

Brian Rice, PhD, PMP

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602-348-1968

Background

Over 32 years of experience integrating psychology, business, and information technology to provide outstanding customer service and leadership in education, healthcare, mental health, training, construction, consulting, teaching, and project management.

Education

1995 University of Missouri - Kansas City, Doctor of Philosophy, Counseling Psychology (APA)
Dissertation - Life Satisfaction: It's Relationship to Cognitive Appraisal and Coping

1990 University of Idaho, Master of Science Physical Education, Major: Sport Psychology
Thesis – After the Final Snap: Cognitive Appraisal and Coping Among Retired Collegiate Football Players

1988 Emporia State University, Bachelor of Science, Major: Psychology, Minor Physical Education

Licenses/Certifications

- Licensed Psychologist, State of Arizona, License number: 3335
- Dyslexia training, in partnership with Made by Dyslexia – Level 1 and Level 2 (Microsoft)
- Project Management Professional, Project Management Institute, PMP #1421454
- Lean Mastery Certification, Gatlin Education Services
- Business Process Analyst Training Certificate, Maricopa Community Colleges, Phoenix, AZ
- Integral Organizational Leadership, Five-day seminar sponsored by Integral Institute, Denver, CO
- Management of Clinical Information Technology: Clinical Technology Consulting Certificate, GateWay Community College, Phoenix, AZ

Work History

2022-present Faculty Associate, University College, Arizona State University, Tempe, AZ
Courses: UNI 120 Academic Success and UNI 220 Mindset Connections.

Faculty Associate, College of Integrative Sciences and Arts, Arizona State University, Tempe, AZ

Courses: PMG 321 Project Leadership, Strategy and Scope and PMG 323 Project Cost Management. Chaired undergraduate honors contract.

2021-present Aetna Resources for Living On-site Counselor, Rapport1st, LLC, Phoenix, AZ

Provide individual and organizational stress management consulting and training to Banner Health staff as an extension of Banner's Employment Assistance Program, both in-person and virtually. Integrating stress, appraisal, coping, and life satisfaction dissertation research model with 360-degree perspective model to formulate an effective resilience research program structure.

2014-present Chief Integration Officer/Lean Performance Psychologist, Respect for People/
Integration by Design, LLC, Phoenix, AZ

Provide individual and organizational development, Lean consulting, and training to increase “Respect for People” and improve performance of individuals and organizations.

2021-present Adjunct Faculty, Business and Information Technologies, GateWay Community
2015-2017 College, Phoenix, AZ

Courses: Human Relations in Business and Industry, Customer User Support, Computer Information Systems Internship, Introduction to Business, Entrepreneur Seminar, Business and Society, Survey of Computer Information Systems, and Project Management in Quality Organizations.

2017-2021 Year Up Program Director & Faculty (Specially Funded), Business and Information
Technologies, GateWay Community College (GWCC), Phoenix, AZ

Provided program management and Lean oversight to create a culture of continuous improvement and respect for people within the GateWay/Year Up cohort training program partnership. Maintained a customer service focus for GateWay’s community partner, Year Up, and for the students entering the accelerated Year Up program and continuing into the Academic Internship with Year Up internship business partners. Introduced students to Lean pillars of Continuous Improvement and Respect for People as part of the orientation program. Created new program orientation courses.

Courses: Project Management in Quality Organizations TQM240, Computer Information Systems Internship CIS290, Business Internship GBS270, Survey of Computer Information Systems CIS105, and Human Relations in Business and Industry GBS110, and Introduction to Academic and Internship Programs CIS104/MGT104.

2006-2021 Co-Owner, Kansas Boys Lot Four, Limitada, Guanacaste, Costa Rica

Built, rented, and remodeled a 5BR/5BA ocean view home overlooking the Playa Flamingo peninsula. Oversaw initial construction, bat removal, 10-year remodel, water system installation. Sold in August 2021.

2003-2021 Co-Owner/Manager, Jim Rice Remodeling, LLC, (B-3 #312974), Phoenix, AZ

Remodeled historical homes from a psychologist perspective to create positive experiences for the living and built environments.

2015-2017 Regional Psychologist, Concept Healthcare, Phoenix, AZ

Provided psychological consultation to long term and skilled nursing facilities. Consultations focused on modifying the built environment and use of technology to improve patient satisfaction. Managed the implementation of telemedicine solution for psychologists and provider facilities, including hardware, software, connectivity and

workflows to ensure a positive staff and patient care experience.

