

JOHN R. CULBRETH
CURRICULUM VITA

OFFICE

Department of Counseling
The University of North Carolina at Charlotte
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EDUCATION

Ph.D., Counseling and Counselor Education, 1996 - Department of
Counseling and Educational Development
The University of North Carolina at Greensboro, Greensboro, NC

M.A., 1986, Counselor Education - Appalachian State University, Boone, NC
Agency Counseling track, double emphasis in
Substance Abuse Counseling and Marriage/Family Counseling

B.S., 1984, Psychology - Appalachian State University, Boone, NC

PROFESSIONAL EXPERIENCE

Teaching and Supervision

The University of North Carolina at Charlotte, Professor	2011-to present
The University of North Carolina at Charlotte, Associate Professor	2006-2011
The University of North Carolina at Charlotte, Assistant Professor Coordinator of Community Counseling Program	2004-2006
The University of Virginia, Assistant Professor Coordinator of School Counseling Program	1999-2004
The Pennsylvania State University, Assistant Professor Secondary School Counseling Coordinator	1996-1999

Visiting Faculty Positions

Johns Hopkins University, Baltimore, MD	2012 summer
• Introduction to Addiction Counseling course	
Pedagogische Hochschule, Ludwigsburg, Germany	2011 summer
• Introduction to School Counseling course	

The following is a list and brief description of courses taught in both my current and previous teaching assignments.

Doctoral level courses

Counseling Supervision. Taught supervision theory, supervision skill development, and issues unique to the supervision arena. Course material includes counselor development theory, examination of issues associated with the supervisory relationship, and a case study project examining the supervision process and how that may impact the supervisory relationship and eventual supervision outcome.

Advanced Counseling Theory. The focus of this course is to examine the “*state of the art of counseling*” through an examination of philosophy, philosophical principles, and traditional and current theoretical counseling approaches. Conditions that influence human behavior and change factors are discussed by evaluating the ingredients of therapeutic efficacy, reviewing major approaches, and challenging assumptions, both explicit and implicit, which are constantly guiding us and others, especially those “others” who enter our lives in the role of *client*.

Advanced Counseling Practicum. Provided weekly supervision for doctoral level counseling students placed in practicum sites at local treatment agencies and schools.

Pedagogy in Counselor Education. Course focused on how to teach the counselor education graduate student. Topic areas for this course include instructional theory, course design and preparation strategies, cultural diversity as it relates to the counselor education classroom environment, use of technology in the classroom, facilitating seminar discussion and critical thinking of students, and student evaluation.

Counseling Supervision – Practicum. Supervision and instruction of doctoral level counselor education and counseling psychology students in providing group and individual clinical supervision experiences to master’s level counselors-in-training.

Master’s level courses

Ethics and Professional Issues in Counseling. This course provided an overview of ethical and professional issues for beginning master’s level counseling students. Course content included counseling ethics, professional responsibility and behaviors, suicide intervention training, introduction to DSM-IV, and multicultural issues in counseling.

Theories of Chemical Dependence. This courses is an introduction to the theoretical, philosophical, and historical premises upon which chemical dependence is explained, and treatment and prevention of chemical dependence are based. Biological, psychological, and sociological aspects of substance abuse and dependence are the theoretical frameworks considered.

Substance Abuse Counseling. This course focused on the dynamics of assessing and treating the chemically dependent client. The emphasis was on various models of treatment, intervention methods, and assessment interviewing techniques.

Clinical Supervision of Substance Abuse Counselors. Instruction of master's and undergraduate level students enrolled in the chemical dependency counseling program on foundations of clinical supervision. Course material included developmental models of supervision, supervisor and supervisee assessment, and issues related to supervising within the unique environment of the chemical dependency treatment community.

Group Counseling. This course provided an overview of the major aspects of group counseling theory and procedures. Course material included specific group counseling theories, group dynamics, group process and development, and group implementation.

Introduction to School Counseling. Course material included issues specific to working with students in a school setting, development of school appropriate group and individual counseling strategies, liaison work with outside agencies, and appropriate assessment and referral strategies.

Research in Counseling. Course content included research design, methodology, and implementation. Course activities included on-going research article critiques, development of mock research study complete with data development and analysis, and poster session presentation of research project.

Introduction to the Profession of Counseling. Course material included ethical and legal aspects of counseling, professional development issues, effective utilization of counseling research, differentiation of the counseling profession from other helping disciplines, multicultural issues in counseling, and aspects of counseling related to the community, school, or higher education setting.

Counseling Theory and Techniques. This course provided an overview of the major theories of counseling and therapy. Theories discussed represent the major contributions for the areas of psychodynamic, behavioral, and humanistic intervention approaches. This course also includes a counseling skill development component.

Counseling Adolescents. This course provided students an overview of issues related to adolescent development. Course material included an examination of adolescent developmental stage theory, theoretical model conceptualization, and issues specific to counseling adolescents and their families in both an agency and school setting.

Counseling Internship Seminar. Supervised and instructed students involved in counseling field experiences. Sites included community agencies, local schools, university counseling, and college student personnel settings.

School Counseling Practicum Supervision. Master's level practicum associated with the School Counseling Program. Supervision included small group facilitation, individual supervision, and practicum site visits.

Undergraduate level courses

Foundations of Guidance and Counseling. A counseling survey course for undergraduate students. Topics included counseling and psychological theories, micro-skills training, overview of counseling environments, and ethical and multicultural considerations in counseling.

