

CURRICULUM VITA
ELIZABETH LEE HOLLOWAY

ACADEMIC HISTORY

University of Wisconsin, Madison, Wisconsin
Ph.D., Counseling and Guidance, Counseling Psychology 1979
University of California, Santa Barbara, California
M.A., Counseling 1975
University of Waterloo, Kitchener, Ontario, Canada
Hon. B.A., Psychology, 1971

DISTINCTIONS

Diplomate in Counseling Psychology, American Board of Professional Psychology 1985
Fellow, American Psychological Association, Division 17 1991

HONORS AND AWARDS

Chair, Fellows Committee, Society of Counseling Psychology, American Psychological Association (2020-2021)
Academic Leadership Fellow (1998-1999). Appointed by the Provost to the Fellowship Program for the Committee on Institutional Cooperation representing the University of Wisconsin-Madison.
Vilas Associate (1998-2000). Recognition of outstanding scholars in mid-career at the University of Wisconsin-Madison.
International Award for Literary Excellence, Literi Club, University Press, England.
Research Award, Division E, American Educational Research Association, 1991
Research Scholar, American Association of Counseling and Development, 1986-87
R. Wray Strowig Memorial Award for academic excellence, excellence in practice, and professional integrity and promise, University of Wisconsin, Madison, 1979.
University-wide Teaching Award Nomination, Department of Counseling and Guidance and Women Studies Program, University of Wisconsin-Madison, 1978.
University of Wisconsin-Madison Out-of-State Tuition Scholarship, 1975-1976.
Rockefeller Foundation Scholarship in Biochemistry, Cornell University, 1968.

LICENSURE

Psychologist, State of California, May 2003 to 2006
Psychologist, State of Wisconsin, November 1991 to 2004
Psychologist, State of Oregon, May 1990 to December 1991
Psychologist, State of Utah, January 1983 to December 1989
Psychologist, State of California, January 1982-1983
Pupil Personnel Services Credential (School Counselor), State of California, 1975
Professional Counselor, State of Wisconsin, 1994 to 2001

PROFESSIONAL EXPERIENCE

- 2001-pres Professor of Psychology, PhD in Leadership & Change, Antioch University
 1999-2000 Chair & Full Professor, Department of Counseling Psychology, University of Wisconsin-Madison
- 1993-1999 Full Professor with tenure, Director of Training, Department of Counseling Psychology, (APA-accredited) University of Wisconsin-Madison
- 1994-1996 Director, School of Education, Educational and Psychological Training Center.
 1998-2004 Co-Director of Curriculum, Supervisor Certification Program, IAS Switzerland, Maienfeld, Switzerland.
- 1991-1993 Associate Professor with tenure, Department of Counseling Psychology and Counselor Education (APA accredited), University of Wisconsin - Madison
- 1988-1992 Associate Professor with tenure, Director of Training for the Counseling Psychology Program (APA-accredited), Division of Counseling Psychology, University of Oregon
- 1988-1991 Coordinator, DeBusk Memorial Center, Counseling and School Psychology training clinic
- 1985-1988 Assistant Professor, Division of Counseling and Educational Psychology, University of Oregon
- 1982-1985 Director of Training (.83 FTE), University Counseling Center (APA-accredited internship) Assistant Professor (.17 FTE), Department of Educational Psychology and Counseling Psychology Program (APA-accredited), University of Utah
- 1980-1982 Assistant Professor, Graduate School of Education, Counseling Psychology Program (APA-accredited), Director of Counseling Psychology Training Clinic University of California, Santa Barbara, CA
- 1979-1980 Instructor, Counseling Psychology Program, Director of Counseling Psychology Training Clinic, University of California, Santa Barbara, CA
- 1976-1979 Teaching Assistant, Department of Counseling and Guidance, and Women Studies Program, University of Wisconsin, Madison, Wisconsin
- 1977-1978 Psychology trainee (.50 FTE), Mendota Mental Health Institute, Madison, Wisconsin
- 1975-1977 Psychology trainee (.50 FTE), Dane County Community Mental Health Center, Madison, Wisconsin

PROFESSIONAL PRACTICE

- 1994 to present Individual contractor for consulting services in organizational civility, supervision, mentoring, & coaching.
- 2001-2002 Contractual Trainer, Professional Psychology Seminars, Tarzana, California, Director Dr. Ken Bachrach
- 2001 Contractual Trainer, Division of Business, Management, & Law, University of California Santa Barbara Extension
- 1983-1997 Independent Practice: Adult individual and couples using interpersonal psychotherapy approach in Utah, Oregon & Wisconsin

GRANTS

- Innovation for Technology Grant, Ohio Learning Network, State of Ohio, with Laurien Alexandre and Deb Baldwin, 9-2007 to 6-2008.
- Developing Community-Based, Evidence-Based Practice through a University-Community Agency Partnership. Merith Cosden, University of California, Santa Barbara, Elizabeth Holloway, Antioch University, CALM, Santa Barbara, CA. Grant proposal submitted to NIMH, May 2004.
- Evaluation of the Collaboration, Santa Barbara County Early Childhood Mental Health System of Care, March 2003-July 2004
- Area Health Education Center, Wisconsin System. Mentoring for Cultural Competence: Building a Curriculum Model, June 2000-July 2001.
- Office of Outreach Education, School of Education. Design and Market Assessment for On-line, Distance Education course on "Supervision in a Pluralistic Society". May-June, 2000. Graduate School, University of Wisconsin-Madison. Research leave .50 FTE Academic Year 2000-2001.
- Vilas Grant (1998-2000). Supervision across the Professional Lifespan: International Models. (\$51,582)
- Non-linear Digital Video Grant (1998) School of Education grant to develop a faculty/student video collage on the Department of Counseling Psychology .
- Senior Research Associate (Jan 1, 1995-1999). Building A Statewide System of Customer-Responsive Integrated Care For People With Chronic Illness Or Disability. Robert Wood Johnson Foundation Grant Principal Investigator Barbara Bowers, Associate Professor, School of Nursing, University of Wisconsin-Madison.
- Graduate School Grant for "The Learning Alliance in Cross-cultural Supervision Dyads", University of Wisconsin-Madison, July 1, 1994 to June 31, 1995.
- Center for Study of Women in Society Grant for "Patterns of Discourse of Women Physicians: Issues of Power and Involvement," 1987 (\$5,200).
- American Association of Counseling and Development Foundation Research Scholar Award, Counselor Training in Field Settings: Predictors of Field Practica Outcomes, 1986-87 (\$6,000).
- Oregon Counseling Association Research Award, 1986-87 (\$500).
- Division of Counseling and Educational Psychology for Supervision Pedagogy, Spring, 1986 (\$2,000).
- University of Utah Research Award for, "A meta-analytic study of the relationship between conceptual level and counseling process," 1983-84, (\$2,000).
- University of California Academic Senate Award for research on the interactional structure of the supervision interview, March-June, 1981, (\$1,800).
- State of California Office of Family Planning Award for development and evaluation of a family planning box game. With Carrillo Community Clinic, Santa Barbara, CA, 1981-83 (\$43,000).