2012-2017 Hospice Psychologist, Reflections Hospice & Healthcare, Mesa, AZ.

Provided psychological care for hospice patients and support for hospice staff.

2015 Project Team Lead, Community Organization Development in Action (CODA), Arizona Organization Development Network (AzODN), Phoenix, AZ

Program lead for non-profit leadership project for Lost Our Homes Pet Rescue.

2014 Adjunct Professor, Grand Canyon University, Phoenix, AZ.

Prepared curriculum and taught Advanced Social Psychology and Research Methods courses to psychology doctoral students and counseling master students.

2013-2015 Faculty and Director, Management of Clinical Information Technology, Business and Information Technologies, GateWay Community College, Phoenix, AZ

Directed the Management of Clinical Information Technology program. The 2010 program was a Health Information Technology (HIT) grant (\$1,140,854) that provided cross-training of healthcare and information technology workers. Students in the HIT program earned in over 1,300 Certificates of Completion and supported a state-wide effort to convert from paper to electronic medical records in physician offices and hospitals state-wide.

2013 Consultant – Behavioral Health IT, Curriculum Development and Program Evaluation, Office of the National Coordinator for HIT/GateWay Community College, Phoenix, AZ

Lead consultant in the grant funded (\$250,000) adaption of the Office of National Coordinator for Health Information Technology (ONC) workforce development curriculum to an online program for behavioral health practitioners. Provided marketing and information regarding behavioral health focused training, create online curriculum in learning management system and conduct evaluation of pilot training.

2011-2013 Adjunct Faculty, Business and Information Technologies, GateWay Community College, Phoenix, AZ

Taught “Human Relations in Business and Industry”, “Project Scope” and “Project 2010” to allied health care providers and information technology (IT) professionals as part of GateWay Community College’s federally funded EHR implementation training program. Participate in the Management of Clinical Information Technology new student orientation. Represented GateWay Community College at the 2012 Western Regional Health IT Workforce conference. Served on the GateWay Community College Business Advisory Committee. Enrolled in and completed EDU250 – Overview of the Community Colleges, Spring 2013.

- 2011 Acting Chief of Clinical Services (during facility opening), Crisis Response Center, Tucson, AZ.
- Managed the overall clinical organization, planning, management, evaluation, and clinical direction of care for adult and children programs during implementation phase of new facility. Programming was recovery and resiliency focused and was provided to ensure compliance with all regulatory standards and company quality assurance standards. Supervised 10 Clinical Operations Supervisors.
- 2003-2011 Owner/Manager, Historical Partners - Residential, LLC, Phoenix, AZ.
- Owned and developed home renovation company focusing on the psychological aspects of space creation. Managed all project plan development, project scope and contract negotiation and execution for all vendors and subcontractors. Delivered projects on time and on budget to satisfied clients. Projects included historical homes in Phoenix and new construction in Costa Rica.
- 2001-2003 Executive Coach, American Career Executives, Phoenix, AZ.
- Provided career and business coaching to individuals and organizations. Conducted career-training seminars.
- 2001-2003 Licensed Psychologist, By Design: Life Coaching Solutions, Phoenix, AZ.
- Provided personal and business coaching to individuals and organizations.
- 2000-2001 Clinical Training Specialist, ValueOptions, Phoenix, AZ
- Provided clinical training for employees completing New Employee Orientation. Conducted monthly trainings for 17 Case Management Clinics. Developed Co-Occurring Disorders training module for substance abuse and mental health integration. Coordinated the development of a comprehensive tracking and evaluation system for New Employee Orientation.
- 2000 Adjunct Professor of Psychology, Argosy School of Professional Psychology, Phoenix, AZ.
- Prepared curriculum and taught Applied Sport Psychology and Counseling Theories courses to sport psychology graduate students
- 1999-2000 Counselor Supervisor, Meta Center, Phoenix, AZ
- Provided clinical supervision for staff providing detoxification services, outpatient counseling, and intensive outpatient group counseling. Co-Managed detoxification unit. Coordinated counseling services for detox and outpatient counseling programs. Served as a member of management team.
- 1998-1999 Partner, The Coaching Place, Denver, CO.
- Provided personal and business coaching to individuals and organizations.

1997-1998 Psychologist and Director of Consultation Services, Counseling and Consultation Center, University of Denver, Denver, CO.