Professional Counseling

- 2006-present Counseling and Clinical Supervision Private Practice
Mooresville Professional Counseling, PLLC
Provide counseling services to clients in local community, specializing in addictions, adult child of alcoholic parents issues, depression, anxiety, couples, and family counseling. Provide clinical supervision services for counseling licensure candidates and for certified addiction counselors and candidates.
- 1994 Needs Assessment and Referral Counselor
Charter Hospital of Greensboro, Greensboro, NC
Conducted interviews with clients to determine their level of distress and degree of crisis. Worked with clients and family members to develop preliminary treatment plans to insure the safety of the client. Assessments included screening clients for substance abuse and/or dependence, psychotic symptomatology, risk of suicide and homicide. Facilitated admission into the hospital setting if appropriate. Age of clients ranged from pre-adolescence to the elderly.
- 1991-1993 Student Assistance Program Coordinator
Statesville High School, Statesville, NC
Established and coordinated an intervention program for high school age students. Problem areas included substance abuse issues, family dysfunction, sexual abuse, various mental health issues, and school related difficulties. Conducted individual and group counseling with students, family counseling and interventions, and acted as the coordinator and consultant for teachers trained in early intervention strategies and techniques. Provided training opportunities for faculty and staff within the school system, for local community groups and agencies.
- 1992 Out-Patient Treatment Counselor
Phoenix, Inc., Hickory, NC
Provided substance abuse assessments and long-term counseling in an out-patient substance abuse treatment program. Used a group counseling/psycho-educational format to provide counseling services for chemically dependent clients and DWI offenders.
- 1990 Program Manager
Burke/Taylor Associates, Charlotte, NC
Conducted clinical assessments of employees and family members. Developed appropriate referral resource network for a case load which included a broad range of mental health areas such as substance abuse, marriage and family issues, child

- disorders, and mental health problems. Assisted with referrals to resources and provided follow-up case management. Provided mental health consulting services for business and industry in areas of employee assistance orientation, education workshops, and crisis management. Acted as a liaison for management level company officials.
- 1988-
1989 Substance Abuse Prevention Program Coordinator/Counselor
Blue Ridge Mental Health Center, Asheville, NC
Developed and coordinated adolescent substance abuse prevention program. The program consisted of a classroom component and an outdoor adventure component. Acted as liaison with school counselors and was responsible for assessment and identification of appropriate student referrals to the program. Developed out-patient substance abuse treatment program for adolescents, including assessment and referral interviews, family education sessions, and intervention planning. Provided on-call emergency mental health services within the local emergency system network.
- 1986-
1988 Social Worker
New River Mental Health Center, Jefferson, NC
Provided individual, group, marriage, family, and substance abuse counseling services. Provided consultation, education, and prevention services to local community agencies, civic groups, and the school system. Provided on-call emergency mental health services within the local emergency system network. Member of various community boards of directors and advisory councils for local community groups.
- 1986 Counseling Intern
The Randolph Clinic, Inc., Charlotte, NC
Worked with chemically dependent clients in an on-going, primary care, out-patient treatment program. Treatment format consisted of group therapy and psycho-educational sessions. Also conducted adult children of alcoholic and family co-dependency treatment groups.

SCHOLARSHIP

Refereed publications

- Donald, E. J., Culbreth, J. R., & Carter, A. W. (2015). Play therapy supervision: A review of the literature. *International Journal of Play Therapy, 24*(2), 59-77.
- Hagedorn, W. B., Culbreth, J. R., & Cashwell, C. S. (2012). Addiction counseling accreditation: CACREP's role in solidifying the counseling profession. *The Professional Counselor, 2*(2), 124-133.

- VanderGast, T. S., Culbreth, J. R., & Flowers, C. (2010). An exploration of experiences and preferences in clinical supervision with play therapists. *International Journal of Play Therapy, 19*(3), 174-185.
- Culbreth, J. R. & Cooper, J. B. (2008). Factors impacting the development of substance abuse counseling supervisors. *Journal of Addiction and Offender Counseling, 29*(1), 22-35.
- Scarborough, J. L. & Culbreth, J. R. (2008). Examining discrepancies between actual and preferred practice of school counselors. *The Journal of Counseling and Development, 86*(4), 446-459.
- Eckenrod-Green, W., & Culbreth, J. R. (2008). Latino High school student's perceptions and preferred characteristics of high school counselors. *The Journal of School Counseling 6*(17). Retrieved from <http://www.jsc.montana.edu/articles/v6n17.pdf>
- Lassiter, P., Napolitano, L., Culbreth, J. R., & Ng, K. M. (2008). Developing multicultural competence using the Structured Peer Group Supervision Model. *Counselor Education and Supervision, 47*, 164-178.
- Culbreth, J. R. & Korkut, F. (2006). A comparison of school counselor preparation between Turkey and the United States. Educational Resources Information Center (ERIC Document Reproduction Service No. ED495202).
- Culbreth, J. R., Scarborough, J. L., Banks-Johnson, A., & Solomon, S. (2005). Role stress among practicing school counselors. *Counselor Education and Supervision, 45*, 58-71.
- Culbreth, J. R., Woodford, M., Levitt, D. H., & May, K. M. (2004). Current and preferred clinical supervision experiences of home based treatment providers. *The Clinical Supervisor, 23*, 83-99.
- Culbreth, J. R. (2003). Chemical dependency counselor supervisors' perceptions of supervisee resistance and anxiety in supervision. *Journal of Teaching in the Addictions, 2*, 39-49.
- Chartas, N. D., & Culbreth, J. R. (2001). Counselor treatment of coexisting domestic violence and substance abuse: A qualitative study. *Journal of Addiction and Offender Counseling, 22*, 2-11.
- Culbreth, J. R. (2001). The Wisconsin Clinical Supervision Training Model. *The Clinical Supervisor, 20*, 61-71
- Smith, S., Crutchfield, L. B., & Culbreth, J. R. (2001). Teaching experience for school counselors: Counselor educators' perceptions. *Professional School Counseling, 4*, 216-224.
- Adegoke, A. A. & Culbreth, J. R. (2000). School counselor preparation in Nigeria and the USA. *Compare: A Journal of Comparative Education, 30*, 235-244.

- Culbreth, J. R. (2000). Substance abuse counselors with and without a personal history of chemical dependency: A review of the literature. *Alcoholism Treatment Quarterly*, 18, 3-14.
- Culbreth, J. R. (1999). Clinical supervision of substance abuse counselors: Current and preferred practices. *The Journal of Addiction and Offender Counseling*, 20, 15-25.
- Culbreth, J. R. & Borders, L. D. (1999). Perceptions of the supervisory relationship: Recovering and non-recovering substance abuse counselors. *The Journal of Counseling and Development*, 77, 330-338.
- Culbreth, J. R. & Borders, L. D. (1998). Perceptions of the supervisory relationship: A preliminary qualitative study of recovering and non-recovering substance abuse counselors. *The Journal of Substance Abuse Treatment*, 14(2), 1-8.
- Reeves, D., Culbreth, J. R., & Greene, J. A. (1997) Effect of age, gender, and education level on the supervisory styles of substance abuse counselor supervisors. *The Journal of Alcohol and Drug Education*, 43, 76-86.
- Juhnke, G. A. & Culbreth, J. R. (1994). Clinical supervision in substance abuse counseling: Special challenges and solutions. In L. D. Borders (Ed.), *Supervision: Exploring the effective components*. Greensboro, NC: ERIC/CASS.

