



SIGRID Y. ELSTON, Ph.D., HSPP
Licensed Psychologist

(Indiana #20042932A)

(Georgia #002740)

Office Address:

Hope Haven Psychological Resource, LLC 125 N.

Shortridge Road

Indianapolis, Indiana 46219-4908

Office: 317-241-HOPE (4673)

Fax: 317-241-0201

Mobile: 317-835-9204

selston@hopehpr.org

<http://www.hopehavenpsych.org/>

EDUCATION

2002 - 2003

Psychology Postdoctoral Fellowship, APPIC-Approved
Emory School of Medicine/Grady Health System, Atlanta, GA
Director: Nadine J. Kaslow, Ph.D., ABPP

2001 – 2002

Predoctoral Internship, APA-Accredited
The Bradley Center of St. Francis, Columbus, GA
Director: Robert J. Bielefeld, Ph.D.

1998 – 2002

Doctor of Philosophy, Counseling Psychology, APA-Accredited
University of Georgia, Athens, GA
Major Professor: Rosemary E. Phelps, Ph.D.

1996 – 1998

Master of Education, Guidance & Counseling
University of Georgia, Athens, GA
Advisor: Rosemary E. Phelps, Ph.D.

1992 – 1996

Bachelor of Arts, Psychology (Major), Women's Studies (Minor)
University of Georgia, Athens, GA
Advisor: Joan B. Jackson, Ph.D.

PROFESSIONAL CLINICAL EXPERIENCE

**August 2018 --
Present**

Independent Practitioner, President
Diverse Counseling and Psychological Associates, LLC, Fishers, IN
The private practice targets adults and adolescents for therapy and psychological evaluations. Responsibilities include counseling individuals and families; participating in monthly consultation and peer supervision with a small group of psychologists with practices in the Indianapolis metro area; as well as attending Continuing Education Workshops

PROFESSIONAL CLINICAL SUPERVISOR EXPERIENCE

**May 2023 –
Present**

HSPP Level 1 Supervisor; Contractor Position;

Hope Haven Psychological Resource, LLC, Indianapolis, IN

The agency provides counseling services to children, adolescents, and adults from the community. Responsibilities include reviewing of clinical notes for therapy and consulting with the HSPP Review Team regarding treatment services.

**May 2022 --
Present**

HSPP Level 1 Supervisor; Contractor Position;

Stepping Stone Therapy Center, LLC, Indianapolis, IN

The agency provides counseling services to children, adolescents, and adults from the community. Responsibilities include providing individual supervision for initial intake assessments, 90-day review assessments of progress, and planning of treatment; consult with the Executive and Clinical Directors regarding treatment services; as well as reviewing clinical notes for therapy, intake assessments, and discharge summaries.

**September 2021 --
Present**

HSPP Level 1 Supervisor; Contractor Position;

Chapple House Therapies, LLC, Indianapolis, IN

Provide level I supervision per the current guidelines for Medicaid waiver behavior management services. Review FBA and BSP documentation and provide input as needed. Provide feedback and review cases for clients on the Autism spectrum, as needed for level II clinicians upon request

**February 2019 --
Present**

HSPP Level 1 Supervisor; Contractor Position;

Inside Out, LLC, Gary, IN

Provide level I supervision per the current guidelines for Medicaid waiver behavior management services provided to at-risk youth. Review intake, treatment planning, and reassessment documentation, and provide input as needed. Provide feedback and review cases for clients, as needed for level II clinicians upon request

**April 2017 --
Present**

HSPP Level 1 Supervisor; Contractor Position;

Stepping Stones Behavioral Services, Indianapolis, IN

Provide level I supervision per the current guidelines for Medicaid waiver behavior management services. Review FBA and BSP documentation and provide input as needed. Provide feedback and review cases for clients on the Autism spectrum, as needed for level II clinicians upon request

PROFESSIONAL CLINICAL SUPERVISOR EXPERIENCE (Continued)

**December 2018 --
April 2023**

**HSPP Level 1 Supervisor; Contractor Position;
Unified Solutions of Indiana, Indianapolis, IN**

The agency provides counseling services to children, adolescents, and adults from the community. Responsibilities include providing individual supervision for initial intake assessments, 90-day review assessments of progress, and planning of treatment; consult with the Executive and Clinical Directors regarding treatment services; as well as reviewing clinical notes for therapy, intake assessments, and discharge summaries.

