

Sheila Witherspoon, Ph.D.
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Western Michigan University
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EDUCATION

University of South Carolina, Columbia South Carolina (2005)

Ph.D. Counselor Education
Cognate: School Counseling
(CACREP-approved program)

Graduate Certificate, Psychiatric Rehabilitation Counseling (2007)

Dissertation: *The Impact of Environmental Influences on the Career Choices of African American Males: Aspirations of Becoming Professional Athletes.*

South Carolina State University, Orangeburg, South Carolina (1998)

M.Ed. Counselor Education
Cognate: Elementary and Secondary Counseling

South Carolina State University, Orangeburg, South Carolina (1988)

B.A. Political Science
Cognate: Pre-Law

CERTIFICATIONS

South Carolina Department of Education: Professional Level: Doctorate
Endorsements: Elementary/Secondary/Advanced Secondary Guidance

New Jersey Department of Education: Endorsements
School Counselor: Certificate ID# 589763
Director of School Counseling Services: In Progress

National Counselor Examination: April, 2007

RESEARCH INTERESTS

School Counseling and Career Development of African American Males; Career Development and STEM-based fields.

Technology in Counselor Education

Multicultural Counseling Competency Training Counselor Advocacy and Social Justice

(CITI) Course in the Protection of Human Research Subjects: Completion Record # 365605, Western Michigan University

TECHNOLOGICAL COMPETENCIES

Web Based Teaching Training

- (2007) Academic Technology & Instructional Services (ATIS) Academic eTeaching Endorsement Program - Western Michigan University
- Available to tenured and tenure-track faculty who are interested in teaching fully online or hybrid courses (75% online, 25% face-to-face) and have the support of their academic chair. The program consists of seven sessions with various presenters in areas covering:
 - Instructional design basics
 - Best practices for eLearning
 - Concept mapping to plan and design courses
 - Hands-on training in WebCT Vista
- (2006) Web CT Vista: Roundup Training 1 & 2, Office of Instructional Technology
Western Michigan University
- (2002) Blackboard™

Statistical Software: Statistical Package for the Social Sciences (SPSS)
NVivo Qualitative Data Analysis Software

Microsoft Office: Word, Excel, PowerPoint, Email, Internet

PROFESSIONAL EXPERIENCE

ACADEMIC

Tenure-Track ASSISTANT PROFESSOR, COORDINATOR, SCHOOL COUNSELING PROGRAM,

(August 2005 - present)

Western Michigan University, Kalamazoo, Michigan

- Coordinate graduate school counseling program.
- Graduate teaching of masters-level counseling students in the following courses:
 - Career Development, Theory, and Practice
 - Organization and Principles of Elementary School Counseling
 - Organization and Principles of Secondary School Counseling
 - Tests and Measurement
 - Professional Issues and Ethics in Counseling
- Travel to teach course at off-campus site (WMU - Grand Rapids)
- Establish and produce research and publishing agenda.
- Provide advisement and consultation masters and doctoral students.
- Serve as liaison to state department of education and school counseling community.

ADJUNCT PROFESSOR, Counseling, Human Development, and Educational Leadership,

Montclair State University, Upper Montclair, New Jersey (June 2004 - August 2004)

- Instructor for graduate level course *Counseling Theories* (COUN 577).
- Provide active and cognitive learning opportunities for graduate students in various counseling fields (school, marriage/family, agency, higher education, educational administration).
- Utilize technological instruction as relevant to counseling theory.
- Grade and evaluate student progress.
- Consult with students during office hours.

TEACHING INTERN, University of South Carolina, Columbia, South Carolina

(May 2003 - August 2003)

- Provided teaching assistance for a professor in a graduate level, *distance education* course, *Introduction to Counseling* (EDCE 510) and *Individual Appraisal Laboratory* (EDCE 706) as an independent study.
- Taught designated chapters.
- Designed final examination.
- Graded and evaluated student progress.

