

Curriculum Vita

Teresa Behrend Fletcher, PhD, LCPC, ACS

3604 N. Magnolia Ave., Unit 1

Chicago, IL 60613

Home phone: 770-841-8493

E-mail: teresa.fletcher.phd@gmail.com

EDUCATION

Doctor of Philosophy: Counseling and Counselor Education

University of North Carolina at Greensboro

Cognate: Exercise and Sport Science

Emphasis: Marriage and Family Counseling, Adventure Based Counseling

May, 2000

Dissertation: The Effects of a Low-Element Challenge Program on the Cohesion of a Women's Collegiate Volleyball Team: Implications for Adventure Based Counseling

Master of Arts: Community Counseling

Northeastern Illinois University

August, 1997

Bachelor of Business Administration: Marketing

Loyola University of Chicago

May, 1990

LICENSE/CERTIFICATION

Licensed Clinical Professional Counselor, Illinois (180.011313)

Approved Clinical Supervisor, NBCC #ACS02087

BOOKS

Fletcher, T. B. & DeDiego, A. C. (2024). *Creativity in Counseling Children & Adolescents: A Guide for Experiential Activities (Eds)*. Routledge.

PEER-REVIEWED PUBLICATIONS

Fletcher, T. B., Shigeno, T. C., & Lauer, E. E., DiLisio, D. (2025). Mentorship in Applied Sport Psychology: The Fluid Mentorship Model. *Journal for Clinical Sport Psychology* (special issue on Competency and Mentorship).

<https://doi.org/10.1123/jcsp.2025-0010>.

Fletcher, T. B., Allen, W. C., * DeShields, A. *, & Bonsignore, T. J. (2017). *Inside Out* and dissociative identity disorder: Metaphors in Clinical Practice. *Illinois Counseling Journal*, 4(1), 44-55.

*Graduate Student

**Alumni

- DeDiego, A. C.** , Wheat, L. S., & **Fletcher, T. B.** (2016). Overcoming Obstacles: Exploring the Use of Adventure Based Counseling in Youth Grief Camps. *Journal of Creativity in Mental Health*.
- Fletcher, T. B.** & Meyer, B. B. (2009). Cohesion and Trauma: An Examination of A Collegiate Women's Volleyball Team. *Journal of Humanistic Counseling, Education & Development*, 48, 173-196.
- Meyer, B. B., & **Fletcher, T. B.** (2007). Emotional Intelligence in Sport: Issues for Professional Practice and Research in Sport Psychology. *Journal for Applied Sport Psychology*, 19, 1-13.
- Meyer, B. B., **Fletcher, T. B.** (2004). Enhancing Emotional Intelligence in the Health Care Environment: An Exploratory Study. *The Health Care Manager*, 23, 225-234.
- Fletcher, T. B.**, Benshoff, J. M., & Richburg, M. J. (2003). A Systems Approach to Understanding and Counseling College Student Athletes. *Journal of College Counseling*, 6, 35-46.
- Richburg, J. M., & **Fletcher, T. B.** (2002) Emotional Intelligence: Directing a Child's Emotional Education. *Child Study Journal*, 32, 31-38.
- Richburg, M., **Fletcher, T.**, & Roberts, P. (2002). Education in the new millennium: The Zen of team teaching. *Journal of Educational Planning*, 13, 62-69.
- Fletcher, T. B.**, & Hinkle, J. S. (2002) Adventure Based Counseling: Implications for Counselors. *Journal of Counseling and Development*, 80, 277-285.
- Fletcher, T. B.** (2000). Primary Nocturnal Enuresis: A Strategic and Structural Family Systems Approach. *Journal of Mental Health Counseling*, 22, 32-44.

BOOK CHAPTER(S)

- Fletcher, T. B.**, Richburg, M. J., & Gaur, K.** (2025). Life and death in sport: Coaching through grief. In A. Chroni, P., Olusoga, K. Dieffenbach, & G. Kentta (Eds.), *Coaching stories: Navigating storms, triumphs, and transformations in sport* (pp. 254-264). Routledge.
- Richburg, M. J., & **Fletcher, T. B.** (2023). A lens for social responsibility and advocacy. In T. B.Fletcher & A. C. DeDiego (Eds.), *Creativity in Counseling Children & Adolescents: Guidelines for Experiential Activities*, 1st edition, (pp. 1-23). Routledge.
- DeDiego, A. C., & **Fletcher, T. B.** (2023). Experiential learning theory and theoretical framework. In T. B.Fletcher & A. C. DeDiego (Eds.), *Creativity in Counseling Children*

& Adolescents: Guidelines for Experiential Activities, 1st edition, (pp. 24-49). Routledge.

Fletcher, T. B. (2023). Successful counseling. In T. B. Fletcher & A. C. DeDiego (Eds.), *Creativity in Counseling Children & Adolescents: Guidelines for Experiential Activities*, 1st edition, (pp. 50-71). Routledge.

Fletcher, T. B. (2023). Trust the process. In T. B. Fletcher & A. C. DeDiego (Eds.), *Creativity in Counseling Children & Adolescents: Guidelines for Experiential Activities*, 1st edition, (pp. 72-93). Routledge.

Fletcher, T. B., Conner, H. M., & Andrews, M. (2023). Strengths and skills. In T. B. Fletcher & A. C. DeDiego (Eds.), *Creativity in Counseling Children & Adolescents: Guidelines for Experiential Activities*, 1st edition, (pp. 94-125). Routledge.

Houseal, A., **Fletcher, T. B.** Biwer, T., & Zettel, J. (2023). Scientific thinking. In T. B. Fletcher & A. C. DeDiego (Eds.), *Creativity in Counseling Children & Adolescents: Guidelines for Experiential Activities*, 1st edition, (pp. 194-221). Routledge.

Meyer, B. B., Gnacinski, S. L., & **Fletcher, T. B.** (2018). Talent Identification In Sport: Assessment. In J. Taylor (Ed.) *Handbook of Assessment in Sport* (pp. 169-181).

Fletcher, T. B., Fuchs, E. J.*, & Garner, Z. D.** (2016). *YinYang and Relationships in Counseling: A Metaphor for Teaching, Conceptualization, and Counseling*. In S. E. Stewart-Spencer & C. J. Dean (Eds.), *Metaphors and Therapy* (pp. 162-170). Baton Rouge, LA: Independent Therapy Ink.