**August 2012---
March 2019**

**Quality Review Specialist/ Assessment and Evaluation Director
OGCC Behavioral Health Services, Inc., Atlanta, GA**

The community-based agency provides counseling, skills training, case management, evaluation, and assessment services to children and adults. Responsibilities included quality services: reviewing and supervising all behavioral health assessments, reassessments, and treatment plans, as well as psychological evaluations; attending staff meetings; leading assessment/treatment plan team meetings; training assessors, therapists, and supervisees/trainees to conduct intakes/assessments and treatment plans, as well as completing documentations electronically; and evaluating employee performance.

**September 2007—
July 2012**

**Clinical Director
O.G.C.C. Behavioral Health Services, Inc., Atlanta, GA**

The agency provides counseling and assessment services to children and adults who reside in group homes and in the outer community, some of whom are dependent on Medicaid assistance. Responsibilities included overseeing clinicians' therapy and paraprofessionals' skills training and community-resource linkages for clients, as well as documentation; supervising clinical interventions (therapy and treatment planning); conducting behavioral health assessments, psychological evaluations, and staff meetings; developing treatment plans; hiring employees; and evaluating employee performance.

**October 2003 --
Present**

**Independent Practitioner, President
Diverse Counseling and Psychological Associates, LLC, Atlanta, GA**

The private practice targets adults and children for therapy and psychological evaluations. Responsibilities include counseling individuals, and families; participating in monthly consultation and peer supervision with a small group of psychologists with practices in the Atlanta metro area; as well as attending Continuing Education Workshops

PROFESSIONAL CLINICAL SUPERVISOR EXPERIENCE (Continued)

**October 2003 –
September 2004**

Supervisor, Clinical Project Coordinator

Emory University School of Medicine, Supporting African-American Families, Empowering Their Youth (SAFETY) Project, Atlanta, GA

The SAFETY Project is a Centers for Disease Control- (CDC-) funded research study that examines the effects of domestic violence on children in low-income, African American families. Responsibilities included supervising groupwork of postdoctoral fellows; interviewing prospective staff; making hiring decisions; training and supervising staff in the administration of screening and assessment protocols, on-call process, recruitment and procedures; serving as outreach project liaison to other departments, organizations, government agencies, product representatives; handling direct contact with families and clinical emergencies regarding emotional difficulty, special needs, learning disabilities, DeFacs, clinical assessments and referrals; assisting in the preparation of literature reviews, manuscripts for publication, and in the development and submission of grant proposals

CLINICAL TRAINING EXPERIENCE

**October 2002 –
September 2003**

Psychiatric Obstetric Services, Emory University School of Medicine/Grady Health System, Atlanta, GA

In the postdoctoral fellowship position, conducted intake and follow-up evaluations and outpatient therapy for psychiatric obstetric patients, their families, and partners in an urban, public hospital. Responsibilities also included crisis intervention, consultation with a multidisciplinary treatment team on treatment plans and interventions and case conferences. Patient issues included antepartum/postpartum depression and psychosis, personality disorders, familial relationship issues, prenatal/perinatal loss, substance abuse, and gynecologic oncology issues

Supervisors: Angela Arnold, M.D., Sarah Herbert, M.D.

**October 2002 –
September 2003**

Adult Inpatient Psychiatry Unit, Emory University School of Medicine/Grady Health System, Atlanta, GA

Postdoctoral fellow position providing group therapy and administering psychological evaluations, using objective and projective measures, for psychiatric inpatients in an urban, public hospital. Responsibilities also include crisis intervention, assisting psychiatric residents and medical students in the development of behavioral plans and psychodynamic formulations, and supervising mental health associates and assistants. Presented and participated in case conferences. Client issues include anxiety, depression, bipolar, schizophrenia, addiction, abuse, domestic violence, and personality disorders

Supervisors: Nadine J. Kaslow, Ph.D., Glenn Egan, Ph.D.
Corinne David, Ph.D.