EDITORIAL EXPERIENCE

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| 1999 | Ad hoc Reviewer, <u>Journal of Clinical Psychology</u> |
| 1996-1999 | Ad hoc Reviewer, <u>Journal of Consulting and Clinical Psychology</u> |
| 1995 | Ad hoc Reviewer <u>Journal of Counseling Psychology</u> |
| 1994 | Ad hoc Reviewer <u>The Counseling Psychologist</u> |

- 1987-1993 Editorial Board, Journal of Counseling Psychology
1990 Guest Editor Special Issue: Counselor Education and Training, The Oregon Counselor.
1987-1989 Editorial Board, Counseling and Values
1985-1988 Editorial Board, The Counseling Psychologist
1983-1986 Editorial Board, Counselor Education and Supervision
1982-1986 ad hoc reviewer, Journal of Counseling Psychology
1981 ad hoc reviewer, Review of Educational Research

EXTERNAL EXAMINER

- Dissertation Committee, Department of Psychology, Queens University, Australia
Dissertation Committee, Department of Psychology, University of British Columbia, Vancouver, British Columbia, Canada
Dissertation Committee, Department of Psychology, University of Manitoba, Winnipeg, Manitoba, Canada
External Examiner for Supervision. Stockton Psychotherapy Training Institute, Thornaby-on Tees. Cleveland, England.
External Examiner for Supervision, INITA, Hannover, Germany.

SAMPLE MEDIA INTERVIEWS (Selected)

- (2013, Aug) Wall Street Journal on Everyday Civility
(2011, Jan) MORE Magazine interview on dealing with toxic behaviors at work
(2011) Tom Cox Radio 1 hour interview on dealing with toxic cultures
(2011) Reuters Toxicity at work
(2010, April 10) Detox work of poisonous people. New Zealand Herald.
(2009, May 4). How toxic behavior leads to sinful behavior at work. *CNN.com*.
(2009, April). Overcoming the toxic co-worker or employee. *Blog Talk Radio*.
(2009, February). Toxic workplace! Managing toxic personalities and their systems of power. *Integral Leadership Review*.
(2009, January). Toxic personalities at work. *American Society for Training & Development Midwest Regional Conference*.
(2009, November). Entrepreneurs and toxic personalities. *Entrepreneurial Excellence Radio Show*.

PUBLICATIONS

Books

- Holloway, E. L. (2016). *Supervision Essentials for a Systems Approach to Supervision*. Washington, D.C.: American Psychological Association. (Chinese version, in press)
- Fuertes, J. N., Spokane, A. & Holloway, E. L. (2012). *The Professional Competencies in Counseling Psychology*. Oxford University Press.
- Kusy, M. E. & Holloway, E. L. (2009). *Toxic Workplace! Managing Toxic Personalities and their Systems of Power*. San Francisco, CA: Jossey-Bass. (also translated into Portuguese and Korean)
- Holloway, E. L. & Carroll, M. (Eds) (1999). *Training Counselling Supervisors*. London, England: Sage Ltd.
- Carroll, M. & Holloway, E. L. (Eds) (1999) *Supervision in Context*. London, England: Sage Ltd.
- Holloway, E. L. (1995). *Clinical Supervision: A Systems Approach*. Thousand Oaks, CA: Sage Publications.
- Holloway, E. L. (1998). *Clinical Supervision: A Systems Approach*. Translated into German: Junferman Verlag Publishers
- Holloway, E. L. (1999). *Clinical Supervision: A Systems Approach*. Translated into Chinese. Living Psychology Publishing Corporation
- Donald, K. M. & Holloway, E. L. (1984). *Self-Hypnosis to self-improvement: A participants and leaders guide to self-hypnosis groups*. Muncie, Ind.: Accelerated Development.

Chapters

- Devoe, F., Holloway, E. L. & Essed, P. (in press). In pictures and words: Centering Black Women's experiences with their bodies with narrative photovoice methodology. *Qualitative Research for Diverse and Underserved Communities*.
- Smith-Kea, N. & Holloway, E. L. (in press). Women at the top in policing: Centering their voices through grounded theory and situational analysis methodologies. *Qualitative Research for Diverse and Underserved Communities*.
- Shockley, M. E. & Holloway, E. L. (2019). African American women as change agents in the white academy. In *Race, work, and leadership: New perspectives on the black experience* by Roberts, L.M., Mayo, A. J., & Thomas, D. A. (Eds.). Harvard Business Review Press: Boston, MA. pp. 253-274).
- Holloway, E. L. & Schwartz, H. L. (2018). Drawing from the margins: Grounded theory and EDI Studies. In *Handbook of research methods on diversity management, equality and inclusion at work* by, L. A. Booyesen, Regine Bendl & Judith Pringle (Eds). Cheltenham: Edward Elgar Publishing.
- Holloway, E.L. & Schwartz, H. L. (2014). *Critical incident technique: Exploring meaningful interactions between students and professors*. Sage Casebook on Methods
- Holloway, E. L. (2014). Supervisory roles within systems of practice. In C. Watkins Jr. & D. L. Milne (Eds). *The international handbook of clinical supervision*, Wiley Blackwell: West Sussex, UK. pp. 598-621.

- Holloway, E. L. & Alexandre, L. A. (2012). Crossing Boundaries in Doctoral Education: Relational Learning, Cohort Communities, and Dissertation Committees. In *New Directions in Teaching and Learning* by H. Schwartz, pp. 85-98.
- Holloway, E. L. & Kusy, M. E. (2011). A Systems Approach to Incivility and Disruptive Behaviors in Healthcare Organizations. In *Organization Development in Healthcare: Conversations on Research and Strategies* edited by J. A. Wolf, H. Hanson, M. J. Moir, Friedman, L., & G. T. Savage, pp. 239-267.
- Neill, T. K., Holloway, E. L., & Kaak, O. (2006). Models of Clinical Supervision: Their Application and Modification in Working with Children. In *Helping Others Help Children: Supervision of Child Psychotherapy* edited by T. Kerby Neill, American Psychological Association Press: Washington, D.C.
- Bowers, B., Esmond, S., Norton, S., & Holloway, E. (2006). The consumer/provider relationship as care quality mediator. In (S Kunkel and V Wellin Eds.), *Consumer voice and choice in long term care*. New York: Springer Publishing Company.
- Holloway, E. L. & Gonzalez-Doupe, P. (2001). The Learning Alliance of Supervision: Research to Practice. In *Counseling Based on Process Research* by G. S. Tyron (Ed.), Allyn & Bacon: Needham Heights, MA, pp. 132-164.
- Holloway, E. L. (2000). Taking supervision forward to embrace innovative roles for counselors in organizational settings. In *Taking Supervision Forward: Enquiries and trends in counseling and psychotherapy* (pp. 194-197) by B. Lawton & C. Feltham (Eds). London: Sage.
- Holloway, E. L. (1999). Structures for Teaching and Learning Supervision. In *Training Counselling Supervisors*,. E. L. Holloway & M. Carroll, (Eds), London, England: Sage
- Holloway, E. L. (1997). Systematic Analysis of Supervision for *Handbook on Psychotherapy Supervision* (pp. 249-276) C. Edward Watkins, Jr. New York: Wiley.
- Wampold, B. E., & Holloway, E. L. (1997). Research and Methods in Supervision Research for *Handbook on Psychotherapy Supervision* (pp. 11-27) C. Edward Watkins, Jr. New York: Wiley.
- Holloway, E.L. & Martinez, R. (1997). The Supervision Relationship in Multicultural Training. *Multicultural Counseling Competencies: Assessment, Education, Training and Supervision*. (pp. 325-349) D.B. Pope & H.L.K. Coleman. Newbury Park, CA: SAGE.
- Holloway, E. L., & Poulin, K. (1995). Discourse in Supervision. In Jurg Siegfried (Ed.), *Therapeutic and Everyday Discourse as Behavior Change: Towards a micro-analysis in psychotherapy process research*, (pp. 245-276). ALEX: Norwood, N. J.
- Holloway, E. L. (1992). Supervision: A way of teaching and learning. In S. D. Brown & R. W. Lent (Eds.), *The Handbook of Counseling Psychology* (2nd Ed), New York: Wiley.
- House, R., & Holloway, E. L. (1992). Empowering the counseling professional to work with gay and lesbian issues. In S. Dworkin & F. Gutteriz (Eds.) *Counseling with Gay and Lesbians*, Alexandria, Virginia: American Association of Counseling and Development Press.