DeDiego, A. C.,** & **Fletcher, T. B.** (2016). *Counseling and the Art of Car Maintenance: Enhancing the Intake Process in Counselor Education & Supervision*. In S. E. Stewart-Spencer & C. J. Dean (Eds.), *Metaphors and Therapy* (pp. 114-123). Baton Rouge, LA: Independent Therapy Ink.

Fletcher, T. B., & Hurley, S. (2016). Positive Psychology in Counseling: Integrating Sport as a Framework for Performance Enhancement. In J. Edwards (Eds.), *Strengths-Based Counseling* (pp.207-226). New York, NY: Routledge.

Fletcher, T. B., Cole, M. E., & Meyer, B. B. (2007). Disordered Eating. In J. Mensch & G. M. Miller (Eds.), *The Athletic Trainer's Guide to Psychosocial Intervention and Referral* (pp. 131-162). Thorofare, NJ: Slack.

JOURNAL REVIEWER

- *Journal of Clinical Sport Psychology* (2018-present)
 - Guest Editor, Special Issue in Mentorship and Competency

*Graduate Student

**Alumni

- *Teaching and Learning in Medicine (invited)* Changes in Medical Students' Emotional Intelligence: A Pilot Study

OTHER PUBLICATIONS

Fletcher, T. B. (2000). Expanding the Counseling Profession to Include ADVENTURE, *ACES Spectrum Newsletter*, 60, 3.

Fletcher, T. B., & Curtis, R. C. (1998). Sports Counseling: Opening Doors to Working with Families, *ACES Spectrum Newsletter*, 59, 11.

DISSERTATIONS DIRECTED

Gaur (Jalan), Kriti (PhD in Counselor Education, Adler University)

- The Socialization of Grief: The Role of Identity and Meaning-Making, 2023

Monika Reklyte (PhD in Counselor Education, Adler University)

- Foreign-born graduate students: Experiences of doctoral students in counselor education, 2024

Cristina Romano (PhD in Counselor Education, Adler University)

- Mental Health Counselors Addressing Shame: A Grounded Theory, 2024

Melanie Mason (PhD, Counselor Education, Adler University)

- Barriers to Healthcare of Gender Diverse and Disabled Individuals: A Grounded Theory, 2024

Tim Franklin (PhD, Counselor Education, Adler University)

- Restorative Justice in the School to Prison Pipeline: A Grounded Theory, (Proposed 2025)

DISSERTATIONS IN PROGRESS-CHAIR

Janeisha Hood-Rogers (PhD in Counselor Education, Adler University)

- Colorism in Counselor Education

Samreen Kalani (PhD in Counselor Education, Adler University)

- Experiences of Muslim Women in Counseling and Counselor Education

DISSERTATION COMMITTEE

Geary, Caitlyn (PsyD, Clinical Psychology, Adler University, 2022).

Emily Dubach (PhD, Counselor Education, Adler University, 2023)

Max-Edward Rizer (PsyD, Clinical Psychology, Adler University-proposed)

Genevieve Gottardo (PsyD, Clinical Psychology, Adler University-proposed)

Cooper Tunac (PsyD, Clinical Psychology, Adler University-proposed)

Cody Hatcher (PsyD, Clinical Psychology, Adler University-proposed)

THESES DIRECTED

- Samantha Nguyen (MA, Counseling, Adler University) Pilot Study: Locus of Control in Domestic Violence, 2021

*Graduate Student

**Alumni

- Gravitt, Gwendell (MA, Counseling, NGCSU) Cognitive Schemas as Moderators of Obesity-Related Depressive Symptoms in Adults, 2009
- Newsome, Carleen (MA, Counseling, NGCSU) Counseling and Obesity: An Exploration of Bias and Training in Counselor Education, 2008
- Viehl, Cory (MA, Counseling, NGCSU) Self-Mutilation or Self-Expression: The Relationship Between Body Art and Life Satisfaction, 2007
- Vickers, Brenna (MA, Counseling, NGCSU)
The Effects of Missionary Children's Third Culture Experience on their Overall Wellness and Cultural Assimilation at the College Age: A Comparative Survey, 2006

COMMITTEE MEMBER

Allen, Wesley, C. (UNG)

GRANTSMANSHIP

2014	NCAA Student-Athlete Grant (\$10,000)*	NCAA	not funded
2006	Research and Practice Grant (\$500)	SACES	Funded
2005	Research and Practice Grant (\$500)	SACES	not funded
2005	Research and Practice Grant (\$800)	ACES	not funded

*Graduate Student

**Alumni

PROFESSIONAL PRESENTATIONS

International Presentations

Fletcher, T. B., Biwer, T.**, Williams, D., Pope-Rhodus, A., Reel, J. J., & Sacs, M. (submitted). Crisis and Death in Sport: Critical Incident Planning for Mental Performance Consultants. Workshop at the Association for Applied Sport Psychology, Montreal, Quebec, Canada.

Williams, D., **Fletcher, T. B.**, Biwer, T.**, & Roman, M.* (submitted). Consulting with Athletes After Death. Panel for the Association for Applied Sport Psychology, Montreal, Quebec, Canada

Fletcher, T. B. & Biwer, T. (2024). Life and Death in Sport: Consulting through Grief. Poster presented at the Association for Applied Sport Psychology, Las Vegas, NV.

Fletcher, T. B., Yu, F.*, Melso, C.*, Masline, A.*, Wulbecker, A.*, & Juskiewicz, J.* (2018). Psychological Skills Training in Youth Soccer: A Station-Based Approach. Workshop presented at the Association for Applied Sport Psychology, Toronto, Ontario, Canada.

