

**NATIONAL COUNCIL FOR BLACK STUDIES  
COMMUNITY ENGAGEMENT GRANT PROPOSAL**

**OCTS/HHS Educational Enhancement Initiative**

**Dr. Shirley A. James Hanshaw  
Assistant Professor, Department of English  
Mississippi State University**

**January 23, 2009**

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# **NATIONAL COUNCIL FOR BLACK STUDIES COMMUNITY ENGAGEMENT GRANT PROPOSAL**

## **OCTS/HHS Educational Enhancement Initiative**

### **INTRODUCTION**

The purpose of the Oktibbeha County Training School/Henderson High School (OCTS/HHS) Educational Enhancement Initiative (EEI) is to enhance the learning process for a targeted population of students so that they can perform better on daily assignments in the classroom and obtain higher scores on state-mandated tests. Taking a holistic approach, the initiative will also contribute to the students' overall development, acquainting them with extra-curricular African American cultural events and providing workshops on self-development. Consequently, this project has three emphases:

- Academic enhancement
- Cultural awareness
- Personal enrichment

Recent enrollment figures for the Starkville School District estimate the student population at approximately 4100 pupils (Appendix A). Of that number, approximately 1100 attend Starkville High School (SHS) in Starkville, MS, where the targeted population matriculates. Many of these students are performing at an acceptable level to enter two-year and four-year academic institutions when they graduate. Indeed, some of these students excel in their academic studies, as evidenced by the selection of two Gates Millennium Scholars from the senior class of 2007. However, a disproportionate number of SHS students in grades nine through twelve are underachieving and consequently not realizing their potential to enter college and prepare for careers that will enable them to be successful and contributing members of the community. Consequently, the OCTS/HHS Educational Enhancement Initiative seeks to address this situation by providing tutorial help with homework and intensive instruction in reading comprehension.

Principal Investigator of the OCTS/HHS Educational Enhancement Initiative is Dr. Shirley A. James Hanshaw (CV, Appendix B), Assistant Professor of English at Mississippi State University (MSU) where she is also on the Executive Advisory Board and Core Faculty member in the African American Studies Program. At her request in 2007, MSU became an institutional member of The National Council of Black Studies (NCBS), which is the granting agency for Community Engagement Grants.

### **OBJECTIVES**

- To increase the overall grade-point average (GPA) of at least 50% of the targeted population through tutorial help

- To increase scores on the reading comprehension section of state-mandated English assessment examination of at least 50% of the targeted population

## **NARRATIVE**

In accordance with NCBS guidelines, this project will promote “Africana Studies knowledge and skills. . . [in] local communities.” Therefore, this educational initiative is being sponsored under the auspices of a local community organization, the OCTS/HHS Reunion Committee, because of the organization’s historical significance in the Starkville African American community. Prior to desegregation of Mississippi’s public schools, OCTS served as the locus of education for African American children in the city of Starkville. Later, a consolidation of several Oktibbeha County Schools with city schools resulted in Henderson High School that was named for its African American principal W.C. Henderson. Both OCTS and Henderson High School were noted for exemplary achievements in academics, sports and extracurricular activities that resulted in numerous trophies and awards. During the 1970’s public schools in Starkville were finally desegregated; consequently, high school students of all races now attend SHS. To commemorate the legacy of OCTS and HHS, alumni of these schools formed the OCTS/HHS Committee and Scholarship Fund, Inc., a non-profit organization whose mission is “to promote academic achievement by awarding scholarships to qualifying graduates of Starkville and Oktibbeha County.” Accordingly alumni, who have distinguished themselves in various careers across the US, return to Starkville to participate in a biennial school reunion at which the scholarships are awarded. The OCTS/HHS Educational Enhancement Initiative, therefore, promises to extend the efforts of this organization to address the needs of students requiring additional help to be successful in their academic pursuits with an aim toward equipping them to later qualify for scholarships.

## ***PLAN OF OPERATION***

### **Academic Enhancement**

To enhance academic performance, this initiative will provide tutorial services for selected students from ninth through twelfth grades. The targeted population will consist of twenty students, five from each grade, who will meet with tutors two days per week, Mondays and Wednesdays, during the spring 2009 semester. Working with teachers who will have identified students most in need of such tutorial help, Mrs. Kathy Wilson, Principal of SHS, as Co-Principal Investigator, will select participants for the program. Tutors will be selected from the following groups: peer tutors at SHS, students who are members of fraternities and sororities at MSU, and community volunteers. This after-school tutorial program will be held on Mondays and Wednesdays for two hours, from 3:30 p.m. to 5:30 p.m. to coincide with other established after-school programs at SHS. Such scheduling will obviate the need for facilities and transportation, as students will be able to use classrooms and computer labs at SHS and school buses to transport them home afterwards.

The Director of Tutorial Services, Mrs. Allen M. Stallings Landfair (CV, Appendix C), will provide oversight and direct activities. During the first hour students will receive assistance with homework and other course work, particularly in math and science. The second hour will consist of reading comprehension activities. The rationale for intensive study devoted to reading skills lies in the less than stellar performance of SHS students, generally, on the English II end-of-course examination that all students take at the end of their sophomore year. For State of Mississippi test reporting purposes, the high school student population is divided into the following “subgroups”: non-disabled, disabled only, male, female, Black, White, Asian, Hispanic, Native American, economically disadvantaged, not economically disadvantaged, and migrant student. Recent data from the Mississippi Assessment and Accountability Reporting System reveals that during the 2007-08 academic year the percentage of “all students” scoring “Proficient or Above” on the English II exam was only 47% (Appendix D). Of that group, African American students scored only 35% in comparison with other subgroups. Students who fail the examination at the end of the sophomore year must continue taking it in subsequent years until they pass. However, if they fail to pass at the end of the senior year, they will not graduate, the plight, unfortunately of a disproportionate number of African American students. A number of variables account for underachievement on the English skills exam, not the least of which is reading comprehension. Consequently, this initiative targets this reading skill to address through a combination of methods: (1) personal remediation instruction using African American literary, sociological and historical texts as well as (2) computer programs devoted to reading instruction, such as “My Reading Web,” that is installed on laptops in the SHS computer lab. The EEI Director, who has certification in remedial instruction, will have the flexibility to choose other methods deemed appropriate to meet the needs of students after diagnostic testing.

## **Cultural Awareness**

Students will visit significant African American cultural and historical sites and attend a lyceum event. These will include the following:

- Harlem Dance Theatre Company Performance, MSU Riley Center Lyceum Center, Meridian, MS, February 19, 2009
- “Forty Years of Black Studies” Symposium, Margaret Walker Alexander Center, Jackson State University, Jackson, MS, March 9-11, 2009
- Commemoration of Dr. Martin Luther King, Jr.’s Legacy, National Civil Rights Museum, Memphis, TN, April 4, 2009

## **Personal Enrichment**

To apprise students of personal empowerment measures that will also aid in their academic development, Dr. Beatrice Tatem (CV, Appendix E), Director of Student

Counseling Services at MSU, will make four presentations and engage students in dialogue concerning goal setting and self-esteem.

