

# CURRICULUM VITAE

## *CV SECTION 1: Employment History/Awards*

**NAME**            **SHARON K. ANDERSON**

**ADDRESS**

**Business:  
School of Education  
Colorado State University  
Fort Collins, CO 80523**

**PHONE**

**Business:            (970) 491-6861**

**EDUCATION**

1993	Ph.D., Counseling Psychology, Cognate: Professional Psychology, APA-approved program, University of Denver.
1981	M.A., Counselor Education, CACREP-accredited program, University of Wyoming.
1978	B.A., English and Psychology Education, University of Wyoming.
1995–Current	Licensed Psychologist, Colorado, License No. 1971
July 1988–December 1992	Professional Counselor License, Wyoming

**ACADEMIC POSITIONS**

(2006–2009)	Director of Graduate Programs, School of Education, Colorado State University.
(2012–present)	Professor, School of Education, Colorado State University.
(2000–2012)	Associate Professor, School of Education, Colorado State University.
(1999–2004, 2014-2016)	Program Chair, Counseling and Career Development, School of Education, Colorado State University.
(1994–2000)	Assistant Professor, School of Education, Colorado State University.
(1993–1994)	Staff Psychologist and Coordinator of Peer Education/Counselor, Iowa State University, APA-accredited Program.
1982–1988	Project Director, Upward Bound/Educational Talent Search, Division of Student Educational Opportunity, University of Wyoming, Laramie, Wyoming.
1978–1979	Middle School Teacher, English Department, Rock Springs, Wyoming.

**SABBATICALS**

<b>Year</b>	<b>Sponsor</b>	<b>Description</b>
August 15, 2002–January 15, 2003	School of Education	Work on book*

\*Anderson, S. K., & Middleton, V. A. (Eds.). (2005). Explorations in privilege, oppression, and diversity. Belmont, CA: Thomson Brooks/Cole. (201 pages).

## **OTHER POSITIONS**

- (1996–2000) State Approved Jurisprudence Workshop Provider, CO.  
(1995–present) Private Clinical Practice and Consulting, Fort Collins, CO.  
(1992–1993) Psychology Intern, APA-accredited Program, Wichita Collaborative Psychology Internship Program.  
(1981–1982) Counselor, Student Support Services and Upward Bound, Division of Student Educational Opportunity, University of Wyoming.

## **CLINICAL EXPERIENCE**

### **Professional Clinical Experience**

Licensed Psychologist, Fort Collins, CO. 1995–present. Maintained private clinical and consulting.  
Psychologist, Iowa State University, Student Counseling Services, Ames, IA. Aug 1993–1994.  
Experiences at Iowa State University included

Providing individual, group, and couples counseling to traditional/nontraditional students from different ethnic, cultural, and religious backgrounds. Issues included sexual, physical, and emotional abuse; sexual assault; suicidal ideation; eating disorders; grief and loss; anxiety; depression; adjustment issues; career exploration; marital and relationship dynamics; and developmental issues.

Determining treatment plan.

Completing intakes and assessment to determine appropriateness for services or need for referral.

Administering and interpreting assessments.

Supervising practicum students; consulting with university faculty, staff, and students.

### **Clinical Training Experience with Supervision**

Psychology Internship, Wichita State University Counseling and Testing Center, Wichita, KS.  
Collaborative Psychology Internship Program, Wichita, KS, August 1992–July 1993. Experiences at Wichita State University included

Providing individual, couples, and group counseling to traditional/nontraditional students from different ethnic, cultural, and religious backgrounds. Issues included anxiety; depression; feelings of isolation; marital and relationship problems; developmental and adjustment issues; sexual abuse and sexual assault; suicidal ideation; eating disorders; and career exploration.

Determining a DSM-III-R diagnosis and developing a treatment plan.

Supervising practicum student; consulting with faculty, staff, and students.

Co-facilitating pain-management group and consulting with staff at rehabilitation center.

#### **St. Francis Hospital experiences included**

Providing therapy to inpatients and providing consultation to psychiatrist and psychiatrist residents.

Administering and interpreting assessments.

Examiner, Educational Assessment Center, University of Denver, December 1989–July 1992.

#### **Experiences included**

Completing psychoeducational assessments and reports on children and adolescents.

Practicum, Child, Adolescents, and Family Unit, Boulder County Mental Health, Boulder, CO, September 1990–May 1991. Experiences included

Providing child, adolescent, and family therapy to people from low-income and ethnic minority populations.

Determining DSM-III-R diagnosis and developing treatment plan.  
Consulting with Head Start Program.  
Practicum, Regis University, Personal Counseling Services, Denver, CO, September 1989–  
May 1990. Experiences included  
Providing individual and group counseling to traditional college-age students and short-  
term counseling (3 sessions) or referrals for staff; holistic approach.  
Administering and interpreting a variety of assessment instruments.

### **LEADERSHIP POSITIONS**

Promotion and Tenure Chair, School of Education, Colorado State University, Spring 2015 to present.  
Director of Graduate Programs, School of Education, Colorado State University, 2006–2009.  
Chair of Counseling and Career Development Program, School of Education, Colorado State University,  
1999–2005 and 2014 to 2016.  
Co-coordinator, PDS model for school counselors, Colorado State University, 1997–1998.  
Graduate Programs Representative, Colorado State University, 1996–1997, 1999–2000.  
Coordinator, CACREP Accreditation, 1995–1996.  
Student Affiliate Group Representative, Division 17 of APA, 1990–1991.  
Student Representative to Faculty Meetings, 1988–1989.  
Acting Chairperson of Recreational Facility Use by Faculty, Staff, and Students, University of Wyoming,  
Laramie, WY, 1987–1988.  
Chairperson for Academic Decathlon Competition, University of Wyoming, Laramie, WY, 1984–1986.  
Chairperson of Cluster for Retention of Transfer Students, University of Wyoming, Laramie, WY, 1983–  
1984.  
President of Wyoming Association ASPIRE Executive Board Member, Association of Special Programs  
in Region Eight, 1983–1984, 1986–1987.  
Chairperson of ASPIRE Legislative Committee, 1983–1984.