TEACHING INTERN, University of South Carolina, Columbia, South Carolina

(August 2002 - May 2003)

- Provided teaching assistance for a professor in a graduate level course in Communication Skills (EDCE 600) and *Career Counseling* (EDCE 707) fulfilling requirements for *Internship in Counselor Education* (EDCE 855).
- Taught designated chapters from midterm to end of class term.
- Graded and evaluated student progress.
- Created a class syllabus and provided active and cognitive learning opportunities for graduate students in various counseling fields (school, genetics, marriage/family).
- Utilized technological instruction as relevant to communication and counseling experiences.

GRANTS AND RESEARCH PROPOSALS

Grants

External

Witherspoon, S. (2006) Service Research Grant, *Initiative to Steer African American Girls to Explore S.T.E.M. (Science, Technology, Engineering and Mathematics) Based Careers*, Southern Regional Education Board, (\$500).

Witherspoon, S. (2004) Southern Regional Education Board, Atlanta, Georgia Dissertation Fellowship, \$15,000.

Witherspoon, S. (2005) Travel Grant, University of South Carolina, for American Counseling Association, Atlanta, GA (\$125.00).

Witherspoon, S. (2004). Travel Grant, University of South Carolina, for Southeastern Conference on Cross-Cultural Issues in Counseling and Education, Savannah, GA (\$50.00).

Witherspoon, S. (2001). Travel Grant, University of South Carolina, for South Carolina Counseling Association Conference, Hilton Head, South Carolina (\$50.00).

Witherspoon, S. and Gilliam, I. (2000) Epsilon Beta Omega Chapter, Alpha Kappa Alpha Sorority, Inc., Census 2000 Publicity Grant (\$2,500.00).

Internal

Witherspoon, S. (2006) Research Travel Grant, Western Michigan University, for North Central ACES Conference, Kansas City, MO, (\$950).

Witherspoon, S. (2006) Research Travel Grant, Western Michigan University, for Transforming School Counseling Summer Academy, Deerfield Beach, Florida (\$250).

Witherspoon, S. (2006) Research Travel Grant, Western Michigan University, for American Counseling Association, Montreal, Canada (\$500).

Witherspoon, S. (2005) Research Travel Grant, Western Michigan University, for Association of Counselor Education and Supervision, Pittsburgh, PA (\$500).

Grant/Research Proposals

Witherspoon, S. (2006- 2007) Research Proposal Submission, *From Roots to STEM: Examining an Initiative to Steer Girls to Explore S.T.E.M. (Science, Technology, Engineering and Mathematics) Based Careers* Faculty Research and Creative Activities Support Fund (FRACASF), Western Michigan University, (\$10,000.00). ***Announcement March, 2007***

Witherspoon, S., Plunkett, D., & Steele, D. (2006). Research Proposal Submission, *Exploring School Counselor Advocacy of African American Males.* Association of Counselor Educators and Supervisors, \$(2,000). ***Announcement, March, 2007***

RESEARCH ASSISTANT, Office of Program Evaluation, University of South Carolina, Columbia, South Carolina (October 2003 - May 2004)

- Provide quantitative and qualitative research assistance for evaluation of educational programs.
- Conduct focus groups, interviews, observations, and video and audio recording.
- Participate in data collection, data analysis, and assessment of evaluative techniques.

PROSPECT RESEARCHER: South Carolina State University, Orangeburg, South Carolina (June 1998 - July 1998)

- Researched potential financial sources for the capital campaign of the university.
- Prepared research reports for discussion with potential and current donors.

COUNSELING

GRADUATE ASSISTANT, TRIO Upward Bound, University of South Carolina, Columbia, SC (September 2002 - May 2003)

- Taught a College Enrichment Course for low-income, first generation high school students.
- Guided students through researching information on college admissions, scholarship opportunities, financial aid, career planning, and college entrance exams.

- Presented seminars on time management and study skills.