## BUDGET

This budget request is for \$5000 to cover expenses related to personnel as well as for program activities. The PI and Co-PI will commit 10% of their time, full-time equivalency (FTE). Starkville School District cost-sharing commitments include facilities, computers in the computer lab, and school bus transportation. As far as personnel are concerned, only the Director, a retired public school teacher with expertise in developmental reading, and the high school peer tutors will be compensated. Additionally, in accordance with NCBS guidelines, grant funds will be used to defray expenses related to program activities that include trips to African American cultural events and centers.

### Actual Funds

#### Personnel

Director (Retired teacher, Starkville Public School District)	\$1500.00
Starkville High School Peer Tutors (five @ \$20/wk for 10 wks)	1500.00

#### Program Activities

A bus will be used to transport students and chaperones to the following events:

• Lyceum Event (rt to Meridian, MS)	\$500.00
• Dance Theatre of Harlem (group rate)	115.00
• Jackson State University (rt to Jackson, MS)	500.00
• Forty Years of Black Studies: Margaret Walker's Legacy (free)	00.00
• National Civil Rights Museum (Memphis, TN)	500.00
• Dr. M. L. King, Jr., April 4 <sup>th</sup> Commemoration	

20 student tickets @ \$6.80 each

136.00

Lunches for all trips

249.00

**TOTAL \$5000.00**

## Cost-Sharing Funds

Principal Investigator for the EEI will be Dr. Shirley A. James Hanshaw, Assistant Professor of English, MSU, and Co-Principal Investigator will be the Principal of SHS, Mrs. Kathy Wilson. Also, tutorial services of MSU student tutors and community volunteers will be in-kind. Starkville School District facilities, including classrooms and computer labs, as well as bus transportation will be contributed as In-Kind services as well. Dr. Beatrice Tatum, Director of Counseling Services at MSU will present four sessions on self-development as an In-Kind contribution (10% FTE) to the EEI project.

Principal Investigator: In-Kind (@ .10 FTE	\$4722.00
Co-Principal Investigator: In-Kind @ .10 FTE	9350.00
Director of Counseling: In-Kind @ .10 FTE	<u>6500.00</u>
<b>TOTAL</b>	<b>20572.00</b>

## EVALUATION

Students will be evaluated using quantitative and qualitative assessment criteria. My Reading Web, software designed to help students with reading skills, is already installed on forty wireless computers in the SHS computer lab. It includes the Scholastic Reading Inventory that determines a student's Lexile score. The Lexile Framework for Reading is an educational tool that connects readers with reading materials using a common measure called a Lexile. Recognized as the most widely adopted reading measure, a Lexile denotes both reading ability and text difficulty on the same scale. The software includes pre- and post-test assessments to determine a student's reading comprehension and fluency. Consequently the effectiveness of the EEI will be evaluated as follows:

- For the tutorial component, students' overall grade-point average (GPA) will be determined at the beginning of tutorials. At the end of the semester, students' GPA's will be compared with those before tutorials to determine the rate of improvement during the EEI project.
- For the reading comprehension component, students will be administered a pre-test using My Reading Web, a reading software program that is installed on SHS computers. At the end of the semester, the post-test will be administered to determine their improvement rate.

**APPENDIX A**

**Starkville School District Enrollment**

**APPENDIX B:**

**CV, Principal Investigator  
Dr. Shirley A. J. Hanshaw**

# Shirley Ann James Hanshaw

P. O. Box 4768 University, Mississippi State, MS 39762  
sh449@msstate.edu  
(662) 325-5807; (662) 519-3416

## EDUCATION

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- 2003**      **UNIVERSITY OF MISSISSIPPI, UNIVERSITY, MS**  
Doctor of Philosophy degree in English
- 1973**      **TEMPLE UNIVERSITY, PHILADELPHIA, PA**  
Master of Arts degree in English.
- 1969**      **TOUGALOO COLLEGE, TOUGALOO, MS**  
Bachelor of Arts degree in English  
**Pembroke College, Providence, RI**  
Tougaloo College-Brown University Exchange Program, 1968

## EXPERIENCE

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- 2005-present**    **Mississippi State University**, English Department, Mississippi State, MS  
**Assistant Professor of English**  
Involved in the development of the African American Studies Program at MSU;  
redesigned the African American literature course; currently teaching
- *African American literature*
  - *Generalist courses in the English curriculum*
- 1992-1997**      **University of Mississippi**, Afro-American Studies Program, University, MS  
**Adjunct Professor**  
Taught African American literature

**1993** *University of Mississippi, Teleproductions Resource Center, Project LEAP (Learn, Prosper), University, MS*

**Television Reading Specialist, Adult Literacy**

- Taught adult literacy classes for Project LEAP on television broadcast live via satellite to distance learning centers
- Created scripts and “roll –ins” for television lessons to teach reading and writing skills

- 1983-1989**      **US Army Corps of Engineers, Waterways Experiment Station (WES),**  
Information Technology Lab, Information Products Division, Vicksburg, MS
- Technical Editor/Writer, Printed Media** (civilian employee)
- Originated and presented in-house technical writing seminars to engineers and scientists
  - Provided report preparation guidance for engineers and scientists in the Coastal Engineering Center
  - Performed editorial review of technical reports, miscellaneous papers, and articles for publication in professional journals
  - Monitored progression of report from copy preparation through printing and distribution
  - Designed, and each year edited and compiled, *Proceedings of the Coastal Engineering Research Board*
- 
- 1976-1983**      **Alcorn State University, English Department, Lorman, MS**  
**English Instructor**  
Introduced into the curriculum and taught technical writing; also taught
- African American and multi-ethnic literature
  - Honors English
  - Developmental writing
- 
- 1974-1976**      **University of Southern Mississippi, English Department, Hattiesburg, MS**  
**English Instructor**  
Substantially increased library acquisitions of African American literature; designed and taught two courses in African American literature—Early Black Writers and Modern Black Writers; also taught
- Technical writing
  - Multi-ethnic literature
- 
- 1972-1974**      **Delaware Technical and Community College, English Department, Wilmington,**  
**DE**
- Taught pretechnical (developmental) reading and writing; also taught
- Secretarial English and advanced composition and grammar
  - Technical report writing
  - Oral communication

## **PUBLICATIONS**

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### **Books**

*Conversations with Yusef Komunyakaa*, The University Press of Mississippi, Jackson, MS (forthcoming 2009).