Technical Reports

- Shockley, M. & Holloway, E. L. (2005). Build the Field and They Will Come: Increasing Access to Oral Health Services for Children in North Santa Barbara County. Grant project for the Dental Access Resource Team, North Santa Barbara County.
- Bowers, B., Esmond, S., Holloway, E. (1996). Creating an integrated, consumer centered care team. Wisconsin Bureau of Long Term Support, Division of Community Services, Department of Health and Family Services.
- Bowers, B., Esmond, S., Holloway, E., & Norton, S. (1996). Quality care: The perspectives of frail elderly. Wisconsin Bureau of Long Term Support, Division of Community Services, Department of Health and Family Services.
- Friedman, K. D., Holloway, E. L. & Kenney, T. A. (2005). Impact Induced Fires: Statistical Analysis of FARS and State Data Files (1978-2001). Society for Automotive Engineers World Congress, April, 2005.

Articles

- Treadway, M. & Holloway, E. L. (2018). Young adults in transition: Factors that support and hinder growth and change. *Journal of Therapeutic Schools and Programs*. 14-65.
- Schwartz, H. L. & Holloway, E. L. (2017). Assessing Graduate Student Work: An Emotional and Relational Perspective. *Journal of Excellence in College Teaching*, 28(2), 29-60.
- Holloway, E. L. & Schwartz, H. L. (2014). Critical Incident Technique: Exploring meaningful interactions between students and professors. *Sage Research Methods Cases*. London, England: Sage, Ltd.
- Kusy, M. E. & Holloway, E. L. (2014). A Field Guide to Real-Time Culture Change: Just “Rolling Out” a Training Program Won’t Cut It”, *Journal of Medical Practice Management*, Mar/Apr, 1-10.
- Schwartz, H. L. & Holloway, E. L. (2014). “I become a part of the learning process”: Mentoring episodes and individualized attention in graduate education. *Mentoring & Tutoring: Partnership in Learning*.
- Schwartz, H. L., & Holloway, E. L. (2012). Partners in learning: A grounded theory study of relational practice between master’s students and professors. *Mentoring & Tutoring: Partnership in Learning*, 20(1), 115–133.
- Holloway, E. L. & Kusy, M. E. (2010). How Respect in Healthcare Means a Bottom Line Advantage. *Marketing Health Services*, Summer, 24-27
- Kusy, M. E. & Holloway, E. L. (2010). Cultivating a Culture of Respectful Engagement. *Leader to Leader*. Fall, 50-56.
- Holloway, E. L. & Kusy, M. E. (2010). Disruptive and toxic behaviors in healthcare: Zero tolerance, the bottom line, and what to do about it. *Journal of Medical Practice Management*, May/June, 335-340.
- Grace, M. R. & Holloway, E. L. (2010). The Mentoring Triad: A Relational Structure for Workplace Mentoring. *International Journal of Mentoring and Coaching*. June Issue.
- Ragsdale, J., Holloway, E., & Ivey, S. (2009). Educating CPE Supervisors: A Grounded Theory Study, *The Journal of Pastoral Care and Counseling*.
- Benson, K. & Holloway, E. L. (2005). Achieving influence: A grounded theory of how clinical supervisors evaluate trainees. *Qualitative Research in Psychology*, 2 117-140.

- Holloway, E. L. & Carroll, M. (1996). Reaction to Special Section: Supervision Research. *Journal of Counseling Psychology*, 43, 51-55.
- Holloway, E. L. & Neufeldt, S. N. (1995). Supervision: Contributions to Treatment Efficacy. *Journal of Consulting and Clinical Psychology*, 63, 207-213.
- Holloway, E. L. (1994). Overseeing the overseer: Contextualizing training in supervision. *Journal of Counseling and Development*, 72, 526-530.
- Holloway, E. L. & Aposhyan, H. M. (1994). The Supervisor as Teacher, Model and Mentor for Careers and Psychotherapy. *Journal of Career Assessment*, 2, 191-197.
- Holloway, E. L. & Wolleat, P. L. (1994). Supervision: The pragmatics of empowerment. *Journal of Educational and Psychological Consultation*.
- Holloway, E. L. (1994). A Bridge of Knowing: The Scholar-Practitioner of Supervision. *Counseling Psychology Quarterly*, 6(4), 7, 3-15.
- Holloway, E. L. (1994). Counseling Supervision. *International Encyclopedia of Education* (2nd Ed.). Peragon Press.
- Carroll, M. & Holloway, E. L. (1993). Outplacement/Redundancy counselling: Is it really counselling? *Employee Counselling Today*, 5(4), 10-16.
- Hadley, J. A., Holloway, E. L., & Mallinckrodt, B. (1993). Common aspects of object relations and self representations in offspring from disparate dysfunctional families. *Journal of Counseling Psychology*, 40, 348-356.
- Winter, L. M., & Holloway, E. L. (1991). The relation of trainee experience, conceptual level, and supervisor approach on selection of audiotaped counseling passages. *The Clinical Supervisor*, 9(2), 87-104.
- Nelson, M. L. & Holloway, E. L. (1990). The relation of gender to power and involvement in supervision. *Journal of Counseling Psychology*, 37, 473-481.
- Holloway, E. L., & Wampold, B. E. (1990). The practice of science in the family. *Journal of Family Psychology*, 3, 415-419.
- Holloway, E. L., Wampold, B. E., & Nelson, M. L. (1990). Use of a paradoxical intervention with a couple: An interactional analysis. *Journal of Family Psychology*, 3, 385-402.
- Nelson, M. L. & Holloway, E. L. (1989). Counseling supervision. Power in Process. *Center for the Study of Women in Society Review*, 9-11.
- Burns, C. I. & Holloway, E. L. (1989). Therapy in supervision: An unresolved issue. *The Clinical Supervisor*, 7(4), 47-60.
- Holloway, E. L., Freund, R. D., Gardner, S. L., Nelson, M. L., & Walker, B. R. (1989). The relation of power and involvement to theoretical orientation in supervision: An analysis of discourse. *Journal of Counseling Psychology*, 36, 88-102.
- Holloway, E. L. (1988). Beyond training in the facilitative conditions: A response to Biggs. *Counselor Education and Supervision*, 27, 252-258.
- Holloway, E. L. (1988). Models of Counselor Development or Training Models of Supervision? Rejoinder to Stoltenberg and Delworth. *Professional Psychology: Research and Practice*, 19, 138-140.
- Johnson, N. S. & Holloway, E. L. (1988). Conceptual complexity and obsessionality in bulimic college women. *Journal of Counseling Psychology*, 35, 251-257.
- Holloway, E. L. (1987). Developmental Models of Supervision: Is it Development? *Professional Psychology: Research and Practice*, 18, 209-216.
- Holloway, E. L. & Roehlke, H. J. (1987). Internship: The applied training of a counseling psychologist. *The Counseling Psychologist*, 2, 205-260.