### **CURRENT JOB DESCRIPTION**

(2019)  
50% Teaching/advising    35% Research/Creative Activity    15% Service/Outreach    0% Admin

### **HONORS AND AWARDS**

2015    Online Innovative Educator Award, Colorado State University  
2005    Leadership in Learning Award, College of Education, University of Denver  
2004    Nominated for Best Teacher Award, Colorado State University Alumni Association  
1997    Nominated for Best Teacher Award, Colorado State University Alumni Association  
1997    Nominated for Jason Millman Promising Scholar Program, Cornell University  
1993    American Psychological Association Dissertation Research Award

## ***CV SECTION 2: Publications/Scholarly Record***

### **PUBLISHED WORKS**

#### **Books (6):**

**Anderson, S. K., & Middleton, V.A. (Eds.). (2018).** *Explorations in diversity: Examining the complexities of privilege, discrimination, and oppression.* (3<sup>rd</sup> ed.). New York, NY: Oxford

University Press. (332 pages)

Kitchener, K. S., & **Anderson, S. K.** (2011). *Foundations of ethical practice, research, and teaching in psychology and counseling* (2nd ed.). New York, NY: Routledge/Taylor & Francis Group. (349 pages)

**Anderson, S. K.**, & Middleton, V.A. (Eds.). (2011). *Explorations in diversity: Examining privilege and oppression in a multicultural society* (2nd ed.). Belmont, CA: Thomson Brooks/Cole. (285 pages)

**Anderson, S. K.**, & Handelsman, M. M. (2010). *Ethics for psychotherapists and counselors: A proactive approach*. Malden, MA: Wiley/Blackwell. (253 pages)

Williams, P., & **Anderson, S. K.** (Eds.). (2006). *Law and ethics in coaching: How to solve and avoid difficult problems in your practice*. Hoboken, NJ: John Wiley & Sons. (289 pages)

**Anderson, S. K.**, & Middleton, V. A. (Eds.). (2005). *Explorations in privilege, oppression, and diversity*. Belmont, CA: Thomson Brooks/Cole. (201 pages)

#### Books In progress

**Anderson, S. K.**, & Handelsman, M. M. (in progress). *Positive Ethics for Mental Health Professionals: A proactive approach*. (2<sup>nd</sup> ed.) Wiley (contract signed. Manuscript due to publisher October 15, 2020)

**Anderson, S. K.**, & Handelsman, M. M. (in progress). *How to Hire and When to Fire Your Shrink*. Have been in contact with potential publishers. Offered a contract which is under review by myself and co-author.

#### Refereed and Invited Journal Articles (34):

Lorenzo, L. & **Anderson, S.K.** (2020). Exploring the Academic Experience of College Student Survivors of Sexual Violence. *Open Access Library Journal*, 7, e6288. <https://doi.org/10.4236/oalib.1106288>.

Morgan, D. & **Anderson, S.K.** (2019). The Relationship between Perceived Level of Synergistic Supervision Received and Key Job Performance Indicators of Midlevel Student Affairs Administrators. *Open Access Library Journal*, 6, e5226. <https://doi.org/10.4236/oalib.1105226>

Jacques, K.L. & **Anderson, S.K.** (2017) Impact of a Residence Hall Staff Training Class on the Moral Judgment Development of College Students. *Open Access Library Journal*, 4, e4232. <https://doi.org/10.4236/oalib.1104232>

Stark, R. H. & **Anderson, S.K.** (2016). Moral Behavior of Resident Assistants: A Lived Experience. *Journal of College and University Student Housing*, 42(2), 12-27.

Al-Bataineh, M.T. & **Anderson, S.K.** (2015). A Study of Jordanian Social Studies Teachers' Attitudes Technology Implementation. *Contemporary Educational Technology*, 6(1), 38-61.

**Anderson, S. K.**, Peila-Shuster, J. J., Carlson, L. & Szamos, A. (2014). Testing or assessment: Choosing the ethical ideal. *Career Planning and Adult Development Journal*, 30(4), 185–197.

Aragon, A., Aldoubi, S., Kaminski, K. **Anderson, S. K.**, Isaacs, N. (2014). Social networking: Boundaries and limits. Part 1: Ethics. *TechTrends*, 58(2), 25-31.

Isaacs, N., Kaminski, K, Aragon, A, **Anderson, S. K.**, (2014). Social networking: Boundaries and limitations. Part 2: Policy. *TechTrends*, 58(3), 10-15.

**Anderson, S. K.**, Peila-Shuster, J. J., Aragon, A. (2012). Cross cultural career counseling: Ethical issues to consider. *Career Planning and Adult Development Journal*, 28, 127–138.