*Re-membering and Surviving: Representation of the Vietnam War and Its Aftermath in African American Fiction*, Michigan State University Press, Lansing, MI (forthcoming 2010).

### **Book Chapters**

“Refusal to be Can(n)on Fodder: African American Representation of the Vietnam War and Canon Formation,” in *Thirty Years After: New Essays on Vietnam War Literature, Film, and Other Arts*, ed. Mark Heberle, Newcastle upon Tyne, United Kingdom: Cambridge Scholars Press (forthcoming 2009).

“‘He Said’; ‘She Said’; ‘We Said’: Cultural Memory and African American Literary Pedagogy” in *Sites of Memory in the African and Diaspora Experience*, ed. Tom Spencer-Walters, Troy, MI: Bedford Publishers (in press).

### **Articles/Reviews**

“Using Information Technology for Strategic Growth from Single-Mission Transportation Company to Multi-faceted Global Logistics Corporation,” Co-authored with Lemuria Carter, *Journal of Cases in Information Technology* 10.3 (July-September 2008): 11-23.

“Representation of the ‘Two-Headed Doctor’ in African American Fiction: Tricksterism, Duality and Comparative Worldviews in Chesnut’s *The Conjure Woman*,” *Journal of the African Literature Association* 2.1 (Winter/Spring 2008) : 48-59. .

“Spinning the Anansean Web: Black Vietnam War Literature, Vernacular Theory, and *Captain Blackman*,” *The Literary Griot: International Journal of Black Expressive Culture Studies*, 8.2 (Spring/Fall 1996): 1-35.

Rev. of *The Evolution of Gospel*. Perf. Sounds of Blackness. A & M Records. “Record Reviews.” *Rejoice: The Gospel Magazine* (Aug/Sep 1991): 27.

“Strategic Management Case Study of James Group International,” co-authored with Dr. Chester Baker (Huston-Tillotson U., Austin, TX), *The Case Research Journal* (in review ).

### **Other**

“Guide to Production of Video Reports (Technical),” *Station Circular 180-1*, US Army Engineer Waterways Experiment Station, 1986 (co-author).

*The Conveyor*, A Publication of James Group International, 1<sup>st</sup> & 2<sup>nd</sup> Quarters, July 2008 (Executive Editor)

### **PAPERS AND PRESENTATIONS**

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“Cultural Legacies: The African Continuum in the Oral Tradition, Literature and Popular Culture,” 32<sup>nd</sup> Annual National Council for Black Studies Conference, Atlanta, GA, March 19-23, 2008 (Panel Chair/organizer).

“ ‘He Said’; ‘She Said’; ‘We Said’: Cultural Memory and African American Literary Pedagogy,” 31<sup>st</sup> Annual National Council for Black Studies Conference, San Diego, CA, March 14-17, 2007.

“ ‘Whose Enemy Is It Anyway?’: The ‘Compassionate’ African American Hero in Vietnam War Fiction,” 37<sup>th</sup> Popular Culture Association/ 29<sup>th</sup> American Culture Association Annual Conference, Boston, MA, April 4-7, 2007.

“The Politics of Culture, Womanhood, and Identity in African Literature,” 31<sup>st</sup> Annual Conference of the National Council for Black Studies, San Diego, CA, March 14-17, 2007 (Panel Chair).

“Representation of the Conjurer in African American Fiction: Tricksterism, Duality, and Comparative Worldviews in Chesnutt’s *The Conjure Woman*,” 32<sup>nd</sup> Annual African Literature Association Conference, Accra, Ghana, May 17-21, 2006.

“Refusal to be Can(n)on Fodder: African American Representation of the Vietnam War and Canon Formation,” Thirty Years After: Literature and Film of the Vietnam War Conference, The University of Hawaii at Manoa and the East-West Center, Honolulu, HI, November 2005.

“ ‘What’s Goin’ On?’: Gauging Black Response to the Vietnam War Through 60’s and 70’s Popular Music,” 29<sup>th</sup> Popular Culture Association/21<sup>st</sup> American Culture Association Conference, San Diego, CA, March 1999.

The Two-Headed Doctor ‘Wukkin’ His Roots’ on Double Consciousness: Duality and Comparative Worldviews in *The Conjure Woman*, Or, How Chesnutt Got His Conjure On,” 59<sup>th</sup> Annual Convention & 62<sup>nd</sup> Anniversary of the College Language Association, Fayetteville State University, Fayetteville, NC, April 1999.

“Harmonizing the Jangling Discords: A Rhetorical Analysis of ‘I Have A Dream,’” 28<sup>th</sup> Popular Culture Association and 20<sup>th</sup> American Culture Association Conference, Buena Vista, FL, April 1998.

“Literary Implications of ‘It’s Because You are A Colored Woman’: Joseph Mathis, Adeline Stringer, and the Reconstruction of an Interracial Romance,” Third Annual Graduate Conference on Southern History, University of Mississippi, University, MS, March 1999 (Commentator).

“Reunification, Reconciliation, and Transcendence: Racial Return in Charles Johnson’s *Middle Passage*,” First International West African Research Association Symposium: West Africa and the Global Challenge, West African Research Center, Dakar, Senegal, June 1997.

“From Here to Maternity: Time and Identity in *Beloved*,” 14<sup>th</sup> Annual Pan African Studies Conference, Indiana State University, Terre Haute, IN, April 1997.

“The Great Mississippi River Flood of 1927 as Organizing Principle in Faulkner’s “Old Man” and Wright’s “Down by the Riverside,” Southern Conference on Afro-American Studies Convention, Morehouse College, Atlanta, GA, February 1997.

“Anancian Motifs in Black Vietnam War Stories,” Virgin Islands Folklife Festival Cultural Conference, University of the Virgin Islands, St. Thomas, Virgin Islands, August 1996.

“Continuing a Proud Tradition: Black Folklore in Oxford, MS,” Public Forum—The African American Presence in Oxford/Lafayette County, National Endowment for the Humanities and University of Mississippi Mary Buie Museum, University, MS, February 1993.

“Afrocentrism: A Literary Perspective,” Black Graduate and Professional Student Colloquium Series, University of Mississippi, University, MS, March 1992.

“Publishing the Black Experience: Black Journals,” 68<sup>th</sup> Annual National Convention of the Association for the Study of Afro-American Life and History, The Renaissance Center, Detroit, MI, May 1983.

“From A Multicultural Perspective: A Comparative Overview of African American and Native American Literature,” Southern Conference on Afro-American Studies Convention, Texas Southern University, Houston, TX, June 1981.

