

## **EDUCATION**

**Texas Tech University (CACREP Accredited)** **August 2016**  
College of Education  
Ph.D. in Counselor Education and Supervision  
Minor Emphasis in Adolescent Mentoring and Program Development

**Texas Tech University (CACREP Accredited)** **May 2013**  
College of Education  
M.Ed in Counselor Education  
Major Emphasis in Community Counseling  
Mental Health Certificate

**Texas Tech University** **May 2010**  
Department of Psychology  
BA in Psychology- Minor Emphasis in Human Development & Family Studies

## **ACADEMIC EXPERIENCE**

**South Plains College, Levelland, TX.** **2016-Present**  
**Instructor, Psychology**

- Described the stages of the developing person at different periods of the life span from birth to death.
- Discussed the social, political, economic, and cultural forces that affect the development process of the individual.
- Identified factors of responsible personal behavior with regard to issues such as sexual activity, substance abuse, marriage and parenting.
- Explained the biosocial, cognitive and psychological influences throughout the lifespan as an ongoing set of processes, involving both continuity and change.
- Described the different developmental perspectives of the major theories of development (i.e. cognitive, learning, humanistic and psychodynamic).
- Identify examples of some of the cultural and ethnic differences that influence development throughout the lifespan.
- Discussed the various causes or reasons for disturbances in the developmental process.

**Lubbock Christian University, Lubbock, TX.** **Summer 2016**  
**Instructor, Group Counseling**

- Led demonstrations regarding techniques used in groups.

- Used current theories used in the practice of group work to stimulate identification of personal theoretical orientation discussions.
- Led discussions regarding topics included but not limited to group type, group process, group leadership, ethical and legal considerations for working with groups and cultural competencies.
- Served as group facilitator as a model of best practices for group leadership.
- Helped students develop personal experience with group counseling through a variety of skill and technique exercises.
- Addressed factors associated with positive group experiences as a leader and as a member.

**Texas Tech University, Lubbock, TX, 2014-Present**  
**Instructor, Programs for Academic Development and Retention (Hybrid)**

- Worked with students to review a variety of study skills to increase academic achievement.
- Reviewed test taking strategies and ways to improve subject specific grades including but not limited to Math, English, Political Science, and History.
- Developed and implemented curriculum including but not limited to APA and MLA writings styles, ways humans learn, structure and organization of memory, and storage and retrieval of information.
- Maintained office hours as a way to support student achievement.
- Helped students develop focus, purpose, and direction to achieve success not only in academia, but also on a personal and professional level.
- Addressed factors that limit academic performance and implementing strategies to overcome such factors.
- Effectively utilized campus resources to aid in building and maintaining academic success.

**Texas Tech University, Lubbock, TX, Spring, 2016**  
**Teaching Assistant/Co-Instructor, Quantitative Research Methods in Counseling**  
**(Graduate Level) (Hybrid)**

- Worked in conjunction with professor to create assignments that increased student research competencies and efficacy beliefs.
- Developed lectures centered on developing scholarship from conception to publication.
- Facilitated discussions regarding major approaches in quantitative, qualitative, and mixed methods research, formulating research questions, and research sampling methods.

**Texas Tech University, Lubbock, TX, Spring, 2016**  
**Teaching Assistant/Co-Instructor, Child and Adolescent Guidance (Graduate Level)**

- Worked in conjunction with professor to create assignments that increased student learning.

- Developed lectures and presentations over topics including but limited to counseling children from diverse populations, brief therapies that work in schools, collaboration and consultation with other school personal, ethical and legal issues for working in schools.
- Facilitated discussions focused on the future of counseling as a profession with ethical dilemmas such as pregnancies, mandated reporting, cognition and guidance, and mental health and wellness in children and adolescents.

**Texas Tech University, Lubbock, TX,**

**Fall, 2015**

**Teaching Assistant, Intro to School Counseling (Graduate Level) (Online)**

- Worked in conjunction with professor to create a user-friendly online learning experience focused on introductory skills for aspiring school counselors.
- Used relevant research and course materials to create engaging activities to increase student learning.
- Developed assignments that assessed skills for website development and categorization.
- Facilitated discussions focused on the history and future of counseling as a profession as well as ethical dilemmas including but not limited to self-harming behaviors, suicidal ideation, and custody issues.

**Texas Tech University, Lubbock, TX,**

**Summer, 2015**

**Teaching Assistant, Group Counseling, (Graduate Level)**

- Led discussions regarding topics included but not limited to group type, group process, group leadership, and cultural competencies.
- Served as group facilitator as a model of best practices for group leadership.
- Helped students develop personal experience with group counseling through a variety of skill and technique exercises.
- Addressed factors associated with positive group experiences as a leader and as a member.

