Christine Maidl Pribbenow, PhD

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Professional Experience

Senior Scientist and Principal Investigator (PI), Wisconsin Center for Education Research, UW-Madison, 2015 – Present.

Recent Grants Awarded:

- Fair Play: Bias Literacy and Resiliency Training to Empower the Future Biomedical Workforce. This grant is designed to train graduate students and postdoctoral scientists about the concept of implicit bias, the effects of bias on underrepresented minority students in training, and the strategies to mitigate the effects of bias on themselves, as well as in their current and future work environments (National Institutes of Health R25 GM114002, PI: Pribbenow, August 2020 June 2025).
- Supporting the Social Emotional Health of K-12 African American Students. This is a practice-research partnership project with a school district and community organization. The overarching goal is to improve outcomes for K12 students who are Black/African American through professional development of educators, community/parent agency and advocacy, and ongoing support for students. (School of Medicine and Public Health-UW-Madison, Co-I's: Pribbenow, Briddell and Lewis, January 2021 December 2025).
- Breaking the Bias Cycle for Future Scientists: A Workshop to Learn, Experience, and Change. This IPERT-funded project has educated approximately 1000 STEM faculty from postsecondary institutions across the country about implicit race bias, its contributions to the lack of scientific workforce diversity, and strategies for combatting the negative impact of implicit race bias. The cornerstone of this training is an interactive video game called Fair Play (National Institutes of Health R25 GM114002, PI: Pribbenow, Co-I: Carnes, July 2015 August 2020).
- Do You Play Fair? Addressing Bias in K-12 Educational Settings. This project worked with educators and students to develop a Beta version of Fair Play K12 (UW-Madison Ira and Ineva Baldwin Wisconsin Idea Grant Program, PI: Pribbenow, July 2017 October 2019).
- Fair Play: A Conference to Reduce the Influence of Bias on Student Learning: This conference and professional development grant provided the development and implementation of Fair Play workshops for STEM faculty and staff in UW System institutions (UW System Administration Grant, PI: Pribbenow, June 2014 May 2016).

Director, The LEAD Center (Learning through Evaluation, Adaptation, and Dissemination), Wisconsin Center for Education Research, UW-Madison, July 2014 – March 2020.

Associate Scientist and Principal Investigator (PI), Wisconsin Center for Education Research, UW-Madison, 2009 – 2015.

Director/PI and/or supervisor of evaluation staff and projects at UW-Madison (sample)

(Note: Evaluation plans and corresponding budgets were written for most of these proposals and projects.)

- Odyssey Beyond Bars and Prison Education Initiative (PEI): research and evaluation of program and postsecondary courses offered in prisons throughout WI, May 2022 current.
- Expanding and Sustaining Mentorship Initiatives at HHMI: evaluation of the Facilitator-Scholars program, May 2022 February 2025.
- Reducing STEMM Inequality via Culturally Aware Mentoring: Evaluation of mentor training through HHMI's Gilliam Fellow Program, May 2022 October 2022.
- Development of a Measurement Library: Developed pilot library and portal of measures to assess STEMM interventions, NIH supplement, April 2021 May 2022.
- Women in Science and Engineering Leadership Institute (WISELI): Evaluation director for a research center

- supported by NSF-ADVANCE and PAID grants to study faculty and academic staff members' experiences at UW-Madison and nationally, May 2003 July 2020, staff: C. Bell.
- Learning, Understanding, Cognition, Intelligence, and Data Science (LUCID): An inter-disciplinary graduate training
 program across four departments at UW-Madison, funded by NSF-NRT, September 2015 August 2020,
 staff: K. McCleary.
- Odyssey Project: Evaluation of a program to provide postsecondary education access at UW-Madison, August 2018 October 2018, staff: C. Bell.
- Implicit Bias Workshop: Evaluation of a workshop for residents in the School of Medicine and Public Health at UW-Madison, July 2015 May 2017, staff: C. Bell.
- TEAM-Science: NIH-funded program to provide underrepresented minority students in STEM with mentored research opportunities, September 2015 December 2016, staff: S. Kraemer, C. Bell.
- Small World Initiative (SWI): National project based at the Yale Program for Scientific Teaching to develop undergraduate research experiences at ~70 institutions, funded by the Helmsley Trust, November 2014 December 2015, staff: C. Fabian.
- Foundations for Success WISCIENCE: Evaluation of an HHMI-funded institutional change grant, November 2014 December 2015, staff: C. Fabian.
- Fair Play: A Conference to Reduce the Influence of Bias on Student Learning: UW System Administration conference and professional development grant for WI faculty and staff in STEM, June 2014 May 2016, staff: A. Barany, C. Samuel.