Provided outpatient clinical services to students, faculty, and staff. Conducted individual psychotherapy, supervised doctoral intern and graduate students, and provided consultation services to campus agencies. Directed consultation services provided by Center. Developed and maintained DUCCC webpage with links to student and professional resources. Coordinated video and audio training equipment. Provided sport psychology consultation to DU Athletics and Sports Medicine.

1995-1997 Coordinator of Clinical Services, Kelly Center, Fort Hays State University, Hays, KS.

Coordinated and provided outpatient clinical services to students and staff at university counseling center. Conducted individual short-term psychotherapy and career counseling, co-led psycho-educational and psychotherapy groups, supervised graduate students, provided family consultation and crisis management, and outreach and consultation services to campus agencies. Coordinated weekly case and clinical staffing, and provided documentation of clinical activities. Coordinated practicum training, group program, and outreach presentations to university community. Consulted with university health services. One year post-doctoral supervision by Kenneth Olson, Ph.D.

1995-1997 Assistant Professor of Psychology, Department of Psychology, Fort Hays State University, Hays, KS.

Prepared for and taught practicum to clinical and school psychology graduate students.

1994-1995 Pre-Doctoral Intern, Center for Counseling and Student Development, University of Delaware, Newark, DE.

Provided outpatient clinical services to students at university counseling center, primary supervision by Jonathan Lewis, Ph.D., ABPP, Senior Psychologist. Conducted individual short-term psychotherapy and career counseling, co-led psycho-educational and psychotherapy groups, supervised graduate students, provided family consultation and crisis management, and outreach and consultation services to campus agencies. Attended weekly case and clinical staffing and provided documentation of clinical activities. One semester rotation providing outpatient clinical services to students at university health services, supervision by Charles Beale, Ed.D., Associate Director of Clinical Services.

1992-1994 Supervisor, Catholic Charities, Kansas City, MO.

Provided clinical supervision to masters level therapists delivering outpatient clinical services to individuals, families, in-home clients and HIV support groups. Served as a member of Administrative Team that assisted Clinical Director in addressing issues faced by the Counseling Division through quarterly supervisor meetings. Provided professional documentation of supervision activities.

1992-1994 Therapist, Giersch & Associates, Gladstone, MO.

Provided outpatient clinical services to individuals and families, supervision by Mark Giersch, M.A., Licensed Professional Counselor. Provided documentation of clinical activities.

- 1991-1994 Therapist, Catholic Charities, Kansas City, MO.
- Provided outpatient clinical services to individuals and families, supervision/consultation by Linda Eddy, Ph.D., Licensed Psychologist. Provided in-home, outpatient, and community based counseling to clients with HIV and AIDS and their families, group supervision by Don Rosenfield, Ph.D., Licensed Clinical Social Worker. Provided documentation of clinical activities.
- 1993 Student-Assistant Practicum Supervisor, Community Counseling Service, University of Missouri - Kansas City, Kansas City, MO.
- Provided clinical supervision to master's student therapists delivering outpatient clinical services to individuals at a community counseling center, supervision by Paul Polychronis, Ph.D., Licensed Psychologist. Attended weekly practicum class meetings and provided documentation of supervision activities.
- 1992 Advanced-Practicum Student, Counseling and Placement Center, University of Missouri - Kansas City, Kansas City, MO.
- Provided outpatient clinical services to students and staff at university counseling center, supervision by Weber Ingersoll, Ph.D., Licensed Psychologist. Attended weekly case staffing and provided documentation of clinical activities.
- 1992 Practicum II Student, Community Counseling Service, University of Missouri - Kansas City, Kansas City, MO.
- Provided outpatient clinical services to individuals at a community counseling center, supervision by Robert Paul, Ed.D., Licensed Psychologist. Attended weekly clinical staff meetings and provided documentation of clinical activities.
- 1991 Counselor, New Arizona Family, Phoenix, AZ.
- Provided clinical services to substance abuse clients in a residential treatment center setting. Conducted individual and group psychotherapy, led didactic sessions, provided family counseling, and co-led client process meetings. Attended weekly case and clinical staffing, and provided documentation of clinical activities.
- 1990-1991 Residential Treatment Specialist, Western Behavioral Associates - Group Homes, Tempe, AZ.
- Provided therapeutic interactions for Developmentally Disabled/Emotionally Handicapped clients in a home setting, while instructing clients on adult daily living skills through modeling and individual programs. Worked with clients on stress management, relaxation, and attention control/redirection. Responsibilities also included medication administration, tracking behaviors through daily charting, and frequent crisis intervention to interrupt severe maladaptive behaviors.
- 1989-1990 Sport Psychology Intern, Sport Psychology Internship - Men's Golf Team, University of Idaho, Moscow, ID.

