Steevie L. Bailey

Tel: 701.610.3332
Email: steevielyn@gmail.com; steevie.bailey@und.edu

EDUCATION

University of Florida
Doctor of Philosophy Defended Successfully: Dec 2020/Graduated: April 2021
Major: Counseling and Counselor Education (CACREP Accredited)
Specialization: Multicultural and Diversity Affairs/Higher Education Administration
Dissertation Title: *Correctional officers' experiences of a prison-based animal program implemented at a southern us correctional facility*

University of North Dakota
Master of Arts May 2016
Major: Counseling
Emphasis: Community Mental Health

University of North Dakota
Bachelor of Science May 2014
Major: Psychology

TEACHING EXPERIENCE

University of North Dakota Online Master's in Counseling Program: Clinical Assistant Professor
Gardendale, AL; Grand Forks, ND August 2022-present

- Participates in course-instructor evaluations
- Attends to grading, feedback, facilitation, and evaluation of 6-9 credits/course per semester and corresponding students, predominantly asynchronous in nature, with some synchronous components
- Utilizes and navigates the Hawk Central early alert system
- Completes necessary and relevant university-related trainings for faculty, software, courses, etc.
- Reports to the Program Director, Department Chair, and Dean
- Provides advising to 65-80 online and on-campus students
- Provides service to the on-campus and online master's programs, doctoral program, and department, college, and university through orienting and transitioning the placement and licensure work to the new staff member, supporting departmental and college goals, working with students, attending program meetings, joining committees, and providing additional service as needed
- Engages in admissions processes for the online and on-campus master's programs
- Completes course refreshes, including recording new lectures, reviewing new textbooks, creating new and updating previously used assignments and associated rubrics

University of North Dakota Master's in Counseling Program: Adjunct Professor
Gardendale, AL; Grand Forks, ND
Courses:
COUN 593: Readings in Counseling: Ethics and Professional Issues in Counseling (Asynchronous) Summer 2022

- Attended to the master's-level course via the Blackboard platform
- Created weekly and as-needed announcements for the course
- Attended to grading, feedback, facilitation, and evaluation of the course and its students
- Develop course assignments and syllabus for the course

COUN 593: Readings in Counseling: Multicultural Counseling (Asynchronous) Summer 2022

- Attended to the master's-level course via the Blackboard platform
- Created weekly and as-needed announcements for the course
- Attended to grading, feedback, facilitation, and evaluation of the course and its students
- Develop course assignments and syllabus for the course

COUN 529: Dynamics of Addiction (Synchronous) Summer 2022 & 2021

- Attended to weekly master level course via the Blackboard platform
- Prepared and conducted weekly course lectures via Zoom
- Created weekly and as-needed announcements for the course
- Attended to grading, feedback, facilitation, and evaluation of the course, its students, and their assignments

COUN 504: Foundations in Counseling (Asynchronous) Summer 2021

- Attended to the master's-level course via the Blackboard platform
- Created weekly and as-needed announcements for the course
- Attended to grading, feedback, facilitation, and evaluation of the course and its students

University of the People Undergraduate Asynchronous Instructor: PSYC 1111 Intro to Health Psyc
Gardendale, AL; Pasadena, CA January 2021-present

- Attended to the course via the Moodle platform
- Created weekly and as-needed announcements for the course
- Attended to grading, feedback, facilitation, and evaluation of the course and its students across course sections

VIP Kid Synchronous Instructor: Virtual/Online
Gardendale, AL; San Francisco, CA; Beijing, China August 2020-present

- Provided an international, interactive learning experience to children between the ages of 4-12 living in China
- Used a flipped-classroom approach to foster creativity and critical thinking skills
- Offered one-on-one English language instruction via the VIP Kid online/virtual

learning platform
- Evaluated student comprehension and performance through lesson feedback and unit assessments
- Interacted with parents to provide the most effective learning experience for the students

University of Florida Undergraduate Asynchronous Instructor: SDS 3481 Alcohol and Substance Abuse
Gainesville, FL August 2016-May 2020
- Lead of online course shell development
- Created course syllabi for the online sections of Alcohol and Drug Abuse
- Attended to grades for the course
- Instructed students regarding the course material

University of Florida Graduate Teaching Intern: MHS 6428 Multicultural Counseling
Gainesville, FL January 2017-April 2017
- Attended the master's level course weekly
- Provided instruction and feedback during the course time
- Created and instructed two lectures
- Attended to the grades of five students for the course

