

Gerald Pennie, PhD., LPC-S, NCC
702 Physical Sciences Bldg.
University of Oklahoma
gpennie@ou.edu

EDUCATION

Texas Tech University (CACREP Accredited) August 2016

College of Education

Ph.D. in Counselor Education and Supervision

Minor Emphasis in Adolescent Mentoring and Program Development

Dissertation: *“Examining the Perceptions of Teachers about the Responsibilities of School Counselors: A Mixed Methods Approach”*

Committee: Charles R. Crews, Ph.D. (Chair of Committee), Kamau Oginga Siwatu, Ph.D., & Janet Froeschle, Ph. D

Texas Tech University (CACREP Accredited) May 2013

College of Education

M.Ed in Counselor Education

Major Emphasis in Community

Counseling Mental Health Certificate

Texas Tech University May 2010

Department of Psychology

BA in Psychology- Minor Emphasis in Human Development & Family Studies

ACADEMIC EXPERIENCE

University of Oklahoma, Norman, OK 2022-present

Clinical Director, Clinical Mental Health Counseling

- Developed and implemented innovative teaching strategies and course syllabi in graduate level clinical courses including practicum and internship.
- Worked collaboratively with colleagues to evaluate and align the clinical components of the program to highest quality standards.
- Implemented systems that increased quality of clinical experiences for students and site supervisors.
- Developed trainings for site supervisors and fellow instructors on best practices for ethical supervision for student clinicians.

Texas A&M University – Central Texas, Killeen, TX. 2018-2022

Assistant Professor, Clinical Mental Health Counseling

- Developed and implemented innovative teaching strategies and course syllabi in graduate level counseling courses including but not limited to: Foundations of Counseling, Introduction to Family Counseling, Consultation and Supervision, and Ethics.
- Worked collaboratively with colleagues to further complimentary research agendas centering on: Goal Striving Stress among First Generation College Students, African

American Girlhood and Mental Wellness, Educating Teacher Candidates on Current Trends in Adolescent Mental Wellness.

- Mentored and advised students on various issues including research projects.
- Furthered recruiting efforts for the program, department, and university.
- Served as Practicum and Internship class instructor or site supervisor

Clinical Experience

Supervision Experience

Texas A&M University – Central Texas, Killeen, TX. 2019-present

- Supervised the progress of students enrolled in Master’s level practicum/internship courses in the in-house training clinic in support of clinic director and student developmental needs.
- Facilitated discussions regarding topics including but not limited to licensure requirements, theoretical orientation, treatment plan development, current legal developments for the field of mental wellness, ethics, and the use of session notes.
- Evaluated skill progression as evidenced by recordings and scripts of client sessions.

Boys and Girls Clubs of Central Texas, Killeen, TX. 2018-2020

- Supervised the progress of students group counseling skills enrolled in Master’s level internship courses as a part of an ongoing collaboration between Texas A&M University – Central Texas and the Boys and Girls Clubs of Central Texas.
- Facilitated both individual and triadic supervision discussions regarding topics including but not limited to group techniques, group leadership, ethical decision making, session notes, theoretical orientation, and session notes.
- Evaluated skills progression as evidenced by live observation, case conceptualization review, and review of case notes.

Counseling Experience

Dr. Gerald W. Pennie, LLC 2017-present
License Professional Counselor

- Worked with clients to address personal, social, and environmental issues associated with their personal definition of success.
- Developed treatment plans to psychological and behavioral issues including but not limited to Depression, Academic Underachievement, and Anxiety.
- Used distance enabled counseling services to address concerns of clients who had limited access to services.

South Plains Educational Co-op, Levelland, TX. 2015-2016
Special Education Counselor/Licensed Professional Counselor

- Worked with adolescents to address social and environmental issues associated with academic success.

- Utilized assessments to determine the severity of a variety of psychological, personality, and behavioral issues including but not limited to: Depression, Anxiety, Conduct Disorder, and Attention Deficit Disorder/Attention Deficit Hyperactivity Disorder
- Worked with students to create developmentally appropriate goals for intervals of time including but not limited to weeks, months, and year.
- Worked with schools to develop systematic way of supporting students with clinical diagnoses including but not limited to Oppositional Defiance Disorder, Attention Deficit Disorder/Attention Deficit Hyperactivity Disorder, and Depression.
- Consulted with annual Admission, Review, and Dismissal Committees (ARDC) on appropriate interventions for students on my caseload.
- Consulted with teachers, principals, and parents on appropriate interventions for students assigned to my caseload.