DOCTORAL PRACTICUM, Orangeburg-Wilkinson High School, Orangeburg, South Carolina
(January 2002 -April 2002)

Provided individual counseling (Academic, Career, Personal-Social) for second year freshmen in jeopardy of being retained in the 9th grade. Students were referred for the following concerns:

- Excessive disruptive behavior in class and poor academic achievement.
- Issues of sexual orientation and aggressive behavior.
- Grief counseling.
- Family dysfunction and lack of proper parental supervision.

SCHOOL COUNSELOR, Park Hills Elementary School, Spartanburg, South Carolina
(August 1998- December 2001)

- Implemented South Carolina comprehensive developmental guidance program.
- Counseled students toward the development of academic, personal-social, and occupational growth.
- Provided individual and small group counseling.
- Conducted classroom guidance activities.
- Consulted with parents, teachers, community, and social service specialists.
- Administered standardized test to students.

SCHOOL COUNSELING INTERNSHIP: Orangeburg-Wilkinson HS, Orangeburg, SC
(May 1997- April 1998)

- Provided academic counseling for grades 9-12.
- Assisted in student registration for class.
- Advised students on college admission process.
- Referred students to the appropriate community or social service agencies.
- Assisted in the administering of standardized test.

ADMISSIONS COUNSELOR/RECRUITER: Coordinator of Campus Tours
South Carolina State University, Orangeburg, South Carolina
(August 1995- May 1997)

- Coordinated campus tours for individuals, families, and student groups.
- Achieved program goal of recruiting over 800 students into a university freshman class.
- Counseled prospective applicants on the admissions process of the university.
- Evaluated prospective student applications and recommended admissions decisions.

- Recruited from college fairs, high schools, and 2-year colleges.
- Assisted in the organization of special university recruitment and promotional events.

EMPLOYMENT/PEER COUNSELOR: "Alliance for Successful Teen Employment Program"

Middlesex County College, New Brunswick, New Jersey

(January 1995- August 1995)

- Recruited and trained over 200 high school and college students in a pre-employment training program
- Achieved program goal of placing over 150 high school and college students in employment opportunities
- Presented curriculum on resume writing, interviewing techniques, and positive self-image.
- Interviewed and screened participants for job readiness in summer internships.
- Developed job opportunities and provided follow-up with participating employers.

PROGRAM COORDINATOR: "I CARE" HIV/AIDS Prevention Program

Civic League of Greater New Brunswick, New Jersey

(January 1994 - December 1994)

- Coordinated HIV/AIDS peer leadership program based on behavior modification.
- Organized community, church, and school support program.
- Organized advisory committee consisting of community resources.
- Supervised community outreach specialist.

PUBLICATIONS

Peer Reviewed Journal Articles

Witherspoon, S. & Evans, K.M. (2007). "Follow Me" A Career Development Role Modeling Intervention for African American Boys. *Submitted to Professional School Counseling Journal.*

Witherspoon, S. & Evans, K.M. (2007) Examining the Career Choices of African American Males: From Childhood to Adolescence. *Submitted to Journal of Vocational Behavior.*

Witherspoon, S. (2007). An Emerging Theory of African American Male Career Development. *Submitted to Journal of School Counseling.*

Witherspoon, S., Plunkett, D., & Steele, D. (2007). In progress. Ethical Considerations for Teaching School Counselor Advocacy.

Witherspoon, S. (2006) In Progress. The Impact of Environmental Influences on the Career Choices of African American Males: Aspirations of Becoming Professional Athletes.

Henfield, M.S. & Witherspoon, S. (2006). Counseling gifted African American females. *The Counseling Interviewer*, 38, 29-35.

Witherspoon, S. (2005). *Special Issue: Counseling African American Adolescents. Peer Leadership Groups for African American Males. The Counseling Interviewer.*

Book Case Studies

Witherspoon, S. (2003) "Given A Second Chance" In L. Flowers (Ed.), *Diversity Issues in Higher Education: Case Studies for Higher Education and Student Affairs Professionals*, Chapter 3—Race and Ethnicity Case Studies, Charles C. Thomas Publishers.