Fletcher, T. B., Fuchs, E. J.*, Zambrowicz, R. D. J.*, Forster, M.*, & Allen, W. C.* (April, 2016). *Counseling Children & Adolescents: Hundreds of Creative Activities & Interventions*. Workshop presented at the American Counseling Association, Montreal, Quebec, Canada

Meyer, B. B., **Fletcher, T. B.**, & Kilty, K. (October, 2005). *Emotional Intelligence in College Sport: Assessment and Intervention*. Symposium presented at the Association for the Advancement of Applied Sport Psychology, Vancouver, British Columbia, Canada

Meyer, B. B., **Fletcher, T. B.**, & Kilty, K. (August, 2005). *Emotional Intelligence in Sport: Instrumentation and Research*. Workshop presented at the 11th World Congress of Sport Psychology, Sydney, Australia

Kilty, K., Meyer, B. B., & **Fletcher, T. B.** (May, 2001). *Creating High Performance Teams Using Adventure Interventions*. Workshop presented at the 10th World Congress of Sport Psychology, Skiathos, Greece

National Presentations

Fletcher, T. B. (October, 2025). Reimagining a Model for Skill Development: Incorporating Nuance for Macro and Micro Skills. Workshop to be presented at the Association for Counselor Education & Supervision, Philadelphia, PA.

Rogers, J. H., Richburg, M. J., & **Fletcher, T. B.**, (October, 2023). The Socialization of Colorism: Roundtable presented at Association for Counselor Education &

*Graduate Student

**Alumni

Supervision, Denver, CO.

Alaoui-Vezina, I.* Armstrong, R.,* **Fletcher, T. B.**, & Richburg, M. J. (October, 2023). Cultural Competence; Inclusion, Equity, Conceptualization; Ethical Practice. Poster presented at the Association for Applied Sport Psychology, Orlando, FL.

Armstrong, R.*, Alaoui-Vezina, I.*, Richburg, M. J., & **Fletcher, T. B.** (October, 2023). Mental Skills Training to Facilitate the Cycle of Liberation for Athletes with Non-Dominant Identities. Poster presented at the Association for Applied Sport Psychology, Orlando, FL.

Fletcher, T. B., Richburg, M. J., Chow, T. Y., Alleyne, D.*, & Subasic, D.* (October, 2021). Premeditated Spontaneity: Social Justice and Advocacy Action Planning. Panel presented at the Association for Counselor Education & Supervision, Atlanta, GA

Fletcher, T. B., Meyer, B. B., Shigeno, T. C., Lauer, E. E., & DeLisio, D. (October, 2021). Professionalizing Mentorship: Gatekeeping the Mentor. Symposium presented at the Association for Applied Sport Psychology, Las Vegas, NV.

Fletcher, T. B., Shigeno, T. C., Piasecki, P. A.*, Sapinsley, A.*, Fleming, R.*, & Samp, R.* (October, 2020). Evidence-based Supervision in Sport: A Proposed Model for Mentorship. Poster presented at the Association for Applied Sport Psychology, (Virtual).

Shigeno, T. C., & **Fletcher, T. B.** (October, 2019). Evidence-based Practice in Applied Sport Psychology: A Training Model for Graduate Programs and Mentors: Symposium presented at the Association for Applied Sport Psychology, Portland, OR.

Fletcher, T. B. Dediego, A. C.**, & Davis, K. (April, 2018). *Experiential Activities with Children & Adolescents: Theory, Practice & Creativity*. Pre-conference Learning Institute at the American Counseling Association. Atlanta, GA.

Fletcher, T. B., Zettel, J., Kaput, B., Bronkowski, S., & Hart, E. (October, 2017). *Psychological Skills Training in Youth Hockey: A Station-Based Approach*. Workshop presented to the Association for Applied Sport Psychology, Orlando, FL.

Fletcher, T. B., & Meyer, B. B. (October 2017). *Going the Distance: Forging the Future of Counseling in Partnership with Sport & Exercise Psychology*. Round table presented at the Association for Counselor Education & Supervision, Chicago, IL.

DeDiego, A., Wheat, L., & **Fletcher, T. B.** (June 2015). *Exploring the Use of Adventure Based Counseling in Youth Grief Camps*. Workshop presented at the National Alliance for Grieving Children, Portland, OR.

Fletcher, T. B. (2013). *Ender's Game: Science Fiction Meets Group Counseling*. Poster presented at the Association for Counselor Education and Supervision, Denver, CO.

Fletcher, T. B., Snead, S. S. *, Bynam, C. *, & Hartman, A. * (March 2013). *Counseling Children & Adolescents: Hundreds of Creative Activities & Interventions*. Workshop presented at the American Counseling Association, Cincinnati, TN

Gravitt, G. W. *, & **Fletcher, T. B.** (2011). *Thought Process and Weight: The "skinny" for counselor educators and professionals on why some overweight/obese people are Depressed and Some are not*. Roundtable presented at the Association of Counselor Education and Supervision, Nashville, TN

Fletcher, T. B., Goldsmith, S. * (2011). *Teaching Case Conceptualization: Strategies to Enhance the Counseling Process with Perspectives from both Students and Professor*. Workshop presented at the Association of Counselor Education and Supervision, Nashville, TN

Meyer, B. B., & **Fletcher, T. B.** (September, 2009). *A Systems Approach to Applied Sport Psychology*. Workshop presented at the Association for Applied Sport Psychology, Salt Lake City, Utah.

Vickers, B. *, & **Fletcher, T. B.** (March 2007). *Overall Wellness of Missionary Kids: A Comparative Study of College Students*. Paper presented at the American Counseling Association, Detroit, MI

Fletcher, T. B., Oden, K. A., & Davis, H. (October, 2005). *Emotional Intelligence in Counseling*. Poster presented at the Association for Counselor Education and Supervision, Pittsburgh, PA

Fletcher, T. B. (April, 2005). *Emotional Intelligence: Research Implications for the Counseling Profession*. Paper presented at the American Counseling Association, Atlanta, GA

Meyer, B. B., **Fletcher, T. B.,** & Kilty, K. (October, 2003). *Emotional Intelligence: Theoretical and Applied Implications for AAASP Constituents*. Colloquium presented at the Association for the Advancement of Applied Sport Psychology, Philadelphia, PA

Fletcher, T. B., Meyer, B. B., & Richburg, M. R. (November, 2002). *The Emotionally Intelligent Athlete: Enhancing Positive Emotion in Sport*. Workshop presented at the Association for the Advancement of Applied Sport Psychology, Tucson, AZ

Fletcher, T. B., & Richburg, M. R. (October, 2002). *Politically Correct Humor: Using Comedic Multimedia to Address Issues of Diversity*. Workshop presented at the

