**Joy Stephens, Ph.D.**

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Columbia, MD 21044

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**EDUCATION**

**Doctor of Philosophy, Indiana University (August, 2005)**

*Major Field: Counseling Psychology*

*Minor Field: Higher Education and Student Affairs*

*Dissertation Title: Navigating Success: The Construction of Self in the Journeys of Persisting First Generation African American Female College Students*

**Master of Science, Purdue University (May, 1999)**

*Major Field: Mental Health Counseling*

*Thesis Title: Perceived Salience of Ethnicity: Qualitative Explorations of African American Students’ Experiences in a Predominantly White Institutions*

**Bachelor of Arts, University of Dayton (May, 1997)**

*Major Field: Psychology*

*Minor Field: Sociology*

**CLINCICAL EXPERIENCE**

**May 2012- Assistant Director, Mental Health Counseling**

**Present** Counseling and Career Services, Howard Community College, 10901 Little Patuxent Parkway Columbia, MD 21044

Coordinate training program for doctoral externs. Provide intakes, individual counseling, and emergency services. Collaborate with Wellness Center to provide mental health screenings and awareness activities. Provide ongoing outreach, consultation, and training for students, faculty, and staff. Facilitate women of color group. Co-chair campus Safe Zone Committee. Serve on Behavioral Intervention Team.

**July 2007- Staff Psychologist and Coordinator of Multicultural Programming**

**May 2012** Counseling Center, Towson University, 8000 York Road, Towson, MD 21252

Provided intakes, individual counseling, and emergency services to a college student population. Facilitated Images of Me, A Support Group for Women of Color. Served as a liaison to Center for Student Diversity. Offered outreach programs, including psycho educational presentations and trainings to student organizations. Coordinated multicultural seminar for interns. Provided clinical supervision to interns and externs. Served on training, intern selection, outreach, team building, and retreat committees. Chaired Student Affairs Diversity Committee.

**Sep 2004- Psychologist and Coordinator of Peer Education**

**June, 2007** Morgan State University Counseling Center, 1700 E. Cold Spring Lane, Baltimore, MD 21251

Provided individual and group counseling, intake interviews, and urgent/emergency response to a diverse college student population. Offered consultation to Campus Police and Housing/Residence Life. Coordinated Peer Education Program, which included selection, training, and supervision of HIV/AIDS and Relationship Violence Prevention. Participated in ongoing outreach programming, including parent and student orientations, psycho educational presentations in the classroom, as well as various presentations to student organizations. Conducted training for Residence Life Staff. Co-facilitated psycho educational group for women of color. Assisted in the development and implementation of the Annual HBCU Counseling Center Conference (2004, 2005).

**Sep 2003- Pre-doctoral Psychology Intern**

**Aug 2004** Counseling and Consultation Services, The Ohio State University, 1640 Neil Avenue, Columbus, OH 43201

Maintained a diverse caseload of individual clients. Provided weekly intake interviews and urgent/emergency coverage. Co-facilitated year long psychotherapy group for women of color. Co-created a stress management group for people of color. Served on committees for intern selection, disposition of clients and African American male retention. Supervised practicum students and participated in ongoing outreach opportunities, including parent orientation groups and a year long training for facilitators of a student led GLBT Support Group.

### Aug. 2000- Advanced Practicum Counselor

### May 2001 Indiana University , Counseling and Psychological Services, Bloomington, IN 47405

Conducted intake interviews with three clients per week; maintained a regular caseload of individual (including long term) clients; and presented case conceptualizations in weekly supervision and team meetings. Therapeutic issues included adjustment, anxiety, depression, identity, and sexual abuse.

### Aug. 1999- Advanced Practicum Counselor

### May 2000 Center for Human Growth, Bloomington, IN 47405-1006

Administered assessments; conducted intakes; maintained crisis intervention hours; engaged in family counseling; developed group for African American girls; and participated in outreach and prevention. Extended practicum to provide long term therapy for African American women. Therapeutic issues included racial identity, oppression, self-esteem, depression, and relational struggles.

### Aug. 1998- Therapist Intern

### May 1999 Purdue University Counseling and Psychological Services, West Lafayette, IN 47907-1826

Completed weekly intakes; observed and lead group therapy sessions; and engaged in case conceptualization and consultation on multidisciplinary team. Provided therapy for students with presenting concerns such as depression, social phobia, partner relational issues, anxiety, and anger management.

