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## Elizabeth R. Pennock, MA, LMHC, NCC, CCMHC, QS(FL)

University of Central Florida  
Counselor Education Program  
Department of Child, Family, & Community Sciences  
College of Education & Human Development  
Orlando, FL 32816-1250  
elizabeth.pennock@knights.ucf.edu /elizabethpennock.com

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### *Curriculum Vitae*

#### EDUCATION

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| <b>Ph.D. in Education - Counselor Education</b><br>CACREP accredited doctoral program<br>University of Central Florida, Orlando, FL | May 2018<br><i>(anticipated)</i> |
| <b>Master of Arts (M.A.) in Counseling</b><br>Reformed Theological Seminary, Orlando, FL  | May 2011                         |
| <b>Bachelor of Arts (B.A.) in Political Science and French, <i>summa cum laude</i></b><br>Furman University, Greenville, SC         | June 2002                        |

#### CREDENTIALS

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**Licensed Mental Health Counselor**, Florida License #MH12551  
**Qualified Supervisor MHC**, Florida License #MH12551  
**National Certified Counselor**, #758275  
**Certified Clinical Mental Health Counselor**, #758275

#### SPECIALIZED TRAINING

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|--|-------------|
| <i>EMDR, Basic Training, Levels 1 &amp; 2</i> (50 hours)<br>Training and consultation via EMDR-Humanitarian Assistance Programs.   | 2011        |
| <i>Advanced Counseling Certificate in Trauma Therapy</i> (100 hours)<br>Training via the Seattle School of Theology and Psychology with<br>Dr. Dan Allender.   | 2013 - 2014 |
| <i>Trauma-Focused Cognitive-Behavioral Therapy for Children</i> (10 hrs)<br>Online training through the Medical University of South Carolina.  | 2013        |
| <i>Intensive Training Workshop on Adlerian Play Therapy</i> (20 hrs)<br>Part of the University of Central Florida's <i>Play Therapy Summer Workshop Series</i> , sponsored by the UCF Counselor Education program. | 2016        |

## HONORS & AWARDS

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- Counselor Education & Supervision (CE&S) Editorial Fellow,* 2017-2018  
 Association for Counselor Education and Supervision  
*CE&S* is the peer-reviewed journal of the Association for Counselor Education and Supervision. Fellows are matched with an editorial board member, who serves as a mentor, and meet with *CE&S* editors quarterly.
- SACES Emerging Leader Fellow,* 2016  
 Southern Association for Counselor Education and Supervision  
 The Emerging Leaders program is designed to engage talented and dedicated counseling professionals to serve as future leaders in the field of Counselor Education and Supervision.
- Trustee's Doctoral Fellowship,* 2015-2018  
 University of Central Florida  
 The most distinguished fellowship offered to doctoral students at UCF, providing multi-year support to the most qualified applicants to the institution.
- Chi Sigma Iota, International Honor Society in Counseling,* 2016  
 University of Central Florida

## PROFESSIONAL CLINICAL EXPERIENCE

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### Private Mental Health Counseling Practice

- Agape Counseling Center, Winter Park, FL 2014 - 2016  
 Living Water Counseling, Orlando, FL 2012 - 2014  
 Twelve Stones Counseling, Oviedo, FL 2011 - 2012
- Individual and group counseling with children, adolescents, adults, and families.

### Mental Health Counselor & Staff Development Consultant

- PIONEERS-USA, Orlando, FL 2009 - 2015
- Counseling and crisis care for 1000+ employees working in remote and impoverished areas around the globe;
  - Assisting in psychological assessment of applicants to assess readiness for job placement in high-stress environments (includes MMPI-2, MCMI-III, MBTI, marital satisfaction inventory and psychosocial interview);
  - Debriefing staff and their children after completion of international assignments (using the Cerny-Smith Assessment to evaluate stress levels and roadblocks to adaptation);
  - Training staff members in the areas of cultural adjustment, conflict resolution, spiritual and emotional formation, personal and team development.

### Other Clinical Experience

- Hamilton Elementary School, Sanford, FL 2015
- Child and family counseling in after-school program;
  - Doctoral level advanced practicum site.