- Holloway, E. L. & Wampold, B. E. (1986). The relation of conceptual level and counseling-related tasks: A meta-analysis. *Journal of Counseling Psychology*, 33(3), 310-319.
- Holloway, E. L. (1986). Comment: The Moral Nature of Psychotherapy. *Counseling and Values*, 200-203.
- Holloway, E. L. & Wampold, B. E. (1986). Dimensions of Satisfaction in the Supervision Interview. *Resources in Education*, May.
- Holloway, E. L. & Johnston, R. (1985). Group supervision: Widely practiced but poorly understood. *Counselor Education and Supervision*, 24, 332-341.
- Hayden, D. & Holloway, E. L. (1985). A longitudinal study of attrition among engineering students. *Engineering Education*, 75, 664-669.
- Umansky, D. & Holloway, E. L. (1984). Consultation in the elementary schools. *The School Counselor*, 31, 329-338.
- Holloway, E. L. (1984). Ethics in Counseling. In T. Husen & T.N. Postlewaite (Eds.) *International Encyclopedia of Education: Research and Studies* (pp. 1070-71). Oxford: Peragon Press.
- Holloway, E. L. (1984). Outcome evaluation in supervision. *The Counseling Psychologist*, 12, 167-175.
- Holloway, E. L. & Wampold, B. E. (1983). Patterns of verbal behaviors and judgments of satisfaction in the supervision interview. *Journal of Counseling Psychology*, 30, 227-234.
- Holloway, E. L. & Hosford, R. E. (1983). Towards developing a prescriptive technology of counselor education. *The Counseling Psychologist: Supervision II*, 11, 73-78.
- Wampold, B. E. & Holloway, E. L. (1983). A note on interobserver reliability for sequential data. *Journal of Behavioral Assessment*, 5, 217-225.
- Greenfield, L. B., Holloway, E. L., & Remus, L. M. (1982). Women engineering students: Are they so different from men? *Journal of College Student Personnel*, 23, 508-513.
- Holloway, E. L. & Donald, K. M. (1982). Self-Hypnosis to self-improvement: A group approach. *Journal of Specialists in Group Work*, 7, 199-208.
- Holloway, E. L. (1982). Interactional structure of the supervision interview. *Journal of Counseling Psychology*, 3, 309-317.
- Holloway, E. L. (1982). Characteristics of the Field Practicum: A national survey. *Counselor Education and Supervision*, 21, 75-80.
- Holloway, E. L. & Wolleat, P. L. (1981). Style differences of beginning supervisors: An interactional analysis. *Journal of Counseling Psychology*, 28, 373-376.
- Greenfield, L. B., Holloway, E. L., & Remus, L. M. (1981). Retaining academically proficient transfer students in engineering. *Engineering Education*, 721-730.
- Holloway, E. L. & Wolleat, P. L. (1980). The relationship of conceptual level to clinical hypothesis formation. *Journal of Counseling Psychology*, 27, 539-545.
- Greenfield, L. B., Holloway, E. L., & Remus, L. M. (1979). Some characteristics of engineering students. *Proceedings of American Society of Engineering Education*, IV, 37-53.

ARTICLES REPRINTED

- Greenfield, L. B., Holloway, E. L., & Remus, R. M. (1983). Women engineering students: Are they so different from men? *American Society of Engineering Educators: Women Engineering Students' Newsletter*. Spring.

Greenfield, L. B., Holloway, E. L., & Remus, R. M. (1983). Women engineering students: Are they so different from men? *Glamour*, 81(9).

INTERNATIONAL PRESENTATIONS AND INVITED ADDRESSES (Selected)

Dezenberg, M. & Holloway, E. (2019, October 21). *Discovering inclusion: A case study and grounded theory approach*. International Leadership Conference, Ottawa, CA.

Keynote: Kusy, M. & Holloway, E. (2014). *Toxic Workplace! Managing Toxic Personalities and Their Systems of Power*. Amerinet National Conference, Laguna Hills, CA.

Holloway, E. & Kusy, M. (2014). *Toxic Workplace! Managing Toxic Personalities and Their Systems of Power*. Human Resources Professional Association, Toronto, Canada.

Keynote: Kusy, M. & Holloway, E. (2012, April) International Society of Performance *Workplace Civility and the Bottom Line*, Toronto, Canada.

Holloway, M. & Kusy, E. (2010, June 17). Toxic behaviors and performance. Chevron Annual Leadership Conference, Perth, Australia.

Keynote: Holloway, E., & Kusy, M. (2010, May 23). *The toxic workplace*. Administrative Sciences Association of Canada. Regina, CANADA.

Holloway, E., & Kusy, M. (2010, May 24). *Toxic behaviors & incivility in healthcare: Research indications*. Radiology Business Managers Association Summit Conference, Colorado Springs, CO.

Kusy, M., & Holloway, E. (2010, October 14). *Toxic behaviors in healthcare: Improving patient safety, productivity, and the bottom line*. American Assoc. of Health and Administrative Management. Ft. Lauderdale,

Kusy, M., & Holloway, E. (2010, July 12). *Toxic personalities and their systems of power*. Integral Development Seminar Series, Melbourne, AUSTRALIA.

Kusy, M., & Holloway, E. (2010, April 10) Detox work of poisonous people. New Zealand Herald.

Keynote: Holloway, E., & Kusy, M. (2010, May 23). *The toxic workplace*. Administrative Sciences Association of Canada. Regina, CANADA.

Holloway, E. *Managing Toxic Personalities in the Workplace*. Special Interest Group in Industrial/Organizational Psychology, Auckland, New Zealand, May 5, 2009.

Holloway, E. *Toxic People at Work*. School of Population Health Seminar Series in Social and Community Health, May 5, 2009.

Holloway E. *Systems Approach to Supervision and Mentoring*. Dept of Psychology, University of Auckland, May 3, 2009.

