

Cyrus R. Williams III PhD. NCC

EDUCATION

Doctor of Philosophy, (PhD) in Counselor Education

University of Florida, Gainesville, FL

Counselor Education

Specialization: Mental Health Counseling

Dissertation Title: Hope and First Generation College Students:

An Examination of Academic Success and Persistence.

Committee Chair: Dr. Peter Sherrard, Ph.D.

Specialist in Education, (EdS.) in Higher Education

University of Florida, Gainesville, FL

Specialization: Higher Education Leadership

Master of Science, (M.S.) in Counseling

University of Hartford, West Hartford, CT

Bachelor of Science, (B.S.) in Business Administration

Eastern Connecticut State University, Willimantic, CT

CERTIFICATIONS/PROVISIONAL LICENSE

National Certified Counselor (2010)

National Board of Certified Counselors Inc. Certificate Number 262201

Provisional Licensed Professional Counselor (2007)

Florida, United States. Provisional License Number IMH 6759

ACADEMIC POSITIONS

Assistant Professor, School of Psychology and Counseling Regent University

January 2010-Present

- Maintain a fulltime teaching load in the Masters in Counseling and the Counselor Education and Supervision PhD Program
- Serve as a committee member for doctoral dissertations
- Supervise practica and internship students
- Serve on university wide committees
- Advise students
- Teach online and Face to Face Courses

SUMMARY OF COURSES TAUGHT

Course	Title	University	Role	Semester (s)
Coun 536	<i>Career & Lifestyle Development</i>	Regent University Masters in Counseling	Professor of Record	Spring 2010, Spring 2011 Spring 2012
Coun 535	<i>Addictive Behaviors</i>	Regent University Masters in Counseling	Professor of Record	Summer 2010 Summer 2011
Coun 521	<i>Counseling Skills & Techniques</i>	Regent University Masters in Counseling	Professor of Record	Fall 2010 Fall 2011
Coun 575	<i>Special Topics: Social Justice: Counselor as Advocate (Created this course)</i>	Regent University Masters in Counseling	Professor of Record	Fall 2010 Fall 2011
Coun 595	<i>Internship</i>	Regent University Masters in Counseling	Professor of Record	Fall 2011
Coun 523	<i>Practicum</i>	Regent University Masters in Counseling	Professor of Record	Fall 2010, Spring 2011 Spring 2012
Coun 626	<i>Advanced Theories (Online Course)</i>	Regent University PhD program	Professor of Record	Fall 2011
MHS 6428	<i>Multicultural Counseling</i>	University of Florida Masters in Counseling	Teaching Assistant	Summer 2008
MHS 6401	<i>Counseling Theories</i>	University of Florida Masters in Counseling	Teaching Assistant	Spring 2008
SDS 3481	<i>Alcohol and Drugs in Society</i>	University of Florida Masters in Counseling	Teaching Assistant	Fall 2008, Summer 2008, Spring 2008, Fall 2007
SLS 1102	<i>University 101, First Year Florida</i>	University of Florida Undergraduate	Professor of Record	Fall 2002, Fall 2003, Summer 2004
HSE 101	<i>Introduction to Human Services</i>	Manchester Community College Human Services Department	Professor of Record	Spring 1996, Fall 1996, Spring and Fall 1997
DAR 111	<i>Drug and Alcohol in Perspective</i>	Manchester Community College Human Services Department	Professor of Record	Fall 1998, Spring 1999

PUBLICATIONS

- Garrett, M. T., Portman, T. A. A., **Williams, C. R.**, Grayshield, L., Torres Rivera, E., & Parrish, M. (2012). Native American adult lifespan perspectives: Where power moves. In E. Chang, & C. Downey (Eds.), *Mental health across racial groups: Lifespan perspectives* (pp. 107-126). New York: Springer.
- Williams C.**, Garrett, M. (2012). Frank Parsons Project. In *Workbook for Developing Multicultural Counseling Competency*. Editors Mary Fawcett and Kathy Evans, Sage Publications, Inc.
- Garrett, M., **Williams C.** (2012). Social Justice Counseling/Advocacy Work by the Macro-Level Multicultural Counselor In *Workbook for Developing Multicultural Counseling Competency*. Editors Mary Fawcett and Kathy Evans, Sage Publications, Inc.
- Garrett, M., **Williams C.** (2012). Sizeism is a Real Word II. In *Workbook for Developing Multicultural Counseling Competency*. Editors Mary Fawcett and Kathy Evans, Sage Publications, Inc.
- Tate, K., **Williams, C.**, & Harden, D. (2012). Finding Purpose in Pain: Using Logotherapy as a Method for Addressing Survivor Guilt in First Generation College Students. *Journal of College Counselors*
- Garrett, M. T., Brubaker, M., Torres Rivera, E., Gregory, D., **Williams, C.**, & Fitch, T. (in press). Ayeli: Native American group intervention for centering college students. In T. Fitch, & J. Marshall (Eds.), *Group and outreach activity guide for college counselors: Group plans and resources*. Alexandria, VA: American Counseling Association.
- Williams, C.**, & Butler, S.K. (2010). *A new retention variable: Hope and First Generation College Students*, In G. R. Waltz, J.C. Bleuer, and R. Yep (Eds.), *VISTAS: Ideas and Research you can use*. (pp. 73-76). Alexandria, VA: American Counseling Association.
- Williams, C. R.** (2004). A balancing act: respecting student's cultural differences and student conduct. In L. Flowers (Ed.), *Diversity Issues in American Colleges and Universities: Case Studies for Higher Education and Student Affairs Professionals*. Springfield: IL. Charles C. Thomas Publishers.