Books and book chapters

- Lassiter, P., & Culbreth, J. R. (under contract). *Theory and practice of addiction counseling*. Sage.
- Lewis, T. F., & Culbreth, J. R. (in press). Psychiatry and psychopharmacology: Is there a pill for this? In J. S. Young & C. S. Cashwell (Eds.), *Clinical mental health counseling: Elements of effective practice*.
- Culbreth, J. R., & Brown, L. B. (2010). *State of the art in clinical supervision*. New York: Routledge/Taylor Francis.
- Culbreth, J. R., & Gressard, C. F. (2010). The Transtheoretical Model of Change in clinical supervision. In J. R. Culbreth & L. B. Brown (Eds.) *State of the art in clinical supervision*. New York: Routledge/Taylor Francis.
- Tyson, L., Harrington, J., & Culbreth, J. R. (2008). *Critical incidents in clinical supervision*. American Counseling Association: Alexandria, VA.
- Culbreth, J. R. (2008). Response to critical incident: Leader confrontation. In L. E. Tyson, R. Perusse, & J. Whitledge (Eds.), *Critical incidents in group counseling*. Alexandria, VA: American Counseling Association.

Bobby, C. & Culbreth, J. R. (2007). The Council for Accreditation of Counseling and Related Educational Programs. In R. Ozyurek, F. Korkut-Owen, & D. W. Owen (Eds.), *Gelisen psikolojik danisma ve rehberlik: Mesleklesme surecindeki ilerlemeler*. Ankara, Turkey: Nobel: Yayin Dagitim.

Doctoral Dissertation Research

Hymes, A. (in progress). A phenomenological study of the experiences of substance abuse peer recovery coaches' career motivation and professional experiences. The University of North Carolina Charlotte.

Suddreth, G. (in progress). Use of martial arts training as a therapeutic intervention: A qualitative study. The University of North Carolina Charlotte.

MacLeod, B. (2015). The effectiveness of abstinence projects on counselor trainees' attitudes and empathy toward AODA clients. The University of North Carolina Charlotte.

Lainas, H. (2014). The relationship between supervisee working alliance with supervisor and client perceived treatment outcome. The University of North Carolina Charlotte.

Hammonds, D. (2014). Supervisors' perceptions of distance delivered supervision. The University of North Carolina Charlotte.

Colistra, A. (2012). Substance abuse counselors: How do spiritual wellbeing and job satisfaction relate to feelings of burnout? The University of North Carolina at Charlotte.

Reeder, S. (2010). School based counseling with students identified as BED: An investigation of a reality therapy approach on aggression, anxiety, depression, impulsivity, self-esteem and social problems. The University of North Carolina at Charlotte.

Powell, J. (2010). Evaluating Training in Predicting Religiosity and Homonegativity Among Substance Abuse Counselors. The University of North Carolina at Charlotte.

Rorrer, A. S. (2009). The mediation of advocacy, empowerment, and openness on ethnic identity and working alliances in cross-cultural faculty mentoring. The University of North Carolina at Charlotte.

Eckenrod-Green, W. (2009). The development of the student perceptions of their high school counselor's multicultural and social justice advocacy competence. The University of North Carolina at Charlotte.

VanderGast, T. (2008). Clinical supervision experiences and preferences of registered play therapists. The University of North Carolina at Charlotte.

Nance, J. (2008). Measuring levels of stress, anxiety, and depression from sexual orientation identity, internalized homophobia, level of outness, and marital satisfaction within the population of men in heterosexual marriages who choose to engage in sexual activities with other men. The University of North Carolina at Charlotte.

Whitman, T. K. (2004). On-site supervision and the preparation of school counseling interns. The University of Virginia.

Scarborough, J. L. (2002). Between practice and preference: Factors related to discrepancies in how school counselors spend their time. The University of Virginia.

Non-refereed publications

Culbreth, J. R. (2000, January/February). The Wisconsin clinical supervision training model. *The Professional Counselor*, 16-18.

Culbreth, J. R. (1999, September/October). The clinical supervision experiences and preferences of substance abuse counselors. *The Professional Counselor*, 27-31.

Barrett, D., Culbreth, J. R., Olcott, W. R., Rubin, E. M., & Rugg, C. (1998). *The Wisconsin clinical supervision training project: Participant manual*. Milwaukee, WI: The Foundation for Addictions Research and Education, Ltd.

Barrett, D., Culbreth, J. R., Olcott, W. R., Rubin, E. M., & Rugg, C. (1998). *The Wisconsin clinical supervision training project: Trainer manual*. Milwaukee, WI: The Foundation for Addictions Research and Education, Ltd.

Manuscripts in progress

Hammonds, D. S., & Culbreth, J. R. An exploration of supervisors' experiences of supervisory working alliance and session factors when facilitating distance-delivered clinical supervision.

Culbreth, J. R., Gutierrez, D., Lassiter, P., & Kondili, E. A qualitative examination of workplace resources and demands for professional counselors.

Research in progress

Culbreth, J. R., Gutierrez, D., Lassiter, P., & Kondili, E. Development of the Comparative Assessment of Resources and Demands for Counselors.

Culbreth, J. R., Gutierrez, D., Lassiter, P., & Kondili, E. Analysis of workplace resources and demands, using the CARD-C, of practicing counselors in North Carolina.

Culbreth, J. R., Gutierrez, D., Lassiter, P., & Kondili, E. A qualitative examination of workplace resources and demands for professional substance abuse counselors.

Culbreth, J. R., Gutierrez, D., Lassiter, P., & Kondili, E. Development of the Comparative Assessment of Resources and Demands for Substance Abuse Counselors.

Culbreth, J. R., Gutierrez, D., Lassiter, P., & Kondili, E. Analysis of workplace resources and demands, using the CARD-SAC, of practicing substance abuse counselors in North Carolina.

