

## **CURRICULUM VITAE**

### **HAROLD HACKNEY**

#### **ADDRESS**

Office: Counseling & Human Development Department  
258 Huntington Hall, School of Education  
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#### **EDUCATION**

Ed.D. University of Massachusetts (Amherst), 1969.  
Dual concentration: Counseling and Educational Research  
M.A. George Washington University, 1963.  
Dual concentration: School Counseling and Psychology  
B.S.Ed. West Virginia University, 1956.

#### **PROFESSIONAL EXPERIENCE**

2000 - 2007 Professor, Counseling and Human Services, School of Education, Syracuse University; Professor Emeritus, 2007.

1987- 2000 Professor of Counselor Education, Division of Human Services, Graduate School of Education and Allied Professions, Fairfield University, Fairfield, CT, Chair, Human Services Division (1987-1989); Director, Counseling Program (1989-1991); Chair, Counselor Education Department (1995 -1998)

1984-1987 Associate Dean for Graduate School of Education & Allied Professions, and Professor of Counselor Education, Fairfield University, Fairfield, CT

1977-1978 Visiting Professor (Counseling Psychology), Ball State University European Program; Wiesbaden, West Germany.

1969-1984 Assistant/Associate Professor of Education (Counselor Education); Purdue University, W. Lafayette, IN

1968-1969 Research Assistant, Kettering Micro-counseling Project; University of Massachusetts

- 1965-1966 G. C. Marshall High School, Falls Church, Virginia. Director of Guidance (1964-1965) Vice-Principal for Administration (1965-1966)
- 1962-1964 Guidance Counselor, W.T. Woodson High School, Fairfax, Virginia
- 1960-1962 Guidance Counselor, Gunston Junior High School, Arlington, Virginia
- 1956-1960 Junior high school teacher, Core Curriculum (English and history); Arlington, VA Public Schools.

### **LICENSING AND CERTIFICATIONS**

National Board for Certified Counselors, #5116; Approved Clinical Supervisor.

Licensed Psychologist, State of Indiana Board of Psychological Examiners. (inactive)

Licensed Marriage and Family Therapist, Connecticut State Board of Health Examiners, (inactive)

Licensed Professional Counselor, Connecticut State Board of Health Examiners, #000044

Virginia State Teaching Certificate, 7-12; endorsement for school guidance

### **MEMBERSHIPS IN PROFESSIONAL SOCIETIES**

Association for Counselor Education and Supervision

American Counseling Association

Association for Spiritual, Ethical, and Religious Values in Counseling

North Atlantic Association for Counselor Education and Supervision

### **AWARDS AND HONORS**

Elected to ACA Fellow status by the American Counseling Association, Annual Convention, Montreal, CA (spring, 2006).

Named one of 23 "Leaders and Legacies of the Counseling Profession," endorsed by ACES and Chi Sigma Iota, International Honor Society in Counseling and published by Brunner-Routledge Press (2003)

Outstanding Service Award, N. Atlantic Assn. for Counselor Education and Supervision, 1998

North Atlantic Association for Counselor Education and Supervision Publications Award, 1990