## **AWARDS/HONORS**

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### **Undergraduate**

National Achievement Scholar. 1965-1969

### **Graduate**

Woodrow Wilson Fellow, 1969

University of Mississippi Graduate School Doctoral Fellowship, 1999

University of Mississippi English Department Dissertation Fellowship, 2000

### **Academic Employment**

Danforth Associateship for Outstanding Teachers in the Sciences and Humanities.  
Danforth Foundation, 1980-1986

Academic Excellence Fund Award, College of Arts and Sciences, Mississippi State University, 2007

Researcher of the Month, College of Arts and Sciences, Mississippi State University, 2008

## Government Employment

### Special Act Awards

For “preparing and presenting seminars on technical report organization and writing for the Coastal Engineering Research Center’s management and technical staff,” Dr. James Houston, Chief, Coastal Engineering Research Center, February 1988

For “editing the papers, compiling and designing the format for the first complete *Proceedings of the Coastal Engineering Research Board*,” COL Allen F. Grum, Director, US Army Engineer Waterways Experiment Station, March 1986

### Performance Award

For “exceptional ability and competency in her editing of reports for the Coastal Engineering Research Center (CERC), enabling CERC to meet its publication deadline and to solve problems associated with publication of the Field Research Facility’s Annual Data Summary in Duck, NC,” COL Dwayne G. Lee, Director, US Army Engineer Waterways Experiment Station, June 1987

### Letters of Commendation

Awarded **nine Letters of Commendation** for editing and consulting by the following organizations: US Army Engineer Waterways Experiment Station, Vicksburg, MS; CERC’s Field Research Facility, Duck, NC; and Civil Works Directorate, Office of the Chief of Engineers, Washington, DC, 1984-1987

## Community

Inducted into “**SHS Hall of the Famous**,” “in recognition of being a champion for women and minorities in government and academia, as an educator, writer, editor, and nationally recognized scholar,” Starkville, MS, June 2007

## ORGANIZATIONS/COMMITTEE MEMBERSHIPS

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### Professional

National Council for Black Studies

African Literature Association

Black Expressive Culture Studies Association

Society for Technical Communication

College Language Association

Southern Conference on Afro-American Studies

### Department/ University

2007 College of Arts and Sciences Scholarship Committee, Mississippi State University,

present Lewis and Betty Nolan Book Award Committee, Mississippi State University, 2006 to present

present English Department Assessment Committee, Mississippi State University, 2007 to present

Library Committee, Mississippi State University, 2006 to present

African American Studies Executive Committee, Mississippi State University, 2007 to present

Alcorn State University/Business and Industry Cluster, Alcorn State University, 1880-1983

Guest Lecturer Committee, Chairperson, Alcorn State University (brought to campus Gwendolyn Brooks, Sonia Sanchez, and Haki Madhubuti), 1978-1980

African American Cultural Society, Chair, University of Southern Mississippi, 1974-1977

### **Community**

Yoknapatawpha Arts Council Board, Oxford,, MS, 1995-1998

Community Relations Committee, Office of Equal Employment Opportunity, US Army Engineer Waterways Experiment Station, Vicksburg, MS 1983-1986

### **PROPOSALS/GRANTS**

Office of Research and Economic Development Grant, Mississippi State University, 2007

Office of Research and Economic Development Travel Grant, Mississippi State University, 2008

### **ACTIVITIES**

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#### **Academic**

**Consultant -- Director of Information and Curator of Archives, James Group International (JGI)**, a global logistics provider with domestic operations in Michigan (Detroit, Romulus and Warren), Park City, KY, Montgomery, AL, and international customers in over twelve countries, including Belgium, Japan, Venezuela, Australia, Brazil, China and South Africa , 2004-present.

As **Consultant** to **JGI**, wrote the nomination narrative that resulted in JGI's receiving the **Urban Wheels "Supplier of the Year" Award**, touted the "**Academy Awards**" of the North American International Auto Show, Detroit, MI, January 2007.

Editor of and contributor to *The Conveyor*, the official newsletter of James Group International, 2007 to present.

Black Associate and Book Review Editor, *The Literary Griot*, International Journal of Expressive Culture Studies, 1998-2002.

**Award** One of three judges for **Whirlpool Foundation Sons & Daughters Scholarship Program**, Whirlpool, Inc., Benton Harbor, MI 1994.

Liaison for the **Alcorn State University Business/Industry Cluster** to schedule government, business, and industry site visits for technical writing classes, Lorman, MS, 1980-1983.

Charter member of The Southern Conference on African American Studies and Editor of Journal, *The Griot*, 1980-1983.

### Government

Coastal Originated and presented seminars titled "**Technical Report Preparation**" to Engineering Research Center's (CERC's) technical staff and management, 1987.

NC, to expedient Served as editorial consultant to CERC's Field Research Facility Group in Duck, substantially reorganize and edit the **CERC Annual Data Report** for publication and distribution, 1987.

### Community

Theta **Guest Speaker**, Mississippi Golden Triangle Alumnae Chapter, Delta Sigma Sorority, Inc., **Arts and Letters Committee Annual Program**, Macon, MS, 2007.

**American History** Produced, directed, and facilitated multi-media presentation for **African Month Observance**, Ebenezer Missionary Baptist Church, Starkville, MS, 2007.

2006-2007 **Starkville / Mississippi State University Symphony Chorus**, Starkville, MS,

Oxford, MS, **President Clinton's Initiative on Race, Art and Education Focus Groups**, 1998

High School team, **Third Annual Magnolia Bar Mock Trial Competition**, co-coached Oxford **1<sup>st</sup> Place Tie-State Finals**, Jackson, MS, 1993.

High School **First Annual Magnolia Bar Mock Trial Competition**, co-coached Oxford team, **2<sup>nd</sup> Place-State Finals**, Jackson, MS, 1991.

Senior                    **Co-founder, Oxford-Lafayette County Youth Council** -- initiated Annual  
Appreciation and College Awareness Day, Oxford, MS, 1991-1993.

**Additional Study**

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**Massachusetts Institute of Technology**, Special Summer Session  
Seminar, "**Communicating Technical Information**," Cambridge, MA,  
1987

**Dynamic Graphics Educational Foundation**, "**Slide/Sound Audio  
Visual Presentation**," Peoria, IL, 1986.

**Federal Building, Office of Personnel Management**, "**Presenting  
Data in Graphics, Charts, and Tables**," Vicksburg, MS, 1985.

**Atlanta Universities Center, National Endowment for the  
Humanities Institute in Southern Black Culture**, "**The African  
Heritage and the American Experience**," Atlanta, GA, 1982.

**West Chester Community College**, Continuing Education Program,  
"**Effective Utilization of Audiovisual Materials**," West Chester, PA,  
1974.