PRESENTATIONS AND WORKSHOPS

Invited conference presentations

Culbreth, J. R. (2012, February). Ethical and legal issues in counseling supervision. Presentation at annual conference of the North Carolina Counseling Association, Greensboro, NC.

Culbreth, J. R. (2010, May). *Supervising from a developmental perspective*. Presentation at the annual conference of the Wisconsin Association of Alcohol and Other Drug Abuse, Madison, WI.

Culbreth, J. R. (2010, May). *Ethical and legal issues in clinical supervision*. Presentation at the annual conference of the Wisconsin Association of Alcohol and Other Drug Abuse, Madison, WI.

Gerhart, D., Culbreth, J. R., & Patterson, C. (2009, October). *Assessment of student learning outcomes*. Panel presentation at the Association for Counselor Education and Supervision conference, San Diego, CA.

Culbreth, J. R. (2009, April). *Advanced counseling supervision*. Presentation at the annual South Dakota Association of Addiction and Prevention Professionals, Spearfish, SD.

Culbreth, J. R. (2009, April). *Ethical and legal issues in counseling supervision*. Presentation at the annual South Dakota Association of Addiction and Prevention Professionals, Spearfish, SD.

Culbreth, J. R. (2008, October). *Multicultural perspective on ethics*. Invited presentation for the Barrett Distinguished Lecture Series on Multiculturalism, Charlotte, NC.

Culbreth, J. R. (2008, May). *Professional challenges of counselors in the United States*. Invited presentation at the Development of the Counseling Profession in Italy and the United States: A Bilateral Counseling Conference, Florence, Italy.

Tyson, L. T., & Culbreth, J. R. (2008, March). *Critical incidents in clinical supervision*. Invited presentation at the annual conference of the American Counseling Association, Honolulu, HI.

- Culbreth, J. R. (2008, February). *Managing ethical decision making in today's world of counseling*. Invited presentation at the annual conference of the North Carolina Counseling Association, Durham, NC.
- Baker, S., Borders, L. D., Culbreth, J. R., & Sweeney, T. (2007, September). *Qualities of an effective leader*. Invited panel discussion at the North Carolina Chi Sigma Iota Conference, Durham, NC.
- Culbreth, J. R. (2007, April). *Clinical Supervision Workshop*. Invited presentation for the South Dakota Chemical Dependency Association Spring Conference, Chamberlain, SD.
- Stanard, R., & Culbreth, J. R. (2007, April). *The accreditation of professional counseling programs*. Invited presentation at the 3rd Congress of Counseling in the Americas, Buenos Aires, Argentina.
- Culbreth, J. R. (2006, November). *Advanced Clinical Supervision Workshop*. Invited presentation for the Wisconsin Association on Alcohol and Other Drug Abuse, Milwaukee, WI.
- Culbreth, J. R. (2006, August). *CACREP: Accreditation in the profession of counseling*. Invited presentation at the First Congress of Latin American Counseling, Valencia, Venezuela.
- Culbreth, J. R. (2006, May). *Advanced Clinical Supervision Workshop*. Invited presentation for the Wisconsin Association on Alcohol and Other Drug Abuse, Madison, WI.
- Culbreth, J. R. (2006, May). *Introduction to clinical supervision*. Invited presentation for the Wisconsin Association on Alcohol and Other Drug Abuse, Madison, WI.
- Culbreth, J. R. (2006, May). *Advanced Clinical Supervision Workshop*. Invited presentation at the McLeod Addiction Institute, Charlotte, NC.
- Onedera, J. D., Moorhead, H. H., Sherman, N., & Green, J. (2006, April). *Chi Sigma Iota asks "Who is doing what in professional advocacy?": A panel discussion among ACA divisions and affiliated organizations*. Invited panel discussant at the World Conference of the American Counseling Association, Montreal, Canada.
- Culbreth, J. R., & Bobby, C. (2005, November). *The CACREP accreditation process: Facilitating high quality counseling programs in Central and South America*. Invited presentation to the Second Counseling Congress of the Americas, Maracaibo, Venezuela.
- Borders, L. D., Culbreth, J. R., Green, C., & Staben-Burroughs, C. (2005, October). *Review of new ethical standards*. Invited panel discussion at the annual conference of the Licensed Professional Counselor Association of North Carolina, Greensboro, NC.
- Culbreth, J. R. (2005, May). *Clinical Supervision Workshop*. Invited presentation at the McLeod Addiction Institute, Charlotte, NC.

- Culbreth, J. R. & Bobby, C. (2004, December). *CACREP accreditation: Assuring high quality for counseling programs*. Invited presentation to the annual program directors meeting for BACP accredited counselor training programs, London, United Kingdom.
- Culbreth, J. R. (2004, May). *Advanced Clinical Supervision Workshop*. Invited presentation for the Wisconsin Association on Alcohol and Other Drug Abuse, Madison, WI.
- Culbreth, J. R. (2003, November). *School Counseling Ethics Roundtable*. Invited presentation for the Southwest Virginia Chapter of the Virginia Counseling Association, Wise, VA.
- Culbreth, J. R. (2003, July/August). *Advanced Clinical Supervision*. Invited three day workshop sponsored by the Foundation for Addiction Research and Education, Milwaukee, WI.
- Culbreth, J. R. (2002, October). *Clinical supervision: Principles, theory, and function*. Invited one day workshop for the Health Planning Region 3 Training Institute, Roanoke, VA.
- Culbreth, J. R. (2002, August). *Adolescent substance abuse: A systemic problem for educators*. Invited workshop provided to high school and junior high school faculty in the McDowell County School System, Marion, NC.
- Culbreth, J. R. (2002, May). *Advanced clinical supervision*. Invited presentation at the annual conference of the Wisconsin Association on Alcohol and Other Drug Abuse, Madison, WI.
- Culbreth, J. R. (2002, March). *Clinical supervision for the AODA field*. Invited presentation at the annual conference of the Virginia Association of Alcohol and Drug Abuse Counselors, Richmond, VA.
- Culbreth, J. R. (2001, March). *Clinical supervision for the AODA field*. Invited presentation at the annual conference of the Virginia Association of Alcohol and Drug Abuse Counselors, Richmond, VA.
- Culbreth, J. R. (2000, September). *The future of professional education for practitioners: Researchers' thoughts on how practitioners can make better use of research findings in practitioners' professional education*. Invited panel discussant at the Research to Practice Symposium sponsored by the National Institute on Alcohol Abuse and Alcoholism and the International Certification Reciprocity Consortium, Oklahoma City, OK.
- Culbreth, J. R. (1999, June). *Clinical Supervision Training*. Invited workshop for participants of the Sixth Annual Summer School sponsored by Indian Health Services, Fort Lauderdale, FL, June 7, 1999.
- Culbreth, J. R. (1998, October). *AODA Clinical Supervision: Where We Are and Where We Need To Go*. Invited address to the 1998 Wisconsin Addictions Research Conference, Milwaukee, Wisconsin.