**Anderson, S. K.**, & Handelsman, M. M. (2012). A positive and proactive approach to the ethics of

- the first interview. *Journal of Contemporary Psychotherapy*. doi: 10.1007/s10879-012-9219-3
- Elliot, C.A., Kennedy, C., Morgan, G., **Anderson, S. K.**, & Morris, D. (2012). Undergraduate physical activity and depressive symptoms: A national study. *American Journal of Health Behavior, 36*(2), 230–241.
- Mone, J., MacPhee, D., **Anderson, S. K.**, & Banning, J. (2011). Family members' narratives of divorce and interparental conflict: Implications for parental alienation. *Journal of Divorce & Remarriage, 52*, 642–667.
- Anderson, S. K.** (2011). Ethics and working with international students from the Mideast/Africa region: Whose ethics? Theirs? Mine? Ours? [Special edition: Career development in the Middle East and North Africa]. *Career Planning and Adult Development Journal, 27*, 10–19.
- Middleton, V. A., **Anderson, S. K.**, & Banning, J. H. (2009). The journey to understanding privilege: A meta-narrative approach. *Journal of Transformative Education, 7*(4), 294–311.
- Anderson, S. K.** (2009). A proactive approach to teaching ethics: From the inside-out. *Career Planning and Adult Development Journal, 25*, 134–146.
- Folkestad, J. E., & **Anderson, S. K.** (January 2009). Investigating the promise of mass-customized education: A content analysis of self-reported descriptions of web 2.0-learning tools based on multiple intelligence theory. *i-manager's Journal of Educational Psychology, 2*(3), 34–47.
- Anderson, S. K.**, Lujan, L., & Hegeman, D. (Winter 2009). Prepared for challenges: The importance of professional and institutional ethical identity. In P. Farrell & C. Harbour (Eds.), *New directions for community colleges—Institutional ethics* (pp. 17–29). San Francisco, CA: Wiley Periodicals.
- Bashe, A., **Anderson, S. K.**, Handelsman, M. M., & Klevansky, R. (2007). An acculturation model for ethics training: The ethics autobiography and beyond. *Professional Psychology: Research and Practice, 38*, 60–67.
- Harbour, C. P., Middleton, V., Lewis, C., & **Anderson, S. K.** (2004). Naming the other: How dominant culture privilege and assimilation affect selected underrepresented populations at the community college. *The Community College Journal of Research and Practice, 27*, 829–842.
- Anderson, S. K.**, & Middleton, V. (January/February 2002). You want me to do what? The cultural and psychological struggle of putting a course online. *The Technology Source*. Retrieved from <http://ts.mivu.org/default.asp?show=issue&id=85>
- Teng, L. Y., Morgan, G. A., & **Anderson, S. K.** (2001). Career development among ethnic and age groups of community college students. *Journal of Career Development, 28*(2), 115–127.
- Anderson, S. K.**, & Davies, T. G. (2000). An ethical decision-making model: A necessary tool for community college presidents and their boards of trustees. *Community College Journal of Research and Practice, 24*(9), 711–727.
- Anderson, S. K.**, Franco, H., & Handelsman, M. (2000). Colorado psychotherapists: Judgments of the Colorado licensing and grievance boards. *Ethics and Behavior, 10*(2), 173–183.
- Anderson, S. K.**, Macphee, D., & Roley, D. (2000). Infusion of multicultural issues in curricula: A student perspective. *Innovative Higher Education, 25*(1), 37–58.
- LaSage, K., Kennedy, C., McMillen, B., Morris, D., & **Anderson, S.** (1999). Application of the stages of change model to promote physical activity in college students. *Research Quarterly for Exercise and Sport, 70*(1), A–112.
- Rivera, A. A., **Anderson, S. K.**, & Middleton, V. A. (1999). A career development model for Mexican-American women. *Journal of Career Development, 26*(2), 91–106.
- Anderson, S. K.**, & Kitchener, K. S. (1998). Nonsexual post-therapy relationships: A conceptual framework to assess ethical risks. *Professional Psychology: Research and Practice, 29*,

91–99.

- Anderson, S. K.,** & Banning, J. (1998). Creating an ethical environment: A journey looking for a roadmap. *Journal of Student Affairs, 7,* 26–34.
- Anderson, S. K.** (1997). Nonromantic/nonsexual relationships with former clients: Implications for psychologists' training. Level 1 Publication for resources in education. (ERIC Document Reproduction Service No. ED CG027833)
- Anderson, S. K.,** & Banning, J. (1997). Qualitative analysis: Themes of the first five years of the CSU Journal of Student Affairs. *Journal of Student Affairs, 6,* 7–11.
- Anderson, S. K.,** & Kitchener, K. S. (1996). A critical incident study of nonromantic/nonsexual relationships between psychologists and former clients. *Professional Psychology: Research and Practice, 27*(1), 59–66.
- Von Stroh, P., Mines, R. A., & **Anderson, S. K.** (1995). Impaired clergy: Application of ethical principles. *Counseling and Values, 40*(1), 6–14.
- Mines, R. A., **Anderson, S. K.,** & Von Stroh, P. (1991). Impaired professional and employee assistance programs: Applications of ethical principles. *Employee Assistance Professional Exchange, 21*(12), 26–29.
- Sherry, P., Teschendorf, R., **Anderson, S.,** & Guzman, F. (1991). Ethical beliefs and behaviors of college counseling center professionals. *Journal of College Student Development, 34*(4), 350–358.

#### **Textbooks:**

#### **Refereed Chapters in Books (18):**

- Anderson, S.K.,** & Smetana, J.B. (2018). Ethics and ethical decision making in coaching: Four case scenarios. In M.M. Leach, & E. Welfel (Eds.), *The Cambridge handbook of applied psychological ethics* (pp. 637-658). New York: Cambridge University Press.
- Anderson, S. K.,** (2018). An awakening to Privilege, Oppression, and Discrimination. In S.K. Anderson & V.A. Middleton (Eds.), *Explorations in diversity: Examining the complexities of privilege, discrimination, and oppression.* (3<sup>rd</sup> ed.). (pp.1-8) New York, NY: Oxford University Press.
- Anderson, S.K.** (2015). Morally sensitive professionals. In D. Mower, P. Vandenberg, & W. Robison (Eds.) *Developing Moral Sensitivity* (pp. 188-204). New York, NY: Routledge (Taylor and Francis Group).
- Anderson, S. K.,** & Peila-Shuster, J. (2014). Academic advising: Considering ethics and using the ethical acculturation lens. In J. Irons & R. L. Miller (Eds.), *Academic advising: A handbook for advisors and students (Vol 1: Models, students, topics, and issues,* pp. 200–206). Syracuse, NY: Society for the Teaching of Psychology. Available from the STP website: <http://www.teachpsych.org/Resources/Documents/ebooks/advising2014Vol1.pdf>
- Anderson, S. K.,** Williams, P., & Kramer, A. (2011). Life and executive coaching: Some ethical issues for consideration. In S. J. Knapp, M. M. Handelsman, M. C. Gottlieb, & L. D. VandeCreek (Eds.), *APA handbook of ethics in psychology: Practice, teaching, and research* (Vol. 2, pp. 169–181). Washington, DC: American Psychological Association.
- Handelsman, M. M., Bashe, A., & **Anderson, S. K.** (2011). Ethics of psychotherapy and counseling. In R. L. Miller, E. Balcetis, S. R. Burns, D. B. Daniel, B. K. Saville, & W. D. Woody (Eds.), *Promoting student engagement: Activities & demonstrations for psychology courses* (Vol. 2, pp. 193–197). Syracuse, NY: Society for the Teaching of Psychology. Available from the STP website: <http://teachpsych.org/resources/e-books/pse2011/vol2/index.php>
- Anderson, S. K.,** & Middleton, V. A. (2011). An awakening to privilege, oppression, and