Holloway, E. *Sharing workplaces of respectful engagement through supervisory and coaching relationships*, Association of Supervision, Coaching, and Counseling in Australia and New Zealand, May 8, 2009.

Kusy, M., & Holloway, E. *Toxic personalities and their systems of power*. University of Auckland School of Enterprise, New Zealand, April 30, 2009.

Kreeger, L. & E. Holloway, *Now You See It and Now You Don't: Consequences Of Veiling Relational Work*. EPIC Conference, Copenhagen, Denmark, October 13, 2008.

Keynote Address: E. L. Holloway *Coaching and Transformational Leadership* IAS, Bad Ragaz, Switzerland, May 6, 2007.

- Plenary Address: E. L. Holloway *Mentoring for Transformational Change*. Oxford Mentoring and Coaching Institute Conference, June 15, 2006.
- Keynote Address: E. L. Holloway, *Mentoring: Seeding Communities of Practice*. Iron Mill Institute, Jubilee conference, June 12, 2005.
- Invited Workshop: E. L. Holloway *Transformational Mentoring in Organisational Change*, Iron Mill Institute, Jubilee conference, June 11, 2005.
- K. Benson & E. L. Holloway *How Clinical Supervisors Evaluate Trainees* Australian Counseling and Supervision Conference, Brisbane, Australia, February 2005.
- E. L. Holloway, *Building an On-line Professional Community*, Australian Counseling and Supervision Conference, Brisbane, Australia, February 2005
- Invited Presentation. E. L. Holloway, *Being the Supervisee*, Supervision Conference: From Rhetoric to Reality, College of Education, Auckland, New Zealand, July, 8, 2000.
- Invited Presentation: E. L. Holloway, *Through the Eyes of the Supervisee*. Queensland Guidance and Counselling Association, Brisbane, Queensland, Australia, July 1, 2000.
- Invited Colloquium: E. L. Holloway, *Through the Eyes of the Supervisee*, Research report given at Griffith University, School of Applied Psychology, Brisbane, Queensland, Australia, June 30, 2000.
- Keynote Address: E. L. Holloway, *Power in the Supervisory Relationship*, British Association of Supervision Practice and Research, London, England, July 25, 1998.
- Keynote Address: E. L. Holloway, *Reciprocal Responsibility in Supervision*, British Association of Supervision Practice and Research, London, England, July 26, 1998.
- Keynote Address: E. L. Holloway, *Discovering the Professional Self in a Multidisciplinary Context*, Programm IAS Jubiläumkonferenz, Furigen, Switzerland, September 19-20, 1997.
- Keynote Address: E. L. Holloway, *Educating the Supervisor*, Nordic Conference on Supervision, Stockholm, Sweden, May 13, 1996.
- Keynote Address: E. L. Holloway, *The Process of the Reflective Supervisor*, International Conference in Supervision: INITA, Hannover, Germany, September 24, 1994.
- Keynote Address: E. L. Holloway *The integration of science and practice in counselling psychology training*. British Psychological Society: Counselling Psychology Conference, Birmingham, England, May 8, 1993.
- Keynote Address: E. L. Holloway, *A Bridge of Knowing: The Scholar-Practitioner of Supervision*. International Conference on Supervision, Roehampton Institute, London, England, July 24, 1992.

NATIONAL PRESENTATIONS (Selected)

- Holloway, E., & Kusy, M. (2011, January 18). *Everyday civility*. University of Wisconsin-Stout.
- Kusy, M., & Holloway, E. (2011, June 2). *Everyday civility and performance: Research and Hands-On Strategies for Leaders*. City of Rochester and Olmsted County Leadership Conference, Rochester, MN.
- Holloway, E., & Kusy, M. (2010, May 24). *Toxic behaviors & incivility in healthcare: Research indications*. Radiology Business Managers Association Summit Conference, Colorado Springs, CO.
- Kusy, M., & Holloway, E. (2010, October 14). *Toxic behaviors in healthcare: Improving patient safety, productivity, and the bottom line*. Ft. Lauderdale, FL.

- Kusy, M. & Holloway, E. (2010, April 16). *Toxic behaviors in healthcare: Impacting patient safety, productivity, and the bottom line*. Minnesota Academy of Family Physicians Annual Conference, St. Paul, MN.
- Kusy, M., & Holloway, E. (2010, May 24). *Toxic behaviors & incivility in healthcare: Research indications*. Radiology Business Managers Association Summit Conference, Colorado Springs, CO.
- Kusy, M. & Holloway, E. (2009, Nov 14). *Toxic Personalities: Civility & the Bottom Line*. American College of Radiology Conference, Wash. D.C.
- Kusy, M. & Holloway, E. (2009, May). *Toxic personalities in life science organizations* ..Life Science Alley, Minneapolis, MN.
- Kusy, M, & Holloway, E. (2009, May). *Toxicity in toxic times: Team strategies for respectful engagement*. VA Radiology Leadership Summit, Washington, DC.
- Kusy, M., & Holloway, E. (2009, November). *Managing toxic personalities and their systems of power*. American Society for Training & Development Midwest Regional Conference, Minneapolis, MN.
- Kusy, M., & Holloway, E. (2009, May). *Toxic people in toxic times*. League of Minnesota Cities, Minneapolis, MN.
- Kusy, M. & Holloway, E. *Toxic personalities and their systems of power*. Vistage, Reno, Nevada, August 12, 2008.
- Kusy, M. & Holloway, E. *Toxic personalities and their systems of power*. American Society for Training & Development, St. Paul, MN. November 12, 2008.
- Kusy, M. & Holloway, E. *Toxic personalities and their systems of power*. American Society for Training & Development, St. Paul, MN. November 12, 2008.
- Kusy, M. & Holloway, E. *Toxic personalities and their systems of power*. Vistage, Reno, Nevada, August 12, 2008.
- Holloway, E. & Kusy, M. How leaders mitigate the effect of toxic personalities at work. International Leadership Conference, Vancouver CA, November 2, 2007.
- Holloway, E. & Kusy, M. A national study of toxic personalities at work. Academy of Management, Philadelphia, Penn., August 3, 2007.
- Holloway, E. L., Grace, M. & Jeffcoat, S. Model Building in Mentoring: Implications for Leadership and Organizational Change. International Leadership Conference, Washington, D.C., November 5, 2004.
- Symposium: What research says about effective psychotherapy supervision, American Psychological Association Convention, San Francisco, CA August 27, 2002,
- Symposium: Issues related to methodological diversity in Counseling Psychology research. E. L. Holloway & B. E. Wampold. Models and Methods in Supervision, American Psychological Annual Convention, Boston MA, August 20, 1999.
- Symposium: Principles for Empirically Supported Intervention Programs--Examples and Issues. E. L. Holloway & P. González-Doupé. Implications for Supervision and Training of Empirically Supported Interventions. American Psychological Annual Convention, Boston MA, August 23, 1999.
- Invited Seminar: The Supervisee's View: An International Sample Department of Educational and Counseling Psychology, University of Illinois, Urbana-Champaign, October 29, 1998.
- Keynote Address: Supervision in a Service Context. Big 10 Counseling Center Conference. Madison, Wisconsin, February 20, 1997.
- Discussion: Publish or Perish: Getting Published as a Graduate Student. APAGS. American Psychological Association National Convention, Chicago, Illinois, August 15, 1997.