REFEREED PRESENTATIONS/PUBLICATIONS

Publications

Pennie, G., Letora, I., Froeschle, J. & Crews, C. (2016). From Diapers to Degrees: Supporting students from impoverished neighborhoods through the educational gauntlet. *VISTAS 2016*.

Sirles, D. N., & **Pennie, G.** (2017). Maintaining self-care through the dissertation process. In G. Corey, M. Muratori, J. T. Austin & J. T. Austin *Counselor Self-Care*. American Counseling Association: Alexandria, VA.

Bonner, L., Hicks, J. & **Pennie, G.** (2019). Recreating community among gifted African American students through group counseling. *Journal for Specialists in Group Work*.

Pennie, G. & Martin, D. (2020). When men say no: Towards a more inclusive conversation surrounding consent. *Summer 2020 Newsletter*. The Association of Counseling Sexology and Sexual Wellness.

Presentations

Bonner, L., **Pennie, G.**, & Rogers, G. (2020, November). Tennessee Counseling Association Webinar: *Historical Trauma, Microaggressions, and Social Justice. Implications for Practice with Practical Applications*. Nashville, TN

Pennie, G. Fry-Brown, R., Tinsley, T., Smith, R., & Roger, G. (2020, June). *I Got Questions: Mental Health and the Return to the Sanctuary*. 5th District AME Church

Pennie, G. & Baines-Brown, C. (2020, January). *Partners of Crime: Addressing the impact of gang affiliation and long-term incarceration on women in relationships with*

individuals involved in crime within the counseling relationship. Paper accepted for the 2020 International Association of Marriage and Family Counselors. New Orleans, LA.

Pennie, G. & Lovejoy, K. (2019, November). *Serving Sensitive Populations: Improving counselor cultural competency and the duty to advocate.* 2019 Texas Counseling Association's Annual Growth Conference. Fort Worth, TX.

Pennie, G., & Spradley, D. (2019, July). *Addressing social media and jealousy in adolescents.* Paper accepted for the 2019 Association for Child and Adolescent Counseling Conference. Austin, TX.

Pennie, G. (2019, July). *Goal striving stress in first generation college students.* 2019 International Centre for Innovation in Education Conference. Prairie View, TX.

Pennie, G. & Ingram, G. (2019, July). *The fear of success: Non-suicidal Self-Injury applied to veterans and service members in higher education.* 2019 International Centre for Innovation in Education Conference. Prairie View, TX.

Pennie, G., & Fennel, A. (2019, July). *Restoring Refuge: Addressing adolescent church hurt and moral injury within the counseling relationship.* 2019 Association for Spiritual, Ethical, and Religious Values In Counseling Conference. Colorado Springs, CO.

Pennie, G., Harris-McKoy, D., & Hill, E. (2019). *I feel so work now: Using Culturally Relevant works of fiction to introduce acculturated practices in the classroom and community.* Paper accepted for the 2019 TX Chapter of the National Association for Multicultural Education Conference. Nachodges, TX.

Pennie, G. (2019, February) *Addressing #churchhurt: Incorporating wellness after spiritual injury.* Central Texas African American Family Support Conference, Austin, TX.

Pennie, G., & Ingram, G. (2019, February) *Addressing Non-Suicidal Self-Injury in veteran populations in college.* American College Counseling Association, San Diego, CA.

Pennie, G., & Crews, C. (2018, November). *Creating a safe zone among school counselors for spiritually marginalized LGBTQ+ youth of color.* Texas Counseling Association, Dallas, TX.

Pennie, G., & Berry, J. J. (2018, November). *Looking for the invisible: Addressing Goal Striving Stress in first-generation college students.* Texas Counseling Association, Dallas, TX.

Bruce, L. & **Pennie, G.** (2018, September). *Safe Spaces: Addressing Vicarious and Survivor Trauma. New dimensions of educator development.* Texas A&M University Annual Chancellor's Summit on Teacher Education, Laredo, TX.

Pennie, G., & Bruce, L. (2018, September). *Using Relational Cultural Theory to Manage Social Aggression and Peer Violence.* New dimensions of educator development. Texas A&M University Annual Chancellor's Summit on Teacher Education, Laredo, TX.

Spradley, D. & **Pennie, G.** (2018, September) *Social Media, jealousy, and Social Emotional Learning.* New dimensions of educator development. Texas A&M University Annual Chancellor's Summit on Teacher Education, Laredo, TX.

Pennie, G. (2018, April). *This is a safe place: Utilizing multicultural, social justice, and advocacy competencies to create a safe zone among school counselors for spiritually marginalized LGBTQIA youth of color.* 2017 student-led mini conference, Sustainable Cities and Communities: Counselors Creating Safety, Inclusivity, and Resilience, Lubbock, TX.