**APPENDIX C:**  
**CV, Director**  
**Mrs. Allen Marie S. Landfair**

1672 Oktoc Road  
Starkville, MS 39759  
allenlandfair@hotmail.com

662-323-7515 Phone

## ALLEN MARIE STALLINGS LANDFAIR

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**Objective** My goal is to secure a position that will utilize and enhance my professional skills within the field of education. My academic background, experience, classroom management experience, and sincere interest in the field of education demonstrate that I have the necessary qualifications for a position with your firm.

**Experience** 2006 Second Semester Starkville Starkville, MS

**Instructor/Tutor; 9-10<sup>th</sup> Social Studies**

◦ Development of classroom planning, setting, environment, from preliminary to final set phase of school year; including field trip to organization

◦ Development of plans for students aspiring to become professional after high school

◦ Supervision of student teachers/trainees

2004-2005 Carrollton High School Carrollton, AL

**Instructor/Tutor; 7-12<sup>th</sup> Remedial Reading**

◦ Supervising and evaluating

◦ Tutoring students for the Alabama Exit Exam

◦ Remediating students with reading disability

◦ Testing students to determine reading level

**2003-Present Sophisticated Dress Starkville, MS**

◦ Sale Consultant

◦ Sale/Marketing Management

◦ Client/Major Account Development

◦ Closing/Customer Service

◦ Display Organization

**1987-2003 Columbus Municipal Schools Columbus, MS**

Instructor; Social Studies

◦ Basic functions as stated above

◦ Taught U.S. History, MS Studies, World Geography

**1986-1987 Starkville High Starkville, MS**

Instructor/Tutor; Social Studies

◦ Taught U.S. History and MS Studies

◦ Performed basic functions as stated above

hours

- Assistance when students needed help with work beyond the regular

1982-1986 Clay County Schools Pheba, MS

**Instructor; 7-10<sup>th</sup> Social Studies**

- Performed basic functions of a teacher
- Taught World History, Civics, MS History & Geography
- Student Activities Coordinator

1981-1982 Maben High Maben, MS

**Instructor; 7-9 Social Studies**

- Taught 8<sup>th</sup> Grade U.S. History, Civics, & MS Studies
- Performed basic functions of a teacher

1970-1981 B.L. Moor High Crawford, MS

**Instructor**

- Elementary and Secondary School Teacher
- Developed materials to teach with when there were no funds available
- Mentored students
- Helped students get College acceptance
- Performed basic functions of a teacher

Education

**1983 MS State University Starkville, MS**

- Education Specialist; Secondary Social Science

**1977 MS State University Starkville, MS**

- Master of Arts; Secondary Social Science

**1967-1970 Rust College Holly Springs, MS**

- Bachelor of Arts; Cum Laude;
- Major—Social Studies
- Minor—Sociology
- Full academic scholarship

**1967 B.L. Moor High School Crawford, MS**

- Valedictorian
- Senior class toured Washington, D.C.
- President of the Tri-Hi-Y
- Class Secretary
- Basketball & Track
- Received the Home Economic Award
- Diploma

- Activities Director
- President of Missionary Society of Greater Baptist Church and Youth
  - Member of NAACP and MAE
  - Member of Race Relations Committee; Starkville, MS honoring “Cool Papa” Bell and erecting a historical marker and naming a street at McKee Park in his honor
  - Hostess for Harry Sykes, speaker at MSU’s Martin Luther King, Jr.’s breakfast

**APPENDIX D: Mississippi Assessment and Accountability  
Reporting System Test Results, 2007/2008**

## **APPENDIX E**

**CV, Dr. Beatrice Tatem  
Director, Student Counseling Center, MSU**

**Beatrice A. Tatem**  
P.O. Box 5194

**Mississippi State, MS 39762**  
(662) 323-4877 (H) (662) 325-2091 (W)

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## **EDUCATION**

Doctor of Philosophy, April 2001 (APA-Accredited Program)  
Counseling Psychology  
Western Michigan University  
Kalamazoo, Michigan

Master of Science, December 1988  
Counseling Psychology  
State University of New York  
Albany, New York

Master of Arts, December 1986  
Political Science  
Villanova University  
Villanova, Pennsylvania

Bachelor of Arts, May 1983  
Psychology  
Fisk University  
Nashville, Tennessee

## **ADDITIONAL STUDY**

Marriage and Family Therapy Supervision, Summer 1994  
The University of Louisiana at Monroe (formerly Northeast Louisiana  
University)  
Monroe, Louisiana

Family of Origin, Summer 1993  
Heriot Wyatt University  
Edinburgh, Scotland

Cross Cultural Issues in Family Therapy, Summer 1992  
University of Yucatan  
Merida, Yucatan, Mexico

## **LICENSURE/ CERTIFICATION**

National Board for Certified Counselors, Inc. #34588  
State of Louisiana Licensed Professional Counselor #1736

State of Texas Licensed Professional Counselor #16085  
State of Texas Certified LPC Intern Supervisor  
State of Mississippi Licensed Professional Counselor #1032  
Approved Clinical Supervisor-# ACS00765

## **PROFESSIONAL EXPERIENCE**

### **Mississippi State University: Starkville, Mississippi**

**Director**, Student Counseling Services (formerly Student Counseling and Testing Services), 2005-present

- Administer, coordinate and oversee daily operations including clinical services, crisis intervention, outreach programs
- Coordinator of Sexual Assault Services
- Oversaw National Computer-Based Testing Services (2005-2006)
- Develop and maintain collaborative relationships with administrators, faculty, staff and students.
- Prepare and administer annual budget.
- Recruit, supervise, train, and evaluate professional and support staff.
- Develop policies and procedures for university for university counseling center-ensuring compliance with ethical guidelines and university, state, and federal regulations.
- Maintain current knowledge of legal and ethical issues pertinent to the delivery of counseling and psychological services; disseminate information as appropriate to faculty and professional.
- Conducts intakes and group screenings
- Presents a variety of outreaches to on-and off-campus entities
- Provides emergency, debriefing and crisis services as needed
- Dependent Limited Health Practitioner with area hospital

### **Mississippi State University: Starkville, Mississippi**

**Counseling Psychologist**, Counseling and Testing Services, 2003-2005

- Coordinates Outreach and Consultation (2003-2005)
- Supervised Graduate Assistant for Outreach Program
- Supervised Intern of the International Research and Exchange Board
- Conducts individual and couples counseling
- Co-facilitated Body Image Support Group
- Conducts intakes and group screenings
- Presents a variety of outreaches to on-and off-campus entities
- Provides emergency, debriefing and crisis services as needed
- Participated in the Student Affairs mentoring program
- Dependent Limited Health Practitioner with area hospital
- Liaison to the Engineering College
- Liaison to the Athletics Department
- Liaison to the Poultry Science Department
- Liaison to the Holmes Cultural Diversity Center
- Liaison to the International Students Office
- Liaison to Mississippi State University Police Department
- Liaison to Architecture College