CLINICAL TRAINING EXPERIENCE (Continued)

**September 2001 –
September 2002**

The Bradley Center of St. Francis, Columbus, GA

As a counseling psychology intern, provided services to a diverse population of children, adolescents, young to middle-aged adults, and geriatric patients. Services included inpatient and outpatient counseling, day treatment, and educational programs. Responsibilities included individual, couples, family and group therapy, psychological evaluations, and crisis interventions. Client issues included anxiety, depression, bipolar, schizophrenia, addiction, abuse, sexual orientation, and personality disorders

Supervisors: Robert J. Bielefeld, Ph.D., Kamal E. Campbell, Ph.D., Samuel P. McFarland, Ph.D.

group. Sample topics included fear, shame, guilt, depression, anxiety, and relationship and trust issues

Supervisor: Linda F. Campbell, Ph.D.

**August 1999 –
August 2000**

Athens Area Homeless Shelter Almost Home Transitional Program (AAHS), Athens, GA

Provided services as a practicum student in a homeless shelter that provided housing for women and children. Responsibilities included individual therapy to residents and case management and consultation with a multidisciplinary treatment team for treatment planning and intervention. Client issues included familial discord, interpersonal relationship difficulties, parenting difficulties, and substance abuse

Supervisor: Rosemary E. Phelps, Ph.D.

**July 1999 –
July 2000**

The Center for Counseling and Personal Evaluation, The University of Georgia, Athens, GA

As a practicum student, conducted psychological evaluations of children and adults from urban and rural communities. Evaluations assessed psychosocial, behavioral, cognitive, and academic functioning

Supervisors: Brian A. Glaser, Ph.D., Cindy Darden, Ph.D.

**May 1999 –
May 2000**

The Center for Counseling and Personal Evaluation, The University of Georgia, Athens, GA

Practicum placement at a university-based counseling center that provided services to the college and community populations. Responsibilities included individual and group therapy, consultation on multidisciplinary treatment, and administrative responsibilities. Client issues included depression, interpersonal relationship difficulties, sexual assault, self-esteem, body image, substance abuse and anger management

Supervisors: Linda F. Campbell, Ph.D., Georgia B. Calhoun, Ph.D., Brian A. Glaser, Ph.D.

CLINICAL TRAINING EXPERIENCE (Continued)

**April 1997 –
December 1997**

Project Safe, Athens, GA

Services provided as a counseling intern in a battered women's shelter. Responsibilities included individual therapy and case management to women who were victims of domestic violence in marital and/ or dating relationships

Supervisors: Lacy M. Camp, LPC, Georgia B. Calhoun, Ph.D.

**January 1997 –
December 1997**

**Samaritan Counseling Center, Community-based Agency
Athens, GA**

A practicum and internship placement at an interfaith community counseling center. Responsibilities included individual therapy and co-facilitation of the Homicide Victim Survivors' Support Group. Client issues included depression, interpersonal relationship difficulties, and separation and/or individuation situations

Supervisors: Lacy M. Camp, LPC, Georgia B. Calhoun, Ph.D.

TEACHING/SUPERVISION EXPERIENCE

January 24, 2003

**The Department of Psychology, Morris Brown College, Guest
Lecturer, Atlanta, GA**

Presented material along with the nurse case manager on the Psychiatric Obstetrics Service at Grady Hospital to a developmental psychology class. Discussed the effects of maternal depression and substance abuse on perinatal development as well as the role of psychiatric interventions in the medical care of pregnant women

Supervisor: Angela Arnold, M.D.

**August 2000 –
May 2001**

**The Department of Psychology and Sociology, North Georgia
College and State University, Dahlonega, GA**

Served as the training faculty liaison between the university internship training faculty and internship agency site supervisor of master's students in the Community Counseling Program. Conducted individual supervision and weekly consultation with site supervisors, master's students, and faculty supervisors on students' development of counseling skills

Supervisor: Rufus Larkin, Ph.D.

**January 2000 –
May 2000**

**The Center for Counseling and Personal Evaluation, The University
of Georgia, Athens, GA**

Under supervision at a practicum placement, provided clinical supervision to master's students in the Community Counseling Program fulfilling the clinical/counseling component of their practicum/internship requirements

Supervisors: John C. Dagley, Ph.D., Georgia B. Calhoun, Ph.D.

RESEARCH EXPERIENCE

**August 2000 –
September 2001**

Alienation and Stress: Psychological Well-Being of African American Graduate Students at Traditionally White Institutions, The University of Georgia, The Department of Counseling and Human Development Services, Athens, GA

This dissertation research examined the relationship between African American graduate students' psychological well-being at traditionally White institutions. The goal was to examine the relationship between race-related stressors, depression, racial identity, spirituality, and social support in order to assist with the development of strategies to improve services and programs provided by university personnel and university counseling centers to this population. Responsibilities included conducting focus groups; selecting, administering, coding, and scoring assessment instruments; analyzing data; writing and presenting findings. Major Professor: Rosemary E. Phelps, Ph.D.