- discrimination. In **S. K. Anderson** & V. A. Middleton, *Explorations in diversity: Examining privilege and oppression in a multicultural society* (2nd ed., pp. 5–10). Belmont, CA: Thomson Brooks/Cole Cengage Learning.
- Middleton, V. A., Banning, J. H., **Anderson, S. K.**, & Paguyo, C. (2011). The journey to understanding privilege: A meta-narrative approach. In **S. K. Anderson** & V. A. Middleton, *Explorations in diversity: Examining privilege and oppression in a multicultural society* (2nd ed., pp. 131–136). Belmont, CA: Thomson Brooks/Cole Cengage Learning.
- Gilley, J. W., **Anderson, S. K.**, & Gilley, A. (2008). Ethics in human resources. In S. Quatro (Ed.), *Executive ethics: Ethical dilemmas and challenges for the C-suite* (pp. 191–212). Charlotte, NC: Information Age Publishing.
- Anderson, S. K.**, Harbour, C., & Davies, T. (2007). Professional ethical identity development and community college leadership. In D. M. Hellmich (Ed.), *Ethical leadership in the community college: Bridging theory and daily practice* (pp. 61–76). Bolton, MA: Anker Publishing.
- Harbour, C., **Anderson, S. K.**, & Davies, T. (2007). Compromised professional ethical identity development and community college leadership. In D. M. Hellmich (Ed.), *Ethical leadership in the community college: Bridging theory and daily practice* (pp. 166–181). Bolton, MA: Anker Publishing.
- Anderson, S. K.**, Wagoner, H., & Moore, G. K. (2006). Ethical choice: An outcome of being, blending, and doing. In P. Williams & **S. K. Anderson** (Eds.), *Law and ethics in coaching: How to solve and avoid difficult problems in your practice* (pp. 39–61). Hoboken, NJ: John Wiley & Sons.
- Zur, O., & **Anderson, S. K.** (2006). Multiple role relationships in coaching. In P. Williams & **S. K. Anderson** (Eds.), *Law and ethics in coaching: How to solve and avoid difficult problems in your practice* (pp. 125–139). Hoboken, NJ: John Wiley & Sons.
- Anderson, S. K.** (2004). What's in a color? In L. Flowers (Ed.), *Diversity issues in American colleges and universities: Case studies for higher education and student affairs professionals* (pp. 74–77). Springfield, IL: Charles C Thomas Publisher, Ltd.
- Anderson, S. K.**, & Kitchener, K. S. (2003). Nonromantic, nonsexual posttherapy relationships between psychologists and former clients: An exploratory study of critical incidents. In D. Bersoff (Ed.), *Conflicts in psychology* (3rd ed., pp. 550–600). Washington, DC: American Psychological Association.
- Kitchener, K. S., & **Anderson, S. K.** (2000). Ethics: Old themes—new issues. In S. D. Brown & R. W. Lent (Eds.), *Handbook of counseling psychology* (3rd ed., pp. 50–82). New York, NY: John Wiley & Sons, Inc.
- Anderson, S. K.**, & Kitchener, K. S. (1999). A critical incident study of nonromantic/nonsexual relationships between psychologists and former clients. In D. Bersoff (Ed.), *Conflicts in psychology* (2nd ed., pp. 247–253). Washington, DC: American Psychological Association.
- Anderson, S. K.** (1996). Career counseling: An emotionally intimate relationship that requires ethical consideration. In G. Walz and R. Feller (Eds.), *Optimizing life transitions in turbulent times: Exploring work, learning, and careers* (pp. 341–348). Greensboro, NC: ERIC/CASS Publications.

#### **Refereed Proceedings/Transactions:**

#### **Non-Refereed Journal Articles/Chapters/Proceedings/Transactions:**

- Karajic Siwec, A. & **Anderson, S. K.** (2019) Ethics in a Nutshell: Policy, Advocacy and Social Justice in Career Development. *Career Developments*.

Davis, G.A. & **Anderson, S.K.** (2018). Ethics in a Nutshell: Ethical considerations of reading research. *Career Developments*

Patterson-Mills, S. & **Anderson, S.K.** (2018). Ethics in a Nutshell: Surfing the flow between work and pleasure. *Career Developments*

**Other (e.g. lab texts, book reviews, technical reports, in-house reports):**

**Anderson, S.K.** (2016). Ethics of therapy. In H. L. Miller (Ed.), *Encyclopedia of Theory in Psychology*, Thousand Oaks, CA: Sage Publications, 300-301.

**Anderson, S.K.** (2015). *2015 NCDA Code of Ethics*. Member of NCDA Ethics Code Committee.

**Manuscripts Accepted for Publication (in press)**

**CONTRACTS & GRANTS**

**Externally-Funded Projects as PI**

(1982–1988) TRIO Educational Grants—Upward Bound, Educational Talent Search, and Educational Opportunity Center. Principal Investigator and Project Leader. Grants funded educational programs for educationally disadvantaged youth and adults. United States Department of Education. \$100,000 to \$300,000/yearly.

**Externally-Funded Projects as CoPI**

(1997–1998) Re-engineering Diversity. Co-Principal Investigator. Research examines barriers to employment for ethnic minority students. Funding sources: Hewlett Packard and Colorado State University. \$30,000.

**Externally-Funded Projects as Investigator or role other than PI or CoPI**

(1997–1998) Lookout Mountain Evaluation Project. Member of Research Team. Grant evaluates administrative, academic, and student-services components of school. Funding source: Colorado Department of Human Services-Department of Youth Corrections. \$30,000/year.