**Texas Tech University: Lubbock, Texas**  
**Staff Psychologist, Counseling Center, 1999-2003**

- Developed curriculum for multicultural counseling seminar for interns
- Conducted bi-monthly multicultural counseling seminar to interns
- Served on the Intern Selection Committee
- Coordinator of Outreach and Consultation Services
- Coordinator of Group Counseling Services
- Served as liaison and satellite therapist at the Health Science Center
- Served as liaison to the Athletic Department
- Supervised practicum students
- Conducted individual, group and couples counseling
- Conducted intakes and group screenings
- Served as a staff liaison to the residence halls
- Provided emergency and crisis services as needed
- Presented numerous outreaches to various organizations on campus
- Participated in the APA-accreditation process

**The University of Louisiana at Monroe: Monroe, Louisiana**  
**Director, Counseling Center, 1994-1995**  
**Acting Director, Counseling Center, 1990-1994**  
**Counselor, Counseling Center, 1989-1990**

- Directed and coordinated the operation of the counseling center
- Formulated and developed policy
- Managed departmental budget in excess of \$100,000.
- Supervised Counseling Center
- Represented Counseling Center at divisional and university-related functions
- Represented the university at professional meetings on student affairs issues
- Supervised counselor intern for state licensure
- Supervised graduate assistants
- Provided vocational, academic and personal counseling
- Provided couples and group counseling
- Coordinated crisis intervention services
- Established and operated support services for students with special needs
- Supervised campus wide tutorial and study skills program
- Presented numerous outreaches to a variety of on-and off-campus organizations

**Grambling State University: Grambling, Louisiana**  
**Summer Orientation Coordinator, 1986-1987**

- Coordinated orientation services associated with Student Operations, Alumni Affairs and High School Relations.

- **Grambling State University: Grambling, Louisiana**  
**Residence Hall Counselor, 1985-1986**  
Provided counseling services and developed programming for residence halls for female honor students and student athletes.

### CLINICAL OUTREACH

- Multicultural Counseling Tour and Outreach Experience in South Africa and Botswana-Participated as 1 of 23 practitioners, counselor educators, and graduate students in the provision of trainings, debriefings and direct clinical services to survivors of HIV/AIDS. Summer 2007.

### PART-TIME EMPLOYMENT

#### **Adjunct Instructor, spring 2005; spring 2006**

Human Sexual Behavior: An undergraduate introductory course that examines the psychology and science of sexuality, emphasizing diversity, critical thinking, responsible decision making, and sexual health.

#### **Therapist, 2002-2003**

Provided psychological services as a subcontractor. Responsibilities included individual, group, family, sibling, and play therapy.

Clientele consisted of children, adolescents and adults who were referred through Child Protective Services, Victims Assistance, Medicaid, and MHMR.

Brenda Wilbanks and Associates, Lubbock, Texas

Contractor: Brenda Wilbanks, Ed.D., LPC, LMFT

#### **Consultant/Observer, 2002-2003**

Provided mental health services to the SHAPES Head Start and Early Head Start Program. Programming consisted of training Head Start staff and parents; classroom observation, consultation and report writing. Provided special help for children with atypical behavior; parent education on mental health; helped with utilization of community resources and made necessary referrals to appropriate health and education facilities.

SHAPES Head Start, Lubbock, Texas

Contractor: Tommy Tidwell, Ed.D.

#### **Therapist, winter 1997**

Provided psychological services as a consultant. Duties included individual and group psychotherapy, testing and consultation with a multiple discipline health care team. Clientele consisted of adults certified to have a disability that was barrier to employment without special training and assistance.

Michigan Training Institute, Plainwell, Michigan

Supervisor: William Busby, Ph.D.

#### **Therapist, 1994-1995**

Provided in-home counseling to rural families referred to Child Protective Services for abuse and neglect.

YWCA: West Monroe, Louisiana

Supervisor: Wendel Ray, Ph.D., LMFT

**Therapist, 1994-1995**

Conducted group counseling for female survivors of rape.

YWCA: West Monroe, Louisiana

Supervisor: Wendel Ray, Ph.D., LMFT

**Instructor, 1991-1992**

Professional Counseling course: Master's level introduction to counseling skills course. Responsibilities included lecturing on various therapies and therapy skills.

Department of Educational Leadership

The University of Louisiana at Monroe: Monroe, Louisiana.

**Facilitator, 1990-1993**

Led psycho/educational groups with incarcerated juveniles.

Louisiana Training Institute: Monroe, Louisiana

Supervisors: Bernadine Hall, M.S.; and Bobby Stephenson, Ph.D.

**Therapist, 1989-1995**

Individual, group, family counseling

Youth House of Quachita: West Monroe, Louisiana

Supervisors: Bernadine Hall, M.S.; and Bobby Stephenson, Ph.D.

**Supervisor, 1989-1995**

Administered national standardized test.

Educational Testing Service

The University of Louisiana at Monroe: Monroe, Louisiana

**ASSISTANTSHIPS**

**Western Michigan University: Kalamazoo, Michigan**

**Graduate Assistant, Counseling and Testing Center, 1997-1998**

Duties included individual career intakes and counseling, test interpretations, teaching for University 102 (a credited course on career exploration for undecided majors), supervising career library, discovery lab and media center including assisting students with career exploration.

Supervisor: Paula Andradi, Ed.D.; and Diann Mille, M.S., LPC

**Graduate Assistant, Department of Counselor Education and Counseling Psychology, summer 1997**

Served as intake counselor for Center for Counseling and Psychological Services, teaching assistant for CECP 604 Counseling Techniques class for master's-level students.

Supervisor: Mary Z. Anderson, Ph.D.

**Graduate Assistant, Institute for Leadership Transformation**

Researched literary reviews, analyzed and entered data, collaborated on research projects. 1996-1997

Supervisor: Donald Thompson, Ed.D.

**Graduate Assistant, Office of the Vice President for Research**

Evaluated programs, conducted surveys, analyzed data. 1995-1996

Supervisor: Donald Thompson, Ed.D.

## **PRACTICA/INTERNSHIPS**

### **APA Accredited Internship, August 1998-1999**

The Center for Student Development

The University of Memphis

Memphis, Tennessee

Training Director: Jane Clement, Ph.D.

Supervisors: Rosie Bingham, Ph.D.; and Robert Maichrowicz, Ph.D.

### **Marriage and Family Doctoral Practicum, fall 1997**

Provided services to families seeking counseling.

Center for Psychological Services

Western Michigan University, Kalamazoo, Michigan

Supervisor: Todd M. Edwards, Ph.D., LMFT

### **Group Therapy Doctoral Practicum, winter 1997**

Organized, developed and facilitated a "Personal Growth

Group for Students of Color on a Predominately White Campus."