Interdisciplinary Research Fellow, Univ. of Massachusetts

### **RESEARCH, SCHOLARSHIP AND CREATIVE ENDEAVORS**

**Published Papers in nationally/internationally refereed journals:**,

- Luke, M. & Hackney, H. (2007). Group co-leadership: A critical review, *Counselor Education and Supervision*, (43) 4, 280-293.
- Hackney, H., Gilbride, D.D., & Scarborough, J. (2003). Program Evaluation: Looking in the Mirror, *Counseling and Human Development*, (35) 7, 1-16.
- Burke, M.T., Hackney, H., Hudson, P., Miranti, J., Watts, G., and Epp. L. (1999). Spirituality, Religion, and CACREP, *Journal of Counseling and Development*. 77, 3, 251-257.
- West, J.D., Bubbenzer, D.L., Brooks, Jr, D.K.. and Hackney, H. (1995) The doctoral degree in counselor education and supervision, *Journal of Counseling and Development*, 74, 174-176.
- Hackney, H. (1992) Differentiating between counseling theory and practice, *Highlights: An ERIC/CAPS Digest*, Ann Arbor, MI: Counseling and Personnel Services Clearinghouse, University of Michigan.
- Hackney, H. and Bernard, J.M. (1990) Dyadic divorce adjustment processes in divorce counseling. *Journal of Counseling and Development*, 69, 2, 134-143.
- Hackney, H. (1984) Children's response to crisis and change. *Early Child Development and Care*, 13, 281-292.
- Hackney, H. (1983) Divorce and the extended family. Book Review: Impact of Divorce on the Extended Family. Esther O. Fisher (Ed.) New York: Haworth Press, 1982. In *The American Journal of Family Therapy*, 11.
- Hackney, H. (1983) Effects of the family: Random or orchestrated? *Journal for the Education of the Gifted*, 6, 1.
- Runkel, T. and Hackney, H. (1982) Counselor peer supervision: A model and a challenge. *Personnel and Guidance Journal*, 61, 113-115.
- Hackney, H. (1981) The gifted child, the family, and the school. *Gifted Child Quarterly*, 25, 51-54.
- Hackney, H. (1978) The evolution of empathy. *Personnel and Guidance Journal*, 55, 35-39.
- Cormier, L.S., Hackney, H. and Segrist, A.B. (1974) A comparative study of three counselor training models. *Counselor Education and Supervision*, 14, 95-104.
- Hackney, H. (1974) Applying behavior contracts to chronic problems. *The School Counselor*, 22, 23-30.
- Hackney, H. (1974) Facial gestures and subject expression of feelings. *Journal of Counseling Psychology*, 21, 173-178.
- Hackney, H. (1973) Goal-setting: Maximizing the reinforcing effects of progress. *The School Counselor*, 20, 176-181.
- Nelson, R.C., and Hackney, H. (1973) Developing counseling goals with children. *Elementary School Guidance and Counseling*, 7, 216-220.

Hackney, H. (1972) The involuntary client. *Journal of Employment Counseling*, 9, 193-199.

Hackney, H. (1971) Development of a prepracticum counseling skills model. *Counselor Education and Supervision*, 11, 102-109.

Hackney, H., Ivey, A.E. and Oetting, E.R. (1970) Attending, island and hiatus behavior: A process conception of counselor and client interaction. *Journal of Counseling Psychology*, 17, 342-346.

Reprinted in *Counseling Process and Procedures*, James C. Hansen, Editor (1978) New York: Macmillan Publishing Co., pp. 266-273.

### **Book Chapters:**

Hackney, H. (1995) A national survey of professional development expectations of trainer expertise in mental health counseling. In M. Altekruze and T. Sexton. *Trends in Mental Health Counseling in the 1990s*, Alexandria, VA: American Mental Health Counseling Association.

Hackney, H. and Wrenn, C.G. (1990) The contemporary counselor in a changed world. Chapter One in Harold Hackney (Ed.) *Changing contexts for counselor preparation in the 1990s*, AACD Press: Alexandria, VA.

Hackney, H. (1990) Counselor preparation for future needs. Chapter Five in Harold Hackney (Ed.) *Changing contexts for counselor preparation in the 1990s*, AACD Press: Alexandria, VA.

Hackney, H. and Goodyear, R.K. (1984) The client-centered approach to supervision. Book chapter in *Client-Centered Therapy and the Person-Centered Approach: New Directions in Theory, Research and Practice*. Ronald F. Levant and John M. Schlein (Eds.), Praeger Special Series, New York: Praeger Press.

Hackney, H. (1983) Training the divorce counselor. Chapter in *Issues in Training Marriage and Family Therapists*, Barbara Okun and Samuel Gladding (Eds.), Ann Arbor, MI: ERIC/CAPS - ACES Monograph Series.

### **Books and monographs**

Hackney, H. and Cormier, S. (In press). *The Professional Counselor*, 6<sup>th</sup> Ed., Boston: Allyn & Bacon.

Hackney, H. and Cormier, S. (In press) *The Professional Counselor: A Process Guide to Helping*, 5<sup>th</sup> Edition, Turkish translation: Mentis Yayincilik Ltd. Stl., Ankara, Turkey.

Cormier, S. and Hackney, H. (In press) *Counseling Strategies and Interventions*, 5<sup>th</sup> ed. Korean translation: Sigma Press, Seoul, Korea.

Cormier, S. and Hackney, H. (2008) *Counseling Strategies and Interventions*, 7<sup>th</sup> Ed., Boston: Allyn & Bacon.

Hackney, H. and Cormier, S. (2005). *The Professional Counselor: A Process Guide to Helping*, 5<sup>th</sup> Edition, Boston: Allyn & Bacon.

