

# **Caroline Austin Norris, NCC, LPC, PhD**

**Texas A&M University- Central Texas**  
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## **PROFESSIONAL LICENSES**

**Licensed Professional Counselor (Texas) #74849**

*February 2018*

**National Certified Counselor #646419**

*July 2015*

## **PROFESSIONAL EXPERIENCE**

**\*Director, Community Counseling and Family Therapy Center**  
Texas A&M University- Central Texas

Management of a counseling training clinic that serves on average 600 members annually of Killeen/ Fort Hood and surrounding areas that provides mental health and family counseling services by counselors in training in school counseling, marriage and family therapy, and clinical mental health counseling (CACREP accredited) programs; trains approximately 40 student counselors annually: provides weekly individual and site supervision to practicum students, participates in the live observation and critique of student counselor counseling performance; builds standardized training processes targeted at assisting counselors in early phase of professional development, directly manages facility staff members including two graduate student workers and a full time assistant director, adapts and innovates as needed to provide services appropriately to community members

*\*Five+ years of experience managing counseling training clinics in the university setting*

*\*Trained a total of 87 counselors-in-training since taking on Director position in CCFTC*

*\* Supervised 7,000+ live counseling sessions and trained a total of 169 counselors-in-training in a training clinic environment since beginning supervisor career*

*\*Formally trained 24 counselors-in-training in the provision of tele-mental health counseling services to 100+ clients since the CCFTC re-opened post-pandemic in June 2020.*

## **COVID-19 INNOVATION**

*Spring 2020: During Texas Shelter-In-Place orders, virtually supervised the continued clinical training of 10 student counselors to meet program specific educational goals and learning outcomes remotely, connected students with access to professional tele-mental health training, and facilitated the provision of tele-counseling services to support the mental health needs of clients following the start of the pandemic under the first version of a telehealth counseling training clinic model implemented in the Community Counseling and Family Therapy Center*

*Summer 2020: Further adapted the on campus mental health training clinic into the second telehealth clinic conversion, a hybrid tele-health training clinic model, following the start of the COVID-19 pandemic; successfully supervised the provision of confidential counseling sessions through video conferencing on a secure platform in the physical space of the Community Counseling and Family Therapy Center as students provided a total of 373 direct training hours of care to clients and received a total of 1,023.75 total training hours during Summer 2020 (10 week semester).*

*August 2018 – Present*

**Clinical Faculty**, Clinical Mental Health Counseling Program  
Department of Counseling and Psychology  
College of Education and Human Development  
Texas A&M University- Central Texas

*August 2018 – Present*

*\*Served as Faculty Supervisor for a total of 68 Clinical Mental Health Internship students*

**Assistant Director & Clinical Supervisor**, Counseling and Training Clinic  
Texas A&M University- Corpus Christi

*August 2015 – August 2018*

*\*Trained 81 counselors-in-training from four CACREP accredited tracks: school counseling, addictions, marriage and family therapy, clinical mental health counseling*

### COUNSELING EXPERIENCE

**Mental Health Counselor**, Counseling and Training Clinic- Texas A&M University- Corpus Christi

*(Provided individual, couples, and family counseling services)*

*August 2015 – August 2018*

**Group Facilitator**, TAMU-CC Dialectical Behavior Therapy Research Team. Corpus Christi, TX

*(Facilitated DBT skill training groups with adults, contributed to assessment of services provided through data collection and analysis of data collected about therapeutic outcomes)*

*August 2014 - May 2016*

**Student Counselor**, Counseling and Training Clinic- Texas A&M University- Corpus Christi

*(Provided individual, couples, and family counseling services)*

*June 2014 – May 2015*

**Group Facilitator**, Family Night Out Program at Antonio E. Garcia Center. Corpus Christi, TX

*(Provided group counseling services to family groups using experiential based intervention)*

*August 2014 - May 2015*

### EDUCATION

**Doctor of Philosophy**, Counselor Education. *CACREP Accredited.*

Texas A&M University - Corpus Christi

*August 2018*

*Dissertation Title: Counselor-In-Training Experiences of Self-Compassion Training in Group Supervision*

*Chair: Dr. Marvarene Oliver Ed.D., LPC-S, LMFT-S*

**Master of Science**, Clinical Mental Health Counseling. *CACREP Accredited.*

Texas A&M University - Corpus Christi

*May 2015*

**Bachelor of Arts**, Psychology.

Texas A&M University - Corpus Christi

*May 2012*

## TEACHING EXPERIENCE

*Masters level coursework at Texas A&M University- Central Texas (\*CACREP Accredited program)*

Facilitated **Internship Group Supervision (Clinical Mental Health)** August 2018 –present  
*Conducted clinical group supervision in persona and virtually, evaluated student learning outcomes, evaluated use of counseling theory and skills in practice, enhanced knowledge of critical issues in counseling, addressed importance of self-care, advocacy and social justice, facilitated weekly discussions about Internship student counselor experiences providing mental health counseling three sections annually since Fall 2018.*