Western Michigan University, Kalamazoo, Michigan

Supervisors: Suzanne Hedstrom, Ph.D.; and Delores Walcott Psy.D.

Organized, developed and co-facilitated "Understanding L.I.F.E (Love Is For Everyone)," a personal growth group for women and men who want to build and sustain healthy relationships.

Western Michigan University, Kalamazoo, Michigan

Supervisor: Suzanne Hedstrom, Ph.D.

### **Individual Therapy Doctoral Practicum, summer 1996**

Provided services to individuals seeking therapy.

Center for Counseling and Psychological Services

Western Michigan University, Kalamazoo, Michigan

Supervisor: Paula Andrasi, Ed.D.

### **Internship, 1988**

Counseled clients aged 5-65 with a variety of mental health diagnoses using individual modalities.

Facilitated a group for clients diagnosed as bi-polar.

Ruston Mental Health Center: Ruston, Louisiana

Supervisor: Della Wills, MSW, M.S., ACSW

Completed 600 clinical hours.

### **Practicum, 1987**

Individual and group counseling for troubled adolescents

Equinox Youth Shelter: Albany, New York

Supervisor: Donna McIntosh, MSW, BCSW

Completed 260 clinical hours.

### **UNIVERSITY APPOINTMENTS (Mississippi State University)**

Serves as a mentor to the Appalachian Leadership Honors Program  
Served on the Bulldog in Response Task Force (Katrina Relief)  
United Way Campaign Chairperson for the Division of Student Affairs  
Faculty Athletic Representative (FAR) Advisory Committee  
Appointed to the Sexual Assault Response Team  
Served on the Student Affairs Programming Committee  
Serves on the Student Affairs Staff Development Committee  
Cross-Functional Team on Diversity-Division of Student Affairs  
Serves on the Social Work Program Advisory Board  
Serves on the Student Affairs Assessment Team.

### **PROFESSIONAL INVOLVEMENT (Mississippi State University)**

Committee member to the Fulbright Preacademic Program (Summer 2007)  
Faculty advisor for Delta Sigma Theta Sorority (Nu Beta Chapter)  
Board Member for the Oktibbeha County Red Cross  
Board Member for the Oktibbeha County Boys and Girls (Secretary)  
United Way Board of Directors-United Way of North Central Mississippi  
Served on the Conference Steering Committee for Super Recruitment Weekend-AGEM program  
Values Congruence Task Force (Greek Life)  
Initiated outreach programs with Human Resources Management for campus wide staff development  
Spearheaded Depression Screening Day for fall 2003, 2004, 2005, 2006  
Organized in conjunction with the Longest Student Health Center a campus wide "Stress Free Zone Day"  
Co-facilitated the Circle of Sisterhood  
Advisory Council member to the MSU Canterbury Association  
Participated in the Cultural and Organization Training Workshop sponsored by the National Action Council for Minorities in Engineering (NACME) and Alliance for Graduate Education in Mississippi (AGEM)

### **UNIVERSITY APPOINTMENTS (Texas Tech University)**

University Discipline Committee  
Multicultural Advisor's Meeting for National Pan-Hellenic  
Up-ward Bound Mentor (Summer 1999)  
University Retention Steering Committee Member  
Community Relations Discussions-Chancellor's Office

### **PROFESSIONAL INVOLVEMENT (Texas Tech University)**

Participated in "Building the Campus Community: A Global Perspective"  
Vice President of the Black Faculty and Staff Association 2002-2003  
Lesbian Gay Bisexual Transgender Task Force-Texas Tech  
Advisory Board member to the African-American History Month Program, 2001

Board member for the Welcome Bash sponsored by the Lubbock Chapter of Black Alumni  
On-campus advisor to Eta Lambda Chapter of Delta Sigma Theta Sorority  
Served on Public Relations Committee for Exousia, 2001  
Served as a Mentor for the South Plains Groundhog Job Shadow Day  
Served on the Michael Barrows Scholarship Committee 2001, 2002  
Served on the Carter G. Woodson Scholarship Committee, 2002  
Served on the Multicultural Faculty Staff Association Scholarship Committee  
Area Judge for the Elementary and High Schools African-American History Bowl

### **UNIVERSITY APPOINTMENTS (The University of Louisiana at Monroe)**

The Committee for Students with Special Needs (students with physical and learning disabilities)  
Faculty Athletic Committee (presidential appointment)  
Financial Aid Committee  
University Judicial Board  
United Way Steering Committee, Division of Student Affairs  
Housing Committee

### **PROFESSIONAL INVOLVEMENT (The University of Louisiana at Monroe)**

Leadership Quachita Graduate-Monroe Chamber of Commerce  
Organized and co-facilitated training on race relations for student leaders  
Northeast University Campus Ministry past president and board member  
Advisor to National Pan-Hellenic Council  
Advisor to the Black Caucus student organization

### **HONORS/AWARDS**

- 2006 Outstanding Leadership in the Collegiate Community. Presented by Kappa Alpha Psi fraternity.
- 2003 The Quality Service Award given annually to a select number of Texas Tech employees. It is given for significant contribution to campus quality improvement efforts to those exhibiting an exemplary daily commitment to quality service by encouraging and involving others in providing quality service by example and direction.
- 2000 The Friends of Residence Life Award given annually for exemplary support and outreach to the Residential Life Program.
- 1999 I.I.M.J (It Is My Job) is a recognition given by the Dean of Students Office of Texas Tech University to faculty and staff members willing “to go beyond the call of duty” to assist faculty, staff and students.
- 1998-1999 Recipient of an NCORE (National Conference on Race and Ethnicity) Student Scholarship.
- 1996-1997 The Gil and Marcia Mazer Caring Award given annually to a doctoral student who has been exemplary in carrying out

the goals and ideas of the profession. Selected by the faculty of the Counselor Education Counseling Psychology Department of Western Michigan University.

- 1993-1994 Distinguished Staff Member Award, Division of Student Affairs of Northeast Louisiana University. Chosen by student body based on commitment, merit and student involvement.
- 1994-1995 Humanitarian Award, Omega Psi Phi Fraternity (Mu Tau Chapter)
- 1993-1994 Outstanding Staff Member of the Year-Youth House of Quachita
- 1993-1994 Pillar of the Greek Community, Northeast Louisiana University
- 1993-1994 Golden Rule Nominee given by J.C. Penney and the United Way of Northeast Louisiana Volunteer Center to those who have been identified as having made a real difference in the lives of others.
- 1992-1994 Tribal Spirit Award for outstanding support to residence hall programming (received award for three consecutive years).