- Discussion: Early Career Experiences-The Importance of Colleagues and Chance Events Celebrating Women in Division 17 Career Paths, Colleagues, and Serendipity. American Psychological Association National Convention, Chicago, Illinois, August 17, 1997.
- Symposium: Focusing on the Supervisee: Ethical Issues and the Gatekeeping Function. Discussant. American Psychological Association National Convention, Chicago, Illinois, August 15, 1997.
- Gonzalez-Doupe, P., Grant, C. & Holloway, E. Forming a Multilingual, Multicultural Qualitative Research Team. Telling Tales. Third Annual Qualitative Research Conference, St. Paul MN., June 19-20, 1997.
- Symposium: The Working Alliance in Counselor Supervision. Discussant. American Psychological Association National Convention, Toronto, August, 1993.
- Discussion: Where are the Training Clinics? What are the Trainers Doing? How Are They Doing It? American Psychological Association National Convention, Toronto, August, 1993.
- Symposium: Training the scientist-practitioner training in counseling psychology. Claiborn, C. D., & Holloway, E. L. (Co-chairs) Symposium at American Psychological Association National Convention, Washington, D.C., August, 1992.
- Research Award Address: Beneath the Words of Supervision, E. L. Holloway, American Educational Research Association, April 23, 1992.
- Symposium: A model for the scientist-practitioner dialogue--selected topics I. Carter, J. A., Holloway, E. L., & Wampold, B. E. (Co-Chairs) Symposium conducted at the meeting of the American Psychological Association, San Francisco, August 1991.
- Roundtables: A model for the scientist-practitioner dialogue--selected topics II. Carter, J. A., Holloway E. L., & Wampold, B. E. (Co-Chairs) Roundtables conducted at the meeting of the American Psychological Association, San Francisco, August, 1991.
- Symposium: The divorce of the scientist-practitioner: Irreconcilable differences, mental anguish, or adultery, E. L. Holloway & B. E. Wampold. In P. P. Heppner (Chair) Promoting science within counseling: Implications for the scientist-practitioner model. Symposium at the American Psychological Association National Convention, Boston, MA, August 10, 1990.
- Roundtable discussion: "Science into Practice" E. L. Holloway & B. E. Wampold. In P. P. Heppner (Chair). Developing proposals to promote science within Division 17: Future Directions. American Psychological Association National Convention, Boston, MA, August 11, 1990.
- Co-chair of Symposium: Proposed training models: Implications for counseling psychology. R. Packard & E. L. Holloway. American Psychological Association National Convention, Boston, MA, August 11, 1990.
- Symposium: Cross-disciplinary exchange: Power and involvement in the learning alliance. E. L. Holloway, D. Dunlap, M. Collay, P. J. Slack. Discussant, P. L. Wolleat. American Educational Research Association, Boston, MA, April 18, 1990.
- Holloway, E. & Acker., M. A Model for in-service instruction for supervision. Association of Counselor Education and Supervision National Conference, Workshop for Washington Association of Counselor and Supervision, May 12, 1989.
- Gerald Weeks' Use of a Paradoxical Intervention with a Couple: A Case of Dynamic Change. E. L. Holloway, B. E. Wampold, & M. L. Nelson. American Psychological Association, Atlanta, Georgia, August 1988.

- Contributor to Handbook of Clinical Supervision (L. D. Borders & G. R. Leddick) Washington, D. C.: AACD Publication, 1987.
- Developmental models of supervision: Is it development? E. L. Holloway. Symposium on Innovative Contributions in Supervision, American Psychological Association, Washington, D. C., 1986.
- Supervisory Dilemmas. E. L. Holloway. Oregon Counselor Newsletter, June 1986.
- The relationship between conceptual level and counseling-related tasks: A meta-analysis. E. L. Holloway & B. E. Wampold. American Educational Research Association, San Francisco, April 1986.
- Exit Criteria for counselor trainees in practicum settings. E. L. Holloway. Oregon Association of Counselor Education and Supervision, March 6, 1986.
- Clinical supervision: Classroom or coach? E. L. Holloway, M. Acker, C. Burden, & R. House. Workshop for Oregon Counselor Education and Supervision Association, February 1986.
- Desired didactic and experiential training of interns. E. L. Holloway. Research Bulletin, American College Personnel Association, Commission VII Newsletter, 13(1).
- Conceptual complexity and obsessionality in bulimic college women. N. S. Johnson & E. L. Holloway. International Conference for Eating Disorders, April 18-19, 1985.
- Methods of research in supervision. Symposium Chair: E. L. Holloway. Presenters: E. L. Holloway, H. Roehlke, C. Stoltenberg, B. E. Wampold. Discussant: G. Stone. American Psychological Association, Toronto, August 1984.
- Dimensions of satisfaction in the supervision interview. E. L. Holloway & B. E. Wampold. American Psychological Association, Toronto, August 1984.
- Counselor Supervision: Process, development and evaluation. E. L. Holloway, F. Bradley, C. Stoltenberg. Chair, P. Sherry. American College Personnel Association, Baltimore, Maryland, April 1984.
- Counselor Supervision: A summary report of an interactional research program, E. L. Holloway. American Educational Research Association, Montreal, Canada, 1983.
- Self-Hypnosis groups for college students, K. M. Donald & E. L. Holloway. American College Personnel Association, Houston, Texas, 1983.
- Patterns of verbal behavior and satisfaction in clinical supervision. E. L. Holloway & B. E. Wampold, American Psychological Association, Washington, D. C., 1982.
- Group self-hypnosis: Skill-building and problem-solving. K. M. Donald & E. L. Holloway, Organization of Counseling Center Directors in Higher Education, Lake Arrowhead, California, 1981.
- Supervision-trainee interaction: A sequential analysis of verbal behavior, E. L. Holloway & B. E. Wampold, Association for the Advancement of Behavior Therapy, Toronto, Ontario, Canada, 1981.
- Self-hypnosis to self-improvement: A group approach. K. M. Donald & E. L. Holloway. American Personnel and Guidance Association, St. Louis, Missouri, 1981.
- Style differences of beginning supervisors. E. L. Holloway & P. L. Wolleat, American Educational Research Association, Los Angeles, CA, 1981.
- The relationship of conceptual level to clinical hypotheses formation, E. L. Holloway. Western Psychological Association, Honolulu, HI, 1980.
- Conjoint interventions for counseling couples and families, with R. Wunderlin, E. Friedman <Holloway>, J. Stolfus, & B. Cooper. APGA, Chicago, IL, 1976.