**Externally-Funded Pending Projects as PI**

**Externally-Funded Pending Projects as CoPI**

**Externally-Funded Pending Projects as Investigator or role other than PI or CO-PI**

**Externally-Not Funded Projects as CoPI**

2018 Gonzalez J. (PI), Peila-Shuster, J. J (CO-PI), **Anderson, S. K.** (CO-PI), Carlson, L., (Administrative contact), & Lamb Bryan (Personnel). Client Outcome

Research on Multicultural Competence in a Training Clinic (Aug. 2018). American Counseling Association Foundation. Requested amount: \$500

2017 CCD Training and Research Lab. Co-Principal Investigator. Research innovation grant. Colorado State University Facilities Management and Vice President of Research, \$314,000. Not Funded.

### **Internally-Funded Awards**

2017-2018 Counseling and Career Development Training and Research Lab. Co-Principal Investigator. One-year grant to develop the Counseling and Career Development Training and Research Lab. Funding Source: School of Education, Colorado State University. \$10,000

(2005–2007) Mapping the Journey Toward Tenure. Co-Principal Investigator. Research examines the barriers as well as the bridges for junior faculty as they make their journey toward achieving tenure and promotion. Funding source: College of Applied Human Sciences, Colorado State University. \$6,827.

(1996) School of Education Research Grant. Principal Investigator. Research examines licensed psychotherapists' perception of the ethicalness of nonsexual posttherapy relationships. Funding source: School of Education, Colorado State University. \$500.

(1995) College of Applied Human Sciences. Principal Investigator. Research examines student perception of diversity issues infused in curriculum. Funding source: College of Applied Human Sciences. \$350.

(1995) Curriculum Infusion Project. Member of Project Group. Grant provided funds to infuse courses. Funding source: Colorado State University. \$800.

### **PAPERS PRESENTED/SYMPOSIA/INVITED LECTURES/PROFESSIONAL MEETINGS/WORKSHOPS**

February 2020 **Anderson, S. K** & Karajic Siwiec, A. (2020, February). Ethical challenges and ethical development in serving a culturally diverse world. Law and Ethics in Counseling Conference, New Orleans, LA.

February 2020 Karajic Siwiec, A; Putman, C. L. & **Anderson, S. K.** (2020, February). Effective gatekeeping and remediation is an ethical obligation. Law and Ethics in Counseling Conference, New Orleans, LA.

June 2019 Karajic Siwiec, A., **Anderson, S. K.**, & Patterson-Mills, S. (June, 2019). The Ethics in a Culturally Diverse World: Developing Ethical Insights. National Career Development Association conference, Houston TX.

June 2019 Karajic Siwiec, A. & **Anderson, S. K.** (June, 2019). Policy, Advocacy, and Social Justice in Career Development. National Career Development Association conference in Houston, TX.

- February 2019 **Anderson, S. K.** (2019, February). Fostering a professional ethical identity in our students—from the inside out. Law and Ethics in Counseling Conference, New Orleans, LA.
- October 2018 Peila-Shuster, J. J., Gonzalez, J., Carlson, L. A., **Anderson, S. K.**, Lamb, B. C., & Roper, K. M. (2018, October). Intentionally Integrating Career Counseling Research, Practice, & Activities into Counseling Courses. Education session for 2018 Rocky Mountain Association for Counselor Education and Supervision Conference, Park City, UT.
- July 2015 Childhood career development: Addressing barriers, building career adaptability, and promoting hope. Paper presentation. Peila-Shuster, J. J., **Anderson, S. K.**, & Ulas, O. Educational session—National Career Development Association Global Conference, Denver, CO.
- August 2013 Utilizing ethics autobiographies and narratives to foster professional ethical identities. Paper presentation. **Anderson, S. K.** In E. Welfel (Chair), Making graduate and continuing ethics training engaging, relevant, and inspiring. Symposium conducted at the annual meeting of the American Psychological Association, Honolulu, HI.
- July 2013 Socially Just Career Counseling: What's Critical Consciousness, Privilege and Ethics Got to Do With It? Paper presentation. Peila-Shuster, J., **Anderson, S. K.**, Tate, K., & Rush, L. C. Annual Conference of National Career Development Association, Boston, MA.
- August 2012 Ethical acculturation and professional ethical identity in ethical decision making. Paper presentation. **Anderson, S. K.** In K. Kitchener (Chair), Philosophical and psychological problems with ethical decision making models. Symposium conducted at the annual meeting of the American Psychological Association, Orlando, FL.
- November 2011 Ethical acculturation: A possible model for all disciplines. Paper presentation. **Anderson, S. K.**, & Wentworth, R. Society for Ethics Across the Curriculum, 13th International Conference on Ethics Across the Curriculum, St. Louis, MO.
- March 2011 The techie therapist. Panel of experts. **Anderson, S. K.** Colorado Association of Marriage and Family Therapists Membership Meeting, Denver, CO.\*
- April 2010 A proactive approach to building an ethical identity within the school culture. Paper presentation. **Anderson, S. K.** National Educators Program, Beaver Creek, CO.
- October 2009 Faculty use of social networking: Ethical issues considered. Roundtable discussion. **Anderson, S. K.**, Folkestad, J., & Aldoubi, S. ELearn 2009, World Conference on E-Learning in Corporate, Government, Healthcare, & Higher Education, Vancouver, BC, Canada.
- September 2009 Experiences of faculty of color at CSU: A pilot study in the College of Applied Human Sciences. Paper presentation. **Anderson, S. K.**, Jennings, L., Lynham, S., Mason, A., Sanders, E., & Scott, M. Colorado State University 9th Annual Diversity Conference, Fort Collins, CO.
- June 2009 The journey to understanding privilege: What we learned from a meta-narrative approach. Paper presentation. **Anderson, S. K.**, Middleton, V. M., Banning, J., & Pauygo, C. 2009 Pedagogy of Privilege: Teaching, Learning, & Praxis, University of Denver, Denver, CO.
- April 2009 Prepared for challenges: The importance of an institutional ethical identity. Roundtable discussion. Lujan, L., & **Anderson, S. K.** Council for the Study