## **PROFESSIONAL AFFILIATION**

American Counseling Association (ACCA & AMCD divisions)  
American Psychological Association (divisions 17, 35 and 45)  
College and University Counseling Centers: A Section of Society of Counseling Psychology  
Southern Association for College Student Affairs  
Mississippi Counseling Association (MCA)  
Mississippi Association for Multicultural Counseling and Development (MAMCD)  
Louisiana Counseling Association  
Louisiana Association for Multicultural Counseling and Development (LAMCD)  
National Black Graduate Student Association

## **CURRENT/PAST REGIONAL/NATIONAL INVOLVEMENT**

Advisor to the National Black Graduate Student Association  
Vice President for African American concerns special interest group of AMCD 2006-2009  
Program Committee of the Society of Counseling Psychology 2006-2009  
Appointed to the Special Task Group (STG) by the president of the Society of Counseling Psychology of APA.

Currently serving a three-year term as the Southwest Regional Representative for AMCD of the American Counseling Association. Represented AMCD at Human Rights Roundtable at ACA conference. Kansas, 2004.

Served on the Awards Committee for AMCD of ACA.

Served as Co-chairperson for the Programming Committee of SERD (the Section on Race, Ethnicity and Diversity) for Division 17 of American Psychological Association.

Endorsed by the executive board of Division 17 of the American Psychological Association for 2003 Program Committee.

Program reviewer for 2002, 2003, 2004 APA Convention for Division 45

Coordinator for the Graduate Student Interviews with past presidents of the Association for Multicultural Counseling and Development of the American Counseling Association.

## **CURRENT COMMUNITY INVOLVEMENT**

Member of the Safe Church Committee (Committee on Sexual Exploitation, Pastoral Justice, and Advocacy) for the Diocese of Mississippi

Delta Sigma Theta Sorority, Inc.-A public service sorority

### **PAST COMMUNITY INVOLVEMENT**

Board member for Big Brothers/Big Sisters organization of Lubbock

Consultant/chaperone for Miss Texas USA 2002, 2003

Grant reviewer for the West Michigan Region HIV/AIDS community Prevention Planning Task Force

Conference co-chair for the 10th annual Great Lakes Regional Conference

Twin Cities Mayor's Commission for the Disabled, vice president

"Our House," a safe place for runaways, board member

YMCA, board member

Louisiana Coalition of Citizens with Disabilities

### **RESEARCH:**

Tatem, B. (2001). *The influence of race on ethical decision-making regarding nonsexual dual*

*relationships*. Unpublished doctoral dissertation, Western Michigan University.

Nilsson, J., Paul, B., Lupini, L., Tatem, B. (1999). *Cultural differences in perfectionism: A comparison of African-American and white college students*. *Journal of College Student Development*, 40, 141-148.

Nilsson, J., Paul, B., Lupini, L., & Tatem, B. (1997). *Racial differences in multidimensional*

*Perfectionism*. Unpublished manuscript.

Barnette, V., Tatem, B., Thompson, K., Bostic, T., Beesong, A., & Vacha-Haase, T. (1995). *Women of color: The struggle, the strain, and the success of becoming a psychologist*. Unpublished manuscript.

## **PRESENTATIONS**

### **NATIONAL**

Marbley, A., Stevens, H., Tatem, B., & Wimberly, C. (2004, April). *Rolling up our sleeves: A reciprocity model for counselors partnering with and advocating on behalf of communities of color*. Poster presentation presented at the annual meeting of the American Counseling Association, Kansas City, Kansas.

Tatem, B., Corbett, C. & Barnette, V. (2002, August). *Evolving group perspectives: Group therapy with students of color*. Poster presentation presented at the annual meeting of the American Psychological Association, Chicago, Illinois.

Roysircar-Sodowsky, G., Tatem, B., Taliouridis, C., Hubbel, R.; Ortega, M.; Wilczak, C. (2002, January) *Interviews with minority individuals: Applications of a live training model in multicultural counseling competencies*. Workshop presented at RACE 2002: Relevance of Assessment and Culture in Evaluation, Tempe, Arizona.

Butner, B., & Tatem, B. (2001, March). *To Be or Not To Be: Decisions in pursuing the doctoral degree*. Workshop presented at the 13<sup>th</sup> Annual National Black Graduate Student Conference, Lubbock, Texas, March 28-April 1.

Nilsson, J., Paul, B., Lupini, L., & Tatem, B. (1997, August). *Racial difference in multidimensional perfectionism*. Poster session presented at the annual meeting of the American Psychological Association, Chicago, Illinois.

Barnette, V., Tatem, B., Bostic, T., & Vacha-Haase, T. (1997, March). *Women of color psychologists: Repairing the past, shaping today and creating tomorrow*. Structured discussion presented at the 22nd Assoc. for Women in Psychology, Pittsburgh, Pennsylvania.

### **REGIONAL**

Tatem, B., Barnette, V., Bostic, T., & Vacha-Haase, T. (1997, April). *Challenges met by women of color psychologist*. Poster session, presented at the 10th Annual Great Lakes Regional Conference, Kalamazoo, Michigan.

Barnette, V., Tatem, B., Thompson, K., Bostic, T., Beesong, A., & Vacha-Haase, T. (1996, April). *Women of color: The struggle, the strain, and the success of becoming a*

*psychologist*. Poster session, presented at the ninth annual Great Lakes Regional Conference, Muncie, Indiana.

Croteau, J., Lark, J., Paul, B., Tatem, B., & Barnette, V. (1996, April). *Preparing counseling*

*psychologist to be advocates on issues of diversity: A proposed model of mentoring.*

Roundtable discussant, Ninth Annual Great Lakes Regional Conference, Muncie, Indiana.

Tatem, B. & Hammond, C. (1993, May). *A race for human understanding revisited.*

Symposium at the Nicholls State University: Regional Conference on Diversity, Thibodaux, Louisiana.

## **STATE**

Tatem, B. (2004, May). *African-American women and depression*. Featured speaker for the North Mississippi Mental Health Community Conference. This workshop addressed cultural considerations when working with women of color who are clinically depressed. This two hour interactive and psych-educational presentation targeted clinicians as well as the consumers served. Tupelo, Mississippi.

Carroll, C., & Tatem, B. (2001, June). *Counseling centers and the judicial process: Friend or foe?* Guest speaker/co-facilitator for the TACUSPA 2001 Summer Legal Symposium, Lubbock, Texas.

McNeil, E. & Tatem, B. (1999, May). *The invisible population: Students with psychiatric disabilities*. Co-presenter at the 11th annual Memphis in May Student Affairs Conference. Memphis, Tennessee..

Paul, B., Barnette, V. & Tatem, B. (1996, April). *Ethnic differences on the Million Clinical Multiaxial Inventory*. Poster session presented at the 1996 College of Education Research Symposium, Western Michigan University, Kalamazoo, Michigan.