## **CLINICAL EXPERIENCE**

### *Supervisory Experience*

**Lubbock Christian University, Lubbock, TX.**

**2015-Present**

**Supervisor Intern**

- Supervised the progress of four students enrolled in the Master's level practicum class.
- Facilitated discussions regarding topics included but not limited to licensure requirements, theoretical orientation, treatment plan development, current legal developments for the field of mental wellness, ethics, and the use of session notes.
- Evaluated skill progression as evidenced by recordings and scripts of client sessions.

### *Counseling Experience*

**South Plains Educational Co-op, Levelland, TX.**

**2015-2016**

**Special Education Counselor/Licensed Professional Counselor**

- Worked with students to address social and environmental issues associated with academic success.
- Utilized assessments to determine the severity of a variety of psychological, personality, and behavioral issues including but not limited to: Depression, Anxiety, Conduct Disorder, and Attention Deficit Disorder/Attention Deficit Hyperactivity Disorder
- Worked with students to create developmentally appropriate goals for intervals of time including but not limited to weeks, months, and year.
- Worked with schools to develop systematic way of supporting students with clinical diagnoses including but not limited to Oppositional Defiance Disorder, Attention Deficit Disorder/Attention Deficit Hyperactivity Disorder, and Depression.
- Consulted with annual Admission, Review, and Dismissal Committees (ARDC) on appropriate interventions for students on my caseload.
- Consulted with teachers, principals, and parents on appropriate interventions for students assigned to my caseload.

**Texas Tech University, Lubbock, Texas, College of Education**

**2013-2014**

**Administrator/Academic Case Manager**

- Developed treatment plans to address psychological and behavioral issues including but not limited to Depression, Academic Underachievement, and Anxiety.
- Worked with students to address social and environmental issues associated with academic success and implemented action plans to increase pro-social behaviors.
- Interfaced with members of the East Lubbock community to better understand and the needs of families.
- Maintained communication with parents, teachers, and students regarding progress towards social and educational goals.
- Developed mentoring opportunities, feeding programs, and clothing closet to meet the needs of students and families as a means of empowerment and inspiration.
- Worked with students to create developmentally appropriate goals for intervals of time including but not limited to weeks, months, and year.
- Discussed and implemented strategies for self-regulation and self-improvement.

**Roosevelt ISD, Lubbock, TX**

**Fall 2012-Present**

**Counseling Intern**

- Used a variety of theoretical approaches to address the mental health and mental wellness needs of students.
- Taught life skills including but not limited to relational development, anger management, time management, and conflict resolution.
- Developed academic interventions to support student achievement in subjects including but not limited to math, creative writing, and history.
- Discussed potential career choices and interests.
- Modeled planning and goal setting.

**Dunbar College Preparatory Academy, Lubbock, TX.**

**2012- 2015**

### **Counseling Intern**

- Used guidance lessons to challenge potential leaders among the student body.
- Implemented creative interventions to discuss goal setting and life plans.
- Led small group discussions that fostered team building and better peer interactions.

### **Practicum/Internship: Women's Protective Services, Lubbock, TX. Spring 2012 Counseling Student Intern, Estacado and Lubbock High Schools**

- Led small groups that discussed issues relating to domestic violence prevention, friendships, self-esteem, etc.
- Discussed issues relating to academic success and goal setting.
- Used creative interventions to challenge male and female students as it related to academic progress, peer relationships, and future vocations.
- Co-led leadership classes with selected students.

### **Practicum/Internship: Family Counseling Services, Lubbock, TX. 2011-2012 Counseling Student Intern**

- Co-led group on social skill development.
- Used creative interventions to counsel adolescents with adjustment issues.

### **Practicum/Internship: Texas Tech University, Lubbock, TX. Summer 2012 Counseling Student Intern, Group Counseling Class,**

- Co-led groups focusing on topics including but not limited to social skill development, transitional periods, and growth and development.
- Modeled appropriate leadership styles and techniques to foster intrapersonal and interpersonal growth for members.

## **REFEREED PRESENTATIONS/PUBLICATIONS**

### ***Publications***

Pennie, G., Latora, I., Froeschle, J. & Crews, C. (2016). From Diapers to Degrees: Supporting students from impoverished neighborhoods through the educational gauntlet. *VISTAS 2016*  
Retrieved from: <http://www.counseling.org/knowledge-center/vistas>

### ***Paper Presentations***

Pennie, G. (2017, July). *You are safe: Creating safe zones for marginalized LGBT youth of color*. Paper accepted for the Inaugural Association for Child and Adolescent Counseling Conference, Arlington, Virginia.