- of Community Colleges Annual Conference, Phoenix, AZ.
- November 2008 Journey toward tenure: Eliminating barriers and creating successful pathways. Roundtable discussion. **Anderson, S. K.**, Kuk, L., Zimmerman, T., Banning, J., & Kees, N. Research on Women and Education Annual Conference, Arlington, VA.
- April 2008 The teaching and learning of ethics in higher education graduate programs: Curricular approaches, content concerns, and issues of relevancy. Roundtable discussion. **Anderson, S. K.**, Hardy, D. E., & Harbour, C. P. Council for the Study of Community Colleges Annual Conference, Philadelphia, PA.
- October 2007 Blunders and blinders: Ethical problems in clinical supervision. Paper presentation and workshop. Kitchener, K. S., & **Anderson, S. K.** Ninth Annual Seton Hall University Clinical Supervision Conference, Seton Hall University and The New Jersey Psychological Association, South Orange, NJ.\*
- April 2007 Professional ethical identity development and community college leadership. Paper presentation. **Anderson, S. K.**, Harbour, C. P., & Davies, T. G. Division J. American Educational Research Association Annual Meeting, Chicago, IL.
- April 2007 A conceptual framework for promoting ethical identity development for community college leaders. Paper presentation. Harbour, C. P., **Anderson, S. K.**, & Davies, T. G. Council for the Study of Community Colleges Annual Conference, Tampa, FL.
- November 2006 Addressing teacher dispositions with pre-service teachers: Strategies for teacher education programs. Paper presentation. Bianco, M., **Anderson, S. K.**, Wilson, C., & Garrison-Wade, D. Teacher Education Division of the Council for Exceptional Children Conference, San Diego, CA.
- May 2006 The law and ethics in coaching: Using critical thinking skills to stay out of trouble. Poster session. Williams, P., & **Anderson, S. K.** ICF European Coaching Conference, Brussels, Belgium.
- October 2005 Coming to know one's privilege. Paper presentation. **Anderson, S. K.** Annual Women in Educational Leadership Conference, Lincoln, NE.
- September 2005 Got privilege—Let's talk. Paper presentation. **Anderson, S. K.** Annual Diversity Conference, Colorado State University, Fort Collins, CO.
- May 2005 Guest speaker. **Anderson, S. K.** The Fort Collins Human Relations Commission, Fort Collins, CO.\*
- April 2005 Learning and unlearning privilege: Implications for psychologists. Workshop. **Anderson, S. K.** Rocky Mountain Psychological Association, Phoenix, AZ.
- April 2005 When do you fire a therapist? Workshop. **Anderson, S. K.**, & Handelsman, M. Rocky Mountain Psychological Association, Phoenix, AZ.
- January 2005 Ethical reasoning in students and graduates of radiologic technology programs. Panel presentation. Schans, B., & **Anderson, S. K.** 2005 Hawaii International Conference on Education, Honolulu, HI.
- January 2005 Career education in the Rocky Mountain region: The perceptions of vocational and academic secondary educators in a rural state. Panel presentation. Wagoner, H., & **Anderson, S. K.** 2005 Hawaii International Conference on Education, Honolulu, HI.
- January 2003 "Invisible people": Explorations in diversity, privilege, and oppression—Educating counselors and teachers in training. Roundtable discussion. **Anderson, S. K.**, & Middleton, V. Hawaii International Conference on Education, Honolulu, HI.
- August 2000 Nonsexual relationships: Assessing and decreasing the ethical risk. Workshop. **Anderson, S. K.** Facilitated by American Psychological Association,

- Washington, DC.
- June 1999 Politics, sanctions, and judgments of mental health regulation. Poster session. **Anderson, S. K.**, Franco, H., Handelsman, M., & Silver, J. The annual American Psychological Society Convention, Denver, CO.
- April 1999 A career development model for Mexican-American women. Paper presentation. Rivera, A. A., **Anderson, S. K.**, & Middleton, V. A. The annual meeting of the American Educational Research Association, Montreal, Canada.
- August 1998 Teaching from the heart. Roundtable discussion. **Anderson, S. K.** Teaching and Learning Center, Colorado State University, Fort Collins, CO.
- August 1997 Nonromantic-nonsexual post-therapy relationships: The former client's perception. Paper presentation. **Anderson, S. K.**, Roley, D., & Smith, C. The annual meeting of the American Psychological Association, Chicago, IL.
- August 1997 Infusion of multicultural issues in curricula: A student perspective. Poster session. **Anderson, S. K.**, MacPhee, D., & Roley, D. The annual meeting of the American Psychological Association, Chicago, IL.
- April 1997 Equity and ethics. Paper presentation. **Anderson, S. K.** Meeting of the Colorado Institute for Gender Equity in Vocational Education, Denver, CO.
- February 1997 Creating an ethical climate for positive results. Paper presentation. **Anderson, S. K.** Annual meeting of the Colorado Association of Vocational Administrators, Colorado Springs, CO.
- August 1996 Nonromantic/nonsexual relationships with former clients: Implications for psychologists. **Anderson, S. K.** In K. Kitchener (Chair), Training of ethical psychologists—Implications of current research. Symposium conducted at the annual meeting of the American Psychological Association, Toronto, Canada.
- August 1993 Ethical sensitivity and nonromantic/nonsexual relationships with former clients. **Anderson, S. K.** K. Kitchener (Chair). Symposium conducted at the annual meeting of the American Psychological Association, Toronto, Canada.
- October 1992 Meta-ethical considerations for the EAP provider in working with impaired professionals. Paper presentation. Mines, R., Von Stroh, P., & **Anderson, S. K.** The annual meeting of the Western District of Employee Assistance Professional Association, Las Vegas, NV.
- October 1991 A meta evaluation model for EAP practitioners. Paper presentation. Mines, R., **Anderson, S. K.**, & Graham, R. J. The annual meeting of the Employee Assistance Professional Association, San Diego, CA.
- March 1990 Increasing ethical sensitivity through the teaching of ethics. **Anderson, S. K.** In P. Sherry (Chair), Increasing ethical awareness in counseling centers: Teaching, supervision, ethnic issues. Symposium conducted at the annual meeting of the American College Personnel Association, St. Louis, MO.
- February 1990 Teaching ethics. Paper presentation. **Anderson, S. K.** Meeting of the Colorado College Personnel Association, Denver, CO.