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*\*Masters level coursework at Texas A&M University- Corpus Christi (\*CACREP Accredited program)*

Assisted teaching for **Ethics and Legal Issues in Counseling** July 2018  
*Established professional relationship with students, evaluated student learning outcomes, assisted with grading papers, facilitated training on self-compassion related to professional self-care as an ethical imperative, facilitated group ethics based activities, and maintained an in person and online presence for this blended course*

Assisted teaching for **two sections of Internship Group Supervision** January 2018- May 2018  
*Established professional relationship with students, evaluated student progress, provided feedback based on the developmental level of the student, reviewed student tapes of client work in a classroom setting, assisted students with the development of case conceptualization skills, facilitated group discussion, described ethical implications for certain cases, provided feedback about use of theory, challenged students when appropriate about treatment plan objectives*

Assisted teaching for **Couples Counseling** July- August 2017  
*Established an online presence at the primary facilitator for this fully online course, with support and availability by faculty member, facilitated online discussions, graded graduate level research papers and projects, was accessible for in person meetings as needed for students, provided clarification over foundation and utility of the Gottman Approach to Marital Therapy: Level One as needed by students, & created learning community through Blackboard*

Assisted teaching for **Couples Counseling** January - May 2017  
*Established an online presence as an educator and course facilitator, created quizzes and exams, graded graduate level research papers and projects, was accessible for in person meetings as needed for students, facilitated online discussions, provided clarification over foundation and utility of the Gottman Approach to Marital Therapy: Level One as needed by students, & created learning community through Blackboard*

Assisted teaching for **Internship Group Supervision** January - May 2017  
*Established professional relationship with students, evaluated student progress, provided feedback based on the developmental level of the student, reviewed student tapes of client work in a classroom setting, assisted students with the development of case conceptualization skills, facilitated group discussion, described ethical implications for certain cases, provided feedback about use of theory, challenged students when appropriate about treatment plan objectives*

Assisted teaching for **Practicum Group Supervision**

August - December 2016

*Established professional relationship with students, evaluated student progress, provided feedback based on the developmental level of the student, reviewed student tapes of client work in a classroom setting, evaluated student progress, reviewed student reflection papers, assisted students with the development of case conceptualization skills, facilitated group discussion, normalized experiences developmentally appropriate for counselors-in-training*

**PROFESSIONAL PUBLICATIONS**

***Manuscripts Published***

Lenz, A. S., Blount, A. J., & **Norris, C. A.** (2018) A multi-method synthesis of studies evaluating wellness-informed approaches to counselor supervision, *The Clinical Supervisor*, doi: 10.1080/07325223.2018.1507858

Lenz, A. S., Watson, J. C., Luo, Y., **Norris, C.**, & Nkyi, A. (2017). Cross-cultural validation of four positive psychology assessments for use with a ghanaiian population. *International Journal for the Advancement of Counselling*, doi:1-14. 10.1007/s10447-017-9317-8

***Book Chapter Published***

Watson, J.C. & **Norris, C. A.** (2019). Documentation and record keeping in clinical settings. In Watson, J.C. Watson & Schmit, M. K., *Contemporary Issues in Clinical Mental Health Counseling*. Thousand Oaks, CA: SAGE

**PROFESSIONAL PRESENTATIONS**

**Norris, C.A.** Content Session as Afternoon Key Note Speaker: “A Review of Services offered by the Community Counseling and Family Therapy Center of Texas A&M University- Central Texas” Killeen Independent School District School Counselor Resource Fair 2019. Killeen, TX.

September 2019

**Norris, C.A.** Content Session: “Self-Compassion Training in Group Supervision: A Review of Findings from a Phenomenological Study with Counselors-in-Training” Texas Association for Counselor Education and Supervision (TACES) Conference. Dallas, TX.

March 2019

**Norris, C.A.** & Lenz, S.A. Content Session: “Wellness-Based Supervision: Where’s all the Evidence?” Texas Association for Counselor Education and Supervision (TACES) Conference. Austin, TX.