Refereed conference presentations

- Palmieri, E., Culbreth, J. R., & Harris, C. (2015, October). Infusing wellness into counselor supervision to prevent burnout. Paper presented at national conference of the Association for Counselor Education and Supervision, Philadelphia, PA.
- Lainas, H., & Culbreth, J. R. (2015, October). Together we can make a difference: Supervisory working alliance and client outcome research. Poster session presented at national conference of the Association for Counselor Education and Supervision, Philadelphia, PA.
- MacLeod, B. P., & Culbreth, J. R. (2015, February). *Addressing the stigma of addiction in substance abuse counseling*. Paper presented at the state conference of the North Carolina Counseling Association, Greensboro, NC.
- Morgen, K., Miller, G., Culbreth, J. R., & Juhnke, G. (2011, March). *A review and analysis of professional and addictions counseling licensure requirements, scope of practice, and training: National findings and implications*. Paper presented at the national conference of the American Counseling Association, New Orleans, LA.
- Osborne, C. J., Paisley, P. O., Culbreth, J. R., & Greaser, T. (2007, March). *How to find post-graduate supervision on a shoestring budget*. Paper presented at the national conference of the American Counseling Association, Detroit, MI.
- Borders, L. D., Brott, P., Brown, L. L., Chang, C., & Culbreth, J. R. (2006, September). *Clinical supervision instruction for doctoral students: Successes and challenges*. Poster session presented at the Southern Association for Counselor Education and Supervision conference, Orlando, FL.
- Eckenrod-Green, W., & Culbreth, J. R. (2006, September). *Latino/a high school students' preferred school counselor characteristics*. Poster session presented at the Southern Association for Counselor Education and Supervision conference, Orlando, FL.
- Parikh, S., Vandergast, T. S., & Culbreth, J. R. (2006, September). *Conducting international research: Examining counselor training programs in South Korea and India*. Poster session presented at the Southern Association for Counselor Education and Supervision conference, Orlando, FL.
- Culbreth, J. R. (2005, October). *The development, self-efficacy, and role stress of chemical dependency supervisors*. Poster session presented at the Association for Counselor Education and Supervision national conference, Pittsburgh, PA.
- Culbreth, J. R. & Ng, K. M. (2005, February). *Advanced clinical supervision*. Workshop presented at the state conference of the North Carolina Counselors Association, Charlotte, NC.

Culbreth, J. R. (2004, June). *Providing on-site supervision for the school counselor-in-training*. Paper presented at the national conference of the American School Counselor Association, Reno, NV.

Culbreth, J. R. (2004, April). *A comparison of supervisor styles, emphasis areas, and supervisor development among mental health counselors, social workers, marriage and family therapists, and psychologists*. Poster session presented at the national conference of the American Counseling Association, Kansas City, MO.

Culbreth, J. R. (2003, September). *A comparison of supervisor styles, emphasis areas, and supervisor development among mental health counselors, social workers, marriage and family therapists, and psychologists*. Paper presented at the Southern Association for Counselor Education and Supervision conference, Chattanooga, TN.

Culbreth, J. R. & Glossoff, H. (2003, March). *Grass roots advocacy for k-12 comprehensive school counseling programs*. Poster session presented at the national conference of the American Counseling Association, Anaheim, CA.

Culbreth, J. R. (2003, March). *Clinical supervision for site supervisors of school counseling interns*. Paper presented at the annual conference of the Virginia School Counselor Association, Richmond, VA.

Murphy, S, Chamberlain, J., Culbreth, J. R., Davis, T., & Kaffenberger, C. J. (2003, March). *The ASCA national model: A blueprint for school counseling programs*. Paper presented at the annual conference of the Virginia School Counselor Association, Richmond, VA.

Culbreth, J. R. (2002, November). *Identifying and managing supervisee anxiety and resistance in clinical supervision*. Paper presented at the annual conference of the Virginia Counselors Association, Williamsburg, VA.

Murphy, S, Chamberlain, J., Culbreth, J. R., Davis, T., & Kaffenberger, C. J. (2002, November). *The ASCA national model: A blueprint for school counseling programs*. Paper presented at the annual conference of the Virginia Counselors Association, Williamsburg, VA.

Culbreth, J. R. (2002, October). *Supervisor styles, traits, and emphasis areas among mental health counselors, social workers, marriage and family therapists, and psychologists*. Paper presented at the national conference of the Association for Counselor Education and Supervision, Park City, UT.

Woodford, M. & Culbreth, J. R. (2002, March). *Clinical supervision experiences and preferences among home-based treatment providers*. Poster session presented at the national conference of the American Counseling Association, New Orleans, LA.