- Cormier, S. and Hackney, H. (2005) *Counseling Strategies and Interventions, 6<sup>th</sup> Ed.*, Boston: Allyn & Bacon.
- Hackney, H. and Cormier, S. (2001). *The Professional Counselor: A Process Guide to Helping, 4<sup>th</sup> Edition*, Boston: Allyn & Bacon.
- Hackney, H. and Cormier, S. (2002). *The Professional Counselor: A Process Guide to Helping, 3<sup>rd</sup> edition*. Korean translation: Sigma Press, Seoul, Korea.
- Hackney, H. (2000). *Practice Issues for the Beginning Counselor*, Boston: Allyn & Bacon.
- Cormier, S. and Hackney, H. (1999) *Counseling Strategies and Interventions, 5<sup>th</sup> Ed.*, Boston: Allyn & Bacon.
- Hackney, H. and Cormier, S. (1998) *Counseling Strategies and Interventions*, Hackney, H. & Cormier, L.S. (1998). *Beratungsstrategien Beratungsziele*. Munich, Germany and Basel, Switzerland: Ernst Reinhardt Verlag (German translation of *Counseling Strategies and Objectives, 4<sup>th</sup> ed.*).
- Hackney, H. and Cormier, S. (1996). *The Professional Counselor: A Process Guide to Helping, 3<sup>rd</sup> Edition*, Boston: Allyn & Bacon.
- Hackney, H. and Cormier, S. (1994) *Counseling Strategies and Interventions, 4<sup>th</sup> Edition*, Boston: Allyn & Bacon.
- Cormier, L.S. and Hackney, H. (1993) *The Professional Counselor: A Process Guide to Helping, 2<sup>nd</sup> Edition*. Boston: Allyn & Bacon.
- Hackney, H. (Ed.) (1990) *Changing Contexts for Counselor Preparation in the 1990s*, Alexandria, Va: AACD Press (monograph) 93pp.
- Hackney, H. and Cormier, L.S. (1988) *Counseling Strategies and Interventions, 3<sup>rd</sup> Edition*, Englewood Cliffs, NJ: Prentice-Hall.
- Cormier, L.S. and Hackney, H. (1987) *The Professional Counselor: A Process Guide to Helping*. Englewood Cliffs, N.J.: Prentice-Hall.
- Bernard, J.M. and Hackney, H. (1983) *Untying the knot: A guide to civilized divorce*. Minneapolis:Winston Press.
- Hackney, H. and Cormier, L.S. (1979) *Counseling Strategies and Objectives, 2<sup>nd</sup> Edition*, Englewood Cliffs, N.J.: Prentice-Hall.
- Hackney, H. and Cormier, L.S. (1982) *Beratungsstrategien Beratungsziele, Zweite, vollig newarbeitete Auflage*. Munich, Germany and Basel, Switzerland: Ernst Reinhardt, GmbH. & Co., Verlag. (German translation of *Counseling Strategies and Objectives, 2<sup>nd</sup> ed.*).
- Dye, H.A. and Hackney, H. (1975) *Gestalt Approaches to Counseling*, Boston: Houghton Mifflin.
- Hackney, H. and Nye, L.S. (1973) *Counseling Strategies and Objectives*, Englewood Cliffs, N.J.: Prentice-Hall.

Hackney, H. and Nye, L.S. (1977) *Aconselhamento Estrategias E Objectivos*, Sao Paulo, Brazil: Editora Pedagogica e Universitaria Ltda. (Portuguese translation of *Counseling Strategies and Objectives*, 1<sup>st</sup> ed.).

Hackney, H. and Nye, L.S. (1979) *Beratungsstrategien Beratungsziele*, Munich, Germany and Basel, Switzerland: Ernst Reinhardt, Gmbh. & Co. Verlag. (German translation of *Counseling Strategies and Objectives*, 1<sup>st</sup> ed.)

#### **OTHER ACADEMIC ENDEAVORS:**

Clinical Supervision with Five Major Counseling Theorists (1982). Supervision Videotape Series produced by Rodney K. Goodyear, University of Southern California. Supervising therapists included: Carl R. Rogers (Person-centered therapy), Erving Polster (Gestalt therapy), Norman Kagan (Interpersonal Process Recall), Rudolph Eckstein (Psychoanalytic psychotherapy), and Albert Ellis (REBT). Dr. Hackney was the therapist whose case was the subject of clinical supervision. Tapes available through Dr. Rodney K. Goodyear, Department of Counseling Psychology, University of Southern California, Los Angeles, CA. Transcripts also published in Bernard, J.M. & Goodyear, R.K. (1992) Appendix D, *Fundamentals of Clinical Supervision*, Boston: Allyn & Bacon.