University of Florida Graduate Guest Lecture: MHS 6720 Professional Identity and Ethics
Gainesville, FL January 2017
- Adapted a master's-level lecture from the course instructor
- Evaluated student presentations
- Instructed students regarding the course material

University of North Dakota Undergraduate Instructor: KIN 107 & KIN 127 Ballroom I & Ballroom II
Grand Forks, ND January 2015-May 2016
- Planned ballroom curriculum for two beginning and one intermediate courses
- Instructed and oversaw the instruction of the ballroom courses
- Attended to grades for the ballroom courses

PROFESSIONAL EXPERIENCE

Master's Special Appointment, American Psychological Association Commission on Accreditation
Gardendale, AL; Washington, DC April 2026-present
Prospective members of the Commission on Accreditation (CoA) are drawn from those who are knowledgeable about education and training in psychology and who have had broad, national exposure to multiple aspects of the profession. Members of CoA are appointed by the APA Board of Educational Affairs (BEA).
- Attending meetings four times per year for approximately 4 days each (Wednesday through Saturday) both in person and virtually

- Developing and reviewing accreditation policies and procedures, and completing comprehensive reviews of master's, doctoral, internship, and postdoctoral residency programs in health service psychology
- Reviewing 5-8 program, including review of the program's self-study, the program's response to preliminary review of the self-study, the site visit report, the program's response to the site visit report, and all related program correspondence
- Preparing for reviews, requiring detailed study from 5 to 15 hours for each review, depending on complexity, completed within the four weeks immediately preceding each of the three program review meetings
- Participating in a Communication policy work group and a Master's policy group, which requires several hours of additional preparation with policy issues ranging across topics, such as specific provisions of the accreditation standards as well as the general conduct of the accreditation review process
- Providing additional service and duties on the Commission, such as completing preliminary reviews of self-studies from applicant programs, chairing or co-chairing a program review panel during a program review meeting, serving as a chair or co-chair of a work group or policy group, conducting workshops for site visitors or training directors participating in CoA governance via membership on the CoA executive committee, and occasionally participating in special site visits

University of North Dakota Program Director, Masters in Counseling (On-Campus)
Gardendale, AL; Grand Forks, ND August 2021-present
This position leads the APA-accredited On-campus Counseling Master's Program at the University of North Dakota. This position has the responsibility for the coordination of the counseling program and all emphasis track areas including Community Mental Health, Rehabilitation, Addictions, and Child and Adolescents, responding to inquiries regarding the overall academic unit, providing input and making recommendation regarding the development of the program, and providing year-round leadership to the operation of the program. The responsibilities of this position are consistent with the required responsibilities of a program director as outlined by APA and MPCAC standards. The program director supports the faculty hiring process, addresses student and faculty concerns, and facilitates program improvement. This position is responsible for working directly with the program faculty to ensure the curriculum maintains a high standard in the field of counseling and counseling psychology, and the assessment plan ensures a continuous improvement process.

- Completing and submitting a successful APA Accreditation self-study (our on-campus master's counseling program applied and was selected for the APA Healthy Psychology Master's Program Accreditation pilot process)
- Organizing and facilitating a successful APA Accreditation site visit
- Achieving a full accreditation status as one of the first master's programs accredited by the APA
- Attending the annual program student orientation
- Maintaining and communicating through the program's student email listserv
- Communicating regularly and promptly with colleagues and students
- Collecting information for and completing the university's annual program assessment via the TaskStream and Watermark platforms
- Providing group advising to current master's students

- Assigning faculty and student advisor and advisee relationships
- Requesting and selecting faculty for course instruction
- Reviewing prospective student applications and associated materials
- Coordinating and planning annual program student interviews
- Participating in the process of conducting annual program student interviews and selecting prospective students
- Developing and updating a program spreadsheet containing information necessary for current/future accreditation, and current/future faculty and directors to be current on students and their programmatic progress
- Creating and updating a new student file filing system
- Participating in monthly and bi-weekly college and department meetings
- Updating and distributing program recruitment flyers and materials
- Discussing the future and possible directions of the program with faculty and administration
- Meeting with administration, supervisors, fellow program directors, colleagues, and colleague mentors to discuss the program and professional deportment
- Coordinating and compiling student information for annual student comprehensive exams
- Leading annual student progress meetings with faculty and faculty advisors, and updating progress surveys
- Working closely with the mirrored online counseling master's program director in researching and implementing curriculum updates to further increase the program's standards and enhance students' pursuit of post-graduate licensure
- Navigating the CourseLeaf software to propose a new counseling course for the online master's program
- Creating an outline for a new counseling course for the online master's program