January 2018

Blount, A., **Norris, C.A.** & Lenz, S.A. Poster Presentation: “*Where’s all the Evidence? A Systematic Review of Wellness-Based Supervision*” Association of Assessment and Research in Counseling (AARC) Conference. Phoenix, AZ

September 2017

**Norris, C.A.** Guest Lecturer for Supporting Pediatric Adjustment and Resilience through Counseling (SPARC) Program: *“Self-Compassion with Adolescents Experiencing Depression”*. Corpus Christi, TX. July 2017

**Norris, C. A.** Guest Lecturer for Internship: *“Definitions of Wellness and its Relevance to Counselors in Training”* Corpus Christi, TX April 2017

**Norris, C.A. & Strauss, L.** *“Dialectical Behavior Therapy: Learning the Basics”* Gulf Coast Counseling (GCCA) Association Conference. Corpus Christi, TX February 2017

**Norris, C.A.** Presented on Mindfulness and Emotion Regulation Skills apart of Training in Dialectical Behavior Therapy for Beginners. *Hosted by DBT Research Team at Texas A&M University Corpus Christi (6 hours)* Corpus Christi, TX. June 2016

Hunnicut Hollenbaugh, K.M., Oliver, M., Ricard, R., **Cubberley, C. A.**, Dyurich, A. *“Dialectical Behavior Therapy: An Introduction and Useful Techniques for Mental Health Counselors”* Texas Counseling Association Conference (TCA). Corpus Christi, TX November 2015

**Cubberley, C.A.** Presented on Mindfulness and Interpersonal Effectiveness Skills apart of Training in Dialectical Behavior Therapy for Beginners. *Hosted by DBT Research Team at Texas A&M University Corpus Christi (6 hours)* Corpus Christi, TX. June 2015

**Cubberley, C. A. & Hartlaub, M.** *“An Idiographic Examination of Family Experiences and Romantic Relationships in Young Adults”* Southwestern Psychological Association (SWPA) Conference. Oklahoma City, OK April 2012

### GRANTS

#### *Funded*

**Norris, C.A.** Texas A&M University- Corpus Christi Parents Council Grant. \$350. Attendance at the AARC Conference in Phoenix, AZ. August 2017

#### *In Review*

Larraga- Airhart, S., McClendon, L., Berry, J., Pennie, G., & **Norris, C.A.** Applied for Substance Abuse and Mental Health Services Administration (SAMSHA) Grant. \$100,000 To fund addictions counseling training for students and local professional counselors November 2019

### SCHOLARSHIPS

Competitive Academic Scholarship awarded by the Office of Graduate Studies 2015 – 2018  
*Texas A&M University- Corpus Christi*

## CERTIFICATIONS & TRAININGS

- Completed Board Certified Tele-Mental Health Training from New College Institute** *March 2020*  
*\*Sit for Board Certified Tele-Mental Health Provider Exam Spring 2021*
- Hosted The American Red Cross Disaster Mental Health Certification.** *April 2019*  
Killeen, TX.
- Trauma & Attachment: Effective Treatment Strategies for Helping Challenging Clients.** *March 2018*  
San Antonio, TX.
- The Body Keeps the Score 2 Day Trauma Conference with Bessel van der Kolk.** *November 2017*  
Live Webinar.
- The American Red Cross Disaster Mental Health Certification.** *September 2016*  
Corpus Christi, TX.
- The American Red Cross Psychological First Aid Certification.** *March 2016*  
Corpus Christi, TX. *& April 2019*
- Certified Office of the Attorney General Sexual Assault Advocate.** *July 2016*  
Corpus Christi, TX.
- Training in Trauma Focused Cognitive Behavior Therapy.** *June 2016*  
Corpus Christi, TX.
- Training in Dialectical Behavior Therapy: Advanced.** *June 2015*  
*Hosted by DBT Research Team at Texas A&M University Corpus Christi*  
Corpus Christi, TX.
- Gottman Method Couples Therapy: Level 1 Clinical Training.** *May 2015*  
Corpus Christi, TX.
- Training in Dialectical Behavior Therapy for Beginners.** *June 2014*  
*Hosted by DBT Research Team at Texas A&M University Corpus Christi*  
Corpus Christi, TX.

**PROFESSIONAL LEADERSHIP & SERVICE**

***Disaster Mental Health Volunteer***

*December 2019 – Present*

*The American Red Cross*

***Mid Texas Counseling Association***

*Executive Board Member: Secretary*  
*\*Held this position for two terms*

*2019 – present*

*Senator Alternate*

*2020 - present*

***Gulf Coast Counseling Association***

*Executive Board Member: Secretary*

*2016 – 2018*

*Emerging Leader*

*2015 – 2016*

*Conference Planning Committee*

*2015 – 2017*

***Chi Sigma Iota International Honor Society***

*Executive Board Member: Secretary*

*2014 - 2015*

*Executive Board Member: Organization Representative/University Liaison*

*2014*

***Texas Counseling Association***

*Conference Planning Committee*

*2015*

***Texas A&M University- Central Texas Wellness Committee***

*Committee Member/ Faculty/Student/ Staff Advocate*

*2018- 2019*

**PROFESSIONAL ORGANIZATION MEMBERSHIP**

*American Counseling Association (ACA)*

*Association for Spiritual, Ethical, and Religious Values in Counseling (ASERVIC)*

*Chi Sigma Iota International Honor Society*

*Texas Counseling Association (TCA)*

*Texas Association for Counselor Education and Supervision (TACES)*

*Mid Texas Counseling Association*