#### **RESEARCH AND/OR TRAINING GRANTS:**

The Impact of Spiritual Group Exercises on the Physical Health and Quality of Life of Persons with Disabilities. Proposal submitted to the Goldman Foundation of New York, \$49,500. Co-Investigators: H. Hackney and D. G. Gilbride. 2004.

Examining the Effect of Spiritual Group Counseling on the Quality of Life of People with Disabilities. Proposal submitted to the National Institute for Disability and Rehabilitation Research. \$445,537 (3 year). Co-Investigators: H. Hackney and D. G. Gilbride. (2003).

The Effect of Spiritual Group Counseling on the Physical Health and Quality of Life of People with Disabilities. Proposal submitted to the Templeton Foundation. \$50,000. Co-Investigators: H.Hackney and D.G.Gilbride. 2002. Unfunded.

Examining the Effect of Spiritual Group Counseling on the Quality of Life of People with Disabilities. Proposal submitted to the National Institute for Disability and Rehabilitation Research. \$428,135 (3 year). Co-Investigators: D.G. Gilbride and H. Hackney. (2002). Unfunded.

Faculty Research Grant (Fairfield University), Survey of School Practices in Working with Children of Separated and Divorcing Families, (1988) (Funded)

U.S. Department of Education, Project COUNSEL (Counseling Opportunities with Underrepresented Special Education Learners), Proposal for Federal Assistance under Federal Catalog number 84-029F. (1988) with A. Rotatori. (Not Funded)

Institute for Effective Teaching, Connecticut Department of Higher Education, "Focus on Teaching" (1987), (Funded)

Purdue University Internal Research Grant: Divorce Therapy Practices of Clinical Members of AAMFT (1980) (Funded)

Indiana Department of Public Instruction Training Grant (1975) (Funded)

Indiana Department of Public Instruction Training Grant (1974) (Funded)

Purdue University Internal Research Grant: Nonverbal Variables in Counseling (1973) (Funded)

#### **CONFERENCE PRESENTATIONS AND WORKSHOPS**

Training Future Faculty in the Pedagogy of Group Work. North Atlantic Association for Counselor Education and Supervision, Lake George, NY, October 14, 2006.

The Deconstruction of Theory: Analytical and Instructional Dimensions, Association for Counselor Education and Supervision national conference, October, 2005, Pittsburgh, PA.

Clinical Skills in Peer Supervision, American Counseling Association annual convention, Kansas City, MO, March, 2004.

The Effects of Multi-Country Collaboration: Training and Credentialing of Global Career Development Facilitators (with Susan Eubanks and Susan Shafer), International Conference of the International Association for Educational and Vocational Guidance, Berne, Switzerland, September 4, 2003.

The Utility of Counseling Theory, 5<sup>th</sup> National Conference of the Association for Counselor Education and Supervision, Park City, UT, October 18, 2002.

Post – 9/11: Implications for Counselor Preparation and Counselor Competency. 5<sup>th</sup> National Conference for the Association for Counselor Education and Supervision, Park City, UT, October 20, 2002.

The Utility of Counseling Theory, North Atlantic Association for Counselor Education and Supervision Fall Conference, Amherst, MA, October 5, 2001.

Spirituality and the Helping Relationship: Challenges for Counselor Education, North Atlantic Association For Counselor Education and Supervision Fall Conference, Plattsburg, NY, Sept. 1997

Spirituality and CACREP Curriculum Standards: Methods of Infusion into Counseling Process and Research, American Counseling Association 1997 World Conference, Orlando, FL, April, 1997.

The Evolving Process of Doing Counseling, Keynote address, *Counseling and Guidance in Taiwan and U.S.A. - 1995 Symposium*, Kaohsiung National University, Kaohsiung, Taiwan, May 30 - June 1, 1995.

Exploring Spiritual Topics in Counselor Education (Presenter), American Counseling Association Convention, Minneapolis, MN, April, 1994.