Witherspoon, S. (2007) "Bad As He Wants to Be" In Larry Golden and Patricia Henderson (Ed.) *Case Studies in School Counseling*. Merrill Prentice Hall, Publishers.

Book Reviews and Other Articles

Witherspoon, S. (2002). June 2002. [Review of the book *Career Counseling for African Americans*] *Education Review*. <http://edrev.asu.edu/brief/june02.html>

Witherspoon, S. (2003). Lessons of a Counseled Counselor. *American Counselor Association Counseling Today - Student Focus*.

Witherspoon, S. (2002). *Genuineness*. Chi Sigma Iota Exemplar Student Insights. <http://csi.affiniscap.com/displaycommon.cfm?an=1&subarticlenbr=78>

Editorial Boards

Professional School Counseling Journal (2006 - 2008)

Journal/Conference Reviewer

Illinois Career Development Association - Ad hoc reviewer, Special Issue, Toward a Life Work: Courage, Creativity, and Collaboration (Spring 2006)

Educational Testing Service GRE Reviewer (December 2006 - present)

Doctoral Committee Memberships

Craig T. Tyson Counselor Education, University of South Carolina

Lasonda Wells Counselor Education, Western Michigan University

Doctoral Advisees

Lacretia Dye Counselor Education, Western Michigan University

PAPERS/POSTERS/PRESENTATIONS/WORKSHOPS/KEYNOTE ADDRESS

Witherspoon, S., Plunkett, D., & Steele, D. (October 2007). Proposal Submission, *Cycle of Educational Dismissal of African American Males: Ethical Considerations for Teaching School Counselor Advocacy*. Association of Counselor Educators and Supervisors (ACES) Convention, Columbus, OH.

Henfield, M.S. & **Witherspoon, S.**, (October 2007). Proposal Submission, *Exploring Trends in Doctoral Students Experiences with their Advisors*. Association of Counselor Educators and Supervisors (ACES) Convention, Columbus, OH.

Witherspoon, S. (June 2007). *Cycle of School Exclusion: School Counselor Advocacy and African American Males*. American School Counseling Association National Convention, Denver, CO.

Witherspoon, S. (April 2007). *The Impact of Environmental Influences on the Career Choices of African American Males: Aspirations of Becoming Professional Athletes*. Division E: Counseling and Human Development. American Educational Research Association Annual Meeting, Chicago, IL.

Bradley, C., Duncan, L., Wiebold, J., & **Witherspoon, S.** (January, 2007). Dr. Martin Luther King Celebration Roundtable Discussion *Advocacy and Affirmative Action: Implications for Helping Professionals*. Western Michigan University, Kalamazoo, MI.

The American Counseling Association and the American Psychological Association codes of ethics and accreditation requirements mandate that training programs "make a concerted effort" to recruit and retain faculty and students of color and advocate for clients from underrepresented groups. The purpose of this roundtable discussion will be to examine how affirmative action legislation impacts the helping professions. A panel of CECP department faculty and students will facilitate the discussion on this important issue.

Owens, D., **Witherspoon, S.**, Peterson, J, & Henfield, M. (October 2006) *Preparing For Academia Position: What Future Faculty Should Know*, North Central Association of Counselor Educators and Supervisors (NCACES) Convention, Kansas City, MO.

Witherspoon, S. (September 2006). Western Michigan University, Counselor Education and Counseling Psychology Colloquium Series, Kalamazoo, MI. *The Cycle of Educational Dismissal of African American Males: Implications for School Counselor Advocacy.*

Witherspoon, S. (October 2005) Association of Counselor Educators and Supervisors (ACES) Convention, Pittsburg, PA. *Cultural Advocacy in the Classroom: Preparing Counselor Education Students to Facilitate Discussions on Race.*

George, R.A. & **Witherspoon, S.** (October 2005) Association of Counselor Educators and Supervisors (ACES) Convention, Pittsburg, PA. *Double Jeopardy: Psychosocial Implications of Being Black and Female in the Academy.*