Current and recent evaluation, advising, and consulting projects:

- Advancing and Maintaining Equity in STEM: An ADVANCE Adaptation Project, Bradley University, NSF-ADVANCE, 2023 current.
- Design Track: Microbiology Leaders Evolving & Accountable to Progress (mBio LEAP), American Society for Microbiology, NSF, 2023 – 2025.
- Climate Assessment of the University of Illinois College of Medicine, UofIL COM, 2022 2023.
- Human Genetics Scholars Initiative, American Society for Human Genetics, ASHG/NIH-NHGRI, 2019 current.
- Sustaining and Growing a Dispersed Community of Practice that Engages Undergraduates in Course-Based Genomics Research, University of Alabama, NSF-IUSE, 2018 2024.
- Mentors of URM STEM Undergraduates: An Investigation of Practices, Competencies, and Communication of Coping Strategies, J. Mondisa, PhD, NSF-CAREER, 2019 2024.
- BGSU ALLIES: Building Inclusive Leadership Practices and Policies to Transform the Institution, Bowling Green State University, NSF-ADVANCE/PAID, 2018 2022.
- Black Men's Health and Insurance: A Summary of Findings from Focus Groups, Dean Health Insurance, Madison, WI, 2020.
- Annual Biomedical Research Conference for Minority Students (ABRCMS), follow-up study of previous conference attendees, NIH, 2019 2020.

Previously Completed Projects:

- Fair Play: A Conference to Reduce the Influence of Bias on Student Learning: PI for an UW System Administration conference and professional development grant for WI faculty and staff in STEM, June 2014 May 2016.
- Annual Biomedical Research Conference for Minority Students (ABRCMS): Evaluator for an NIH-funded conference to showcase undergraduate research and to provide professional development for underrepresented minority students in STEM, ASM, November 2010 – 2016.
- Advanced Fellowships in Women's Health (AFWH) Hub site: Evaluator for a VA-funded program to centralize and provide services to AFWH sites across the country, UW-Madison, April 2013 2016.
- National Research Mentoring Network (NRMN): Consultation for overall project goals and the development of instruments for evaluation, UW-Madison, June 2015 June 2016.
- *TEAM-Science:* Evaluator for an NIH-funded program to provide underrepresented graduate students in STEM with mentored research opportunities, UW-Madison, January 2014 August 2015.
- Biology Scholars Program: Evaluator for an NSF-funded grant (CCLI-1 and TUES-2) to provide

- professional development opportunities for faculty who teach in STEM fields. Based at the American Society for Microbiology in Washington, DC, January 2007 September 2014.
- Virtual Games for STEMM Faculty: Breaking the Bias Habit: Evaluator for an NIH-funded grant (Pathfinder Award) to develop a game for STEMM faculty to learn about unconscious bias and its impact on underrepresented minorities in academic settings, UW-Madison, October 2010 – August 2014.
- Wisconsin Alliance for Minority Participation (WiscAMP): External evaluator for an NSF-funded project (LSAMP) designed to increase the number of underrepresented minorities graduating with STEM degrees from alliance institutions, UW-Madison, September 2012 March 2013.
- Seminar in Metagenomics for Underrepresented Undergraduate Cohorts: Evaluator for an NIH-funded (R13 Conference Grant) program to teach students how to build Metagenomic libraries as a form of ongoing research at their institutions, UW-Madison, June 2010 June 2012.
- Midwest Alliance in Science, Technology, Engineering, and Mathematics (MIDWEST): Evaluator for an NSF-funded program to increase the numbers of students with disabilities matriculating in STEM majors and leading to careers, UW-Madison, May 2008 December 2011.
- Improving Undergraduate Research Experiences in STEM Through Mentor Training: Evaluator for an NSF-funded program (CCLI-2) to disseminate mentor training to graduate students, postdocs and faculty across STEM disciplines, UW-Madison, October 2007 2010.
- Wisconsin Program for Scientific Teaching (WPST): Assessment and evaluation consultant for the WPST– a program designed to enhance undergraduate biology education though the training of faculty, postdoctoral researchers and graduate students in teaching, mentoring, and informal education in the sciences, UW-Madison, May 2003 2010.
- Wisconsin Alliance for Minority Participation (WiscAMP): External evaluator for an NSF-funded project (LSAMP) designed to increase the number of underrepresented minorities graduating with STEM degrees from alliance institutions, UW-Madison, May – October 2007; 2013.