University of North Dakota Placement and Licensure Coordinator
Gardendale, AL; Grand Forks, ND August 2021-August 2022
This staff coordinator position has three primary functions: 1) identifying, managing, and maintaining clinical placement sites, locally and in other states, territories, and Canadian provinces; 2) supporting students in placement preparation and expectations; and 3) identifying and maintaining licensure disclosure statements. This position was brand new to the program and is still in development to support the growth of the new Online Counseling Master's Program at the University of North Dakota. This position is labor-intensive, detailed, and professions-specific knowledge and work. This position supports the online and on-campus master's and doctoral programs.

- Consulted with faculty to determine faculty preferences for student placements based on needs in the community and student goals, requirements, and needs
- Dispersed practicum and internship application information to students and faculty
- Managed required practicum, internship, and licensure paperwork, agreements, and tracking information
- Managed student placement changes throughout the year
- Managed relationships skillfully to maintain ongoing relationships with sites and supervisors
- Engaged in an ongoing vetting process of sites and supervisors, both online and

in-person
- Worked with faculty as needed for preliminary training and orientation to the role, and over time to address programmatic needs
- Identified, managed, and maintained clinical placement sites, locally and in other states, territories, and Canadian provinces
- Met with students as needed, formally and informally, to provide information, education, and guidance before and during placements
- Reviewed student curriculum vitae, resumes, and cover letters
- Conducted mock interviews with students
- Coordinated annual Supervisor's Day for the on-campus master's program
- Assisted in developing and maintaining a Blackboard Practicum and Internship Orientation page for students
- Created materials, both hardcopy and virtual, for the Blackboard Orientation page, including potential site supervisor invitation letters and practicum and internship-related informational VoiceThread/PowerPoint presentations, to enhance student experiences and abilities to successfully navigate the application process
- Attended and assisted with admissions-related meetings and interviews for prospective students to provide information and informed consent concerning their potential in the program and for licensure through our program and related training
- Participated actively in an FBI background check review committee
- Reviewed and updated state, territory, and provincial licensure requirements on an annual basis
- Analyzed and updated licensure disclosures lists annually or as needed
- Helped students understand what type of sites they will need to apply to per licensing requirements in their state/province and their specialty track, and vetted their site choices

Tallahassee – Day at the Capitol
Tallahassee, FL February 2017
- Traveled to Tallahassee, FL, with master's and doctoral-level students from the University of Florida Counseling and Counselor Education program
- Set up meetings with state legislators to discuss and advocate for mental health-related house bills
- Attended legislative sessions

University of North Dakota Dance Team Assistant Coach
Grand Forks, ND August 2015-April 2016
- Oversaw practices of the UND Dance Team
- Supervised games and events with the UND Dance Team, both home and away
- Choreographed half-time routines
- Planned, organized, and oversaw camps hosted by the UND Dance Team

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CLINICAL EXPERIENCE

Graduate Practicum Experience
10 hours a week/16 weeks January 2019-May 2019
University of Florida, Multicultural and Diversity Affairs Department, Gainesville, FL

- Developed curriculum for a cohort-style organization and an eventual course for diversity education
- Developed inclusion and exclusion criteria for potential student cohort members
- Created advertising and marketing to attract students for the cohort-style organization
- Developed member applications
- Recruited members and facilitated the selection process
- Developed a learning evaluation to assess member growth
- Conducted 90-minute meetings once a month with students and the MCDA Director
- Received bi-weekly, half-hour supervision from the Director of MCDA

Graduate Practicum Experience
8-10 hours a week/16 weeks August 2018-December 2018
University of Florida, Multicultural and Diversity Affairs Department, Gainesville, FL

- Developed focus groups for students and faculty to receive feedback on the language and structure of current MCDA workshops to further develop and enhance the curriculum based on a culture of respect
- Became an active member of the MCDA community
- Developed a working knowledge of serving in a professional role within the Department of Multicultural and Diversity Affairs
- Participated in dialogue and processes regarding Inclusive Excellence initiatives
- Honed competencies and experiences in preparation to serve underserved students in higher education while promoting diversity education
- Received supervision from the Assistant Director

Community Counseling Internship August 2015-May 2016
20 hours a week/32 weeks
NDSU Counseling Center, Fargo, ND, and the University of North Dakota
Individual Counseling with adults and children, and potential Group Counseling work