### May 1998- Therapist Intern

### May 1999 The Counseling Center, Lafayette, IN 47901

Completed regular assessments; maintained caseload of individual clients; co-facilitated couples counseling with marriage and family therapist; and co-created/facilitated therapy group for overeaters. Intervened with survivors of sexual abuse, recovering alcoholics, court ordered clients, as well as clients with presenting concerns of depression, grief and loss, and parenting.

### Jan. 1998- Practicum Counselor

### May 1998 Purdue Counseling and Guidance Center, West Lafayette, IN 47907-1446

Administered and interpreted career inventories; integrated/applied counseling techniques; and presented case conceptualizations. Primarily provided career counseling to adult and adolescent populations.

**TEACHING EXPERIENCE**

**September 2011 Adjunct Professor, Basic and Advanced Counseling Techniques**

**May 2012** Towson University, Department of Counseling Psychology, Towson, MD 21252

Developed lectures and facilitated labs focused upon counseling techniques; Reviewed tapes and provided feedback on assignments.

**Jan 2010 Adjunct Professor, Counseling Techniques**

**May 2010** University of Baltimore, Department of Applied Psychology, Baltimore, MD 21251

Developed lectures and facilitated labs focused upon counseling techniques; Supervised graduate assistant; Reviewed tapes and other assignments.

**Aug 2008- Adjunct Professor, Counseling Theories**

**Dec 2008** Towson University, Department of Counseling Psychology, Towson, MD 21252

Developed syllabus, lectures and assignments designed to acquaint graduate students with theoretical underpinnings of counseling psychology.

**May 2008** **Adjunct Professor, Multicultural Counseling**

**July 2008** University of Baltimore, Department of Applied Psychology, Baltimore, MD 21251

Developed lectures and assignments relative to multicultural competencies of knowledge, awareness, and skill for graduate students; Facilitated critical reflection and discussion; Fostered atmosphere of safety and respect.

**May 06/07** **Adjunct Professor, Ethics in Psychology**

University of Baltimore, Department of Applied Psychology, Baltimore, MD 21251

Taught major ethical and legal issues in counseling and psychotherapy’ examined and discussed ethical standards in detail; Reviewed influence of cultural beliefs and assumptions relative to ethics; introduced students to ethical decision making models.

**May 2003** **Co-Instructor, G575 Multicultural Counseling**

**June 2003** Indiana University, Department of Counseling and Educational Psychology, Bloomington, IN 47405

Developed course goals and objectives relative to multicultural competencies; facilitated critical reflection; Fostered atmosphere of safety and respect.

**Oct 2002** **Associate Instructor, U212 Racial Identity Theory**

**Dec 2002** Indiana University, Department of Higher Education and Student Affairs, Bloomington, IN 47405

Created a course to explore racial identity development for both Whites and Persons of Color; Utilized a framework of knowledge, awareness and skill to develop assignments, facilitate discussions, and supervise projects designed to promote more complex thinking about race.

**SAMPLE PRESENTATIONS**

Stephens, J. (2014, May). *Mental Health 101: Recognizing Warning Signs and Providing Referrals.* Two Hour training provided to Diversity Committee at Howard Community College, Columbia, MD.

Stephens, J. & Coughlin, J. (2014, May) *Veterans in the Classroom.* Workshop provided for Faculty Institute at Howard Community College, Columbia, MD.

Stephens, J. (2014, April). *Mindfulness: An Introduction.* All staff training provided to Student Support Services at Howard Community College, Columbia, MD*.*

Stephens, J. & Finzi-Smith Z. (2013). *Conflict 101.* Two hour workshop presented to members of Howard Pride, a student leadership program for men of color at Howard Community College, Columbia, MD.

Rupp, T. & Stephens, J. (2012-Present). Provide 5 hour Safe Zone Ally training to students, faculty, and staff at Howard Community College, Columbia, MD.

Stephens, J. (2005-2011), Served as Workshop Coordinator for *School of Engineering Freshman Weekend*. Morgan State University, Baltimore, MD.

Stephens, J. & Graham, S. (2011). *Tools for Success: Integrating Social Class in Counseling*. Workshop presented at American College Personnel Association (ACPA), Baltimore, MD.