Associate Researcher, Learning through Evaluation, Adaptation, and Dissemination (LEAD) Center, University of Wisconsin – Madison, Madison, WI, February 2002 – May 2003.

- Learning Through Technology (LT²): Evaluated a website entitled Learning Through Technology (LT²), which was designed to improve student learning though professional development.
- K-through-Infinity Professional Development Partnership/Systemic Initiative (KTI): Evaluator on project for STEM graduate students who collaborate with local/national K-12 educators to improve learning.

Assistant Researcher, Center on Education and Work, University of Wisconsin – Madison, Madison, WI, June 2000 – September 2001.

- Evaluator for a federally funded project entitled *Teach*NET, a professional development model designed to help implement and support contextual teaching and learning in K-16 institutions.
- Analyzed data stemming from both quantitative and qualitative modes of inquiry during the evaluation of *Teach*NET's implementation.

Education

Doctor of Philosophy, May 2000, University of Wisconsin – Madison, Madison, WI Department of Educational Leadership and Policy Analysis Emphasis: Higher and Postsecondary Education, K-12 Policy Analysis

Master of Science in Education, August 1992, Northern Illinois University, DeKalb, IL Major: Counselor Education – Student Development in Higher Education

Bachelor of Science, May 1989, Carroll College, Waukesha, WI Majors: Psychology and Sociology

Scholarship

Publications

- Pribbenow C.M., Harrington, D., Rele, C.P., Sandlin, K.M., Leung, W., Lopatto, D., Reed, L.K. (2025). Accessible support at a national scale: the use and value of virtual learning assistants across multiple undergraduate institutions. *Journal of Microbiology and Biology Education*, 0:e00170-24.
- Dahlstrom, E.K., Bell, C., Chang, S., Lee, H.Y., Anderson, C., Pham, A., Pribbenow, C.M., & Cameron, C. (2022). Translating mentoring interventions research into practice: Evaluation of an evidence-based workshop for research mentors on developing trainees' scientific communication skills. *PLoS ONE*, 17(2).
- Pribbenow, C.M., Caldwell, K.E.H., Dantzler, D.D., Brown, P.L., & Carnes, M. (2021). Decreasing racial bias through a facilitated game and workshop: The case of *Fair Play. Simulation & Gaming*, 52(3).
- Kaatz, A., Carnes, M., Gutierrez, B., Savoy, J., Samuel, C., Filut, A., & Pribbenow, C.M. (2017). Fair Play: A study of scientific workforce trainers' experience playing an educational video game about racial bias. CBE-Life Sciences Education, 16(27).
 - Casad, B.J., Chang, A., & Pribbenow, C.M. (2016). The benefits of attending the annual biomedical research conference for minority students (ABRCMS): The role of research confidence, *CBE-Life Sciences Education*, 15(3).
 - Chang, A., & Pribbenow, C.M. (2016). The ASM-NSF Biology Scholars Program: An evidence-based model for faculty development, *Journal of Microbiology & Biology Education*, 7(2).
 - Byars-Winston, A., Rogers, J., Branchaw, J., Pribbenow, C.M., Hanke, R., & Pfund, C. (2016). New measures assessing predictors of academic persistence for historically underrepresented racial/ethnic undergraduates in science, *CBE-Life Sciences Education*, 15(3).
 - Staub, N.L., Poxleitner, M., Braley, A., Smith-Flores, H., Pribbenow, C.M., Jaworski, L., Lopatto, D., & Anders, K. (2016). Scaling up: Adapting a phage-hunting course to increase participation of first-year students in research. *CBE-Life Sciences Education*, 15(2), 1-11.
 - Fine, E., Sheridan, J., Carnes, M., Handelsman, J., Pribbenow, C.M., Savoy, J., & Wendt, A. (2015). *Minimizing the influence of gender bias on the faculty search process.* In <u>Advances in Gender Research: Gender Transformations in the Academy</u> (V. Demos, C.W. Berheide, & M.T. Segal, Eds.) Bingley, United Kingdom: Emerald Group Publishing.
 - Sheridan, J., Pribbenow, C.M., Carnes, M., Handelsman, J., & Wendt, A. (2014). *Life happens: The Vilas life cycle professorship program at the University of Wisconsin-Madison*. <u>In Family Friendly Policies and Practices in Academe</u> (C.R. Solomon & E.K. Anderson, Eds.) Washington, DC: Lexington Books.
 - Sheridan, J., Fine, E., Pribbenow, C.M., Handelsman, J., & Carnes, M., (2010). Searching for excellence & diversity: Increasing the hiring of women faculty at one academic medical center. *Academic Medicine*, 85(6), 999-1007.
 - Pribbenow, C.M., Sheridan, J., Winchell, J.K., Benting, D., Handelsman, J. & Carnes, M. (2010). Extending the tenure clock: The experiences of faculty at one university. *Higher Education Policy*, *23*, 17-38.