Witherspoon, S. (April 2005) Poster Session: American Counseling Association Convention, Atlanta, GA. *Weaving a Patchwork Quilt - School Counselor Cultural Competence According to Grandma Sunshine.*

Witherspoon, S., George, R., Henfield, M., Williams, K., Panel Discussion: (April 2005) American Counseling Association Convention, Atlanta, GA. *Poetic Justice: Tales and Triumphs of African American Doctoral Students.*

Witherspoon, S. (September 2004) Southern Association of Counselor Educators and Supervisors (SACES) Athens, GA. *Cultural Advocacy in the Classroom: Preparing Counselor Education Students to Facilitate Discussions on Race.*

George, R. and **Witherspoon, S.** (September 2004) Southern Association of Counselor Educators and Supervisors (SACES) Athens, GA. *Discovering the Needs of Women of Color in Counselor Education.*

Witherspoon, S. (July 2004) *Invited Speaker:* The Emerging Role of the School Counselor, Summer Institute, Montclair State University, Montclair, NJ. *Understanding the School Counselor's Role in a Diverse Society: Beyond Multicultural Competence.*

Witherspoon, S., Henfield, M., Williams, K. (April 2004) American Counseling Association Convention, Kansas City, MO. *Cultural Distrust of Counseling: Advocacy For African American Clientele and Counselees.*

Witherspoon, S. and George, R. (March 2004) South Carolina Counseling Association Conference, Myrtle Beach, SC. *Cultural Distrust of Counseling: Implications for School and Mental Health Counselors Working with African American Clientele.*

Evans, K.M., Gilliard, K., Hughes, T., Moustafa, S., Robertson, P., **Witherspoon, S.** (February 2004) Southeastern Conference on Cross-Cultural Issues in Counseling and Education, Savannah, GA. *Using Racial Identity Theory to Cope with Racism in the Classroom.*

Witherspoon, S. (November 2003) International Online Conference on Teaching Online in Higher Education, Indiana University - Purdue University, Fort Wayne, IN. *Diminishing the Wall of Resistance" Multicultural Counseling Competency Training Online.*

Witherspoon, S. and Savitz-Smith, J. (April 2003). RHAB 713 Career Development for Rehabilitation Counselors, Robert J. Froehlich Ed.D., LPC, CRC - University of South Carolina *Guest Lecturers:* Provided an online, career counseling lecture, including career exploration exercises counseling students can use with school aged children.

Witherspoon, S. (June 2002) EDCE 707 Career Counseling and EDCE 510 Introduction to Counseling - James L. Moore, III, Ph.D., Assistant Professor, University of South Carolina. *Guest Speaker:* Elaborated on responsibilities, training, and experience as a school counselor.

Witherspoon, S. (March 2002) McCracken Junior High School, Spartanburg, South Carolina, GEMS Club, *Keynote Speaker:* Annual One Day Workshop.

Witherspoon, S. and Grant, Art (January 2002) South Carolina Counseling Association, Hilton Head, South Carolina: *Reality Theory/Choice Theory - Implications for Use With African American Males.*

Grant, Art and **Witherspoon, S.** (January 2002) South Carolina Counseling Association: *Counseling Troubled Youth.*

Witherspoon, S. (July 2001). Civic League Great New Brunswick, New Brunswick, New Jersey, *Motivational Speaker:* Whitney M. Young Summer Institute Multicultural Day.

Witherspoon, S. (March 2001) McCracken Junior High School, Spartanburg, South Carolina, GEMS Club, *Keynote Speaker:* Annual One Day Workshop.

Witherspoon, S. (October 1999) South Carolina State University 49th Annual Guidance Conference: Panelist, "Getting Started: First Year Counselors".

Witherspoon, S. (November 1997) South Carolina School Counselors Association: "Effective Communication of College Admissions Processes: From Counselor to Student".

Witherspoon, S. (April 1997) Valencia Community College REACH-OUT Program, Orlando, Florida, South Carolina State University, Tour.