- Culbreth, J. R., Scarborough, J. L., Solomon, S. M., & Banks, A. (2001, March). *Role conflict and role ambiguity among school counselors: A national survey*. Poster session presented at the national conference of the American Counseling Association, San Antonio, TX.
- Scarborough, J. L. & Culbreth, J. R. (2000, October). *School counselor supervision: Looking to counseling and education*. Paper presented at the regional conference of the Southern Association for Counselor Education and Supervision, Greensboro, NC.
- Culbreth, J. R. (1999, October). *Supervisor perceptions of supervisee anxiety and resistance within the supervisory relationship*. Paper presented at the national conference of the Association for Counselor Education and Supervision, New Orleans, LA.
- Hunt, B. & Culbreth, J. R. (1999, October). *Fighting the good fight: Earning promotion and tenure at a research institution*. Poster session presented at the national conference of the Association for Counselor Education and Supervision, New Orleans, LA.
- Culbreth, J. R. (1999, April). *Clinical supervision of substance abuse counselors: Current and preferred practices*. Poster session presented at the national conference of the American Counseling Association, San Diego, CA.
- Culbreth, J. R. (1999, April). *Counselor educators' perceptions of the need for teaching experience for school counselors*. Poster session presented at the national conference of the American Counseling Association, San Diego, CA.
- Culbreth, J. R. (1998, March). *Clinical supervision for school counselors*. Paper presented at the Pennsylvania School Counselor Association state conference, State College, PA.
- Culbreth, J. R. (1996, October). *Clinical supervision of substance abuse counselors*. Paper presented at the national convention for the Association for Counselor Education and Supervision, Portland, OR.
- Reeves, D. W. & Culbreth, J. R. (1996, February). *Supervisory styles of certified clinical supervisors in North Carolina*. Clinical lecture paper presentation at the annual North Carolina Governor's Institute on Alcohol and Substance Abuse, Greensboro, NC.
- Juhnke, G. A., & Culbreth, J. R. (1995, April). *After school violence: Counseling applications for schools and families*. Paper presented at the annual conference of the American Counseling Association, Denver, CO.
- Borders, L. D., Cashwell, C., Crutchfield, L. D., & Culbreth, J. R., (1994, November). *A systemic approach to peer group supervision*. Paper presented at the annual conference of the Southern Association for Counselor Education and Supervision, Charlotte, NC.
- Hoffman, R. M., Black, L., & Culbreth, J. R. (1994, March). *Changing gender roles: Implications for counseling*. Paper presented at the annual conference of the North Carolina Counseling Association, Charlotte, NC.

Juhnke, G. A., & Culbreth, J. R. (1994, March). *What to do after the crisis: Clinical applications for schools and families*. Paper presented at the annual conference of the North Carolina Counseling Association, Charlotte, NC.

Professional workshops and presentations

Schwanzer, A., Culbreth, J. R., & Lambert, R. (2014, May). The teacher career path: A comparison of teacher motivation and stress prevention resources between U.S. and German teacher education students. Presentation at the 20th Annual German-American Faculty Symposium, Charlotte, NC.

Schwanzer, A., Culbreth, J. R., & Lambert, R. (2013, May). Comparison of teacher motivation factors for future teachers in North Carolina and Germany. Presentation at the 19th Annual German-American Faculty Symposium, Ludwigsburg, Germany.

Schwanzer, A., & Culbreth, J. R. (2012, June). The teacher career path: A comparison of motivational factors influencing career decision making in North Carolina and Germany. Presentation at the 18th Annual German-American Faculty Symposium, Charlotte, NC.

Culbreth, J. R., & Schwanzer, A. (2011, June). Teachers as a support system for students. Presentation at the 17th Annual German-American Faculty Symposium, Ludwigsburg, Germany.

Culbreth, J. R. (2010, October). *Advanced clinical supervision*. Supervision training provided for the Wisconsin Association on Alcohol and Other Drug Abuse, Milwaukee, WI.

Culbreth, J. R. (2010). Career development predictors of teacher retention: A longitudinal study proposal. Presentation for the 16th Annual German-American Faculty Symposium, Charlotte, NC.

Culbreth, J. R. (2010, February). *Ethics and clinical supervision*. Presentation at the UNC Charlotte 2nd Annual Supervision Institute, Charlotte, NC.

Culbreth, J. R. (2010, February). *Critical incidents in clinical supervision*. Presentation at the UNC Charlotte 2nd Annual Supervision Institute, Charlotte, NC.

Culbreth, J. R. (2009, June). *Career counseling in U.S. public schools*. Invited presentation for the 15th Annual German-American Faculty Symposium, Ludwigsburg, Germany.

Culbreth, J. R. (2009, February). *Ethics and clinical supervision*. Presentation at the UNC Charlotte 1st Annual Supervision Institute, Charlotte, NC.

Culbreth, J. R. (2009, February). *Critical incidents in clinical supervision*. Presentation at the UNC Charlotte 1st Annual Supervision Institute, Charlotte, NC.

Culbreth, J. R. (2008, May). *An introduction to the field of school counseling*. Presentation for the 14th Annual German-American Faculty Symposium, Charlotte, NC.

Culbreth, J. R. (2008, February). *CACREP and the accreditation process*. Presentation at the Substance Abuse and Mental Health Curriculum Development conference of the HBCU National Resource Center, Charlotte, NC.

Culbreth, J. R. (2008, February). *Clinical Supervision Workshop*. Pre-conference institute at the annual conference of the North Carolina Counseling Association, Durham, NC.

Culbreth, J. R. (2007, February). *An Introduction to CACREP and the accreditation process*. Presentation at the Region 3 Substance Abuse and Mental Health Curriculum Development conference of the HBCU National Resource Center, Raleigh, NC.

Culbreth, J. R. (2006, September). *An Introduction to CACREP and the accreditation process*. Presentation at the region 1 Substance Abuse and Mental Health Curriculum Development conference of the HBCU National Resource Center, Atlanta, GA.

Bradley, C. & Culbreth, J. R. (2005, April). *CACREP site visitation team member training*. Presented at the American Counseling Association World Conference in Atlanta, GA.

Culbreth, J. R. & Cashwell, C. (2004, October). *How to write a CACREP self-study*. One day workshop for Counseling Department CACREP liaisons to provide instruction in effective program self-study development, organization, and formatting. Alexandria, VA

Snow, B. Wigtil, J. & Culbreth, J. R. (2004, April). *CACREP site visitation team chair training*. Presented at the American Counseling Association World Conference in Kansas City, MO.

Isenhour, G. & Culbreth, J. R. (2003, October). *How to write a CACREP self-study*. One day workshop for Counseling Department CACREP liaisons to provide instruction in effective program self-study development, organization, and formatting.

Seem, S. & Culbreth, J. R. (2002, October). *CACREP site visitation team member training*. Presentation at the Association for Counselor Education and Supervision National Conference, Park City, UT.

Culbreth, J. R. & Szuch, R. B. (1999-2002). *Clinical Supervision Training*. Sixteen hour supervision training for supervisors of mental health counselors, social workers, and marriage and family therapists. This workshop has been conducted on fifteen separate occasions throughout the state of Florida, from January 1999 to September 2002.