- Observed real-time sessions (individual, group) with current counselors/counselors in training and clients
- Refined basic counseling skills
- Conducted intakes and individual client sessions in person and via Telehealth communication
- Refined case conceptualization skills
- Utilized person-centered, existential, feminist, interpersonal, and CBT therapy techniques during client sessions
- Received individual and group supervision from licensed counselors, current Doctoral level Counseling Psychology Students, and classmates
- Attended real-time seminars and live or prerecorded webinars on various topics concerning counseling and counseling-related issues

Counseling Practicum January 2015-August 2015
11 hours a week/16 weeks
Northern Lights Behavioral Health Center, Grand Forks, ND
Individual Counseling with adults and children

- Developed basic counseling skills
- Learned how to give intakes and conduct individual client sessions
- Refined case conceptualization skills
- Role played with classmates
- Participated in individual and group supervision
- Observed real-time sessions (individual, distance, and play therapy) with current counselors/counselors in training and clients

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SUPERVISION EXPERIENCE

Triadic Supervision
University of Florida, Counseling and Counselor Education Department
Gainesville, FL August 2017-December 2017

- Provided a semester-long, weekly supervision to 2 master's-level counseling students: both completing internships on the school counseling track
- Completed four formal evaluations throughout a semester's worth of supervision of counseling skills and theoretical approaches
- Responsible for assessing and addressing legal and ethical issues, treatment plans, and meeting client, student, and site goals
- Received weekly supervision of supervision with an assigned faculty member

Individual Supervision
University of Florida, Counseling and Counselor Education Department
Gainesville, FL January 2017-December 2017

- Provided a semester-long, weekly supervision to 2 master's-level counseling students: one completing an internship on the mental health counseling track and one completing a practicum on the school counseling track
- Completed two formal evaluations throughout a semester's worth of supervision of counseling skills and theoretical approaches
- Responsible for assessing and addressing legal and ethical issues, treatment plans, and meeting client, student, and site goals
- Received weekly supervision of supervision with an assigned faculty member

Group Supervision: Co-facilitation with a faculty member
University of Florida, Counseling and Counselor Education Department
Gainesville, FL August 2017-December 2017

- Provided weekly group supervision to approximately. 12 master's-level counseling students in a large group with a faculty member
- Provided weekly small group supervision to approximately. 6 master's-level counseling students
- The master's students were on school, mental health, and family counseling tracks, either on internship or completing their practicum at various sites throughout the community, while attending classes in their program on campus

- Received weekly supervision of supervision from the co-facilitating faculty member

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RESEARCH EXPERIENCE

Individual Dissertation Research – Faculty Advised
University of Florida, Counseling and Counselor Education Department
Gainesville, FL April 2019-Dec 2020
Conducted qualitative dissertation research in the areas of animal-assisted interventions, prison-based animal programs, correctional facilities, and correctional officers; literature review, topic development, methods of data collection and analysis development, and writing completed by myself with faculty advising and editing

- Reviewed literature on prison-based animal programs in correctional facilities, mental health issues surrounding individuals incarcerated and employed in correctional facilities, and how prison-based animal programs can help alleviate these issues for these individuals
- Identified gaps in the literature regarding correctional officer mental health and prison-based animal programs
- Successfully submitted the research topic and protocol to the University of Florida and the state Department of Corrections Institutional Review Boards
- Recruited research participants via email with the warden and assistant warden's assistance
- Conducted semi-structured interviews with research participants via Zoom
- Requested participants to complete a brief reflection journal post-interview
- Developed a demographic questionnaire for participants
- Transcribed and analyzed data for themes
- Completing member checking and peer review of the analyzed data
- Wrote a full manuscript-style qualitative dissertation
- Received feedback and collaborating with a faculty advisor and committee
- Successfully defended the dissertation
- Submitting for publication to a professional counseling journal

Individual Research – Faculty Advised
University of Florida, Counseling and Counselor Education Department
Gainesville, FL August 2016-March 2019
Developed a conceptual manuscript in the areas of animal-assisted therapy and the coming out process for LGBTQ+ youth; literature review, topic development, and writing completed by me with faculty advising and editing

- Reviewed literature on animal-assisted therapy and use with youth, mental health issues surrounding LGBTQ+ youth, and the coming out process for these youth
- Wrote a full manuscript for publishing purposes
- Collaborated and received feedback from a faculty advisor
- Submitted for publication to a professional counseling journal

Ecotherapy Scholarly Project Team
University of North Dakota, Counseling Psychology Department
Grand Forks, ND August 2014-May 2016