\* Invited presentations

### **COLLABORATIVE & INTEGRATIVE INTERDISCIPLINARY SCHOLARSHIP**

### **OTHER ACTIVITIES/ACCOMPLISHMENTS – PUBLICATIONS/SCHOLARLY RECORD**

### ***CV SECTION 3: Evidence of Teaching and Advising Effectiveness***

**TEACHING:**

*List all credit courses taught at Colorado State University during the last 5 years*

<b><u>Year</u></b>	<b><u>Semester</u></b>	<b><u>Course No./Title</u></b>	<b><u>Cr. Hrs.</u></b>	<b><u>Enrollment</u></b>
2019	Fall	EDCO 653/Counseling for Cultural Diversity	3	24
2019	Fall	EDCO 652/Ethics in Counseling & Career Dev	3	15
2019	Sum	EDUC 725/Professionalism in Higher Ed	3	14
2019	Sum	EDCO 670/Mental Health Issues	3	16
2019	Spring	EDCO 686/Practicum	3	6
2019	Spring	EDCO 655/Brief Counseling	3	23
2018	Fall	EDCO 653/Counseling for Cultural Diversity	3	16
2018	Fall	EDCO 652/Ethics in Counseling & Career Dev	3	18
2018	Sum	EDUC 725/Professionalism in Higher Ed	3	12
2018	Sum	EDCO 693/Mental Health Issues	3	30
2018	Spring	EDCO 686/Practicum	4	6
2018	Spring	EDCO 692/Brief Counseling	3	12
2017	Fall	EDCO 652/Ethics in Counseling & Career Dev Course release	3	19
2017	Sum	EDUC 725/Professionalism in Higher Ed	3	16
2017	Sum	EDCO 693/Mental Health Issues	3	27
2017	Spring	EDCO 686/Practicum	4	5
2017	Spring	EDCO 692/Brief Counseling	3	16
2016	Fall	EDCO 653/Counseling for Cultural Diversity	3	16
2016	Fall	EDCO 652/Ethics in Counseling & Career Dev	3	18
2016	Sum	EDUC 725/Professionalism in Higher Ed	3	18
2016	Sum	EDCO 693/Mental Health Issues	3	24
2016	Spring	EDCO 686/Practicum	4	5
2016	Spring	EDCO 692/Brief Counseling	3	18
2015	Fall	EDCO 653/Counseling for Cultural Diversity	3	20
2015	Fall	EDCO 652/Ethics in Counseling & Career Dev	3	17
2015	Sum	EDUC 725/Professionalism in Higher Ed	3	18
2015	Sum	EDCO 693/Mental Health Issues	3	26
2015	Spring	EDCO 686/Practicum	4	6

2015	Spring	EDCO 692/Brief Counseling	3	15
2014	Fall	EDCO 653/Counseling for Cultural Diversity	3	16
2014	Fall	EDCO 652/Ethics in Counseling & Career Dev	3	23
2014	Sum	EDUC 725/Professionalism in Higher Ed	3	16
2014	Sum	EDCO 693/Mental Health Issues	3	27
2014	Spring	EDCO 686/Practicum	4	6
2014	Spring	EDCO 692/Brief Counseling	3	7
2013	Fall	EDCO 680A1/Coun for Social & Cultural Diver	3	6
2013	Fall	EDCO 652/Ethics in Counseling & Career Dev	3	20
2013	Sum	EDUC 725/Professionalism in Higher Ed	3	12
2013	Sum	EDCO 693/Mental Health Issues	3	25
2013	Spring	EDCO 686/Practicum	4	5
2013	Spring	EDCO 692/Brief Counseling	3	12
2012	Fall	EDCO 686/Practicum	4	4
2012	Fall	EDCO 652/Ethics in Counseling & Career Dev	3	16
2012	Sum	EDUC 725/Professionalism in Higher Ed	3	16
2012	Sum	EDCO 693/Mental Health Issues	3	15
2012	Spring	EDCO 686/Practicum	4	5
2012	Spring	EDCO 692/Brief Counseling	3	7

**Course Syllabi, Assignments, and Other Materials**

EDCO 652, EDCO 653, EDCO 686, EDCO692, EDCO 693, EDUC 725

**Peer Evaluations of Teaching**

**Student Course Surveys**

EDCO 652, EDCO 653, EDCO 686, EDCO692, EDCO 693, EDUC 725

**Examples of Course Improvements**

**Development of New Courses**

**Development of New Teaching Techniques**

**Integration of Service Learning**

**Written Comments from Students**

See teaching evaluations for student

**Conference/Workshop Assessments**

**Participation in Professional Development Activities Related to Teaching**

**Professional Consultation Related to Teaching**

**Other Evidence**

**ADVISING:**

**STUDENT ADVISING/GRADUATE SUPERVISION**

**UNDERGRADUATE STUDENTS:**

**GRADUATE STUDENTS:**

Current Graduate Advisees:

Name (MS, MA, PhD)

Samantha Becker (MA)

Sofie Brodsky (MA)

Casey Malsam (MA)

Joshua Alvarez (PhD)

Jonathan Cleveland (PhD)

Christin Holliday (PhD)

Jeffrey Klug (PhD)

Joseph Loughren (PhD)

Marisa White (PhD)

Current Graduate Committee Memberships (excluding those chaired):

\_\_\_\_ # Plan C

\_\_\_\_ # Plan B

9 # MS/MA

26 # PhD

Graduate Committee Memberships (for past 5 years, not including those above)