- Oviedo Counseling Clinic, Oviedo, FL 2010 - 2011
- Individual and group counseling with adolescents, adults, and families;
  - Masters level practicum and internship site.
- Therapeutic Groups Facilitated
- *Connections* Shame Resilience group based on Dr. Brene Brown's psychoeducational curriculum 2013
  - Trauma recovery groups for survivors of sexual abuse & assault 2010 - 2011

## RESEARCH & SCHOLARLY PRODUCTIVITY

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### **Research Interest and Focus**

- Trauma and Trauma-Informed Care
- Counselor Education and Supervision
- Spirituality & Counseling

**\*Please note:** *In education, counseling, and psychology, the primary author is listed first.*

### **Research and Publications**

#### ***Book Chapters***

Hagedorn, W. B., **Pennock, E. R.**, & Rendon Finnell, L. (*in progress*). Addressing spiritual and religious themes with play, creativity, and experiential interventions. In C. S. Gill & R. Freund (Eds.). *The intersection of spirituality and religion in counseling*. New York, NY: Routledge. (*Manuscript in progress, 7/2017*)

#### ***Journal Articles (Peer-Reviewed)***

##### *Under Review*

**Pennock, E. R.** & Hagedorn, W. B. (*revise and resubmit*). The trauma-informed curriculum: Preparing competent counselors. *Journal of Counselor Preparation and Supervision*. (*revise & resubmit, 01/2017*). The peer-reviewed journal of the North Atlantic Region Association for Counselor Education and Supervision.

#### ***Empirical Research in Progress***

Barden, S., Kelchner, V. P., & **Pennock, E. R.** (*in progress*). The influence of reflection teams on self-efficacy and competence for family and couples therapists-in-training. (*IRB application submitted, 8/2017.*)

Grissom, D. J., Kelchner, V. P., & **Pennock, E. R.** (*in progress*). Hopeful, inspiring school teachers and counselors. (*IRB application submitted, 8/2017*)

Kelchner, V. P., Barden, S., & **Pennock, E. R.** (*in progress*). Assessing the impact of school based family counseling on improving student outcomes and family functioning. (*IRB: 15-11547; Data collection in progress.*)

**Pennock, E. R.** & Kelchner, V. P. (*in progress*). Trauma-informed counselors: A phenomenological study of supervisors' perspectives on novice counselors' trauma competency. (*IRB:16-12164; Data analysis in progress, 05/2017.*)

Oh, S., Mitchell, M., McKinzie, C., Heard, N., Rendon Finnell, L., Saliba, Y., & **Pennock, E. R.** (*in progress*). Investigating relationships between journaling, group cohesion, and goal achievement in experiential growth groups. (*IRB: 16-12438; Manuscript in progress, 07/2017.*)

## **INSTRUMENT DEVELOPMENT**

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Kelchner, V. P., **Pennock, E. R.**, & Lambie, G. W. (2016—present). Child's Counseling Session Experience Scale© (CCSES). Unpublished instrument.

The Child's Counseling Session Experience Scale© (CCSES) is designed to assess elementary school aged students' experiences with individual counseling sessions. The two primary areas examined by the CCSES are (a) the therapeutic relationship in counseling and (b) supporting the client change process in counseling. The CCSES is aligned with the theoretical tenets of Motivational Interviewing (Miller & Rollnick, 2012) with elementary school aged clients. (*IRB#: 15-11547; data collection in progress for initial psychometric analysis, 05/2017*)

## **RESEARCH FUNDING / GRANTS**

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### *Funded*

Kelchner, V. P., Principle Investigator; Barden, S., Co-Investigator; Shillingford-Butler, Co-Investigator; & **Pennock, E. R.**, Project Assistant. *Assessing the impact of school-based family counseling on improving student outcomes and family functioning.* University of Central Florida, Office of Research and Commercialization In-House Research Grants, 2016-2017. \$7,500.00

### *Unfunded*

Kelchner, V. P., Principle Investigator; Barden, S., Co-Investigator; & Pennock, E. R., Co-Investigator. *Assessing the impact of school-based family counseling on improving student outcomes and family functioning.* Toni Jennings Exceptional Education Institute 2016-17 Funded Projects. \$8,000.00 (*unfunded*)