PUBLICATIONS IN PROCESS

- Butler, S., Evans, M., Brooks, M., **Williams, C.**, Bailey, D. (Submitted). Experiences of African American Males in American Society and Implications. *Journal of Counseling Development*.
- Williams, C.R.**, & Tate, K. (in progress). A Multicultural Approach to College Retention: African American Males, Motivation Theory and Career Counselors. *Career Development Quarterly*. Anticipated submission date March 1, 2012.

Williams, C.R., & Garrett, M. T, Brown, E. (in progress). The college expectations of first year, first generation, African American college students. *Journal of College Student Retention*. Anticipated submission date March 30, 2012.

Williams, C.R., & Meyer, D. (in progress). Hope Theory and Academic Performance for First Generation college students. *Journal of College Counselors*. Anticipated submission date June 1, 2012.

Williams, C.R., & Tate, K. (in progress). Chaos theory and Career Development. *Career Development Quarterly*. Anticipated submission date June 1, 2012.

Garrett, M.T., **Williams, C.** (in progress). Multicultural Supervision. Anticipated Submission date August 2012.

NEWSPAPER ARTICLES

Williams, C. (2011, March 21). A pink slip away from homelessness in the beach, [Guest Writer]. *The Virginian-Pilot*, p.12

Williams, C. (2010, September 18). First Generation College Students Face Unique Challenges on Campus and Off, *The Hartford Courant* p. A 22

INVITED SPEAKING ENGAGEMENTS

Keynote Speaker. (November, 2011). Challenging Times Require Inspiring Solution Connecticut Association of Educational Opportunity Programs. Stamford, CT

Speaker, Men's Fellowship Breakfast. Emmanuel Episcopal Church. Homelessness in Virginia Beach (March 2011). Virginia Beach, VA

Speaker, Men's Fellowship Breakfast. Old Donation Episcopal Church, Homeless in Virginia Beach (December, 2011). Virginia Beach.

PROFESSIONAL PRESENTATIONS

National Presentations

Williams, C., Tate, K. (2012, March). Career Counselors: The missing link in the retention efforts of African American men in college. American Counseling Association, Annual Conference. San Francisco, CA

Williams, C. (2011, October). From Social Justice Students to Social Activists: The forgotten Citizens of Virginia Beach, for the 2011 ACES conference in Nashville, TN

Williams, C. (2011, October). *Becoming a counselor educator in the new decade: Excelling in*

The student to scholar transition, for the 2011 ACES conference in Nashville, TN

Tate, K. A., & **Williams, C.** (2011, July). *Finding purpose in career: Using Logotherapy in career counseling*. Roundtable session to be presented at the National Career Development Association Conference, San Antonio, TX

Malone, A., Nardin, J., & **Williams, C.** (2011, March). *We Need You: Helping Civilian Counselors Connect with the Unique Culture of Military Families*. ACA Annual Conference & Exposition Education Session Presenter Guide, New Orleans, LA

Williams, C., Lachut, L., & Ouimet, D. (2009, February). *FYE + SSS = SUCCESS*. The First-Year Experience. Annual Conference. Orlando, FL

Robinson, S., Indelicato, N., & **Williams, C.** (2007, March). *Enhancing the psychological well-being and academic success of first generation college students*. Our Power and Responsibility to Shape Education. ACPA/NASPA Joint Meeting, Orlando, FL

Williams, C. (2003, October). “*Student Judicial Affairs: Cultivating a Culture of Ethics and Civility on Campus*”. Southern Association for College Student Affairs Conference, Myrtle Beach, SC

