

Caroline Austin Norris, NCC, LPC-S, PhD

Texas A&M University- Central Texas

PROFESSIONAL LICENSES

Licensed Professional Counselor – (Texas) #74849

February 2018

June 2023

**Approved Supervisor Designation*

National Certified Counselor #646419

July 2015

PROFESSIONAL EXPERIENCE

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

August 2018 – Present

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

Awarded the TAMUCT Distinguished Supervisor Award 2023

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

**Trained over 130+ counselors-in-training since taking on Director position in CCFTC*

** Supervised 7,000+ live counseling sessions and trained approximately 225 counselors-in-training in a training clinic environment since beginning supervisor career*

**Formally trained 86 counselors-in-training in the provision of tele-mental health counseling services to 150+ clients since the CCFTC re-opened post-pandemic in June 2020.*

COVID-19 INNOVATION

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

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

Spring 2023: Launched customized telehealth measures to support long term incorporation of telehealth training as a permanent form of training on campus for counseling students that met post-Covid compliance measures for full compliance for state and

federal regulations; Worked on a task force with other A&M system clinical professionals to vet a telehealth company that would allow each clinic on the task force to build a customized telehealth portal tailored to individualized needs of each clinic; Developed custom training tools to allow team members to adapt to use of new portal and incorporated execution of compliant payment system into new telehealth platform

Clinical Faculty, Clinical Mental Health Counseling Program

Department of Counseling and Psychology

College of Education and Human Development

Texas A&M University- Central Texas

August 2018 – Present

**Served as Faculty Supervisor for a total of 89 Clinical Mental Health Internship students*

Assistant Director & Clinical Supervisor, Counseling and Training Clinic

Texas A&M University- Corpus Christi

August 2015 – August 2018

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

COUNSELING EXPERIENCE

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

(Provided individual, couples, and family counseling services)

August 2015 – August 2018

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

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

August 2014 - May 2016

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

(Provided individual, couples, and family counseling services)

June 2014 – May 2015

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

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

August 2014 - May 2015

EDUCATION

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

Texas A&M University - Corpus Christi

August 2018

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

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

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

Texas A&M University - Corpus Christi

May 2015

Bachelor of Arts, Psychology.

Texas A&M University - Corpus Christi

May 2012

TEACHING EXPERIENCE

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

Facilitated Internship Group Supervision (Clinical Mental Health) August 2018 –present

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

**Did not teach Spring semester of 2022 due to taking Maternity Leave for birth of son*

** Did not teach Fall semester of 2023 due to taking Maternity Leave for birth of daughter*

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

Assisted teaching for Ethics and Legal Issues in Counseling July 2018

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

Assisted teaching for two sections of Internship Group Supervision January 2018- May 2018

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

Assisted teaching for Couples Counseling July- August

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

Assisted teaching for Couples Counseling January - May 2017

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

Assisted teaching for Internship Group Supervision January - May 2017

Established professional relationship with students, evaluated student progress, provided feedback based on the developmental level of the student, reviewed student tapes of client work

in a classroom setting, assisted students with the development of case conceptualization skills, facilitated group discussion, described ethical implications for certain cases, provided feedback about use of theory, challenged students when appropriate about treatment plan objectives

Assisted teaching for **Practicum Group Supervision**

August - December 2016

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

PROFESSIONAL PUBLICATIONS

Manuscripts Published

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

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

Book Chapter Published

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

PROFESSIONAL PRESENTATIONS

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

September 2019

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

March 2019

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

January 2018

Blount, A., **Norris, C.A.** & Lenz, S.A. Poster Presentation: “*Where’s all the Evidence? A Systematic Review of Wellness-Based Supervision*” Association of Assessment and Research in Counseling (AARC) Conference. Phoenix, AZ
September 2017

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

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

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

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

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

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

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

GRANTS

Funded

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

Previously Submitted but not Awarded

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

SCHOLARSHIPS

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

2015 – 2018

CERTIFICATIONS & TRAININGS

- Completed Wellspring Therapy 40 LPC Supervisor Course** *April 2023*
- Completed Board Certified Tele-Mental Health Training from New College Institute** *March 2020*
- Hosted The American Red Cross Disaster Mental Health Certification.** *April 2019*
Killeen, TX.
- Trauma & Attachment: Effective Treatment Strategies for Helping Challenging Clients.** *March 2018*
San Antonio, TX.
- The Body Keeps the Score 2 Day Trauma Conference with Bessel van der Kolk.** *November 2017*
Live Webinar.
- The American Red Cross Disaster Mental Health Certification.** *September 2016*
Corpus Christi, TX.
- The American Red Cross Psychological First Aid Certification.** *March 2016*
Corpus Christi, TX. *& April 2019*
- Certified Office of the Attorney General Sexual Assault Advocate.** *July 2016*
Corpus Christi, TX.
- Training in Trauma Focused Cognitive Behavior Therapy.** *June 2016*
Corpus Christi, TX.
- Training in Dialectical Behavior Therapy: Advanced.** *June 2015*
Hosted by DBT Research Team at Texas A&M University Corpus Christi
Corpus Christi, TX.
- Gottman Method Couples Therapy: Level 1 Clinical Training.** *May 2015*
Corpus Christi, TX.
- Training in Dialectical Behavior Therapy for Beginners.** *June 2014*
Hosted by DBT Research Team at Texas A&M University Corpus Christi
Corpus Christi, TX.

PROFESSIONAL LEADERSHIP & SERVICE

Disaster Mental Health Volunteer

December 2019 – August 2020

The American Red Cross

Mid Texas Counseling Association

Executive Board Member: Secretary *2019 – 2021*
**Held this position for two terms*

Senator Alternate *2020 - 2021*

Gulf Coast Counseling Association

Executive Board Member: Secretary *2016 – 2018*

Emerging Leader *2015 – 2016*

Conference Planning Committee *2015 – 2017*

Chi Sigma Iota International Honor Society

Executive Board Member: Secretary *2014 - 2015*

Executive Board Member: Organization Representative/University Liaison *2014*

Texas Counseling Association

Conference Planning Committee *2015*

Texas A&M University- Central Texas Wellness Committee

Committee Member/ Faculty/Student/ Staff Advocate *2018- 2019*

PROFESSIONAL ORGANIZATION MEMBERSHIP

American Counseling Association (ACA)

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

Chi Sigma Iota International Honor Society

Texas Counseling Association (TCA)

Texas Association for Counselor Education and Supervision (TACES)