Kelchner, V. P., Principle Investigator; Barden, S., Co-Investigator; & **Pennock, E. R.**, Co-Investigator. (2016). *Assessing the impact of school-based family counseling on improving student outcomes and family functioning.* Association for Counselor Education and Supervision Research Grant. \$1,795.00 (*unfunded*)

Kelchner, V. P., Principal Investigator, **Pennock, E. R.**, Co-Investigator. *Factors influencing supervisor LGBT ally status and supervision of supervisees having moral conflicts with LGBT clients.* Association for Lesbian, Gay, Bisexual, & Transgender Issues in Counseling Research Grant. \$500.00 (*unfunded*)

**PROFESSIONAL PRESENTATIONS (refereed)**

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**National & International**

- Pennock, E. R., & Kelchner, V. P.** (2017, October). *Supervisor perspectives on novice counselors' trauma competency: A phenomenological inquiry*. Program to be presented at the national conference of the Association for Counselor Education and Supervision (ACES), Chicago, IL.
- Hagedorn, W. B., Rendon Finnell, L., & **Pennock, E. R.** (2017, October). *I'm not sure I can do that: Preparing students to facilitate forgiveness*. Program to be presented at the national conference of the Association for Counselor Education and Supervision (ACES), Chicago, IL.
- Pennock, E. R., & Kelchner, V. P.** (2017, March). *Trauma-informed counselors: Supervisor perspectives on counselor preparation*. Poster presented at the national conference of the American Counseling Association (ACA), San Francisco, CA.
- Pennock, E. R., Oh, S., & McKinzie, C.** (2017, March). *Trauma-informed advocacy: Giving a voice to trauma survivors through community engagement*. Poster presented at the national conference of the American Counseling Association (ACA), San Francisco, CA.
- Oh, S., McKinzie, C., & **Pennock, E. R.** (2017, March). *Global perspective on professional counselor identity: History, current identity, and future paradigm*. Poster presented at the national conference of the American Counseling Association (ACA), San Francisco, CA.
- Pennock, E. R., Saliba, Y., & Oh, S.** (2016, September). *The art of story: Experiential classroom activities for developing curiosity, empathy, and insight*. Program presented at the national conference of the Association for Creativity in Counseling (ACC), Savannah, GA.
- Oh, S., **Pennock, E. R., & Saliba, Y.** (2016, September). *Using drawing in assessment and therapy: The cross-cultural utility of the Person Picking an Apple from a Tree Assessment*. Program presented at the national conference of the Association for Creativity in Counseling (ACC), Savannah, GA.
- Kelchner, V. P., & **Pennock, E. R.** (2016, September) *Engaging at-risk youth through community service: A qualitative study*. Program presented at the national conference of the Association for Assessment and Research in Counseling (AARC), Ft. Lauderdale, FL.
- Kelchner, V. P., **Pennock, E. R.,** Evans, K. & Heard, N. J. (2016, April). *Meeting the needs of transitioning youth from a multi-systemic perspective*. Program presented at the international conference of the American Counseling Association (ACA), Montreal, QC, Canada.
- Hagedorn, W. B., Cashwell, C. S., Lenes, E., Foster, K. J., Brennan, C., Tresemer, D., Vossenkemper, T., Kondili, E., Heard, N. J., & **Pennock, E. R.** (2016, April). *On common ground: Counselors of varied spiritual and religious backgrounds engage in case discussion*. Program presented at the international conference of the American Counseling Association (ACA), Montreal, QC, Canada.

Mallicoat, W., Kelchner, V. P., & **Pennock, E. R.** (2015, October). *Let's talk about sex: Integrating sexuality training throughout counselor education programs*. Program presented at the national conference of the Association for Counselor Education and Supervision (ACES), Philadelphia, PA.

Dye, J., Evans, K., Kelchner, V. P. & **Pennock, E. R.** (2015, October). *Supervisor LGBTQI ally status and supervisees experiencing moral conflicts in counseling LGBTQI clients*. Program presented at the national conference of the Association for Counselor Education and Supervision (ACES), Philadelphia, PA.