The Religious/Spiritual Dimension of Counselor Preparation: A response to E.W. Kelly, Jr.'s "The Status of Religious and Spiritual Issues in Counselor Education, American Counseling Association Convention, Atlanta, GA, March, 1993.

ACES and AMHCA: Bridging the Gap Between Training and Practice, American Association for Counseling and Development Convention, Baltimore, MD, March 29, 1992.

Building New Solutions in Counselor Education, Keynote Address, Western Association for Counselor Education and Supervision Conference, San Diego, November 8, 1991.

The 21st Century: Preparing Counselors for Future Needs (Keynote Address), Australian Guidance and Counselling Association Convention, Melbourne, Australia, September 30, 1991.

Developmental Guidance and Prevention in the Schools, Plenary Address, Australian Guidance and Counselling Association Convention, Melbourne, Australia, October 2, 1991.

A Kick in the Curriculum for Counselor Education, ERIC-CAPS panel participant, American Association for Counseling and Development Convention, Reno, NV, April 21, 1991.

A Model for Divorce Adjustment Counseling, Western Association for Counselor Education and Supervision, Seattle, WA, November 10, 1990.

A Model for Divorce Adjustment Counseling, Rocky Mountain Association for Counselor Education and Supervision, Breckenridge, CO, October 4, 1990.

Prepracticum: After 20 Years, New Vistas, New Clientele, New Curriculum? American Association for Counseling and Development Convention, Cincinnati, March 18, 1990.

Divorce and the Schools: School Policy Issues. American Association for Counseling and Development Convention, Boston, March 16, 1989.

Applications of the Four-Level Divorce Adjustment Model, Southern Connecticut State University Divorce Institute, July 22, 1988.

Family Therapy Training for School Counselors: Curriculum and Skills, American Association for Counseling and Development, Chicago, March 23, 1988.

Divorce Adjustment Counseling: A Four Level Model, American Association for Counseling and Development, Chicago, March 21, 1988.

A Four Level Model of Divorce Counseling, North Atlantic Regional Association for Counselor Education and Supervision, White Haven, PA., Oct. 4, 1987.

Theory and Practice of Divorce Therapy, Ball State University Counseling Psychology Workshop, September, 1983.

Divorce and Young Children, Indiana University-Ft. Wayne Regional Guidance Conference, Ft. Wayne, IN, May, 1983.

Affective Development of Gifted Children. Kokomo Guidance Conference, Kokomo, IN, April, 1983.

Working with Families of Gifted Children. Elkhart Regional Guidance Conference, Elkhart, IN, February, 1983.

The School's Role in Divorce Adjustment. National Elementary/Middle School Guidance Conference, Lafayette, IN., July, 1982.

Children in Crisis. Preconference workshop. National Elementary/Middle School Guidance Conference, Lafayette, In., July, 1982.

Effect of Divorce on Young Children. (Featured Speaker) National Conference on Early Childhood Education, Indianapolis, May, 1982.

Counselors Using Biofeedback: A Demonstration. Indiana Personnel and Guidance Association, Indianapolis, February, 1982.

The Transition into Step-families. Seventh Annual Marriage and Family Conference, Purdue University, March, 1982.

Supervision Styles of Major Counseling Theorists. Big Ten Conference of Counseling Center Directors, Lafayette, In., February, 1982.

Relationship Between Clinical Supervision and Counseling Theory. North Central Association for Counselor Education and Supervision, Milwaukee, October, 1981.

Construct Evaluation and Extension of Therapeutic Empathy. American Psychological Association, Los Angeles, August, 1981.

Therapeutic Interventions and Training for Divorce Counselors. National conference of the Association of Family Conciliation Courts, Indianapolis, May, 1981.

Coping with Stress: Cognitive and Behavioral Stress Management. American Personnel and Guidance Association, St. Louis, April, 1981.

Therapy Issues for the Divorcing Male. American Personnel and Guidance Association, St. Louis, April, 1981.

Co-parenting After Divorce. Sixth Annual Marriage and Family Conference, Purdue University, March, 1981.

Psychological Issues of Divorcing Males. North Central Association for Counselor Education and Supervision, Lafayette, Indiana, October, 1980.

Roles and Problems of Gifted Children in the Family Constellation. American Personnel and Guidance Association, Atlanta, March, 1980.

Families: The Challenge of Relationships. Spring Invitational Conference of the North American Society of Adlerian Psychology, Morgantown, WV, February, 1980.