NON-REFEREED PRESENTATIONS

Workshops

Pennie, G. (2020, May). *Culturally responsive assessment and diagnosis highlighting the "rule-out" method.* Middle of Texas Chapter of the Texas Counseling Association, Killeen, TX.

Pennie, G. (2017, February). *From the cradle to college and career: Supporting students from impoverished neighborhoods through the educational gauntlet.* Region 13 Education Service Center. Austin, TX.

Crews, C. & **Pennie G.** (2014, November). *Dating violence in schools.* West Texas Association of Future Educators, Lubbock, TX.

Panel Discussions

Panelist, *Black Mental Health: Let's Talk About It.* The Texas Association of Black Personnel in Higher Education Austin Chapter and Austin Community College Black Student Success Committee. Austin, TX. (November, 2019).

Panelist, *From My Couch to Your Ears: Words of Wisdom from Black Mental Health Professionals.* Black Googler Network. Austin, TX. (May, 2019).

Panelist, *Know Yourself: Mental Health Awareness Seminar.* The Eta Upsilon Chapter of Alpha Phi Alpha Fraternity Inc. Texas Tech University. Lubbock, TX. (November, 2017).

Panelist, *National Day for Kids #BlackLivesMatter*. Theodore Phea Boys and Girls Club. Lubbock, TX. (September, 2015).

Panelist, *Diversity in the dark*. Texas Tech University's Diversity Week. Lubbock, TX. (March, 2015).

Facilitator, *Lunch Panel Discussion: A discussion of multidisciplinary professionals on ways to advocate on for students experiencing poverty on the individual, school, and public levels*. 2015 student led mini-conference, Bearing our Banners Far and Wide: Advocacy, Social Justice, and the Cultural Dimensions of Poverty, Lubbock, TX. (April 2015).

INVITED PRESENTATIONS/KEYNOTE SPEECHES

Pennie, G. (2020). Belmont University Commencement Ceremony. Nashville, TN. (Keynote).

Pennie, G. (2019). *Building Bridges: From Diapers to Diplomas and Degrees*. Keynote. 2019 Tennessee Counseling Association's Annual Growth Conference. Nashville, TN. (Keynote)

Pennie, G. (2019). *Safe Spaces: Addressing Vicarious and Survivor Trauma. New dimensions of educator development*. 2019 Summer Leadership Institute - I (SLI-I), Critical Dialogues and Actions on School Safety. College Station, TX.

SERVICE

University

Texas A&M University – Central Texas

Member, University Faculty Scholarship and Research Committee (2019-2022)

Member, College of Education Curriculum Committee, (2018-2022).

Member, Grade Appeals Committee, (2018-2022).

Member, Faculty Search Committee, (2018).

Assessment Coordinator, Clinical Mental Health Counseling Program (2018-2022).

Profession

President, Mid-Texas Counseling Association (2019-2021).

Member, Program Review Committee, Texas Counseling Association. (2015-2020).

Member, Research Committee, Texas Counseling Association (2018-2020).

Member, By-Laws, Texas Counseling Association (2020-2022)

Community

Member, Program Review Committee. Central Texas African American Support Conference (2019-2020).

Member, Planning Committee. Central Texas African American Support Conference (2019-2020).

Lecturer, 2019 African – American History Month Lecture Series, Texas A&M University-Central Texas, Killeen, TX. (2019).

Site Supervisor, Military Families Grant, Boys and Girls Club of Central Texas, Killeen, TX. (2018-2020).

Lecturer, The Hate U Give Lecture Series, Killeen, TX. (2018)

Panelist, The Hate U Give Community Screening and Panel Discussion, (2018).

CERTIFICATIONS/ LICENSURES

- Licensed Professional Counselor-Supervisor - Texas 72286
- National Certified Counselor – 729891

SPECIALIZED SKILLS/KNOWLEDGE

- Microsoft Office Suite Expert
- Mentoring
- Program Development
- Networking and Community Outreach
- Research (Quantitative, Qualitative, and Mixed Methods)
- Program Evaluation
- Assessment (Behavioral and Personality)
- Consultation
- Special Education Law

PROFESSIONAL MEMBERSHIPS

- American Counseling Association
- American School Counselor Association
- Association of Counselor Educators and Supervisors
- Texas Counseling Association
- Texas School Counselor Association
- Texas Association for Counselor Education and Supervision
- Mid-Texas Counseling Association