Stephens, J. (2010, October). *Social Class Training: Integrating Classism within Cultural Conversation.* Continuing Education Training provided to Training Directors at Association for Counseling Center Training Agencies (ACCTA) Conference, Portland, OR.

Stephens, J. & Graham, S. (2010, May). *Considering Social Class: Counseling College Students.* Continuing Education Training provided to Towson University Counseling Center Staff, Towson, MD.

Stephens, J. (2010). *Contemporary Mental Health Treatment for African Americans.* Invited Presentation at 2010 Counseling Services Diversity Workshop, University of Baltimore, Baltimore, MD.

Stephens, J. (2009, October). *Social Justice Issues in Counseling*. Continuing Education Training provided to Towson University Counseling Center Staff, Towson, MD.

Stephens, J. & Zahm, K. (2009, March). *Multicultural Issues in Counseling Supervision*. Continuing Education Training provided to Towson University Counseling Center Staff, Towson, MD.

Barnette, V., Stephens, J., and Waters, M. (2008, November). Ethics: Covering our Bases. Workshop presented at the 5th Annual HBCU Counseling Center Conference, Greensboro, NC.

Stephens, J. (2008, February). *The Construction of Self in the Journeys of First Generation College Students.* Roundtable at the 14th Annual Multicultural Conference, Towson, MD.

Fenton, J. & Stephens, J. (2008, February). *Exploring Institutional LGBT Ally Status at Towson University.* Roundtable at the 14th Annual Multicultural Conference, Towson, MD.

Stephens, J. (2006, August). *Diversity Training.* Presented for Residence Life Staff, Morgan State University, Baltimore, MD.

Stephens, J. (2006, March). *Commission for Counseling and Psychological Services Roundtable: First Generation Students*. Presented at ACPA Convention, Indianapolis, IN.

Stephens, J. (2005, September). *HIV 101: Prevention Basics*. Presented for 16 hour Peer Educator Training, at the Morgan State University, Baltimore, MD.

Stephens, J. (2005, May). *Introduction to Counseling Services*. Presented for Peer Counselor Training, at the Morgan State University, Baltimore, MD.

Cooper, A. & Stephens, J. (2005, April). Co-facilitated *2nd Annual Take Back the Night Rally and March* at the Morgan State University, Baltimore, MD.

Stephens, J. & Smith, D. (2004, November). *Establishing Group Services at an HBCU: Strategies, Suggestions, and Success Stories*. Workshop presented at the 2nd Annual HBCU Counseling Center Conference, Baltimore, MD.

Adams, T. and Stephens, J. (2004, May). *I’m Loving What I See: Women and Body Image.* Workshop presented to residence hall at The Ohio State University, Columbus, Ohio.

Currence, E., Smith, D.M., and Stephens, J. (2004, May). *Men of Color: A Guide for Success.* Workshop presented to first year students for First Year Experience Series at The Ohio State University, Columbus, Ohio.

Block-Lapidus, R., Smith, D.M., and Stephens, J. (2004, April). *Coping with Hate.* Workshop presented to first year students for First Year Experience Series at The Ohio State University, Columbus, Ohio.

Smith, D.M. and Stephens, J. (2004, March) *Procrastinators Anonymous*. Workshop presented to first year students for First Year Experience Series at The Ohio State University, Columbus, Ohio.

Newman, N. and Stephens, J (2004, February). *Mental Skills Workshop.* Three parts series presented at Counseling and Consultations Services, Columbus, OH.

Stephens, J (2003, October- 2004, March). *Body Celebration.* Psycho educational support group facilitated for students at The Ohio State University, Columbus, OH.

Stephens, J (2003, September- 2004, May). *Common Ground*. Provided ongoing training (facilitation skills; crisis intervention; racial and sexual identity models) and supervision for peer facilitators of GLBT support group at The Ohio State University, Columbus, OH.

Stephens, J and Hodnett, J.H. (2003, October). *From Theory to Practice-Utilizing Racial Identity Development in Case Conceptualization and Treatment Planning.* Seminar presented for trainees at Counseling and Consultation Services, Columbus, OH.