INTERNATIONAL CONSULTING AND TRAINING (Selected)

- Kusy, M. E. & Holloway, E. L. Toxic Behaviors and Building Organizations of Civility, Chevron Corporation, Perth Australia (July 2010)
- Holloway, E. L. & Kusy, M. E. Building Organizations of Respect Integral Development Institute, Melbourne, Australia (July 2010)
- Shoop, M. & Holloway, E. L. *Communities of Practice*, Oxford Mentoring and Coaching Institute Conference, June 14, 2006.
- Holloway, E. L. *SAS Model for Coaching, Supervision, and Teams*. IAS Switzerland, Maienfeld, Switzerland, November 21-22, 2000, October 13-22, 2002; October 2003, November 2004.
- Holloway, E.L. *Evaluation Systems in Supervision*. IAS Switzerland, Maienfeld, Switzerland, November 24-25, 2000, October 13-22, 2002; October 2003.
- Holloway, E. L. *Coaching for Stress: A Systems Approach*. . IAS Switzerland, Maienfeld,, Switzerland, November 21-22, 2000, October 13-22, 2002
- Holloway, E. L. *Interpersonal Psychotherapy Methods*. National Taiwan Normal University, Taipei, ROC, February 15-16, 2001.
- Holloway, E. L. *Systems Approach to Mentoring and Multidisciplinary Teams*, National Changhua University of Education, Changhua, ROC, February 17-18, 2001.
- Holloway, E. L. *Interpersonal Psychotherapy: An Introduction*, National Kaohsiung Normal University, Kaohsiung, ROC, February 19, 2001.
- Holloway, E. L. & Carroll, M. *Training Supervisor Trainers*. Sponsored by Social Work Program, Auckland School of Education, Auckland, New Zealand, July 9, 2000.
- Holloway, E. L., *Systems Approach to Supervision in Schools*. Queensland Guidance and Counselling Association, Brisbane, Queensland, Australia, July 1, 2000.
- Holloway, E. L., *Supervision Systems in Mental Health Settings*. School of Applied Psychology, Griffith University, Brisbane, Queensland, Australia, June 29,2000,
- Holloway, E. L., *Evaluation Systems in Supervision*. Institute for the Application of the Social Sciences, Maienfeld, Switzerland, December 11-17, 1999.
- Holloway, E. L.. *Supervision Systems*. Personal Counselling Institute, Dlondalkin, Dublin, Ireland, June 14-15, 1999.
- Holloway, E. L., *Systems Approach to Supervision*. Prague, CR. June 6-9, 1999.
- Holloway, E. L.. *Research Methods in Supervision*. Graduate School of Education, University of Bristol, Bristol England, June 10, 1999.
- Holloway, E. L.. *Supervision Systems: The SAS Model*. IAS International, Haarlem, NL. May 25-26, 1999.
- Holloway, E. L. & M. Carroll, *Models and Frameworks for Counselling Supervision, A Personal and Organisational Counselling Initiative*, Dlondalkin, Dublin, Ireland, September 26-27, 1998.
- Holloway, E. L., *Supervision Systems in Organizations* Institute for the Application of the Social Sciences, Maienfeld, Switzerland, September 7-9, 1998.
- Holloway, E. L. & M. Carroll, *Supervision and Organisations: Models and Frameworks for Practice*, Iron Mill Centre, Oakford, Tiverton, Devon, England. July 29-30, 1998.
- Holloway, E. L., *Supervision Systems in Organizations* Institute for the Application of the Social Sciences, Maienfeld, Switzerland, September 21-24, 1997.
- Holloway, E. L., *The SAS Model* Ironmill Training Center in affiliation with University of Middlesex, Oakford, England, September 12-13, 1997.

- Holloway, E. L., *Systems Approach to Supervision* British Association for Supervision Practice and Research, London, England, May 18, 1996.
- Holloway, E. L., *Systems Approach to Supervision* Nordic Conference on Supervision, Stockholm, Sweden, May 13, 1996.
- Holloway, E. L., *SAS in School Supervision Systems* Ministry of Education, Department of Counseling, Jerusalem, Israel, March 15-20, 1996.
- Holloway, E. L., *Supervision in Organizations*. Institute for the Application of the Social Sciences, Maienfeld, Switzerland, March 9, 11-13, 1996.
- Holloway, E. L. *Systems Approach to Supervision* INITA, Hannover, Germany, March 6-8, 1996.
- Holloway, E. L., *Systems Approach to Supervision* National Taiwan Normal University, December 21-23, 1995.
- Holloway, E. L., *Systems Approach to Supervision* National Kaohsiung Normal University, December 18-20, 1995.
- Holloway, E. L. *Systems Approach to Supervision* Roehampton Institute, London, England, September 16, 1994.
- Holloway, E. L., *Advanced Training in Supervision* Stockton Psychotherapy Training Institute, Thornaby-on-Tees, UK, September 19-20, 1994.
- Holloway, E. L. *Systems Approach to Supervision* INITA, Hannover, Germany, September 24, 1994.
- Holloway, E. L., *Systems Approach to Supervision* Roehampton Institute, London, England, June 20-21, 1992.
- Holloway, E. L., *Engagement and Power in Clinical Supervision*. Roehampton Institute (University of Surrey), London, England, September 17-19, 1990.

DOMESTIC WORKSHOPS & CONSULTING

- Kusy, M., & Holloway, E. (2010, April). *Family practitioners' roles in engaging workplace civility*. Minnesota Academy of Family Practitioners, Minneapolis.
- Kusy, M., & Holloway, E. (2010, March). *HR's role in workplace civility*. Minnesota Society of Human Resource Management, Winona, MN.
- Holloway, E., & Kusy, M. (2010, January 27). *Dealing with toxic and disruptive behaviors at work*. Technical Career Field/ Prosthetic Representatives Training Conference, Atlanta, GA.
- Kusy, M., & Holloway, E. (2008, May 9). *Toxic personalities*. Medica Corporation Management Development Program, Minneapolis, MN.
- Kusy, M. & Holloway, E. (2008, May 8 & 29). Development of organizational values using the "max-mix" process. MGS, Minneapolis, MN.
- Kusy, M., & Holloway, E. (2008, May 6). *Toxic personalities and their systems of power*. City of Rochester Executive Development Program, Rochester, MN.
- Holloway, E. L., *Coaching*, Dept of Juvenile Justice,, State of Maine, November, 2002.
- Holloway, E. L., *SAS System*, Professional Psychology Seminars, Taranza, California, Director Dr. Ken Bachrach, 2001-2002
- Holloway, E. L., *Appraisal in the Workplace*, Division of Business, Management, & Law, University of California Santa Barbara Extension, 2001.
- Holloway, E. L., *Clinical Supervision Models: Finding a Common Language*, University of Southern Maine, Portland, Maine, May 14, 2001.