Pfund, C., Miller, S., Brenner, K., Bruns, P., Chang, A., Ebert-May, D., Fagen, A., Gentile, J., Gossens, S., Khan, I., Labov, J., Pribbenow, C.M., Susman, M., Tong, L., Wright, R., Yuan, R., Wood, W.B. & Handelsman, J. (2009). Summer institute to improve university science teaching. *Science*, 324, 470-471.

Miller, S., Pfund, C., Pribbenow, C.M., & Handelsman, J. (2008). Scientific teaching in practice. *Science*, 322, 1330-1331.

Handelsman, J., Pfund, C., Lauffer, S., & Pribbenow, C.M. (2008). Entering mentoring: A seminar to train a new generation of scientists. Madison, WI: Itchy Cat Press.

Pfund, C., Pribbenow, C.M., Branchaw, J., Lauffer, S.M., & Handelsman, J. (2006). The merits of training mentors. *Science*, 311, 473-474.

Fair Play Project Workshops and Trainings conducted at postsecondary institutions and labs (2016-2024):

- The Jackson Laboratory
- University of North Carolina Greensboro
- Seattle Pacific University
- St. Edwards University
- Vanderbilt University
- Georgia State University
- Auburn University
- Princeton University
- Weill Cornell Medicine (NY)

- University of Florida
- University of Arkansas
- Brooklyn College
- North Carolina State University
- University of Missouri
- Florida State University
- University of Wisconsin Madison
- Madison College
- St. Louis University Medical School

Select Reports of Research or Evaluation Studies

Pribbenow, C.M. & Sheridan, J. (2004-2024, annually). *Evaluation of the Vilas life cycle professorship program.* Report prepared for the Vilas Trustees and the Office of the Provost at UW- Madison.

Pribbenow, C.M. (2020). *Evaluation of ABRCMS by Student and Exhibitor Participants, 2008-2018*. Report prepared for the ABRCMS Staff and Steering Committee, Washington, DC.

Pribbenow, C.M. (2014). *Biology scholars program 2: Summary of outcomes, 2010-2014*. Report prepared for the American Society of Microbiology, Washington, DC.

Pribbenow, C.M. (2013). ABRCMS follow-up: A study of participants from 2008-2011. Report prepared for the ABRCMS Staff and Steering Committee, Washington, DC.

Pribbenow, C.M. (2013). ABRCMS follow-up: A study of participants from 2008-2011. Report prepared for the ABRCMS Staff and Steering Committee, Washington, DC.

Pribbenow, C.M. (2010). Combined results of the 2006-2008 study of faculty attrition at UW-Madison. Report prepared for the Office of the Provost, Madison, WI.

Pribbenow, C.M. (2008). Results of the 2006-2007 study of faculty attrition at UW-Madison. Report prepared for the Office of the Provost, Madison, WI.

Pribbenow, C.M. (2007). The Wisconsin alliance for minority participation (WiscAMP): Formative evaluation report. Madison, WI: The Women in Science and Engineering Leadership Institute.

- Pribbenow, C.M., Sheridan, J. Parker, B. Winchell, J., Benting, D., & O'Connell, K. (2007). Final evaluation report of the Women in Science and Engineering Leadership Institute. Madison, WI: The Women in Science and Engineering Leadership Institute.
- O'Connell, K., & Pribbenow, C.M. (2006). She's got a ticket to ride: Strategies for switching from a non-tenure to a tenure-track position at the University of Wisconsin Madison. Madison, WI: The Women in Science and Engineering Leadership Institute.
- O'Connell, K., Pribbenow, C.M., & Benting, D. (2006). The climate at the University of Wisconsin Madison: Begins sunny and warm, ends chilly. Madison, WI: The Women in Science and Engineering Leadership Institute.
- Pribbenow, C.M., Lottridge, S., & Benting, D. (2004). The climate for women faculty in the sciences and engineering: Their stories, successes, and solutions. Madison, WI: The Women in Science and Engineering Leadership Institute.
- Pribbenow, C.M., & Benting, D. (2003). *Interviews with WISELI leadership team members (2002-2003): Summary report.* Madison, WI: The Women in Science and Engineering Leadership Institute.