Association for Counselor Education and Supervision, Park City, UT

Fletcher, T. B. (March, 2002). *Adventure Based Counseling: A Change Agent in Collegiate Women's Volleyball*. Paper presented at the American Counseling Association, New Orleans, LA

Richburg, M. J., & **Fletcher, T. B.** (October, 2001). *Education in the New Millenium: The Zen of Team-Teaching*. Workshop presented at the International Society for Educational Planning, Atlanta, GA

Fletcher, T. B., Richburg, M. J., Meyers, J. *, & Davis, J. * (October, 2001). *Diversity and Sport: Strategies and Discussion for Working with African-American Athletes and Student-Athletes*. Workshop presented at the Association for the Advancement of Applied Sport Psychology , Orlando, FL

Meyer, B. B., Kilty, K., **Fletcher, T. B.**, McNilis-Kline, C., & Miller, P. (September, 2000). *Over the River and Through the Woods: The Use of Adventure Programming to Enhance Psychosocial Development and Function*. Symposium presented at the Association for the Advancement of Applied Sport Psychology, Nashville, TN

Fletcher, T. B., & Subalusky, L. M. (March, 2000). *Violence in Schools: Using Adventure Based Counseling for Prevention and Intervention*. Program presented at the American Counseling Association, Washington DC

Fletcher, T. B., Hinkle, J. S., Smith, S. C., & Mandsager, N. A. (October, 1999). *Adventure Based Counseling: Expanding the Art of Counseling, Teaching, and Supervision to the Outdoors*. Paper presented at the Association for Counselor Education and Supervision. New Orleans, LA

Fletcher, T. B., Hinkle, J. S., & Smith, S. C. (April, 1999). *Adventure-Based Counseling: Implications for Counselors*. Paper presented at the annual conference for the American Counseling Association. San Diego, CA

Fletcher, T. B., & Mandsager, N. A. (November, 1998). *Motivation for Behavior Change: Using Counseling and Creativity to Enhance the Adventure Experience*. Program presented at the annual international conference of the Association for Experiential Education. Lake Tahoe, NV

Fletcher, T. B., & Reel, J. J. (September, 1998). *Adventure Therapy: A Team Building Intervention in Sport*. Program presented at the annual international conference of the Association for the Advancement of Applied Sports Psychology. Cape Cod, MA

Regional Presentations

Piasecki, P.*, Samp, R.*, & **Fletcher, T. B.** (February, 2020). Exploring Clinical Supervision Models to Investigate Best Practices for CMPC Mentorship. Symposium presentation at the midwest region Sport & Exercise Psychology conference, Normal, IL.

Fletcher, T. B., & Hurley, S. (October, 2016). *Positive Psychology for the Counselor: Integrating Sport to Enhance Performance & Life Balance*. Poster presentation at the Southern Association for Counselor Education & Supervision, New Orleans, LA.

Fletcher, T. B., & Allen, W. C.* (October, 2016). *Inside Out and Dissociative Identity Disorder: Metaphors in Clinical Practice*. Poster presentation at the Southern Association for Counselor Education & Supervision, New Orleans, LA.

Fletcher, T. B., & Rowell, P. C. (October, 2014). Assessment Model: The First Round of Data, Research presented at the Southern Association for Counselor Education and Supervision, Birmingham, AL.

Gibson, D. M., & **Fletcher, T. B.** (October, 2010). *Counselor Educators as Practitioners: Walking the Talk*. Workshop presented at the Southern Association for Counselor Education & Supervision, Williamsburg, VA.

Fletcher, T. B., Deal, C.*, Clark, C.*, & Gravitt, G.* (2008). *Emotional Intelligence in Counseling: An Exploratory Study*. Poster presented at the Southern Association for Counselor Education & Supervision, Houston, TX.

Fletcher, T. B., & Gibson, D. M. (September, 2006). *Keeping It Fresh! Performance Enhancement and Balance in Counselor Education*. Workshop presented at the Southern Association for Counselor Education and Supervision, Orlando, FL

Fletcher, T. B. (2004). *Emotional Intelligence in Counseling: Potential Roles and research*. Workshop presented at the Southern Association for Counselor Education and Supervision, Athens, GA

Fletcher, T. B., Turner, J. F., Keita, D.*, Harris, T.*, Hentz-Gilmore, C.*, & Spurgeon, S. (October, 2001). *Meeting the Needs of Minority Professors and Students: A Panel Discussion*. Panel presented at the Southern Association for Counselor Education and Supervision, Athens, GA

Fletcher, T. B., & Richburg, M. J. (October, 2001). *Politically Correct Humor: Using Comedic Multimedia to Address Issues of Diversity*. Workshop presented at the Southern Association for Counselor Education and Supervision, Athens, GA

Fletcher, T. B. (February, 1999). *Adventure Based Counseling: An Innovative Assessment Tool in Sports*. Lecture presented at the Southeast region Sport and Exercise

Psychology conference. Greensboro, NC

Fletcher, T. B., & Reel, J. J. (February, 1999). *Adventure Based Counseling: An Experiential Assessment*. Experiential presentation at the Southeast region Sport and Exercise Psychology conference. Greensboro, NC

State Presentations

Fletcher, T. B., Biwer, T. J.*, Conner, H.* (November, 2017). Creativity and Counseling Children & Adolescents: Strengths-based Experiential Activities. Workshop presented at the Illinois Counseling Association. Naperville, IL

Fletcher, T. B., Newsom, G., Mobley, K., Subalusky, L. M., & Hazelrigg, P. (February, 2000). *Adolescent Group Counseling: Adventure-Based Techniques for Clinical Practice*. Program presented at the annual conference of the North Carolina Counseling Association. Charlotte, NC

Fletcher, T. B. (February, 1999). *The Snake Trap: A Strategic Intervention for Childhood Nocturnal Enuresis and Nightmares*. Paper presented at the annual conference of the North Carolina Counseling Association. Greensboro, NC

Mandsager, N. A., & **Fletcher, T. B.** (February, 1999). *Connecting Creativity, Intelligence, and Human Development: Implications for Counseling*. Program presented at the annual conference of the North Carolina Counseling Association. Greensboro, NC

Dew, B. J., & **Fletcher, T. B.** (March, 1998). *The Coming Out Process: Strategies for Working with Gay, Lesbian and Bisexual Clients*. Paper presented at the annual conference of the North Carolina Counseling Association. Chapel Hill, NC

Fletcher, T. B., (March, 1998). *Peer Mentoring: Implementing a Peer Mentoring Program*. Program presented at the annual conference of the North Carolina Counseling Association. Chapel Hill, NC

COMMUNITY WORKSHOPS

Fletcher, T. B.* (February, 2018). *Psychological Skills Training for Patients with Chronic Pain*. Workshop presented to Athletico staff.