Organized and presented Mental Skills Training information and conducted individual and group meetings for mental skills development. Counseled athletes having difficulties adjusting to university life, difficulties developing effective study habits, and minor problems dealing with family and social relationships. Assisted undergraduate sport psychology students in developing personal mental skill programs, supervision by Damon Burton, Ph.D. Attended weekly internship meetings and provided documentation of educational and clinical activities.

Selected Professional Conferences

Level Up! ASU Project Management Summit. September 28, 2022 (Virtual).

Student Success Conference Maricopa Community College. November 3-5, 2021 (Virtual).

Lean Construction Institute Congress 2021. October 19-22, 2021, Phoenix, AZ.

Level Up! ASU Project Management Summit. September 29, 2021 (Virtual).

Respect for People – Lean Construction Institute. July 28, 2021 (Virtual).

Student Success Conference Maricopa Community College. November 4-6, 2020 (Virtual).

Ripple Intent - Breakfast Club – Arizona and Houston. May 3, 2020 (Virtual), Phoenix, AZ.

Student Success Conference Maricopa Community College. November 1, 2019, Phoenix, AZ.

Mayo Clinic Transform Conference 2015. September 30-October 2, 2015, Rochester, MN.

WELL-AP Building Certification Program, Cleveland Clinic Wellness Institute. February 23-24, 2015, Cleveland, OH.

hx Refactored – Bringing designers and developers together to improve the health experience. May 13-14, 2014, Brooklyn, NY.

Design Thinking for Start-Ups Getting a Glimpse Inside Stanford d.school – TiE Institute - Arizona. February 25, 2014, Tempe, AZ

Agency for Healthcare Research and Quality (AHRQ) TeamSTEPPS National Conference. June 12-13, 2013, Dallas, TX.

National Council for Community Behavioral Health. April 8-10, 2013, Las Vegas, NV.

Healthcare Information and Management Systems Society. March 4-7, 2013, New Orleans, LA.

The Healthcare Systems Process Improvement Conference. March 2-3, 2013, New Orleans, LA.

Healthcare Design Conference. November 17-19, 2012, Phoenix, AZ.

Integrated Care Conference – Doctor of Behavioral Health. November 14-16, 2012, Phoenix, AZ.

Organizational Development Network Annual Conference. October 21-23, 2012, Phoenix, AZ.

Western States Health-e Connection Summit & Trade Show. October 2-3, 2012, Phoenix, AZ.

Western Region Health IT Workforce Conference, March 12-13, 2012, Sacramento, CA.

Healthcare Information and Management Systems Society. February 20-24, 2012, Las Vegas, NV.

The Healthcare Systems Process Improvement Conference. February 19-20, 2012, Las Vegas, NV.

Communal Healing Frameworks for Wounded Warriors and their Families: Mind, Body, Soul and Architecture. Northwestern Memorial Hospital, April 24, 2010, Chicago, IL.

Integrative Mental Health Conference. The University of Arizona Continuing Medical Education Office at the Arizona Health Sciences Center, March 22-24, 2010, Phoenix, AZ.

Integral Organizational Leadership. Five-day seminar sponsored by Integral Institute, August 30 - September 3, 2004, Denver, CO.

Psychological Consulting to Business and Industry in Changing Times. Conference sponsored by Society of Consulting Psychology, Division 13 of the American Psychological Association, 2003, Phoenix, AZ.

Motivation Interviewing. Six-month training program organized by the Arizona Substance Abuse Consortium for Knowledge Exchange and Research, 2001, Phoenix, AZ.

Recovery and Mental Health. Trainings co-sponsored by ValueOptions and Recovery through Integration Support and Empowerment (RISE), 2001, Phoenix, AZ.

Co-Occurring Disorders: Treatment and Supervisory Issues. Six-day intensive training co-sponsored by Arizona Substance Abuse Consortium for Knowledge Exchange and Research and the Arizona Department of Behavioral Health, 2000, Phoenix, AZ.