### **Regional & State**

**Pennock, E. R.** (2017, October). *Trauma-informed counseling: A primer for practicing counselors*. Program to be presented at the annual conference of the Florida Counseling Association (FCA), Orlando, FL.

Saliba, Y., & **Pennock, E. R.** (2017, January). *Now what? Using the art of story to foster resilience after loss*. Program presented at the University of Central Florida Counseling Conference, Orlando, FL.

Kelchner, V. P., **Pennock, E. R.**, & Rendon Finnell, L. (2016, October). *Community connections: Engaging at-risk youth*. Program presented at the annual conference of the Florida Counseling Association (FCA), Orlando, FL.

**Pennock, E. R.**, Hagedorn, W. B., Kelchner, V. P., & Rendon Finnell, L. (2016, October). *Trauma is everywhere: The case for a trauma-informed curriculum*. Program to be presented at the regional conference of the Southern Association for Counselor Education and Supervision (SACES), New Orleans, LA.

Rendon Finnell, L., Kelchner, V. P., & **Pennock, E. R.** (2016, October). *Bridge the gap: Preparing counselors to work collaboratively to reach student mental health needs*. Program presented at the regional conference of the Southern Association for Counselor Education and Supervision (SACES), New Orleans, LA.

**Pennock, E. R.** (2016, February). *Returning to a secure base: Using attachment theory to work with adult clients*. Program presented at the University of Central Florida Counseling Conference, Orlando, FL.

**Pennock, E. R.** (2016, February). *Trauma-informed counseling practice: What all counselors need to know about trauma*. Program presented at the University of Central Florida Counseling Conference, Orlando, FL.

**PROFESSIONAL PRESENTATIONS & PROGRAMS (non-refereed)**

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**Invited Presentations**

**Pennock, E. R.,** Browne-James, L., Kincaide, L., Prikhidko, A., & Knight, K. (2017, April). *Trauma, triumph and the helpers that soar: A panel discussion about trauma treatment and counselor self-care.* Invited panelist at the 2017 Florida Counseling Association Trauma Symposium in Orlando, FL.

**Guest Lectures**

**Pennock, E. R.** (2017, February). *Anne Roe: Career choice - A needs theory approach.* Guest lecture presented at University of Central Florida, Orlando, FL.

**Pennock, E. R.** (2016, November). *Considering trauma in addiction treatment.* Guest lecture presented at University of Central Florida, Orlando, FL.

**Pennock, E. R.** (2016, October). *Counselor self-care practices.* Guest lecture presented at University of Central Florida, Orlando, FL.

**Pennock, E. R.** (2016, March). *EMDR as an integrative therapy.* Guest lecture presented at University of Central Florida, Orlando, FL.

**Pennock, E. R.** (2016, March). *Clinical assessment.* Guest lecture presented at University of Central Florida, Orlando, FL.

**Pennock, E. R.** (2016, February). *Person-centered therapeutic approaches with children and adolescents.* Guest lecture presented at University of Central Florida, Orlando, FL.

**Pennock, E. R.** (2016, February). *The process of counselor development.* Guest lecture presented at University of Central Florida, Orlando, FL.

**Pennock, E. R.** (2015, November). *Attachment and trauma.* Guest lecture presented at Reformed Theological Seminary, Orlando, FL.

**Pennock, E. R.** (2015, October). *Challenging skills in counseling.* Guest lecture presented at University of Central Florida, Orlando, FL.

**Pennock, E. R.** (2015, October). *What happens in a counseling session?* Guest lecture presented at University of Central Florida, Orlando, FL.

**Pennock, E. R.** (2014, November). *Attachment and trauma.* Guest lecture presented at Reformed Theological Seminary, Orlando, FL.

**Training Workshops**

**Pennock, E. R.** (2015, January). *Understanding attachment dynamics.* Training workshop presented at Pioneers-USA, Orlando, FL.

