioral Health Counselor

Jan 2010 to

Jan 2012

NYC Department of Health and Mental Hygiene, Bureau of STD Control
Jamaica, NY

As a Substance Abuse Interventionist, implemented evidence-based screening, brief intervention, and referral to treatment (SBIRT) to address substance use with patients at a free, confidential public health clinic. Used CAGE-AID to screen over 12,000 patients age 18+ in 18 months for substance use concerns. Conducted intervention with ~60% of clients who were eligible, including completing AUDIT/DAST-10 and making appropriate referrals to brief counseling, substance abuse, and mental health treatment. Performed brief counseling and crisis counseling, including suicide assessments, for patients age 14+ and presented research at state/national conferences. As a Behavioral Health Counselor, provided onsite training, weekly clinical supervision, and task supervision to CASAC/interventionist and graduate-level social work intern.

Pre-licensed Counselor

May 2010 to May 2011

Institute for Human Identity
New York, NY

Provided short- and longer-term psychotherapy to individuals and couples around issues of anxiety, depression, sexual concerns, career, polyamory, and infidelity at an LGBT-affirmative non-profit agency. Received weekly clinical supervision from a licensed clinical social worker (LCSW).

Pre-licensed Counselor

Feb 2010 to May 2011

Our Collective Mental Health, Inc./MHC and MFT of NY, PLLC
New York, NY

Provided short- and long-term psychotherapy to individuals and couples who identify as lesbian, gay, bisexual, and heterosexual around issues including anxiety, depression, autism spectrum disorders, gender identity, and sexual, relational, and substance-related concerns. Incorporated cognitive behavioral therapy (CBT) and rational emotive behavioral therapy (REBT) techniques in an existential frame. Agency gained non-profit status; renamed *Our Collective Mental Health, Inc.*, in January 2011.

Consultant

June to Dec 2009

The City College of the City University of New York, Mental Health Counseling Program
New York, NY

Created, marketed, and facilitated professional development series attended by CUNY alumnae and graduate and undergraduate students in mental health counseling and psychology. Proposed workshop series to the MHC program director, resulting in funding for the series. Organized workshops and panels, recruited speakers, and conducted professional development workshops for mental health counselors.

Research Assistant to Dr. Larry Heuer

Sept 2005 to May 2007

Barnard College, Department of Psychology
New York, NY

Conducted social psychology research on procedural fairness. Drafted stimulus materials for studies concerning the influence of role and procedural variables on assessments of procedural, outcome and distributive fairness as well as respect, efficacy and degree of threat. Conducted individual surveys, supervised experiments using MediaLab, and delivered debriefings. Performed data entry and conducted data analysis using SPSS. Paid through NSF grant.

Development Coordinator

June 1999 to June 2003

The Children's Aid Society's Rhinelander Children's Center
New York, NY

Responsible for all aspects of development, fundraising and public relations at non-profit neighborhood center serving NYC-area children and families. Secured over \$90,000/year in state and city contracts; managed budget of over \$100,000 for Deaf and Hard-of-Hearing youth program. Produced gala event that raised over \$300,000, representing a 270% revenue increase; supervised team of volunteers. Coordinated completion of 5-year strategic plan with input from stakeholders including Advisory Board, staff, and community members.