- Holloway, E. L., *Coaching and Mentoring Models for Dual Diagnosis Case Managers*, Cumberland County Dual Diagnosis Collaborative, May 15, 2001.
- Holloway, E. L. *A Systems Approach to Clinical Supervision*. Ray E. Hosford Memorial Clinic, University of California, Santa Barbara, April 6, 2001.
- Holloway, E. L. *Performance Appraisal*. Division of Business, Management & Law, University of California, Santa Barbara Extension, March 2001.
- Holloway, E. L. & Howard, N. *Mentoring for Cultural Competence: Building a Curriculum Model*. AHEC, Marshfield, Wisconsin, September 22, 2001.
- Holloway, E. L. & Howard, N. *Solution Focused Supervision and Mentoring*. AHEC, University of Wisconsin, School of Medicine, October 13, 2000.
- Holloway, E. L., *Systems Approach to Supervision*. Association of Counselor Education and Supervision National Conference, Portland, Oregon, October 2, 1996.
- Holloway, E. L., *Systems Approach to Supervision*. Mendota Mental Health Institute, Madison, Wisconsin, March 6, 1992.
- Holloway, E. L., *Engagement and Power in Clinical Supervision*. University of Oregon, June 27-30, 1991, Division of Counseling Psychology.
- Holloway, E. L., *Engagement and Power in Clinical Supervision*, Brigham Young University, October 17 & 18, 1990, Department of Clinical Psychology, University Counseling Center.
- Holloway, E. L., *Engagement and Power in Clinical Supervision*, University of California, Santa Barbara, June 2, 1989, Counseling Psychology Program.
- Holloway, E. L., *Engagement and Power in Clinical Supervision*, University of Missouri-Columbia, April 20 & 21, 1989, Counseling and Consultation Services.
- Holloway, E. L. and M. Acker, *Engagement and Power in Clinical Supervision*, Washington State Association of Counselor Education and Supervision, May 12, 1989.
- Holloway, E. L. and M. Acker, *Engagement and Power in Clinical Supervision*, Western Association of Counselor Education and Supervision, November 18, 1989.

UNIVERSITY WIDE MENTORING WORKSHOPS

- Mentoring for Cultural Competence*. MEDAL Leadership Program, School of Medicine, University of Wisconsin, Madison, May 17, 2001.
- Mentoring from a Leadership Perspective*. MEDAL Leadership Program, School of Medicine, University of Wisconsin, Madison, February 19, 2000.
- Mentoring Models for Probationary Faculty*. Women Faculty Mentoring Program. University of Wisconsin-Madison, January, 2000..
- Development and Delivery of Mentoring Workshop for Medical Faculty* Office of the Dean, School of Medicine, November 18, 1998.
- Development and Delivery of Mentoring Workshop for Clinical Faculty* Office of the Dean, School of Medicine, November 19, 1998.
- Mentoring in Academics: Mentoring Tasks and Mentor Functions* Women Faculty Mentoring Program. University of Wisconsin-Madison, February, 1998.
- Mentoring Faculty*. Provost's Office Workshop for Departmental Chairs, University of Wisconsin-Madison, February, 1998.

NATIONAL SERVICE

- 2019-2020 Chair, Fellows Committee, Society of Counseling Psychology, Division 17

- 1993 -1994 Chair, Council of Counseling Psychology Training Programs
- 1993-1994 Appointed Member, NIMH Taskforce on Education in Professional Psychology
- 1991-1992 Chair-Elect, Council of Counseling Psychology Training Programs
- 1990-1993 Executive Board, Council of Counseling Psychology Training Programs
- 1991-1993 Co-chair, Curriculum Innovations, special task force on promoting science and practice in counseling psychology. Division 17, American Psychological Association
- 1990-1991 Chair, Education and Training Committee, Division 17, American Psychological Association
- 1989-1990 Chair-elect, Education and Training Committee, Division 17, American Psychological Association
- 1988-1993 Committee on Accreditation, American Psychological Association Site Visitor
- 1988-1990 President, Oregon Association of Counselor Education and Supervision
- 1988-1989 Chair, Ad Hoc Committee on Ethics, Division 17, Counseling Psychology, American Psychological Association
- 1987 Member of the Implementation Committee for Internship Training, appointed by Association of Psychology Internship Centers
- 1987 National Delegate to Association of Psychology Internship Centers Conference on Internship Training, Gainesville, Florida
- 1986-1988 President-Elect, Oregon Counselor Education and Supervision Association
- 1985-1986 Chair of the Research Committee, Commission VII, American College Personnel Association
- 1984-1987 Directorate Board, Commission VII, American College Personnel Association
- 1983-1984 Liaison to the Council of Counseling Psychology Training Programs for the Association of Counseling Center Training Agents
- 1983-1985 Board of Directors, Association of Counseling Center Training Agents

UNIVERSITY SERVICE (1986-2013)

- 2010-2021 Coordinator, Inquiry and Research Curriculum, Graduate School of Leadership & Change
- 2013 University Innovation Team in Technology, Antioch University
- 2005-2011 University, E-Learning Community, Antioch University
- 2001-2003 Co-development of low residency doctoral program in Leadership & Change, Antioch University
- 1995-1999 Director of Training, Doctoral Committee, Dept of counseling Psychology, University of Wisconsin-Madison
- 1993-1994 Search Committee for Counseling Psychology faculty, University of Wisconsin-Madison
- 1988-1989 Student Conduct Committee, University of Oregon
- 1988-1989 Search Committee for Counseling Psychology Position, , University of Oregon
- 1987-1988 Committee on Evaluation in Division of Counseling and Educational Psychology, University of Oregon
- 1999 Search Committee for L & S Asst. Dean/UIR Asst. Director, School of Letters and Science, University of Wisconsin-Madison
- 1998 Search Committee for IMDC Director, School of Education, University of Wisconsin-Madison.

- 1997-1999 Committee on International Education, School of Education, University of Wisconsin-Madison
- 1997-1998 Committee on Supervision Training, Department of Human Resources, University of Wisconsin-Madison
- 1997-1998 Instructional Technology Committee, School of Education, University of Wisconsin-Madison
- 1997-1999 Mentorship Planning Committee, Provost's Office, University of Wisconsin-Madison
- 1994-1997 School of Education Facilities Committee, University of Wisconsin-Madison
- 1994-1998 Health Advisory Committee, University of Wisconsin-Madison
- 1992-1993 Psychoeducational Clinic, School of Education, University of Wisconsin
- 1991-1993 Doctoral Committee, Dept of Counseling Psychology, University of Wisconsin
- 1986-1991 Doctoral Committee, Counseling Psychology Program, University of Oregon
- 1991 Ersted Committee on Excellence in Teaching, University of Oregon
- 1991 Search Committee for Director, University Counseling Center, University of Oregon
- 1990-1992 Interinstitutional Faculty Senate, Oregon State System of Higher Education
- 1989-1991 University Senate, University of Oregon
- 1990 Ersted Committee on Excellence in Teaching, University of Oregon
- 1990 Graduate Offerings Committee, College of Education
- 1989-1990 Student Health Committee, University of Oregon
- 1988-1990 Faculty Personnel Committee, College of Education
- 1988-1989 Committee for Evaluation of the Dean of the College of Education
- 1987-1989 Research Committee, Center for the Study of Women in Society
- 1987-1988 Search Committee for Director of Training, University Counseling Center
- 1986-1987 Search Committee for Director, University Counseling Center
- 1986-1987 Search Committee for Faculty Position, Counseling Psychology

PROFESSIONAL MEMBERSHIPS

- American Psychological Association, Fellow
- American Board of Professional Psychology, Diplomate
- International Leadership Association