**August 1999 –
May 2000**

The Professional Development of a Student-Psychologist Through the Use of Reflective Journaling: Entering into a Homeless Shelter Graduate Research Assistant, University of Georgia, Athens, GA

Research project examining the mental health needs of homeless women at the Athens Area Homeless Shelter. Responsibilities included data analysis, writing and presentation of findings, grant proposals, library searches, and weekly research team meetings
Advisor: Rosemary E. Phelps, Ph.D.

**January 1997 –
May 2001**

African American Graduate Students at Traditionally White Institutions, Graduate Research Assistant, University of Georgia, Athens, GA

Project focused on minorities' underutilization of counseling services. Research activities included library searches, grant proposals, co-authored poster sessions and symposium presentations, and weekly team meetings focusing on a content analysis of racial and ethnic minority research in counseling psychology
Advisor: Rosemary E. Phelps, Ph.D.

**April 1995 –
August 1995**

Volunteer Research Assistant, University of Georgia, Athens, GA

Study designed to ascertain a relationship between abuse experienced or observed between parents during childhood and the occurrence of abuse in adult dating relationship(s). Assisted in conducting research sessions, administering consent forms and questionnaires, coding data, and data management
Supervisor: Ileana Arias, Ph.D.

OUTREACH/CONSULTATION EXPERIENCE

**August 1998 –
May 2001**

**The University of Georgia, Department of Housing, Continuing the Legacy of African American Student Success Program (C.L.A.S.S.)
Athens, GA**

C.L.A.S.S. is a program housed in the Department of Housing that is designed to enhance the retention, academic success, and multicultural understanding among African American undergraduate students who reside in the university residence halls. Responsibilities included facilitating emotional and collegial support, assisting in the program development of academic and social activities, fostering team building, and serving as a liaison for the C.L.A.S.S. Advocates to the director, administrators, and supervisors in the Department of Housing
Supervisor: Rosemary E. Phelps, Ph.D.

OTHER EMPLOYMENT EXPERIENCE

**September 1996 –
June 1997**

**Graduate Assistantship
The University of Georgia, Graduate and Professional Scholars (GAPS), Athens, GA**

GAPS is a student organization which provides academic and social support for minority graduate and professional students, while working to increase their matriculation. Served as program coordinator; assisted in the program development of academic, research, social, networking, and other scholarly activities designed to enhance the recruitment and retention of traditionally underrepresented graduate and professional students; and a liaison to the Black Faculty and Staff Organization
Supervisors: Maurice Daniels, Ph.D., B. Lynne Reeder, Ph.D.

PROFESSIONAL AFFILIATIONS

Association of Black Psychologists (Member), October 2020 – Present
Indiana Psychological Association (Member), September 2012 – Present
National Alliance on Mental Illness (Member), February 2023 – Present
Georgia Psychological Association (Member), September 2003 – 2015
American Association for Higher Education (Student Member), March 2001 – 2002
Southeastern Psychological Association (Student Member), August 2000 – 2002
American Psychological Association (Member), May 1999 – 2020

COMMUNITY/SOCIAL AFFILIATIONS

Alpha Kappa Alpha Sorority, Incorporated
Jack and Jill of America, Incorporated

<u>ACTIVITIES/ HONORS</u>	Emory University School of Medicine psychology intern and postdoctoral trainee selection committee
2002-2003	
	Who's Who Among Students in American Universities and Colleges Award Recipient
2002	
	K. Patricia Cross Future Leaders Award Recipient
2001 - 2002	American Association for Higher Education (AAHE) honor in which an individual is chosen as an outstanding graduate student with leadership potential and a strong sense of civic responsibility to other leaders and scholars.
	American Association for Higher Education (AAHE) Black Caucus's Doctoral Student Grant Award Recipient
2001 - 2002	
2000 – 2001	Preparing Future Faculty (PFF) for Psychology Initiative Fellow Collaborative mentoring program comprised of a partnership of institutions working to foster the development of academic students pursuing academic careers in higher education. Recognized in the June 2001 issues of the APA Monitor and Black Issues in Higher Education.
2000 – 2001	Graduate School Assistantship for Finishing Doctoral Students Assistantship designed for writing, conducting, and defending a dissertation study within one academic year
1998 – 1999	
	Counseling Psychology Student Association, Treasurer
1996 – 2002	
	Graduate and Professional Scholars Organization
1995 – 1996	
	Abeneefoo Kuo Honor Society (African American Undergraduate Organization)
1995	
	National Merit Scholar
1995	
	United States Achievement Academy
1993-1996	
	Presidential Dean's List