Select Presentations

Fair Play Project

- Do You Play Fair? A Workshop About Bias in Academia, International Colloquium for Black Males in Education, Milwaukee, WI, November 17, 2019.
- Fair Play: A Video Game Intervention into Bias, SxSW, Austin, TX, March 6, 2019.
- Do You Play Fair? A Workshop About Bias in Academia, Annual Biomedical Research Conference for Minority Students (ABRCMS), annual conferences in 2016, 2017, 2018, 2019, 2022, 2023.
- Do You Play Fair? A Workshop About Bias in Academia, Understanding Interventions (UI), annual conferences in 2016, 2017, 2018, 2019, 2020.
- Caldwell, K., Carnes, M., Dantzler, D., Brown, P., & Pribbenow, C. (2021, May June). Virtual blackness: Critical game analysis as emancipatory frame. Canadian Games Studies Association Conference.
- Pfotenhauer, J., Gagnon, D.J., Litzkow, J., & Pribbenow, C.M. (2015, June). *Game design and learning objectives for undergraduate engineering thermodynamics*. Annual meeting of the American Society for Engineering Education (ASEE).
- Gutierrez, B., Pribbenow, C.M., Katz, A., Savoy, J., & Carnes, M. (2014, May). *An interactive video game to teach science faculty bias literacy*. Association for Psychological Science (APS) Annual Conference.
- Pribbenow, C.M. (2014, May). Quantitative data analyses for scientists. American Society for Microbiology Conference for Undergraduate Educators (ASM-CUE), Boston, MA. [Invited Speaker.]
- Pribbenow, C.M. (2013, May). Qualitative data analyses for scientists. American Society for Microbiology Conference for Undergraduate Educators (ASM-CUE), Denver, CO. [Invited Speaker.]
 - Pribbenow, C.M. (2009, October). Are we making a difference? Evaluating community-based programs. UW-Madison Institute for Clinical and Translational Research, Madison, WI. [Invited Speaker and Workshop Presenter.]

- Sheridan, J., Pribbenow, C.M., Fine, E., Handelsman, J. & Carnes, M. (2007). *Climate change at the University of Wisconsin-Madison: What changed, and did ADVANCE have an impact?* Presented at the Women in Engineering Programs & Advocates Network (WEPAN) conference.
- Sheridan, J., Fine, E., Winchell, J., Pribbenow, C.M., Carnes, M., & Handelsman, J. (2007). Searching for excellence and diversity: Does training faculty search committees improve hiring of women? Presented at the American Society of Engineering Education conference, Honolulu, HI.
- Pribbenow, C.M. (2006, 2008). How do we know we're making a difference? Assessment and evaluation. Presented at the <u>Campuses are Citizens: What's Your Story?</u> conference, sponsored by the Upper Midwest Campus Compact Consortium, Minneapolis, MN and Milwaukee, WI.
- Pribbenow, C.M., & Clifford, M. (2004). *The literacy of assessment and evaluation: A primer for scientists.* Presented at the 2004 <u>Annual Teaching and Learning Symposium</u>, Madison, WI.
- Pribbenow, C.M. (2004). The climate for women faculty in the sciences and engineering: Blueprints for failure and success. Paper presented at the <u>WISELI Seminar Series</u>, Madison, WI.
- Pribbenow, C.M. (2001). Aligning K-12 and postsecondary education: Lessons from the implementation of a competency-based admissions policy. Paper presented at the annual meeting of the <u>American Educational Research Association</u> in Seattle, WA.
- Pribbenow, C.M., & Clifford, M. (2001). Exploring the use of contextual teaching and learning: Transforming educators' practice through collaboration with others. Paper presented at the annual meeting of the <u>American Educational Research Association</u> in Seattle, WA.