Regional and State Presentations

Williams, C. (2011 November). Career Counselors: The missing link in the retention efforts of African American men in college Virginia Counseling Association Annual Conference, Portsmouth, VA

Williams, C. & Jones, M. (2011, November). For better or for worse: Overcoming the grip of a partner’s sexual addiction. Virginia Counseling Association Annual Conference, Portsmouth, VA

Williams, C. (2010, October). *Empowering students through small group teaching techniques: Spirituality and Career Counseling*. Southern Association for Counselor Education Annual Conference, Williamsburg, VA

Williams, C., & Meyer, D. (2010, November). *The Resilience Factor! First Generation College Students*. Virginia Counseling Association Annual Conference, Williamsburg, VA

Williams, C. (2010, November). *Empowering students through small group teaching techniques: Spirituality and Career Counseling*. Virginia Counseling Association, Williamsburg, VA

Williams, C. (2006, November). *First Generation College Students: Identifying and resolving their unique intrapersonal conflicts*. Successful Counselors = Successful Lives. Florida Counseling Association, Orlando, FL

Williams, C. (2006, September). *First Generation College Students: Resolving their unique*

Intrapersonal experiences "SACES 2006: A Magical Experience". Southern Association for Counselor Education and Supervisors, Orlando, FL

Conwill, W., & **Williams, C.** (2006, September) *Intersections of Gender, Race, Class and Nation: Towards Pedagogy for Counselors' Self-Awareness*. "SACES 2006: A Magical Experience". Southern Association for Counselor Education and Supervisors, Orlando, FL

Williams, C. (2005, February). "*Student Judicial Affairs: Cultivating a Culture of Ethics and Civility on Campus*". Association of Student Judicial Affairs International Conference, Clearwater Beach, FL

Williams, C. (2002, October). "*The Devil is in the Details*" *Hearing Sexual Assault Judicial Cases*. Southern Association for College Student Affairs Conference, Biloxi, MS

CONTINUING EDUCATION TRAINING SEMINARS

Williams, C., & Butler, S.K. (2012, November). Research Meets Practice: Multicultural issues in counseling, groups, community, classroom and supervision.

Williams, C., & Carter, A. (2011, October). *Research Meets Practice in Student Retention: Strategies and Intervention to Aid College Students To and Through College*. Regent University, Virginia Beach, VA

Williams, C., & Lachut, L. (2011, April). *Research Meets Practice in Student Retention: Strategies and Interventions for Aiding First Generation and Low Income College Students*. Continuing and Professional Education. Regent University, Virginia Beach, VA

GRANTS

Williams, C. (2011). Principle Investigator and Project Director, "Strengthening Families". Virginia Foundation for Healthy Youth amount \$107,000. (**Submitted October 2011 Not Funded**).

Williams, C. (2010). Principle Investigator, "A Transformational Experience: Homeless not Helpless, Social Justice and Homelessness. Regent University faculty research grant, amount \$1,600 (**Funded for \$800**).

Williams, C. (2010). Principle Investigator, "A Transformational Experience: Homeless not Helpless, Social Justice and Homelessness. Southern Association for Supervision in Counseling. SACES research grant, amount \$500 (not funded).

Williams, C. (2008). Principle Investigator, "Uncovering the Strengths of First Generation College Student". American College Counseling Association (ACCA), Amount: \$5,000 (not funded).

CLINICAL COUNSELING EXPERIENCE**Counselor, 2011-current**

Regent University Psychological Services Center, Virginia Beach, VA

- Provide counseling services to individuals. Focus on addictions, career counseling, and personal adjustment issues.

Lead Forensic Specialist, 2009-2010

Meridian Behavioral Healthcare Inc., Gainesville, FL

- Supervised three Forensic Specialists
- Provided Intensive Case Management
- Counseled clients individually and in group sessions, to assist in overcoming dependencies, adjusting to life and making changes
- Completed and maintain accurate records and reports regarding the clients' histories and progress, services provided, and other required information
- Intervened as advocate for clients to resolve emergency problems and crises
- Conducted intake evaluations

Addictions Counselor, 2005-2008

Corner Drug Store, Gainesville, FL

- Counseled clients individually and in group sessions, to assist in overcoming dependencies, adjusting to life and making changes
- Completed and maintain accurate records and reports regarding the clients' histories and progress, services provided, and other required information
- Intervened as advocate for clients to resolve emergency problems and crises
- Conducted intake evaluations
- Served as case manager for clients
- Participated in clinical staffing conferences
- Acted as liaison between court services
- Supervised university graduate interns
- Developed treatment plan, assessed and evaluated clients
- Maintained progress charts and participated in case conferences