PUBLICATIONS

Owen, A.E., Thompson, M.P., Mitchell, M., Kennebrew (Elston), S.Y., Paranjape, A., Reddick, T., Hargrove, G., & Kaslow, N.J. (2005). Perceived social support as a mediator of the link between intimate partner conflict and child adjustment. Journal of Family Violence, 23, 221-230.

PUBLICATION RECOGNITION

Davis, K. (2010). Young Black Professional Guide. 4 YBP Ways to De-Stress at Work.

(2009). Uptown Magazine. Special Edition: Professionals in Atlanta, Georgia.

(2004). Ebony Magazine. Keeping mind, body & together: centering down and finding the real you. (2002). Georgia Magazine's Campus Closeup. Trailblazer.

(2002). Ebony Magazine. How to Deal with the Holiday Blues.

(2001) APA's Monitor. Special Awards.

(2001). Black Issues in High Education. Highlights.

PROFESSIONAL PRESENTATIONS

Multiple virtual presentations (2020-2023) for the Indianapolis, Indiana and Atlanta, Georgia metropolitan areas regarding the interphase between Covid-19, mental health, homelessness, civil unrest, and race and culture.

Elston, S. Y. (2020). The Mental Trauma for Women and Men Following Abortion. Senior Capstone Project Indianapolis, Indiana.

Elston, S.Y. (2020). Be Kind to Your Mind: Mental Health Matters - Teen Lock-in. Circle City Chapter of Jack and Jill of America Incorporated. Indianapolis, Indiana.

Elston, S. Y. (2018). As the Light of Hope Restores Itself. Parker's Place Foundation Retreat. Indianapolis, Indiana.

Elston, S. Y. (2017). Diversity Issues in Elementary Education. Staff Meeting. Geist Elementary School, Fishers, Indiana.

Elston, D.E., & Elston (Kennebrew), S.Y. (2008). White Student Disengagement. Poster Presentation at the Biannual Multicultural Conference at Georgia State University, Atlanta, GA.

PROFESSIONAL PRESENTATIONS CONTINUED

- Kaslow, N.J., Kennebrew, S.Y., Roberts, D., Sparks, T., Thorn, S., House, D., & Guessous, O., Thompson, M.P., & Hargrove, G. (August, 2004). Supporting African American Families Empowering their Youth (SAFETY Project). Paper presented on a symposium entitled "Health service delivery for children and families living in poverty," Marc S. Atkins (Chairperson). American Psychological Association, Honolulu, Hawaii.
- Kennebrew, S.Y. (2001). African American graduate students' experiences traditionally white institutions. Presentation at the Black Caucus Division of the American Association for Higher Education's 2001 National Conference on Higher Education, Washington, DC.
- Kennebrew, S.Y. (2001). Which direction?: Choosing a career path in psychology. Symposium presentation at the Southeastern Psychological Association's 47th Annual Meeting, Atlanta, Georgia.
- DeCuir, J.T., Grimmatt, M.A., Howard, N.M., Hu, C.Y., Kennebrew, S. Y., Matthews, M.S., Roberts, A.C., & Rojas, J.I. (2001). Perspectives of PFF student scholars. Symposium presentation at the Southeastern Psychological Association's 47th Annual Meeting, Atlanta, Georgia.
- Kennebrew, S.Y. (2001). Learning by doing: Clinical service in a homeless shelter. Symposium presented at Houston 2001 4th National Counseling Psychology Conference.
- Tranakos-Howe, S., Kennebrew, S.Y., & Phelps, R.E. (2001). African American graduate students' experiences: A conversation. Concurrent Session presented at the 14th Annual Conference on Interdisciplinary Qualitative Studies, Athens, Georgia.
- Phelps, R.E., Prince, K.J., Kennebrew, S.Y., Campbell-Burden, B., & Dagley, J.C. (2000). Career development of African Americans: Spirituality, racial identity, and cognitive dimensions. Poster Session at the 2000 Annual American Psychological Association Convention, Washington, DC.
- Prince, K.J., Kennebrew, S.Y., Philpott, S.Y., & Grimmatt, M.A. (2000). Black racial identity development training for C.L.A.S.S. Advocates. Presented to the Department of Housing, Athens, Georgia.
- Phelps, R.E., Dagley, J.C., Perez, R.M., Howe, S.T., Kennebrew, S.Y., Campbell-Burden, B., Prince, K.J., & Bailey, D.K. (2000). Dimensions of graduate experience for African American students: Meeting challenges, planning the future. Concurrent Session presented at The University of Georgia, 7th Annual College of Education's Multicultural Conference.
- Phelps, R.E., Howe, S.T., & Kennebrew, S.Y. (2000). The relationship among coping, racial identity, and ethnic identity. Poster Session at the 2000 Annual Southeastern Psychological Association Conference, Division of the American Psychological Association, New Orleans, Louisiana.