Culbreth, J. R. (1998). *The application of counselor development models of clinical supervision for clinical supervisors in the chemical dependency treatment field*. One day component of a five day training experience in clinical supervision, offered throughout the state of Wisconsin on five separate occasions during 1998, sponsored by the Wisconsin Certification Board for Chemical Dependency Counselors.

Culbreth, J. R. (1995). *Basic helping skills for an involuntary client population*. Three-day workshop for the Juvenile Court Counselors of the Randolph County Department of Probation, Asheboro, North Carolina.

Dibrell, B., & Culbreth, J. R. (1995, May). *Clinical supervision in substance abuse counseling*. One day presentation within a six day workshop for Greensboro Area Health Education Center.

Rivenbark, W., & Culbreth, J. R. (1994, June). *Clinical supervision in substance abuse counseling*. One day presentation within a six day workshop for Charlotte Area Health Education Center.

PROFESSIONAL CONSULTATION AND PROGRAM DEVELOPMENT

- 1998 Member of the development team for a supervision training curriculum for clinical supervisors working with substance abuse counselors in the state of Wisconsin, in association with the Wisconsin Certification Board.
- 1997 Clinical supervision training for program directors and clinical supervisors working for the Drug and Alcohol Recovery Treatment Program in the North Carolina Department of Corrections.
- 1997 Provided statistical and evaluation consultation for the Southeastern Regional Vision for Education (SERVE), a federally funded education research lab. Services included conducting case study interviews, analysis of qualitative data, and conducting program evaluation of distance learning programs.
- 1994-1995 Consultation with mental health area directors, substance abuse clinical director, and community college faculty member regarding the implementation of several recent developments in the field of supervision which have relevance to substance abuse counselor supervision.
- 1995 Consulting supervisor for Dr. Lori Brown on her research project investigating the impact of two supervision models on school counselor performance.
- 1994 Development of group counseling component of the Intensive Juvenile Probation Program of Randolph County Probation Department, Asheboro, North Carolina.

- 1991 Development of an out-patient treatment program as part of the counseling services provided by the Counseling Center of Iredell, Statesville, North Carolina
- 1991 Development of a chemical dependency assessment service for the Alcohol and Drug Assessment and Testing Center, Charlotte, North Carolina.
- 1987 Development of an out-patient education and treatment group for the Adult Children of Alcoholics program provided by the Agape-Onoma Psychological Center, Wilkesboro, North Carolina.

FUNDED RESEARCH

Community Based Clinical Training and Research Clinic. Recipient of the Mary Thomas Burke Junior Faculty Research Grant (\$2500), 2005.

Counselor Education in Africa: A Survey and Comparison of Programs, Faculty, and Cultural Trends between Nigeria and South Africa. Recipient of Curry School of Education Grant Writing Award (\$1,500) summer 2001.

Preparing School Counselors for the School Environment: Counselor Educators' Perceptions. The Alumni Society Faculty Research Initiation Grant (\$600), 1998.

The Clinical Supervision Experiences and Preferences of Substance Abuse Counselors. The National Association of Alcoholism and Drug Abuse Counselors Education and Research Foundation (\$500), and The International Association of Addictions and Offenders Counselors (\$500), 1995-1996.

EDITORIAL SERVICE

Member, Editorial Board, *Journal of Addictions and Offender Counseling*, 1996 to 2015.

Member, Editorial Board, *The Clinical Supervisor*, 2005 to 2012.

Ad Hoc Editorial Reviewer, *Counselor Education and Supervision*, 2007-2008.

Ad Hoc Editorial Reviewer, *Journal of Counseling and Development*, 1996-2008.

Ad Hoc Editorial Reviewer, *Journal of College Counseling*, 1996-1998.

PROFESSIONAL SERVICE

International, national, and state service

Association for Specialized and Professional Accreditors

- Member, Board of Directors, 2012-present

Yale School of Medicine Program on Supervision

- International Advisory Board member, 2012-present

American Counseling Association (ACA)

- Governing Council member, elected representative for the International Association of Addiction and Offender Counselors, July 2008 to June 2011
- Governing Council liaison to the ACA Ethics Committee, July 2008 to 2009

Council for the Accreditation of Counseling and Related Educational Programs (CACREP)

- Board of Directors member, representative for the Association for Counselor Education and Supervision, July 2002-2005, CACREP appointed member 2005-2008
- Board Chair, 2005-2008
- Board vice-chair, 2004-2005
- Chair of training committee, 2003-2004
- Site visitation team member, 1998 to present

External Reviewer, Promotion review of Dr. B. O. Sokan for the University of Ibadan, Ibadan, Nigeria, December 2000.

Co-chair, Supervision Interest Network of the Association for Counselor Education and Supervision, 2005.

Co-chair, By-laws Committee, Chi Sigma Iota International, 2005-2008.

Chairperson, School Counseling Interest Network of the Association for Counselor Education and Supervision, 2000 to 2003.

Co-chair, ACES/ASCA project to develop the Center for School Counseling Accountability Research, 2003-2004

Co-coordinator, ACES/ASCA National Summit for School Counseling Outcome Research, Reno, NV, June 26-27, 2004

Co-coordinator, ACES/ASCA National Summit for School Counseling Outcome Research, St. Louis, MO, June 28-29, 2003

Chair, funding committee for the Center for School Counseling Accountability Research, 2003-2004

Chair, Joint NCSAPPB/APNC Supervision Committee, 2008 to present.

Vice-president elect for Post-secondary/Supervisors, Virginia School Counselor Association, 2003.

Program chair and conference planning committee member for the annual conference of the Virginia School Counselor Association, March, 2004.

Chairperson, Sponsorship Committee, Virginia School Counselor Association, 2002-2003.

Member, Higher Education Consortium of the Mid-Atlantic Addiction Technology Transfer Center, 2000-2004.

Chairperson, Awards Committee for the International Association of Addiction and Offender Counselors, 1998-2000.

Member, Ethics Committee for the International Association of Addictions and Offender Counselors, 1997-1998

Site Coordinator, Graduate Student Professional Conference of the Virginia Association of Counselor Education and Supervision, April 2000.

Chairperson, Graduate Student Poster Session at the Pennsylvania School Counselor Association Annual Conference, Split Rock Lodge, PA, April, 1999.

Site Co-chairperson, Pennsylvania School Counselor Association Annual Conference, The Pennsylvania State University, March 1998.