- Pennock, E. R.** (2014, August). *Working with attachment styles in the counseling room*. Training workshop presented at the Oviedo Counseling Clinic, Oviedo, FL.
- Pennock, E. R.** (2012-2015). *Walking the road between: Connecting with God in grief and loss*. Training workshop presented twice per year at Pioneers-USA, Orlando, FL.
- Pennock, E. R.** (2012-2015). *Practicing the presence of people: Emotionally healthy spirituality*. Training workshop presented twice per year at Pioneers-USA, Orlando, FL.
- Pennock, E. R.** (2009-2015). *Conflict resolution on teams*. Training workshop presented several times per year at Pioneers-USA, Orlando, FL.
- Pennock, E. R.** (2008-2015). *Using the MBTI for personal and team development*. Training workshop presented several times per year at Pioneers-USA, Orlando, FL.
- Pennock, E. R.** (2008-2015). *Best contributions: Understanding and working from your strengths*. Training workshop presented several times per year at Pioneers-USA, Orlando, FL.
- Pennock, E. R.** (2008-2011). *FIRO-B: A tool for understanding relationship needs on teams*. Training workshop presented several times per year at Pioneers-USA, Orlando, FL.

## **COUNSELOR EDUCATION (TEACHING & SUPERVISION)**

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### **Graduate Assistantship**

#### **Graduate Teaching and Research Assistant**

2015 - present

Department of Child, Family, and Community Sciences

Counselor Education Program

University of Central Florida, Orlando, FL

- Assisted on multiple qualitative and quantitative research projects, as well as manuscript preparation and revision.
- Helped with grant-writing and data analysis for the School-Based Counseling and Research Partnership between the University of Central Florida and the Seminole County Public School district.
- Grading and classroom support for:
  - MHS 6220 Individual Psychoeducational Testing I
  - MHS 6430 Family Counseling I
  - MHS 6431 Family Counseling II
  - MHS 6440 Couples Counseling
  - MHS 6803 Practicum in Counselor Education
  - MHS 6830 Internship in Counselor Education



**Teaching (Counselor Education)**

MHS 6938 Foundations of Trauma & Crisis Counseling (*grad-level course*) Summer '17

- Overview of the effects of crisis, disasters, and trauma on diverse individuals across the lifespan and how this influences the counseling process. Basic crisis intervention and trauma-informed treatment strategies within counseling are discussed.
- University of Central Florida
- Planned and developed proposal for new course and received university approval
- Designed syllabus and lesson plans
- Co-taught course with faculty member

MHS 6500 Group Procedures & Theories in Counseling (*grad-level course*) Spring '17

- This course is designed to give the student an understanding of the role of theories in group counseling as well as the many process applications of groups.
- University of Central Florida
- Co-taught course with faculty member (Spring '17)
- Led experiential growth groups for students (Fall '15, Spring '16)

MHS 6401 Techniques of Counseling (*graduate-level course*) Fall '16

- The nature of counseling and its relationships to theoretical concepts.
- University of Central Florida
- Co-taught course with faculty member

MHS 6403 Practicum in Counselor Education (*graduate-level course*) Fall '16

- Supervised counseling, emphasizing competence in: (1) individual counseling, (2) working with groups, (3) tests in educational-career-personal counseling.
- University of Central Florida
- Co-taught course with faculty member

MHS 6450 Addictions Counseling (*graduate-level course*) Summer '16

- Examination within systematic, theoretical framework of the function that a substance, individual, and the environment play in use and abuse of illicit and licit substances.
- University of Central Florida
- Co-taught course with faculty member

MHS 5005 Introduction to the Counseling Profession (*graduate-level*) Fall '15, Spr '16

- Overview of the philosophy, organization, administration, and roles of counselors in various work settings.
- University of Central Florida
- Assisted instructor with class activities and discussions; Provided occasional guest lectures; Led ongoing psychoeducational groups for students

**Supervision**

Qualified Supervisor for Mental Health Counseling Interns since June 2017

- State of Florida

MHS 6403 Practicum in Counselor Education Fall '16, Spr. '17

- University of Central Florida

- Provided group, triadic, and live supervision to MA students completing their practicum through the University of Central Florida's partnership with the Seminole County School District to provide child and family counseling on the campuses of Title 1 schools, Midway Elementary School, Sanford, FL (Fall '16); as well as at the Community Counseling and Research Clinic at the University of Central Florida (Spring '17).