Legal Issues Facing Student Affairs Professionals: A Discussion of Campus Community. Seventh Annual Summer Institute in Student Affairs, 1996, Greeley, CO.

Group Counseling with Substance Abuse Populations. Workshop coordinated through The Fort Hays State Educational Development Center, 1996, Hays, KS.

Assessment in Student Affairs. Institute organized by the American College Personnel Association and the National Center on Postsecondary Teaching, Learning, and Assessment, 1996.

Counseling and Therapy with Survivors of Sexual Abuse: Current Trends and Issues. Institute organized by the American College Personnel Association and Commission VII (Counseling and Psychological Services), 1996, Baltimore, MD.

Women's Development Conference. Workshop organized by Menninger's Foundation, Menninger's Clinic, 1995, Topeka, KS.

Winter Roundtable on Cross-Cultural Psychology and Education. Workshops and Lectures organized by Teachers College, Columbia University, 1995, New York, NY.

Understanding, Diagnosing, and Treating Alcohol and Drug Abuse in College Clients. Workshop organized by the Center for Counseling and Student Development, University of Delaware, 1995, Newark, DE.

The Suicidal College Student: Clinical Assessment and Treatment within Counseling Center Settings. Workshop presented by Washington School of Psychiatry, 1994, Washington D.C.

Brief Therapy. Workshop organized by Catholic Charities and University Counseling and Placement Center, UMKC, 1993, Kansas City, MO.

Multicultural and Counseling. In-service organized by Catholic Charities, 1992, Kansas City, MO.

Grief & HIV. In-service organized by Catholic Charities and The Grief Institute, 1992, Kansas City, MO.

HIV/AIDS Counseling. In-service organized by Catholic Charities, 1992, Kansas City, MO.

Selected Publications

Rice, B.T.W. (2001). *Integrated Care for Co-Occurring Mental and Substance-Related Disorders*. Unpublished Training Manual, ValueOptions Behavioral Health Training Department, Phoenix, AZ.

Andersen, M. B. & Williams-Rice, B. T. (1996). Supervisorial processes in the delivery of sport psychology services. The Sport Psychologist, 10, 278-290.

Williams-Rice, B. T. (1996). After the final snap: Cognitive appraisal, coping, and life satisfaction among retired collegiate football players. Academic Athletic Journal, Spring, 30-39.

Stadler, H. A., Morrissey, J. M., Williams-Rice, B. T., Tucker, J. E., Paige, J. A., McWilliams, J. E., & Kay, D. (1995). HEC Consortium survey: Current perspectives of physicians and nurses. Hospital Ethics Committee Forum.

Williams-Rice, B. T. (1991, Summer). Concerns in sport psychology: A student's perspective. [Invited paper] Association for the Advancement of Applied Sport Psychology Newsletter, p. 11.

Selected Presentations

Rice, B. T. W. (September, 2022). Building Resilience for Optimal Performance. Change & Transition, Phoenix Suns Employee Summit, Phoenix, AZ.

Rice, B. T. W. (September, 2022). Respect for People & the Cross-Perspective Team – Let the Hero's Journey Begin! Level Up! ASU Project Management Summit. (Virtual).

Rice, B. T. W. (August, 2021). 9-Perspectives Training for Chaplain Residents – Using the Hero's Journey during a pandemic to manage stress. Spiritual Care Team, Banner University Medical Center, Phoenix, AZ.

Rice, B. T. W. & Ghanem, C. (January, 2020). RESPECT091: "Respect for People" the Second Pillar of Lean Continuous Improvement and your Hero's Journey "call to adventure". GateWay Community College - Day of Learning. Phoenix, AZ.

Rice, B. T. W. (February, 2017). Using the Hero's Journey to Achieve Lean Cultural Transformation. Lean Construction Institute – Arizona, Phoenix, AZ.

Rice, B. T. W. (April, 2001). Merging of two worlds: Integrating substance abuse and mental health services. Invited presentation COOL Program Mini-Conference, Phoenix, AZ

Rice, B. T. W., Boyd, A., & Dijacklin, B. (August, 2000). Providing hope: An integrative approach to detoxification services and initial life stabilization. Paper presented at the annual Bridging the Gap Summer Institute, Prescott, AZ.

Rice, B. T. W., Cummings, G., Boyd, A., & Dijacklin, B. (August, 2000). Another chance: A harm reduction approach for homeless substance abusers. Paper presented at the annual Bridging the Gap Summer institute, Prescott, AZ.