Winkle, P., Block-Lapidus, R. and Stephens, J. (2003, September). *Body Image and Eating Disorders.* Workshop presented for resident advisors at The Ohio State University, Columbus, OH.

Thompson, C.E., Shin, C.E.J., & Stephens, J. (2002, August). *An examination of the empirical treatment of race in psychology.* Paper presented at American Psychological Association Annual Convention, Chicago, IL.

Hayes, D.H. & Stephens, J. (2002, May). *Valuing Differences*. Workshop presented to Warren County School District, Indianapolis, IN.

Whiston, S.C., Brecheisen, B.K., & Stephens, J. (2002, March). *What is the most effective method of providing career counseling: A meta-analysis and review*. Paper presented at the American Counseling Association Convention, New Orleans, LA.

Munn, M.S., Harris, D.M. & Stephens, J. (2001). *Integrating Behavior Setting and Racial Identity Theories to Create Transformative Strategies for Teaching Race and Culture*. Workshop presented at the First Annual Diversity Challenge Conference, Boston College.

Stephens, J. & Harris, D.M. (2001, August). *Enhancing Diversity Training in Counseling Psychology: Strategies for Multicultural Awareness.* Workshop presented at American Psychological Association Annual Convention, San Francisco, CA.

Whiston, S.C., Brecheisen, B.K., & Stephens, J. (2001, August). *Lack of homogeneity of effect sizes: What contributes to effective career counseling?* In S.C. Whiston (Chair), *Do Career interventions make a difference: An overview of research*. Symposium conducted at the American Psychological Association Annual Convention, San Francisco, CA.

Harris, D.M. & Stephens, J. (2001, April). *Psychological and physical health status of African Americans: A historical overview with future implications*. Paper presented at Great Lakes Conference, Akron, OH.

Mease, A.L., Nichols, S., & Stephens, J. (2001, February). *Using identity models in therapy: Implications for training and practice*. Workshop presented at Big Ten Counseling Centers Conference, Bloomington, IN.

Stephens, J., Kwan, K.L.K., & Paquette, T. (1999, August). *Perceived salience of ethnicity: Qualitative explorations of African American students’ experiences in a predominantly White institution.* Paper presented at the American Psychological Association National Meeting, Boston, MA.

Stephens, J. & George, T.M. (1997, March). *Courtship violence and alienation: A cross-cultural exploration*. Paper presented at the 5th Annual Student Achievement in Research and Scholarship Statewide Conference, Bowling Green, OH.

**PUBLICATIONS**

Maynard-Reid, N., Harris, D.M., & Stephens, J. (2005). African American gifted girls: A Holistic View of Risk and Success. *Handbook for counseling girls and women: Ten years of gender equity research at Arizona State University: Vol. 1. Talent, risk, and resiliency* (pp. 91-121). Mesa, AZ: MTR Nueva Science.

Thompson, C.E., Shin, C.E.J., & Stephens, J. (2005). Race and Research Evidence. In (R.T. Carter Ed.), Handbook of Racial-Cultural Psychology and Counseling: Theory and Research, Volume 1. New York: John Wiley and Sons.

Williamson, S.C., Brecheisen, B.K., & Stephens, J. (2003) Does treatment modality effect career counseling effectiveness? Journal of Vocational Behavior, 62(3), 390-410.

**PROFESSIONAL AFFILIATIONS**

June 2005- American College Personnel Association

Present Former Directorate Member and Chair of Continuing Education Committee, Commission for Counseling and Psychological Services

**AWARDS AND HONORS**

2012-2013 Leading Edge, Leadership Institute-Howard Community College

2010 Diversity Scholar, Association for Counseling Center Training Agencies (ACCTA)

2010 Presidential Leadership Institute, Towson University

2003 Paul F. Munger Award- Indiana University

1993-2003 Chancellor’s Minority Fellowship-Indiana University

1997-1999 Special Opportunities Scholarship-Purdue University

1997-1999 Graduate Opportunities Fellowship-Purdue University

1996-1997 University Scholars Program-University of Dayton

1996-1997 Brother Raymond L. Fitz, S.M. and Father James F. Fitz, S.M. Scholarship, University of Dayton

1996 National Collegiate Minority Leadership Award

1996 Institute for the Recruitment of Teachers-Phillips Academy

1996 Golden Key National Honor Society

**References available upon request.**