Pennie, G. & Crews, C. (2016, February). *From the cradle to college and career: Supporting students from impoverished neighborhoods through the educational gauntlet*. Texas School Counselor Conference, Dallas, TX.

- Pennie, G., Zesiger, J., & Crews, C. (2015, November). *When you do get angry, you shouldn't just automatically go to the "I hate you stage": Using Relational Cultural Theory as prevention and intervention for dating violence*. Texas Counseling Association, Corpus Christi, TX.
- Marbley, A., Parr, G., Pennie, G., Wiles, J., Zesiger, J., Moffit, B., Gordon, M., & Fannin, L. (2015, November). *21st Century Social Justice-Advocacy Leaders: Reenactment of a Counseling Student-Led Conference on the Cultural Dimensions of Poverty*. Texas Counseling Association, Corpus Christi, TX.
- Pennie, G., & Carasco, M. (2015, April). *From diapers to diplomas and degrees: Supporting students from impoverished neighborhoods through the educational gauntlet*. Texas chapter of the National Association for Multicultural Education, Lubbock, TX.
- Siwatu, K. & Pennie, G. (2015, April). *Developing a S.W.A.G. state of mind within African American students*. Texas chapter of the National Association for Multicultural Education, Lubbock, TX.
- Crews, C. & Pennie, G. (2015, February). *Dating violence doesn't happen in my school*. Texas Association of Future Educators, Lubbock, TX.
- Siwatu, K. & Pennie, G. (2014, June). *Developing a S.W.A.G. state of mind within African American students*. Lubbock ISD Leadership Institute, Lubbock, TX.
- Marbley, A.F., MCGaha, V., Pennie, G., Opamen, R., Huang, L., Phelan-Glasscock, K., Wiles, J. & Wimberly, C. (2013, November). *TCA Counselors join philanthropists to create action agendas for safe quality education for all children*. Texas Counseling Association, San Antonio, TX.
- Crews, C. R., & Pennie, G. (2013, March). *Utilizing multicultural strengths, ethics, and competencies to address video game addiction and diverse gamer culture*. American Counseling Association, Cincinnati, OH.
- Marbley, A.F., Laster, C.N., MCGaha, V., Pennie, G., Phelan-Glasscock, K., & Wiles, J. (2012, November). *Voices from the field: Defining moments in our struggles as Texas counselors for social justice*. Texas Counseling Association, Galveston, TX.

## **NON-REFEREED PRESENTATIONS**

### ***Workshops***

- Noriega, I., & Pennie, G. (2013, February). *Gradesfirst supplemental training*. TECHniques Center: Tutor Training Spring 2013, Texas Tech University, Lubbock, TX.
- Moore, S., Pennie, G., & Sanders, M. (2013, February). *Stress and time management*. TECHniques Center: Tutor Training Spring 2013, Texas Tech University, Lubbock, TX.
- Pennie, G., & Cooper, J. (2013, January). *Leading the tutoring session*. TECHniques Center: Tutor Training Spring 2013, Texas Tech University, Lubbock, TX.
- Cooper, J., & Pennie, G. (2013, January). *Non-verbal communication*. TECHniques Center: Tutor Training Spring 2013, Texas Tech University, Lubbock, TX.
- Pennie, G. (2012, August). *Relationships: Your greatest asset*. TECHniques Center: Tutor Training Fall 2012, Texas Tech University, Lubbock, TX.

- Pennie, G., Burton, C., & Dill, H. (2012, May) *Grief counseling with families*. Family counseling in a school setting, Texas Tech University, Lubbock, TX.
- Pennie, G., Laster, C.N., & Bernal, L. (2012, May) *Elderly in the United States*. Counseling diverse populations, Texas Tech University, Lubbock, TX.
- Broughton, B., Laster, C.N., Pennie, G., Dill, H., & Barber, K. (2011, December). *Broken pathways*. Introduction to community counseling. Texas Tech University, Lubbock, TX.

### ***Panel Discussions***

- Facilitator, *Lunch Panel Discussion: A discussion of multidisciplinary professionals on ways to advocate on for students experiencing poverty on the individual, school, and public levels*. 2015 student led mini-conference, Bearing our Banners Far and Wide: Advocacy, Social Justice, and the Cultural Dimensions of Poverty, Lubbock, TX. (April 2015).
- Panelist, *Diversity in the dark*. Texas Tech University's Diversity Week. Lubbock, TX. (March, 2015).
- Panelist, *National Day for Kids #BlackLivesMatter*. Theodore Phea Boys and Girls Club. Lubbock, TX. (September, 2015).