Williams-Rice, B.T. (1998). Library staff and Library faculty attitudes of the Library's management conversion. Survey Research presented to University Library leadership team, University of Denver, Denver, CO.

Williams-Rice, B.T. (1996, May). Cognitive appraisal, coping, and life satisfaction among former athletes. Invited presentation Victoria University of Technology - City Campus, Melbourne, Australia.

Williams-Rice, B.T., Hartley, D. L., & Kessler, D. N. (1994, August). After the final snap: Cognitive appraisal, coping, and quality of life among former collegiate football players. Paper presented at the annual meeting of the American Psychological Association, Los Angeles, CA.

Williams-Rice, B.T. (1994, April). An overview of a collaborative research consulting project with the Midwest Bioethics Center. In H. A. Stadler (Chair), Counselors on the Cutting Edge of Ethics Symposium presented at the annual meeting of the American Counseling Association, Minneapolis, MN

Williams-Rice, B.T. & Campos, C. G. (1993, August). Surviving the process of graduate training in counseling psychology: Tips from experience. In K. E. Ford (Chair), Graduate Student Perspectives: Applying To and Succeeding in Graduate School. Invited symposium presented at the annual meeting of the American Psychological Association, Toronto, Ontario, Canada.

Williams-Rice, B.T., Golston, S.S., Hird, J.S., & Fitzsimmons, P.A. (1991, May). Transitions of the collegiate career: Supporting the student-athlete through change. Symposium presented at the Annual Conference on Counseling Athletes, Springfield, MA.

Williams-Rice, B.T. (1990, August). Sport psychology masters programs: What should students look for? In F. R. O'Block (Chair), Career Decision Problems for Graduate Students in Sport Psychology. Symposium presented at the annual meeting of the American Psychological Association, Boston, MA.

Williams-Rice, B.T., & Weaver, K.A. (1988, April). Effect of imagery and gender on kicking performance. Poster session presented at the annual convention of the Southwestern Psychological Association, Tulsa, OK.

Williams-Rice, B.T. (1988, March). The history of sport psychology. Paper presented at the annual meeting of the Kansas/Great Plains Students' Psychology Convention, Benedictine College, Atchison, KS.

Selected Training and Program Development

Conducted in-service training on conflict resolution to Law Library Staff working at the Law School Library, University of Denver.

Developed structured outreach presentation series for students in Residential Halls. Core of the presentation series is provided by graduate students completing practicum experience at the Kelly Center. Ongoing educational programs address following issues: eating disorders, healthy relationships, alcohol and drug use/abuse, date rape, and self-esteem.

Conducted in-service training explaining basic information on eating disorders, depression and anxiety to Residential Assistants working for Residential Life, Fort Hays State University.

Selected Committees and Councils

Team to Improve Processes (TIP) Committee. GateWay Community College, Phoenix, AZ
Lead Co-Chair 2020-2021, Co-Chair 2019-2020, Member 2017-2019. Provided Lean staff training and value-stream mapping of college processes. In 2020, Created "TIPLand" as permanent Lean value-stream mapping location.

GateWay Community College Business Advisory Committee, Committee Member, 2013.

Recovery Philosophy Implementation Committee and the Co-Occurring Disorders Integration Committee for Value Options 2000-2001.

APA - Internship Selection Committee, Counseling and Consultation Center, University of Denver, Committee Member, Spring 1998. Interviewed applicants applying for APA-accredited internship.

Webmaster Committee, Student Affairs, Fort Hays State University, Webmaster for Student Support Services, Spring 1997. Developed webpages for Student Support Services and other Student Affairs Webpages. Linked webpages to other resources for student access.

Counseling Review and Consultation Committee, Center for Counseling and Student Development, University of Delaware, Committee Member, Fall 1994 & Winter 1995. Reviewed professional staff requests for extensions of number of sessions beyond the short-term session limit and recommended alternative therapy options for clients. Revised guidelines for committee review process.

Selected Research

University of Denver, Library - Transition Project (1997-1998). Principal Investigator of research team that designed, conducted, and analyzed data from a survey that investigated Library staff and Library

faculty attitudes of the Library's management conversion. Consulting research conducted through the Counseling and Consultation Center, University of Denver. Survey Reports distributed to dean, faculty, and staff.