Fletcher, T. B.* (December, 2017). *A Station-Based Approach to Psychological Skills Training: Positive Self-talk and Mental Toughness*. Workshop presented to 10 teams at Hoffman United Soccer Club.

Fletcher, T. B.* (February, 2017). *A Station-Based Approach to Psychological Skills Training: Mental Toughness, Visualization, Focus & Concentration, and Communication*. Workshop presented to the Lane Tech Varsity Hockey team. Chicago, IL.

Fletcher, T. B.* (January, 2017). *An Introduction to Sport Psychology in Hockey*. Workshop presented to the Lane Tech Junior Varsity hockey team. Chicago, IL.

Fletcher, T. B.* (January, 2017). *An Introduction to Sport Psychology in Hockey*. Workshop presented to the parents of the Lane Tech Junior Varsity High School hockey team. Chicago, IL.

Fletcher, T. B.* (December, 2016). *An Introduction to Sport Psychology in High School Hockey*. Workshop presented to the Lane Tech Varsity High School hockey team. Chicago, IL.

Fletcher, T. B.* (December, 2016). *An Introduction to Sport Psychology in Hockey*. Workshop presented to the Parents of the Lane Tech Varsity High School hockey team. Chicago, IL.

Fletcher, T. B. (October, 2014). *Sport Psychology for Hockey Parents*. Workshop presented to the parents of the Atlanta Knights Midget AA hockey team. Marietta, GA.

Fletcher, T. B. (October, 2014). *An Introduction to Sport Psychology in Hockey*. Workshop presented to the Atlanta Knights Midget AA hockey team. Marietta, GA.
**Workshops included students in the Master of Arts in Counseling: Specialization in Sport & Health Psychology.*

OTHER PRESENTATIONS

- Panel member, Adler University, Changing the Game: Elevating Women in Sport for Socially Responsible Practice, Monday, March 18, 2024, Office of DEI, Adler University
- Board of Regents, Mental Health Task Force, *Licensed Professional Counselors in Georgia: Critical Issues and Solutions*, March, 2012.

- Panel member, *Critical Thinking in Sports and Life: Turning Lemons into Pink Lemonade*, The Sports Mavericks Show with Ida Muorie, Tuesday, August 13, 2013 on Voice America Sports
- Guest Host, *Sports used as Psychosocial Intervention to anchor a community after a major disaster*, The Sports Mavericks Show with Ida Muorie, Tuesday, April 6, 2010 on Voice America Sports
- Guest Host, *Understanding and Counseling Student Athletes*, The Sports Mavericks Show with Ida Muorie, Tuesday, April 24, 2007 on Voice America Sports.
- Responding to a Changing World: A Workshop on Ethics and Diversity, *Experiences of a Minority Professor at a Historically Black University*, sponsored by the Licensed Professional Counselors Association of Georgia, Atlanta, Georgia June 14, 2002
- *Intelligence: Creating an Inclusive Model for Identifying and Enhancing Students' Strengths in the Classroom*; Teacher In-Service Training, Carmi-White County School District, Carmi, Illinois February 11, 2002
- *A New Look at Intelligence*; Rotary Club; Carmi, Illinois August 16, 2001

CURRENT TEACHING

08/17--present

**Program Director/Professor, Sport & Human Performance
Adler University, Chicago, IL**

- Teaching, mentoring students to pursue clinical counseling licensure (LPC) and sport psychology certification (CMPC); Facilitating curriculum development and faculty mentor in addition to administrative duties.
- Develop dual degree program with Clinical Mental Health Counseling and Clinical Rehabilitation Counseling

08/16--01/17

**Professor, Sport & Health Psychology
Adler University Chicago, IL**

- Teaching includes courses in Clinical Mental Health Counseling (Counseling Theory, Group Counseling, Human Growth and Development, Counseling Children and Adolescents)
- Teaching includes courses in Sport Psychology (Introduction to Sport and Human Performance, Biopsychosocial Aspects of Human Behavior, Contemporary Issues Cultural Sport Psychology)

AWARDS

2013 UNG Emerging Leader Award

1999 UNCG Outstanding Doctoral Student Award

PROFESSIONAL EXPERIENCE

08/16-- *present*

Professor

Adler University, Chicago, IL

- Program Director, Sport and Human Performance (8/17-present)
- Teaching includes Introduction to Sport and Human Performance, Biopsychosocial Aspects of Human Behavior, Contemporary Issues in Cultural Sport Psychology; Counseling Theories, Counseling Skills, Group Counseling, Human Growth and Development, Counseling Children and Adolescents, Practicum and Internship Seminar; Dissertation (DCES)

08/14 –07/16

Professor

University of North Georgia, Dahlonega, GA

- Clinical Coordinator, Clinical Mental Health Counseling (8/12-present)
- Teaching includes Counseling Theories, Psychopathology, Family Counseling, Group Counseling, Practicum/Internship Supervision, Counseling Children & Adolescents (elective), Lifespan Development, Thesis

08/09 – 07/14

Associate Professor

NGCSU/University of North Georgia Dahlonega, GA

- Coordinator, Community Counseling (1/09-07/12)
- CACREP Liaison (8/04-2015)
- Teaching includes Counseling Theories, Psychopathology, Family Counseling, Group Counseling, Practicum/Internship Supervision, Counseling Children & Adolescents (elective), Lifespan Development, Thesis; and Sport Psychology (undergraduate)

08/04 – 07/09

Assistant Professor

North Georgia College and State University, Dahlonega, Georgia

- Teaching undergraduate and master's level courses, scholarship, and service
Undergraduate: Clinical/Counseling Theory; Sport Psychology; Abnormal Psychology, Principles of Leadership
- *Graduate:* Theories of Counseling; Group Counseling; Life Span Development; Family Counseling; Psychopathology; Practicum and Internship Supervision; Thesis