Designed a research project in Ecotherapy; the project was led by me with two other students, and one professor oversaw the project

- Reviewed literature on ecotherapy
- Worked in a team format
- Collaborated with a research supervisor
- Constructed a survey on Qualtrics
- Collected data and analyzed data
- Wrote a collective manuscript
- Transposed the manuscript into a presentation
- Recorded the presentation for potential future use

Student-Led Research Team
University of North Dakota, Counseling Psychology Department
Grand Forks, ND March 2015-May 2016
Conducted research on interventions for LGB youth of military families

- Worked in a team format
- Assembled an abstract and poster proposal for a poster session at the 2016 APA convention; achieved second author status on the poster
- Reviewed literature on interventions for youth of military families
- Wrote and edited a manuscript
- Developed ideas for using interventions with LGBT youth in military families
- Submitted and accepted for publication

Graduate Research Assistant
University of North Dakota, Counseling Psychology Department
Grand Forks, ND May 2015-July 2015
Conducted research on emotion regulation, autonomy support, friendship, and relationship maintenance

- Assisted in reading articles and collecting information on the research topics
- Searched for research articles and collected information on scales for the research topics
- Wrote notes and compared articles addressing emotion regulation and its prevalence in males

Student Research Assistant
University of North Dakota, Psychology Department
Grand Forks, ND August 2012-December 2013
Conducted research on the effect of technology (specifically cellphone and iPod) use on sleep and its potential addictive properties

- Assisted in the participant (over 200) data collection using surveys and various tests, including the WAIS, Wechsler, and Sleep Deprivation Scale
- Scored and recorded the surveys and tests onto an Excel sheet to use for data analysis
- Collaborated on the revision of the article

PUBLICATIONS

Pagano, T., D'Ottavio, A., **Frankl, S.,** & Tabberson, N. (2016). Adversities of Parental Deployment: Meeting the Needs of LGBTQ+ Youth. *The Journal of Military and Government Counseling*, *4,* 22-37.

Ferraro, F. R., Holfeld, B., **Frankl, S**., Frye, N., & Halvorson, N. (2015). Texting/ipod Q dependence, executive function and sleep quality in college students. *Computers in Human Behavior, 49,* 44-49. doi: 10.1016/j.chb.2015.02.043

PROFESSIONAL PRESENTATIONS

Desjarlais, C., & **Bailey, S.** (2024, January). *Guiding Light: Cultivating Comprehensive Student Resources and Supports for Graduate Systems Navigation.* 50-minute round table presented at the National Multicultural Conference & Summit in Santa Fe, New Mexico.

Desjarlais, C. D., & **Bailey, S. L.** (Presenter Only), Teaching Transformation and Development Academy (TTADA) - Microaggression Series, "Microaggression Population Series Part 5: Understanding and Addressing Socioeconomic Status Microaggressions.," TTADA - UND, Virtually for TTADA at UND. (January 14, 2024).

Frankl, S. (2019, January). *Youth's best friend: Using animal-assisted interventions to help with the coming out process.* Presentation presented at the University of Central Florida Counseling Conference in Orlando, Florida.

CONFERENCES/CONVENTIONS ATTENDED

National Multicultural Conference & Summit January 2026
Seattle, WA, USA

National Multicultural Conference & Summit January 2024
Santa Fe, NM, USA

UCF Counseling Conference
Orlando, Florida, USA January 2019

APA Convention
Toronto, Ontario, Canada August 2015

AWARDS AND HONORS

Social Justice Committee Member, Chi Sigma Iota, Fall 2018: UF
President Elect, Chi Sigma Iota, Fall 2017 and half Spring 2018: University of Florida
Social Justice Committee Co-Chair, Chi Sigma Iota, Summer 2017: University of Florida
Veteran of the Year 2017: Universal Cheerleader's Association, Varsity Spirit

President of Magna Iota, Spring and Fall 2015: University of North Dakota
Cum Laude: University of North Dakota
Graduate Waiver-good academic standing, Fall 2015 and Spring 2016: UND
Lillian Elsinga Outstanding Student Leader Award 2015: University of North Dakota
Coaches' Choice Award 2013: Universal Cheerleader's Association, Varsity Spirit
Dean's List 2012: University of North Dakota
Community of Learners Scholarship, all semesters: University of North Dakota
North Dakota Grant, all semesters: University of North Dakota
Female Rookie of the Year 2010: Universal Cheerleader's Association, Varsity Spirit