Technical/Evaluation Reports

- Winchell, J., & Pribbenow, C.M. (2006). Evaluation of the gender pay equity study and equity of faculty salaries policy at the University of Wisconsin Madison. Madison, WI: The Women in Science and Engineering Leadership Institute.
- Pribbenow, C.M., & Winchell, J. (2006). WISELI's workshops for search chairs: Evaluation report. Madison, WI: The Women in Science and Engineering Leadership Institute.
- Sheridan, J., Benting, D., & Pribbenow, C.M. (2005). *Evaluation of childcare needs and practices at the University of Wisconsin Madison*. Madison, WI: The Women in Science and Engineering Leadership Institute.
- Pribbenow, C.M., & Pribbenow, D. (2005). Evaluation of the "power dynamics in campus-community collaboration" online forum: Evaluation results. McFarland, WI: CDP & Associates.
- Pribbenow, C.M. (2005). WISELI's climate workshops for department chairs: Evaluation report. Madison, WI: The Women in Science and Engineering Leadership Institute.
- Benting, D., & Pribbenow, C.M. (2005). Survey results of the "Implementing training for search committees" workshop: Evaluation report. Madison, WI: The Women in Science and Engineering Leadership Institute.
- Sheridan, J., Benting, D., & Pribbenow, C.M. (2004). *Evaluation of the tenure clock extension policy at the University of Wisconsin Madison*. Madison, WI: The Women in Science and Engineering Leadership Institute.
- Pribbenow, C.M., & Benting, D. (2004). WISELI's life cycle research grant program: Formative and summative evaluation. Madison, WI: The Women in Science and Engineering Leadership Institute.

Pribbenow, C.M. (2004). Final results: Summer institute evaluation. Madison, WI: Wisconsin Program for Scientific Teaching.

Sheridan, J., Benting, D., & Pribbenow, C.M. (2004). Evaluation of the women faculty mentoring program at the University of Wisconsin – Madison. Madison, WI: The Women in Science and Engineering Leadership Institute.

Pribbenow, C.M. (2003). WISELI's department climate workshops: Formative evaluation report. Madison, WI: The Women in Science and Engineering Leadership Institute.

Pribbenow, C.M. (2003). Preliminary evaluation results of the HHMI professors' program: Undergraduate research scholars and teaching fellows at U-Madison. Madison, WI: Wisconsin Program for Scientific Teaching.

Awards

<u>Community Involvement Plus Award (2020):</u> Received "For your exceptional work on the 'Supporting Social Emotional Health in K-12 African American Students' 2020 Community Impact Grant and advocacy for the students of McFarland School District."

WCER Values Award (2019): Nominated and received in the inaugural year of this award, which is in given to staff who embody the values of WCER.

Adolphus Toliver "Tol" Award for Outstanding STEM Intervention (2017): Received for The Fair Play Project at the national Understanding Interventions conference in San Antonio, TX.

Professional Service

Reviewer: <u>CBE-Life Sciences Education</u>

The Journal of Women and Minorities in Science and Engineering (JWMSE)

Journal of Microbiology Education (JMBE)

Journal of Mentoring and Coaching

Simulation & Gaming

Grant Panel: National Institutes of Health (NIH), Various Proposal Review Panels (2017 – current)

At UW-Madison:

Appointed Member: School of Education Institutional Review Board, 2011-2013

Elected Member: School of Education, Council on Academic Staff Issues, 2011-2014 Consultant: Committee on Access and Accommodation in Instruction, 2011-2013

Department Climate Workshops for Chairs – Planning Committee

Workshops for Search Committee Chairs – Planning Committee

New Directions: The Reaccreditation Project at UW-Madison – Chair, Student Issues Subcommittee

• Final report: Pribbenow, C.M., & Student Issues Subcommittee. (1998, December). Re-defining the student experience at UW-Madison.

Teaching Experience

Instructor, Department of Educational Psychology, University of Wisconsin – Milwaukee, Milwaukee, WI, Fall 2000, 2001.

• Taught graduate-level courses – <u>Essentials of Counseling Practice</u> and <u>Counseling: Theories and Issues</u> – designed for students working in school, community, and university settings.

Faculty, Division of Social and Behavioral Sciences, College of Notre Dame, Belmont, CA, August 1994 – May 1995.

• Taught the following courses: <u>Cooperative Education Internship; Career Self-Assessment; Job Search Strategies; Transitioning from College into the World of Work.</u>

Teaching Assistant, Psychology Department, Northern Illinois University, DeKalb, IL, August 1989 – May 1990.

• Taught four sections of <u>Introduction to Psychology</u> – a course designed to cover broad areas in psychology: experimental research design and statistics, social psychology, cognitive psychology, and psychological health.