Counseling Specialist (Intern) May 2007-January 2008

Santa Fe Community College Counseling Center, Gainesville, FL

- Counseled students regarding educational issues such as course and major selection, class scheduling, adjustment to college issues, study habits, and career planning
- Counseled individuals to help them understand and overcome personal, social, or behavioral problems affecting their educational or vocational situations
- Provided crisis intervention to students when difficult situations occur at school

Instructor/Co-Facilitator Abusive Men's Group, 1994 -1997

The Non-Violence Alliance, Middletown, CT

- Counseled men on domestic violence issues individually, and in a group setting
- Developed lesson plans and implemented class curriculum

- Engaged and facilitated clients in group discussion
- Served as liaison for the court and the clients

Substance Abuse Counselor (Intern) 1994

Hartford Dispensary, Methadone Maintenance Program, New London, CT

- Provided individual counseling to heroin addicted clients
- Processed intake applications and administration of clinical assessments
- Facilitated client's search for employment and community assistance
- Developed treatment plan, assessed and evaluated clients
- Maintained progress charts and participated in case conferences

HIGHER EDUCATION ADMINISTRATION EXPERIENCE**Assistant Dean and Director for Student Judicial Affairs, 2001-2005**

Dean of Students Office, University of Florida, Gainesville, FL

- Administered the University student discipline system
- Directly supervised one professional level assistant director for student judicial affairs, one senior secretary, one graduate assistant, several graduate interns and student workers
- Conducted administrative hearings for major violations of University regulations
- Trained, supervised, and facilitated staff and students who participate on Student Conduct Committee, Honor Court, Greek Judicial Board and Health Center Conduct Committee
- Served as a resource to students, faculty and staff regarding disciplinary issues and academic honesty
- Served as emergency/critical incident staff member
- Presented on and off campus to faculty, staff, and students on topics concerning student conduct, academic honesty, ethics, and integrity
- Developed and implemented an alternative community program that celebrates and provides alternatives for students celebrating their 21st birthday
- Worked collaboratively with the University Police Department, General Counsel Office, Vice President of Student Affairs Office, University Housing, Gainesville Police Department, Alachua Sheriff Office and the Alachua County District Attorney Office to implement university student conduct polices

Residence Hall Director, 2000-2001

Department of Housing, University of Florida, Gainesville, FL

- Managed the daily operations of an apartment style residential area with a total of 415 residents
- Supervised, evaluated, and trained a staff of two office clerks, one assistant resident director, and nine resident assistants
- Developed and maintained communications with the Housing/Residence Life, Custodial, Maintenance, and Physical Plant to ensure a safe and healthy living environment for students
- Served as a judicial officer for area conduct cases
- Supported, communicated, and enforced polices of the Department of Housing
- Responded to on-campus crisis and emergency situations while on on-call

- Counseled, advised, and referred students concerning personal and academic issues
- Advised Area Government; chaired the Multicultural Awards Program, served as a member of University Housing Petitions Committee and People with Disabilities Committee
- Taught Residence Assistance course

Associate Director, 1999-2000

Ronald E. McNair Scholars Program, University of Florida, Gainesville, FL

- Supervised the daily duties of one full time program assistant
- Planned and coordinated the day-to-day operations of the program
- Assisted the program director in preparing proposals and budgets
- Revised and upgraded all program information for publicity and recruiting
- Coordinated implementation and maintenance of database systems for administration requirements
- Participated as a member of Florida Association of Equal Opportunity Programs Personnel (FAEOPP)

Counselor, 1995-1999

Student Support Services, University of Connecticut, Storrs, CT

- Counseled underrepresented, first generation students surrounding academic and personal issues, conducted Study Skills workshops
- Developed, created, and implemented various academic intervention strategies and programs
- Supervised, hired, and trained approximately 17 tutors
- Assisted in the writing of the federal grant and yearly performance report
- Participated as a member of National Association for Equal Opportunity Program Personnel (NAEOPP)
- Served as President of Connecticut Association for Equal Opportunity Programs Personnel, 1998 (CAEOPP)

Assessment Test Administrator, 1990 - 1995

College Learning Center, Manchester Community-Technical College, Manchester, CT

- Performed academic counseling for a diverse student population
- Administrated, corrected, scheduled, and generated reports for the New Jersey College Basic Skills Placement Test
- Managed the College Learning Center Computer Lab
- Assisted and tutored students on the Macintosh and IBM computers
- Supervised, trained, and evaluated professional lab assistants, assessment test administrator assistant, and student workers
- Conducted computer training workshops, presented study skills workshops

SPECIAL PROJECTS

- **Calling all Counselors: Social Justice/Lobbying Project.** (February, 2011). Joint effort with Chi Sigma Iota, Alpha Omega Lambda Chapter. Organized and lead a team of faculty and students to lobby Virginia Senators, and Congressmen in Washington D.C. regarding homelessness in Virginia Beach, VA.