### **Teacher Training**

*Graduate Teaching Assistant Training Program*, University of Central Florida 2015

- Completed Associate, Grader, & Assistant modules

### **Teaching (Other)**

English as a Foreign Language Instructor, *Professionals International*, based in:  
 Sarajevo, Bosnia-Herzegovina 2002 - 2006  
 Herceg Novi, Montenegro 2006 - 2008

Roles and responsibilities included:

- Director of Professionals International English School, an adult education center, responsible for program administration and staff development;
- Teacher of English as a foreign language for business professionals.

## **PROFESSIONAL LEADERSHIP & SERVICE**

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|---|-------------------|
| <b>Association for Counselor Education and Supervision</b><br>Editorial Fellow, <i>Counselor Education &amp; Supervision</i>  | 2017-2018         |
| <b>American Mental Health Counselors Association</b><br>Member, Editorial Review Board, <i>Journal of Mental Health Counseling</i><br>Ad Hoc Editorial Board Member, <i>Journal of Mental Health Counseling</i> | 2017-2019<br>2016 |
| <b>Association for Creativity in Counseling</b><br>Member, Newsletter Committee   | 2016 - present    |
| <b>American Counseling Association</b><br>Member, Trauma Interest Network   | 2016 - present    |
| <b>Florida Counseling Association</b><br>Proposal Reviewer, FCA 2017 Traumatology Symposium<br>Conference Planning Committee Member, 2017 Traumatology Symposium  | 2017              |
| <b>Counselor Education Doctoral Student Association</b><br><i>Student organization at the University of Central Florida</i><br>President  | 2016-2017         |

## **PROFESSIONAL MEMBERSHIPS**

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### **National and International**

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| American Counseling Association  | 2013 - present |
| Association for Counselor Education and Supervision                    | 2015 - present |
| American Mental Health Counselors Association                          | 2016 - present |
| Association for Spiritual, Ethical, and Religious Values in Counseling | 2017 - present |
| Association for Humanistic Counseling                                  | 2015 - present |
| Association for Creativity in Counseling                               | 2015 - present |
| Chi Sigma Iota, International Honor Society for Counseling             | 2016 - present |
| Christian Association for Psychological Studies                        | 2016 - present |

### **Regional, State, and Local**

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|--|----------------|
| Southern Association for Counselor Education and Supervision | 2015 - present |
| Florida Counseling Association                               | 2015 - present |
| UCF Counselor Education Doctoral Student Organization        | 2015 - present |
| Mental Health Counselors of Central Florida                  | 2012 - present |

## **INTERNATIONAL EXPERIENCE**

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*Lived and worked in former-Yugoslavia (Bosnia-Herzegovina, Montenegro)* 2002 - 2009  
 Worked full-time as an ESL teacher with an international faith-based non-profit organization;  
 Learned to speak, read, and write Serbo-Croatian fluently; Traveled extensively throughout  
 southeastern Europe.

*Study abroad in Versailles, France* 2000  
 Program sponsored by Furman University. Lived with a French family; took classes in language,  
 literature, art history, and culture. Traveled throughout France.

## **CONFERENCES ATTENDED**

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### **National and International**

- Association for Counselor Education and Supervision (ACES) National Conference, Chicago, IL (2017, October)
- American Counseling Association (ACA) National Conference, San Francisco, CA (2017, March)
- Association for Assessment and Research in Counseling (AARC) National Conference, Ft. Lauderdale, FL (2016, September)
- Association for Creativity in Counseling (ACC) National Conference, Savannah, GA (2016, September)
- American Counseling Association (ACA) International Conference, Montreal, Quebec, Canada (2016, April)
- Association for Counselor Education and Supervision (ACES) National Conference, Philadelphia, PA (2015, October)

**Regional and State**

- Florida Counseling Association (FCA) 2nd Annual Traumatology Symposium, Orlando, FL (2017, April)
- University of Central Florida (UCF) Annual Counseling Conference, Orlando, FL (2017, January)
- Southern Association for Counselor Education and Supervision (SACES) Regional Conference, New Orleans, LA (2016, October)
- Florida Counseling Association (FCA) Annual Conference, Orlando, FL (2016, October)
- University of Central Florida (UCF) Annual Counseling Conference, Orlando, FL (2016, February)