8/09 – 12/12

Adjunct Professor (Sport Psychology)

Argosy University, Atlanta, Georgia

- Taught graduate courses in Psychology of Injury, Group Development & Team Dynamics, Counseling Athletes, Cognitive Behavioral Techniques, Practicum, Ethics in Sport Psychology

1/06 – 5/07

Adjunct Professor

Clark Atlanta University, Atlanta, Georgia

- Internship Supervision, Counseling Theories

8/00 – 5/04

Assistant Professor

Clark Atlanta University, Atlanta, Georgia

*Graduate Student

**Alumni

- Teaching master's level courses, publishing, presenting, consulting, grant writing, and advising; serving on thesis (1) and dissertation (2) committees
- *Undergraduate*: Educational Psychology, Adolescent Psychology
- *Graduate*: Introduction to Counseling, Helping Relationship Skills, Human Growth and Development, Counseling Theories, Career Counseling, Adolescent Psychology, Abnormal Psychology, Family Therapy (School of Social Work) and Internship Supervision

11/03 – 5/04 **Interim Department Chair, Department of Counseling, Exceptional Education and Psychological Studies**
Clark Atlanta University, Atlanta, GA

- Primary responsibilities include facilitating departmental meetings and daily department functioning, administrative duties, developing assessment plan and implementation as well as preparing 5 programs for NCATE accreditation (visit is April, 2004)

8/02 – 05/04 **Coordinator, Community Counseling Program**
Clark Atlanta University, Atlanta, GA

- Facilitating faculty meetings, organizing CACREP self-study, administrative duties

10/99 – 8/00 **Group Facilitator, Great Ridge Challenge Course**
University of North Carolina at Greensboro, Greensboro, NC

- Facilitated groups consisting of adolescents and sports teams on low-element challenge course for leadership development and cohesion

6/98 – 9/98 **Graduate/Research Assistant**
University of North Carolina-Greensboro, Greensboro, NC

- Conducted complete literature search; Co-authored article for publication

1/98 – 7/98 **Counselor/Intern,**
Greensboro Family and Children Services, Greensboro, NC

- Provided counseling and assessment for individuals of all ages, couples, families; Group co-therapy for domestic violence (males); Attended parent/teacher conferences to advocate for clients

9/96 – 8/97 **Counselor/Intern, Kenneth Young Centers**
Elk Grove Village, IL

- Individual, couple, family and group therapy; Consulted with psychiatrists for medication for clients

7/95 – 6/97 **Child Care Counselor II**
The Harbour, Des Plaines, IL

- Implemented Harbour philosophy based primarily on Reality Theory; Provided leadership role in group counseling; Provided multicultural education for staff;

*Graduate Student

**Alumni

Assisted supervisor in hiring, training and supervision of counselors; Administrative on-call coverage; Hired and supervise BA interns; Assisted in agency accreditation by National Council on Accreditation

**4/94 – 6/95 Child Care Counselor
The Harbour, Des Plaines, IL**

- Ensured a physically and emotionally safe environment for the residents (girls 12-17); Participated in team meetings with the staff to assist with placement; Aided clients in planning for visits and passes and supervising visits; Supervised residents when accompanying them off premises

RELATED PROFESSIONAL EXPERIENCE

**8/92 – 4/94 Assistant Volleyball Coach
University of Evansville, Evansville, IN**

- Assisted the head coach in the recruiting process; physical and mental training of the team; Assisted with summer camps ages 10 to 18

**12/92 – 5/93 Substitute Teacher
Carmi Unit District #5, Carmi, IL**

- Taught various subjects grades 6 through 12; Taught sixth, seventh and eighth grade physical education for six weeks; Worked with teachers as a team in evaluating cases and behavior

CONSULTATION

**01/00--07/16 Teambuilding Consultant and Private Practice
Atlanta, Georgia**

- Consulted with corporations, sports teams, and other groups to enhance group performance to enhance communication, problem-solving, conflict resolution, and performance enhancement among group members; Performance enhancement consultant; Individual, couples and family counseling

**8/99 – 5/02 Sports Psychology Consultant, Women's Volleyball
University of North Carolina at Greensboro, Greensboro, NC**

- Team building interventions including adventure and experiential activities; Performance enhancement with individual athletes; Non-performance issues such as injuries and consultation with trainers; Consulted with coaching staff regarding group dynamics and strategies for motivating athletes

SUPERVISION

**8/98 – 8/99 Graduate Teaching Assistant, Department of Counseling and
Educational Development
University of North Carolina at Greensboro, Greensboro, NC**

- Taught CED 310 undergraduate course in counseling; curriculum consists of beginning helping skills

*Graduate Student

**Alumni

- Coordinated of all sections of 310 for content
- Taught CED 574 advanced undergraduate/graduate course in Adventure Based Counseling; developed curriculum consisting of theory and application of Adventure Based Counseling

8/99 – 12/99 **Internship Supervisor, Department of Counseling and Educational Development**
University of North Carolina at Greensboro, Greensboro, NC

- Supervised Masters-level counseling graduate students in internship experience which consists of reviewing video/audio-taped counseling sessions, giving constructive written and oral feedback, and site visits.

8/97 – 12/98 **Practicum Coordinator, Department of Counseling and Educational Development**
University of North Carolina at Greensboro, Greensboro, NC

- Coordinate other Ph.D. graduate assistants for practicum in Masters-level helping relationships and counseling adolescents courses.

8/97 – 12/99 **Practicum Graduate Assistant-Supervisor, Counseling and Educational Development**
University of North Carolina at Greensboro, Greensboro, NC

- Supervised Masters-level counseling graduate students in practicum experience consisting of reviewing video/audio-taped counseling sessions, transcripts, and case notes and providing constructive oral and written feedback and modeling of counseling skills.