Witherspoon, S. (February 1997) Webber Middle School, Columbia, South Carolina, South Carolina State University, Tour.

Witherspoon, S. (January 1997) Paine College Upward Bound Juniors, Augusta, Georgia, South Carolina State University, Tour.

Witherspoon, S. (October 1996) HEAP Representative for South Carolina State University, Parent Information for Preparing Their Youth for College. Edisto High School, Cordova, South Carolina.

Witherspoon, S. (October 1996) Orangeburg-Calhoun Technical College Upward Bound, Orangeburg, South Carolina, South Carolina State University, Tour.

Witherspoon, S. (August 1996) Williams Chapel AME Church, Orangeburg, South Carolina, Lay Speaker, "Are You Minding Your Father's Business"?

Witherspoon, S. (August 1996) Felton Laboratory School, Orangeburg, South Carolina, "Career Awareness".

Witherspoon, S. (July 1996) Montgomery, Alabama Black College Tour, Various high schools.

Witherspoon, S. (April 1996) Queens College Upward Bound Program, The City University of New York, South Carolina State University Tour.

Witherspoon, S. (April 1996) Ready For the World Career Day Speaker, Edisto Primary School, Cordova, South Carolina.

Witherspoon, S. (March 1996) Burnside Elementary School, Columbia, South Carolina, Black College Day.

Witherspoon, S. (January 1996) I.M.A.G.E.S., Inc. "Inspiring Minorities To Achieve Greater Educational Success, Inc., South Carolina State University Tour for Hilton Head High School.

CONSULTANT

Lincoln International Elementary School, Kalamazoo, MI - Anger Management.

PROFESSIONAL/SOCIAL/CIVIC AFFILIATIONS

- American Counseling Association (ACA)
- Association for Counselor Education and Supervision (ACES)
- American School Counselor Association (ASCA)
- Transforming School Counseling Initiative
- American Educational Research Association (AERA)
- National Career Development Association (NCDA)
- North Central Association for Counselor Education and Supervision (NCACES)
- Chi Sigma Iota Counseling Academic and Professional Honor Society International, Mu Beta, Western Michigan University
- Alpha Kappa Mu Honor Society
- Alpha Kappa Alpha Sorority, Inc, Iota Sigma Omega chapter.

DISTINCTIONS/HONORS/AWARDS

October, 2006	Southern Regional Education Board, Atlanta, Georgia October, 2006 SREB Service Grant Award, \$500 August, 2004 - 2005: Dissertation Fellowship, \$15,000
February, 2003	University of South Carolina College of Education George A. Poda Award, \$1,000
December 2001	Epsilon Beta Omega Chapter, Alpha Kappa Alpha Sorority, Inc. "ON TRACK" Mentor Program, Certificate of Outstanding Service.
September 1997	National Association of University Women, Northeast Section Recipient: Dr. Hilda A. Davis Graduate Scholarship, \$1,000.

COMMUNITY/UNIVERSITY COMMITTEES AND SERVICE

Western Michigan University

University/College of Education Service

- Professional Educators Board

Departmental Service

- Counselor Education Training Committee; Co-Chair, Admissions Committee

Professional Service

- North Central Association of Counselor Education and Supervision (NCACES) Executive Council - State Representative
- School Counselor Educators Group, Michigan Department of Education

Southern Region Education Board

- Mentoring and Dissertation Support Group (MADSG)

University of South Carolina, Columbia, South Carolina

- Faculty Search Committee - Student Representative, (2004)
- Faculty Search Committee - Student Representative, (2002)

South Carolina State University, Orangeburg, South Carolina

- Higher Education Awareness Program (HEAP), University Representative (1996)

Spartanburg School District Seven (1998-2001)

- Student Council Advisor, Park Hills Elementary School
- School Based Intervention Team, Chairperson
- Safe and Drug Free Schools Advisory Committee

REFERENCES

Kathy M. Evans, Ph.D. (Advisor/Chair)
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