Co-editor of the newsletter for the North Carolina Association for Counselor Education and Supervision, 1994-95.

Member, Professional Services Committee, North Carolina Counseling Association, 1994-1996.

University, college, and departmental service

Chair, Counseling Department Faculty Search Committee, University of North Carolina at Charlotte, 2014-2015.

Member, University Faculty Council, University of North Carolina at Charlotte, 2014 to present.

Member, College Promotion and Tenure Review Committee, College of Education, UNC Charlotte, 2012-2014.

Counseling Department CACREP Liaison, University of North Carolina at Charlotte, 2007 to present.

Member, Counseling Department Faculty Search Committee, University of North Carolina at Charlotte, 2013-2014.

Chair, Counseling Department Faculty Search Committee, University of North Carolina at Charlotte, 2008-2009.

Member, University Faculty Council, University of North Carolina at Charlotte, 2007-2011.

Member, College Internationalization Committee, College of Education, UNC Charlotte, 2007-2008.

Chair, Counseling Department Promotion and Tenure Review Committee, College of Education, UNC Charlotte, 2007 to present.

Member, Counseling Department Promotion and Tenure Review Committee, College of Education, UNC Charlotte, 2006 to present.

Member, College Faculty Council, College of Education, UNC Charlotte, 2004-2007.

Coordinator, Community Counseling Track, Department of Counseling, UNC Charlotte, 2005-2007.

Clinical Placement Coordinator, Community Counseling Track, Department of Counseling, UNC Charlotte, 2005-2006

Member, Master's Admissions Committee, Department of Counseling, UNC Charlotte, 2005-2007.

Member, Doctoral Program Committee, Department of Counseling, UNC Charlotte, 2004-2005, 2008 to present.

Director, Jefferson Area Fall School Counselor Conference, October 14th, 2003, sponsored by the University of Virginia, the Jefferson Counseling Association, and the Virginia School Counselor Association.

Presenter, "Parents building healthy youth behavior: A community conversation about drugs and alcohol with a focus on parental roles, responsibilities, and liabilities," a community service presentation sponsored by the Thomas Jefferson Area Community Criminal Justice Board.

Member, Critical Incident Response Team of the University of Virginia, coordinated by the Counseling and Psychological Services Center, 2002-2004.

Member, At-Risk Planning Group, Curry School of Education Strategic Planning Group, 2002-2003.

Member, Doctoral student admissions committee, Counselor Education Program, The University of Virginia, 1999-2003.

Faculty Advisor, Counselor Education Student Organization, The University of Virginia, 1999-2004.

Member, Department of Human Services Community Outreach Project Task Force, The University of Virginia, 1999-2000.

Chairperson, Curriculum Committee, Department of Counselor Education, Counseling Psychology, and Rehabilitation Services, The Pennsylvania State University, 1998-1999.

Member, Faculty/Staff/Student Relations Committee, The College of Education, The Pennsylvania State University, 1997-1999.

College of Education Faculty Liaison to the College of Business, 1997-1999.

Faculty advisor, Chi Sigma Iota Counseling Honor Fraternity, 1998-1999.

Member and Assistant Chairperson, Curriculum Committee, Department of Counselor Education, Counseling Psychology, and Rehabilitation Services, 1997-1998.

Member, Counselor Education Program Faculty Search Committee, Department of Counselor Education, Counseling Psychology, and Rehabilitation Services, 1997-1998.

Member, Rehabilitation Program Faculty Search Committee, Department of Counselor Education, Counseling Psychology, and Rehabilitation Services, 1997-1998.

Member, Doctoral Program Admissions Committee, Department of Counselor Education, Counseling Psychology, and Rehabilitation Services, 1996-1998.

Local community service

Assistant Scoutmaster, Mooresville, NC, Troop 166, 2008 to present

Parent Advisory Council, Mooresville Graded School District, 2007-2008, 2011-2012

Parent Advisory Council, Mooresville Intermediate School, 2007-2009

Activities Planner, Cub Scout Pack 166, Den 2, 2004-2008

Volunteer parent baseball coach, 2005-2007

Volunteer, Mooresville Soup Kitchen

HONORS AND AWARDS

ACA Fellow, Presented at the American Counseling Association Conference, March 2012.

Addictions/Offender National Educator Excellence Award, 2009, Presented by the International Association of Addiction and Offender Counselors.

- Chi Sigma Iota Initiation Ceremony speaker, Alpha Chi Omicron Chapter, Winston-Salem State University, Department of Rehabilitation Counseling, April, 2009.
- Alumni Excellence Award, University of North Carolina at Greensboro, Department of Counseling and Educational Development, October, 2007.
- Distinguished Career Award, University of North Carolina at Greensboro, College of Education, April, 2007.
- Chi Sigma Iota Initiation Ceremony speaker, Mu Tau Beta Chapter, University of North Carolina at Charlotte, Department of Counseling, April, 2007.
- Chi Sigma Iota Initiation Ceremony speaker, Upsilon Nu Chi Chapter, University of North Carolina at Greensboro, Department of Counseling and Educational Development, February, 2007.
- Chi Sigma Iota Initiation Ceremony speaker, Kappa Chapter, Lynchburg College, Department of Counseling, March, 2004.

LICENSURE AND CERTIFICATION

- National Board for Certified Counselors
National Certified Counselor #35138, 4/16/94
Approved Clinical Supervisor
Master Addiction Counselor Certification
- North Carolina Board for Licensed Professional Counselors
Licensed Professional Counselor #2362, 7/1/96
Licensed Professional Counselor Supervisor, 12/14/11
- North Carolina Substance Abuse Professional Practice Board
Licensed Chemical Addiction Specialist, #1008, 12/1/2004
Certified Clinical Supervisor #480
- North Carolina Department of Public Instruction
Licensed School Counselor, 1992-1997, 2005-2010

PROFESSIONAL MEMBERSHIPS

- American Counseling Association
Association for Counselor Education and Supervision
International Association of Addictions and Offender Counselors
- Chi Sigma Iota International
Mu Tau Beta Chapter
- Southern Association for Counselor Education and Supervision
- North Carolina Counseling Association
North Carolina Association for Counselor Education and Supervision
North Carolina Association for Addiction and Offender Counseling