\_\_\_\_ # Plan C

\_\_\_\_ # Plan B

80 # MS/MA

26 # PhD

Graduate Degrees Completed Under Your Supervision (past 5 years):

Name, Year, (MS, MA, PhD)

Anna Burris 2019 (MED)

Reneka Hall 2019 (MED)

Krista Humbert 2019 (MED)

Melissa Dole 2019 (MED)

Eric Fanning 2019 (MED)

Jenna Erickson 2019 (MED)

Tracy Close 2018, (MED)

Christopher Lindsey 2018, (MED)

Dylan McRoberts 2018, (MED)

Megaret Mealy 2018, (MED)

Megan Dawley, 2017 (MED)  
Elise Eppard, 2017 (MED)  
Kathleen McCormack, 2017 (MED)  
Nicholas Worstell, 2017 (MED)  
Kara Blakey, 2016, (MED)  
Danielle Burton, 2016, (MED)  
Kristen Earl, 2016, (MED)  
Lori Lunn, 2016, (MED)  
Brittany Thorn, 2016, (MED)  
Kelli Gupton, 2016, (MED) co-advised  
Natacha Iszler, 2015, (MED)  
Alyssa Statz, 2015, (MED)  
Chloe Werner, 2015, (MED)  
Julie Hill, 2014, (MED)  
Margeaux Mathis, 2014, (MED)  
Cameron Mccord, 2014, (MED)  
Lorisa Lorenzo 2019, (PhD)  
Aron Szamos 2017, (PHD)  
Gwendelyn Davis 2015, (PhD)  
Kathleen Lannan, 2015, (PhD)  
Angela Andrade, 2015, (PhD)  
Derek Morgan, 2015, (PhD)  
Sally Palmer, 2015, (PhD)  
Suzan Aldoubi, 2014, (PhD)  
Eric Heiser, 2014, (PhD)  
Kevin Jacques, 2014, (PhD)  
Tamara O'Day-Stevens, 2014 (PhD)

**POSTDOCTORAL STUDENTS/RESEARCH ASSOCIATES:**

**Evaluations from Faculty and Professional Peers**

**Descriptions of Mentoring Activities**

**Other Evidence**

**OTHER ACTIVITIES/ACCOMPLISHMENTS – TEACHING/ADVISING**

***CV SECTION 4: Evidence of Outreach/Service***

**COMMITTEES**

Chair, School of Education, Awards Committee, Fall 2018 to present  
Chair, School of Education, Search Committee, Spring 2017  
Chair, School of Education, Search Committee, Fall 2016  
Chair, School of Education, Promotion and Tenure Committee, Spring 2015 to present.

Chair, School of Education, Counseling & Career Development Program, Spring 2014 to Fall 2016.  
Member, College Health and Human Sciences, Promotion and Tenure Committee, Fall 2015 to present.  
Member, School of Education, Awards Committee, 2017-2018  
Alternate Member, Colorado State University, Committee on Human Research Review Board, 2012–2016.  
School of Education, Representative, College of Applied Human Sciences, Curriculum Committee, 2010–2015.  
Member, Mediation Team, Colorado State University, 2009–present  
Member, Diversity Committee, College of Applied Human Sciences, 2007–2009.  
Member, School of Education, Promotion and Tenure Committee, Fall 2004–2007.  
Member, School of Education, Executive Committee, Fall 2001–2002.  
Member, School of Education, Promotion and Tenure Committee, Fall 2001–2003.  
Member, Colorado State University, Committee on Human Research Review Board, 2000.  
Member, Colorado State University, Committee on Faculty Governance, 1999–2002.  
Member, American Psychological Association, Division 17, Awards Committee, 1998–Fall 2001.  
Member, Subcommittee on International Curriculum, Colorado State University, 1998.  
Chair, School of Education, Awards and Recognition Committee, 1997–1999.  
Member, School of Education, Mentor Committee, Spring 1997.  
Member, School of Education, Graduate Committee, 1996–1997.

## **PROFESSIONAL AFFILIATIONS AND ACTIVITIES**

### **Memberships in professional societies**

#### **Current**

National Career Development Association (member of Ethics Committee)

#### **Past**

American Association for Mental Health Counselors  
American College Personnel Association  
American Counseling Association  
American Educational Research Association  
American Psychology Association  
Douglas County Ethics Committee, Castle Rock, CO  
National Council of Educational Opportunity Association  
Rocky Mountain Association for Counselor Educators  
Society for Ethics Across the Curriculum

### **Office in professional societies**

#### **Review/editorial boards**

Reviewer, Professional Psychology: Research and Practice, Spring 2011–present.  
Reviewer, The Counseling Psychologist, Fall 1996–2008.  
Reviewer, Journal of Counseling and Development, 1994–1996.  
Reviewer, National Career Development Association’s Global Conference, 2011–2012.

### **Grant review panels**

### **Grant Refereeing**

### **Manuscript Refereeing**

**OTHER ACTIVITIES/ACCOMPLISHMENTS – SERVICE/OUTREACH**

Special service to the state/community related to professional expertise  
Psychotherapist, Pro Bono for Mental Health Connections, 1997–present.

Consultations related to professional expertise

Expert Testimony

Accreditation reviews at other institutions

School of Education, Representative, Colorado State University Faculty Council, 2011–2014.

Member, CACREP Self Study, Counseling and Career Development Program, 2011–present.

Member, Mediation Team, Colorado State University, 2009–present.

Member, School of Education, Interview Team for HRD Position, Fall 2000.

Roadhouse Faculty Advisor, Colorado State University, 1999–2000.

Member, State of Colorado Place Exam for School Counselors, 1999–2000.

Mentor, Colorado State University, Minority Student Mentoring Program, 1996–1998.

Faculty Sponsor, Counseling & Career Development Student Organization, Fall 1995–1999.

Member, School of Education, Educational Psychology Curriculum Revision, 1995–1996.

Coordinator, CACREP Accreditation for Counseling and Career Development Program, Fall 1995–  
Fall 1996.

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