PROFESSIONAL MEMBERSHIPS

Current Affiliation

- Southern Association for Counselor Education and Supervision (SACES)
- National Career Development Association (NCDA)
- Virginia Association for Counselor Education and Supervision (VACES)
- American Counseling Association (ACA)
- Association of Multicultural Counseling and Development (AMCD)
- Counselors for Social Justice (CSJ)
- American College Counselors Association (ACCA)
- Association for Counselor Education and Supervision (ACES)
- National Board of Certified Counselors

Past Affiliation

- Florida Counseling Association (FCA)
- National Association of Student Personnel Administrators (NASPA)
- American College Professionals Association (ACPA)
- Association for Student Judicial Affairs (ASJA)
- Southern Association for College Student Affairs (SACSA)

TRAININGS, HONORS AND AWARDS

- Awarded Alumni Fellowship, University of Florida, (Fall 2005)
- Minority Education Scholarship Recipient, University of Florida, (Fall 2005)
- ACA Foundation Scholarship (2005)
- University of Florida Student Affairs, Superior Accomplishment Award, (Fall 2005)
- Outstanding Service to Student Affairs Award (2004)
- NASPA Mid-Managers Institute Duke University (Summer 2003)
- Higher Education Center for Alcohol and Other Drug Prevention Training Institute, (2003)
- Donald Gehring Campus Judicial Affairs Training Institute (Summer 2002)

SERVICEService to the Profession

- **Co-Chair Awards Committee**, Association for Multicultural Counseling and Development 2011- 2012.
- **Ad Hoc Reviewer**, *Faith and Therapy*. An E-Zine, Regent University, January 2011 - Present
- **Member, Research Committee**, National Career Development Association. January 2010 - Present
- **Reviewer, Graduate Student Grants**. Virginia Association for Counselor Education and Supervision, January 2010 - Present

Service to the University

- **Speaker**, Practicum and Internship Supervisors Luncheon. Counseling Department Regent University April 24, 2012.
- **Emcee**, University Preview Banquet, Regent University March 2012, Regent University
- **Presenter**, Faculty Retreat Showcase of Global Innovations 2012: Harnessing the Power of Online Learning. Using Prezi.com for F2F and online Learning. August, 2011.
- **Guest Lecturer**, Doctoral Program in Clinical Psychology (Psy.D.) Class Career Development. October, 2011.
- **Guest Lecturer**, Theories, Career Development Theory
- **Speaker**, Technology Roundtable. Prezi.com December 2011
- **Member, Continuing Education Committee**, Regent University January 2011 - Present
- **Member, Clinical Training Committee**, Regent University, January 2011 - Present
- **Member, People Awareness Committee**, University of Florida 2005-2008
- **Member, Alcohol and Other Drugs Committee**, University of Florida 2005-2008
- **Member, University Admissions Committee**, University of Florida 2005-2008
- **Member, University Trauma Response Team**, University of Florida 2005-2008

Service to Community

- **Speaker**, Men's Fellowship Breakfast. Emmanuel Episcopal Church. Homelessness in Virginia Beach (March 2011). Virginia Beach, VA
- **Speaker**, Men's Fellowship Breakfast. Old Donation Episcopal Church, Homeless in Virginia Beach (December, 2011). Virginia Beach.
- **Member**, Ocean Front Homeless Coalition, Virginia Beach, VA
- **Volunteer, People in Need (PIN) Homeless Ministry**, Virginia Beach, VA January 2010 - Present

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- **Mentor and Presenter, Renaissance Academy Middle and High School.** Virginia Beach, VA. January 2011 - Present
 - **Sunday School Teacher, New Life Providence Church,** Virginia Beach, VA
January 2010 - Present
 - **Founder and Coordinator, Homeless food and clothing ministry**
Greater Bethel AME Church, Gainesville, FL
April 2008-December 2010
 - **Volunteer Counselor, The Reichert House: An After School Program for Young Men**
Gainesville, FL. January 2008- December 2009
 - **Classroom Volunteer, Lake Forest Elementary School**
Gainesville, FL. September 2005- May 2006
 - **Volunteer and Presenter, College Goal Sunday Santa Fe Community College**
Gainesville, FL. Spring 2005, Fall 2005, Spring 2006