PROFESSIONAL PRESENTATIONS CONTINUED

Phelps, R.E., Kennebrew, S.Y., Howe, S.T., King-Lyn, M., & Bell, A.L. April 16, 1999. Diversity training. Presented at the Dwight D. Eisenhower Army Medical Center, in Augusta, Georgia.

Kennebrew, S.Y. (1999). From whose context: Are the research questions appropriate? Concurrent Session presented at The University of Georgia, 6th Annual College of Education's Multicultural Conference.

Perez, R.M., Altschul, D.B., Kennebrew, S.Y., Warner, C.B., & Phelps, R.E. (1999). Racial identity Southeastern Psychological Association Conference, Division of the American Psychological Association, Savannah, Georgia.

Kennebrew, S.Y. (1999). To be or not to be: Choosing a psychology specialty. Symposium presentation at the 1999 Annual Southeastern Psychological Association Conference, Division of the American Psychological Association, Savannah, Georgia.

Perez, R.M., Altschul, D.B., Kennebrew, S.Y., Warner, C.B., & Phelps, R.E. (1998). Content analysis of racial and ethnic identity research. Poster Session presented at the 1998 Annual American Psychological Association Convention, San Francisco, California.

Kennebrew, S.Y., & Moore, A.S. (1998). From whose context? Are the research questions appropriate? Symposium Presentation at the 1998 Annual American Psychological Association Convention, San Francisco, California.

Kennebrew, S.Y., & Moore, A.S. (1998). Benefiting from the three e's: experience, encouragement, and expertise. Symposium Presentation at the 1998 Annual Southeastern Psychological Association Conference, Division of the American Psychological Association.

Kennebrew, S.Y., & Moore, A.S. (1998). From whose context? Are the research questions appropriate? Symposium Presentation at the 1998 Annual Southeastern Psychological Association Conference, Division of the American Psychological Association, Mobile, Alabama.

Kennebrew, S.Y., & Moore, A.S. (1998). From whose perspective are we asking the questions? Concurrent Session presented at The University of Georgia, 5th Annual College of Education's Multicultural Conference.

Kennebrew, S.Y., & Moore, A.S. (1997). A literature review on minorities' underutilization of counseling services. Poster Session presented at The University of Georgia, College of Education's 4th Annual Multicultural Education Conference.

PROFESSIONAL PRESENTATIONS CONTINUED

Perez, R.M., Altschul, D.B., Kennebrew, S.Y., Warner, C.B., & Phelps, R.E. (1997).
A content analysis of racial and ethnic minority research in counseling
psychology,
 Poster Session presented at The University of Georgia, College of Education's
 4th Annual Multicultural Education Conference.

PODCASTS

Calhoun, R.C. (Host). (2024, October 4). The POUR Collective: The Definition of Burnout. [Video podcast].
[Season 1 Episode 12: The Definition of Burnout](#)

Vaughn, K. (Host). (2023-Present). Exhale Podcast Series. [Video podcast]. [Karen Vaughn - 106.7 WTLC](#)

SPECIAL TRAINING

PREPARING FUTURE FACULTY PROGRAM, Annual Summer Working Conference, Colorado
 Springs, Colorado, June 29 – July 2, 2000.

Professional references available upon request