GUEST LECTURES

10/15 **Guest Lecturer, Nursing Department**
University of North Georgia, Dahlonega, GA

- Psychological issues among children & adolescents

2/03 **Guest Lecturer, Multicultural Counseling,**
University of Tennessee-Chattanooga, Chattanooga, TN

- Lectured on multicultural competence and working with African-American clients

6/01 **Guest Lecturer, Human Growth and Development**
University of Tennessee-Chattanooga, Chattanooga, TN

- Lectured on emotional intelligence on how to incorporate EQ and character building into parenting and teaching

7/01 **Guest Lecturer, Counseling Families of Exceptional Children**
Clark Atlanta University, Atlanta, GA

- -Lectured on emotional intelligence and encouraging teachers to include EQ and character building into curriculum to deal with problems in classrooms

*Graduate Student

**Alumni

- 3/01 **Guest Lecturer, Counseling Families of Exceptional Children
Clark Atlanta University**
- Lectured on counseling families, collaboration, and systemic, structural, and strategic family counseling theories.
- 2/00 **Guest Lecturer, Topics in Counseling: Dynamics of Child Behavior,
Counseling and Educational Development
University of North Carolina at Greensboro, Greensboro, NC**
- Lectured on adolescent gangs, reasons for joining gangs, and inner-city gang culture
- 2/00 **Guest Lecturer, Psychology of Sport and Exercise; Department of
Exercise and Sport Science
University of North Carolina at Greensboro, Greensboro, NC**
- Lectured on group cohesion, the role of social and task cohesion in sport and exercise, and teambuilding
- 10/99 **Guest Lecturer, Community Counseling, Counseling and Educational
Development, The University of North Carolina at Greensboro**
- Lectured on model of adventure based counseling and using experiential activities in clinical settings
- 1/99 **Guest Lecturer, Counseling Women, Counseling and Educational
Development
University of North Carolina at Greensboro, Greensboro, NC**
- Presented on the use of music in counseling and the role of women within music
- 10/98 **Guest Lecturer, Community Counseling, Counseling and Educational
Development,
University of North Carolina at Greensboro, Greensboro, NC**
- Lectured about adventure-based counseling theory and practical uses in community settings
- 4/98 **Guest Lecturer, Counseling Diverse Populations, Counseling and
Educational Development
University of North Carolina at Greensboro**
- Lectured on the coming out process of gay and lesbian population as applied to Prochaska's model of behavior change

PROFESSIONAL SERVICE

Adler University (2016-present)

- Policy Task Force (2025)
- Rank, Promotion, & Sabbatical, Chair (2023-24)
- Rank, Promotion, & Sabbatical, Member (2022-23)
- Academic Affairs Redesign Team (2023-2024)

*Graduate Student

**Alumni

- Tenure ad hoc (2023-2024)
- Rank, Promotion, Sabbatical (2023-2024)
- Past-Chair, Chicago Faculty Council (2022-2023)
- Chair, Chicago Faculty Council (2021-2022)
- Chair-Elect, Chicago Faculty Council (2020-2021)
- Chair, Academic Policies and Procedures, (2019-2023)
- Member-at-Large, Academic Council (2019-2021)
- Member/Facilitator, Dual Degree Task Force, (2019)
- Chair, Curriculum Committee DCEC (2018-19)
- Member, Faculty Policy & Procedure Committee, (2017-2019)
- Member, Institutional Review Board, (2016-2017)
- Member, Student Development Committee, Counseling Department (2016-2017)

North Georgia College and State University/University of North Georgia (2004-2016)

- Chair, UNG Post Tenure Review Committee (2015)
- Member, QEP Topic Identification Committee (2014)
- Member, UNG Promotion and Tenure Committee (2014)
- Past Chair, IRB Committee (2014)
- Member, Athletic Committee (2013)
- Chair, Administrative Assistant Search Committee (2013)
- Clinical Coordinator, Clinical Mental Health Counseling (2012-2015)
- Coordinator, Community Counseling/Clinical Mental Health Counseling (2009-2012)
- Chair, Faculty Search Committee/Community Counseling (2009)
- Member, Graduate Council (2007-2012)
- Chair, Institutional Review Board (2008-2013)
- Member, Institutional Review Board (2006-2008)
- Co-Chair, Institutional Review Board Consolidation Committee (2012)
- Consultant, Athletic Department for Sport Psychology (2007-2016)
- Member, Faculty Senate (2007-2009)
 - Member, Ad Hoc Grievance Committee (2007)
- Member, Grade Appeal Committee (Undergraduate) 2007-2008
- Member, Grade Appeal Committee (Graduate) 2007-2008
- Member, Academic Integrity Council (Graduate) (2008)
- Member, Ad hoc Committee on Graduate Bulletin Review (2006-2012)
- Chair, Program Committee, Women's Leadership Conference (2004-2005)
- Member, Ad hoc Committee on Student Competency (2004-2005)

Department of Psychology and Sociology/Clinical Mental Health Counseling

- CACREP Liaison (2004-2015)
- Member, Community Counseling Admissions Committee (2004-2016)
- Chair, Community Counseling Competency Committee (2005-2016)
- Chair, Community Counseling Search Committee (2005-2006)

*Graduate Student

**Alumni

Clark Atlanta University (2000-2004)

- Academic Standards Committee (undergraduate) (2001-2003)

School of Education

- Member, Dean's Advisory Council (2002-2004)
- Member, NCATE Steering Committee (2002-2004)
 - Chair, NCATE Standard 5 (2002-2004)
- Member, School of Education Assessment Committee (2003-2004)
- Member, Athletic Task Force (2000-2002)
- Member, Educational Technology Course Development Committee (2001-2002)
- Member, Goizueta Scholarship Program Committee (2001-2002)

Department of Counseling, Exceptional Education, and Psychological Services

- Faculty Advisor, Chi Sigma Iota (2002-2004)
- Chair, Program Evaluation and Changes Committee (2002-2003)

Professional Service**Association for Applied Sport Psychology**

- Program Reviewer for annual conference (2013)