### **INVITED PRESENTATIONS**

- Pennie, G. (2017, February). *From the cradle to college and career: Supporting students from impoverished neighborhoods through the educational gauntlet*. Region 13 Education Service Center. Austin, TX.
- Crews, C. & Pennie G. (2014, November). *Dating violence in schools*. West Texas Association of Future Educators, Lubbock, TX.
- Pennie, G. (2013, February). *African Consciousness and the Black male college student*. The inaugural Collegiate 100 chapter of the 100 Black Men of West Texas Black History Month Series, Lubbock, TX.

### **SERVICE**

#### *University*

- Student Representative, Grade Appeal Committee, Texas Tech University, Lubbock, TX. (2015-2016)
- Student Representative, Ethics Center Discussion of Academic Integrity. Texas Tech University's Ethics Center Student led discussion. Lubbock, TX. (July, 2014).
- Contributor, East Lubbock Promise Neighborhood Grant, Lubbock, TX. (2013).
- Protégé Advisory Committee, Mentor Tech (2007-2008).

#### *Profession*

- Facilitator, Annual Growth and Development Conference, Texas Counseling Association, Corpus Christi, TX. (November, 2015)
- Committee Member, Program Review, Texas Counseling Association. (2015-Present).

Committee Member, Gaming Interest Network, American Counseling Association, Cincinnati, OH (2013-Present).  
Facilitator, Annual Growth and Development Conference, Texas Counseling Association, Galveston, TX. (November, 2012).  
Volunteer, West Texas Counseling Association Conference, West Texas Counseling Association, Lubbock, TX. (May, 2012).  
Volunteer, EPCE Annual Growth Conference, Texas Tech University, Lubbock, TX. (September, 2012).

### *Community*

Committee Member, Dunbar College Preparatory Academy Oversight Committee, Lubbock, TX. (2011-Present).  
Co-chair, 2015 student led mini-conference, Bearing our Banners Far and Wide: Advocacy, Social Justice, and the Cultural Dimensions of Poverty, Lubbock, TX. (April, 2015).  
Committee Member, 2015 Texas chapter of the National Association for Multicultural Education conference, Multicultural Education as Social Advocacy: Communities, Conversations, and Collaborations, Lubbock, TX. (April, 2015).  
Volunteer, Habitat for Humanity of San Antonio, San Antonio, TX. (December, 2014).  
Volunteer, Habitat for Humanity of the South Plains, Lubbock, TX. (November, 2014).  
Board Member, Boys and Girls Club of Lubbock, Lubbock, TX. (2014-2015).  
Volunteer, Roosevelt Independent School District, Lubbock, TX (2014 – Present).  
Volunteer Counselor, Dunbar College Preparatory Academy, Lubbock, TX. (2013-2016).  
Committee Member, Youth Department Development Committee, First Progressive Baptist Church, Lubbock, TX. (2012-2013).  
Volunteer, The Haven Animal Care Shelter, Lubbock, TX. (May 2012).  
Volunteer, Lubbock Food Bank, Lubbock, TX. (June 2011-August 2011).  
Facilitator, College and Young Adult Ministry, New Dimensions Tabernacle, Lubbock, TX. (2010-2011).  
Volunteer/Mentor, The Bridge of Lubbock, Lubbock, TX. (2009-2010).

## **CERTIFICATIONS/ LICENSURES**

- Licensed Professional Counselor - Texas 72286
- National Certified Counselor - 729891
- College Reading and Learning Association, Master Tutor (awarded January 2013)
- Nonviolent Crisis Intervention Instructor Certification- CPI 1077470



## **SPECIALIZED SKILLS/KNOWLEDGE**

- Microsoft Office Suite Expert
- College Reading and Learning Association Certified Master Tutor
- Mentoring
- Program Development
- Networking and Community Outreach
- Research (Quantitative, Qualitative, and Mixed Methods)
- Program Evaluation
- Assessment (Behavioral and Personality)
- Consultation
- Special Education Law

## **PROFESSIONAL MEMBERSHIPS**

American Counseling Association  
American School Counselor Association  
Association of Counselor Educators and Supervisors  
Texas Counseling Association  
Texas School Counselor Association  
Texas Association of Counselor Educators and Supervisors  
West Texas Counseling Association  
Chi Sigma Iota