Recent Advances in Family Therapy, Psychology Department Colloquium, Nova University, Ft. Lauderdale, 1979.

Research in Counseling: Myths and Realities. Department of Psychology Colloquium, University of Western Ontario, London, Ontario, 1979.

Nonverbal Research in Counseling. American Educational Research Association, San Francisco, April, 1976.

Innovations in Counselor Education. Division E Graduate Student Seminar. American Educational Research Association, Washington, D.C., April, 1975.

Self-managed Learning and the Acquisition of Counseling Skills: A Pre-experimental Examination. American Personnel and Guidance Association, New York, April, 1975.

Counseling Interns in State Departments of Education: New Perspectives. American Personnel and Guidance Association New Orleans, April, 1974.

Use of Counselor Discriminative Stimuli as an Intervention in Effecting Change in Client Outcomes. American Educational Research Association, New Orleans, February, 1973.

Generalized Counseling Outcomes. American Educational Research Association, March, 1972.

Behavioral Counseling Skills: Research Antecedents. North Central Association for Counselor Education and Supervision, Chicago, November, 1971.

Counseling Outcomes and Client Change. American Educational Research Association, New York, February, 1971.

Research and the Sensitivity Group: An Examination of Alternatives. North Central Association for Counselor Education and Supervision, Chicago, November, 1970.

Systematic Identification of Counselor Verbal Response Categories. New England Educational Research Association, Boston, June, 1969.

Counselor Verbalizations as Independent Variables. American Psychological Association, Washington, D.C., September, 1969.

## **PROFESSIONAL SERVICE**

Board of Directors (President), Center for Credentialing and Education, Inc., Affiliate corporation of the National Board for Certified Counselors, 2000 – 2005

Board of Directors, Association for Spiritual, Ethical and Religious Values in Counseling, 1999-2000.

Governing Council, American Counseling Association, 1995 – 1998.

Executive Council, Association for Counselor Education and Supervision, 1995 – 1998.

President, Association for Counselor Education and Supervision, 1991-1992; President-Elect, 1990-1991; Past-President, 1992-1993

President, North Atlantic Association for Counselor Education and Supervision, 1990-1991, President-Elect, 1989 -1990; Past-President, 1991-1992

Member, Planning Committee, Assn. for Counselor Education and Supervision National Conference, Oct. 1988.

President-elect, Connecticut Association of Colleges and Universities for Teacher Education 1986-1987, Secretary, 1985-1986.

Secretary, Connecticut Association for Counselor Education and Supervision, 1988-1989.

Member, Connecticut Task Force for Gifted Education, 1986 - 1990

Chairman, Citizens Advisory Committee to Study High School Consolidation, Stratford, CT Public Schools, 1984-1986.

Consulting Editor, Gifted Child Quarterly, 1984-1990.

Consulting Editor, Journal of Counseling and Human Service Professions, 1985-2000.

Consulting Editor, Personnel and Guidance Journal, 1981-1984.

Editorial Reviewer, American Educational Research Journal, 1980-1982.

### **EXTRA-ACADEMIC PROFESSIONAL ACTIVITIES**

Consultant to the New Haven, CT Public Schools, Implementation of a Developmental Guidance Program, December, 1997 – 1998.

Consultant to the College of Education, University of Hawaii, to conduct an external review of the Counselor Education Department. June, 1993

Consultant to the College of Education, University of Nevada - Las Vegas, to conduct an external review of the Counseling and Educational Psychology Department. May, 1992

Consultant to Westport, CT Public Schools, Development of Prevention Programming, 1985-1986.

Consultant to the Legislative Provisions Project, "Legislative Provisions for the Improvement of Guidance Programs and Personnel Development." U.S. Department of Labor, 1979-1980.

Consultant to Marion, Indiana and Indianapolis, Indiana Public Schools to assist in upgrading guidance and counseling services in the schools, 1979-1983.

Consultant to Chicago City Schools to help develop an evaluation program in Audio-tutorial Biology project, 1978-1980.

Consultant to the National Center for Alcohol Abuse, Washington, D.C., to assist in development of training materials for nationwide training program for substance abuse counselors, 1975-1977.

Consultant to the State of Indiana to develop state-wide needs assessment of pupil personnel services, 1974-1977.

Consultant to the Chamber of Commerce of the United States, Washington, D.C., 1959-1964, to assist in development of assessment materials for national professional development program for managers and supervisory personnel.