Association for Counselor Education and Supervision

- Chair, Sports Counseling Interest Network 1998-2000

Community Service

- Fundraising campaign for Trevor Project (raised over \$2000 for LGBTQ+ organization directing class project in advocacy), June, 2023
- Charity run, bike, & triathlons
 - Run to date: Over 30 miles and \$500 for service animals for veterans
 - Bike-the-Drive: Over 100 miles for biking safety & access in Chicago
 - Ran/biked over 600 miles for Sesame Street inclusive programming
 - Chicago Triathlon: Fundraised for cancer research
- Protests & Marches
 - March for Women, 2017, 2018 (with students)
 - March for Science, 2017 (with students)
 - March for Black Lives Matter, 2020 (with students)
 - Protest for Abortion Rights, 2021, 2022 (with students)
 - March for better gun legislature, 2022
- Fundraising campaign for MSHP student scholarships (raised over \$500 to assist students to attend AASP conference), September, 2018
- Gold Dust Riders, Experiential activities for siblings of special needs in PT
- USA Hockey Level 4 Certified Coach, Assistant Coach for Atlanta Phoenix Hockey Program (Bantam AA) & Marietta Ice Center (Midget AA) (August, 2012 to 2016)

- Ice Forum/Atlanta Phoenix Hockey Program Evaluation administrator (developed online survey for parents to evaluate hockey program (2012-2013)
- Red Cross Volunteer (Mental Health for Hurricane Katrina Evacuees) (2005)
- White's Chapel United Methodist Church Homeless Ministry (2001-2002)

PROFESSIONAL DEVELOPMENT

- Association for Counselor Education & Supervision, Denver, CO; October, 2023
- Association for Applied Sport Psychology, Orlando, FL; October 2023
- Association for Counselor Education & Supervision, Atlanta, GA 2021
- Association for Applied Sport Psychology, (virtual), October, 2020
- Midwest Sport & Exercise Psychology, Normal, IL, February, 2020
- Association for Applied Sport Psychology, Portland, OR, October, 2019
- Association for Counseling Education & Supervision, Seattle, WA, October, 2019
- Association for Applied Sport Psychology, Toronto, ON, Canada, October, 2018
- American Counseling Association, Atlanta, GA, April, 2018
- Illinois Counseling Association, Naperville, IL, November 2017
- Association for Applied Sport Psychology, Orlando, FL, October 2017
- Association for Counselor Education & Supervision, Chicago, IL, October 2017
- Southern Association for Counselor Education & Supervision, New Orleans, LA, October 2016
- American Counseling Association, Montreal, Quebec, Canada, April 2016
- National Association for Grieving Children, Portland, OR, June, 2015
- Association for Counselor Education and Supervision, Denver, CO, October 2013
- American Counseling Association, Cincinnati, OH, March 2013
- Association for Applied Sport Psychology, Atlanta, GA October 2012
- Association for Counselor Education & Supervision, Nashville, TN, October 2011
- Southern Association for Counselor Education & Supervision, Williamsburg, VA, October 2010
- Association for Applied Sport Psychology, Salt Lake City, UT, September 2009
- Association for Counselor Education and Supervision, Houston, TX 2008
- American Counseling Association, Detroit, MI, March, 2007
- Association for the Advancement of Applied Sport Psychology, Miami, FL, September, 2006
- Southern Association for Counselor Education and Supervision, Orlando, FL; September, 2006
- Association for the Advancement of Applied Sport Psychology, Vancouver, BC, October, 2005
- Association for Counselor Education and Supervision; Pittsburg, PA; October, 2005
- 11th World Congress of Sport Psychology; Sydney, Australia, August, 2005
- American Counseling Association Conference; Atlanta, GA; April 2005
- Southern Association for Counselor Education and Supervision, Athens, Georgia, September, 2004

- Association for the Advancement of Applied Sport Psychology, Philadelphia, PA; October, 2003
- Association for the Advancement of Applied Sport Psychology; Tucson, AZ; November, 2002
- Association for Counselor Education and Supervision; Park City, UT; October, 2002
- American Counseling Association Conference; New Orleans, LA; March, 2002
- Southern Association for Counselor Education and Supervision Conference; Athens, GA; October, 2001
- International Society for Educational Planning; Atlanta, GA; October, 2001
- Association for the Advancement of Applied Sport Psychology International Conference; Orlando, Florida; October, 2001
- 10th World Congress of Sport Psychology; Skiathos, Greece, May, 2001
- Association for the Advancement of Applied Sport Psychology International conference; Nashville, TN; October, 2000
- American Counseling Association World Conference; Washington DC; March, 2000
- North Carolina Counseling Association Conference; Charlotte, NC; February, 2000
- American Counseling Association World Conference; San Diego, CA; April, 1999
- North Carolina Counseling Association Conference; Greensboro, NC; February, 1999
- Southeast Regional Sport and Exercise Psychology Conference; Greensboro, NC; February, 1999
- -Association for Experiential Education International Conference; Lake Tahoe, NV; November, 1998
- Association for the Advancement of Applied Sport Psychology International Conference; Cape Cod, MA; September, 1998
- American Counseling Association World Conference; Indianapolis, IN; March, 1998
- North Carolina Counseling Association Conference; Chapel Hill, NC; March, 1998
- Association for Experiential Education International Conference; Asheville, NC; November, 1997
- Southern Association for Counselor Education and Supervision Conference; Louisville, KY; October, 1997

PROFESSIONAL DEVELOPMENT PROJECTS

Atlanta University Center-University of Guyana *Conflict Resolution of Democratization and Productivity in Guyana*. Funded by the United Negro College Fund and USAID. October, 2001-May, 2003.

ADDITIONAL PROFESSIONAL TRAINING

DBT Training. Atlanta Center for Stress & Anxiety Management, Atlanta, GA (October 2014)

*Graduate Student

**Alumni

Emotion-Focused Couples Counseling. Atlanta Center for Stress & Anxiety Management, Atlanta, GA (April, 2014)

Therapist Self-Care. Ridgeview Institute. Atlanta, GA (November, 2001).

How to Write a CACREP Self-Study Workshop. Washington DC (October, 2001).

NCACES Counseling Supervisory Workshop. Dr. L. DiAnne Borders & Dr. James Benshoff, Charlotte, NC (September, 1997).

Working with African American Individuals and Families. Dr. Anita Jackson & Dr. Sandra Lopez-Baez, Oakbrook, IL (October, 1996).

Working with Children with Oppositional Defiant Disorder. Dr. Jeff Edwards, Chicago, IL (October, 1996).

PROFESSIONAL MEMBERSHIPS

American Counseling Association

Association for Counselor Education and Supervision

Southern Association for Counselor Education & Supervision

North Central Association for Counselor Education & Supervision

Illinois Counseling Association

Association of Applied Sport Psychology