

**JENELLE S. PITT, Ph.D., LPCC, LPC, CRC, NCC**  
California State University, Fresno  
Kremen School of Education and Human Development

---

**EDUCATION**

---

**Ph.D. 2009**    **Michigan State University**, Rehabilitation Counselor Education  
*Dissertation title: "Relationship between Person-Organization Fit, Job Satisfaction, Organizational Commitment, and Turnover Intent Among State Vocational Rehabilitation Counselors"*

**M.A. 2001**    **Michigan State University**, Rehabilitation Counseling

**B.A. 1999**    **University of California, Riverside**, Psychology

---

**LEADERSHIP EDUCATION**

---

Accepted Fellow, Executive Leadership Academy, Center for Studies in Higher Education, University of California Berkeley (July 2020)

Accepted Fellow, HERS Institute, Higher Education Resource Services, Colorado School of Mines (June 2020)

Participant, Dare to Lead Lunch and Learn, California State University, Fresno (April 2020)

Cohort Member, President's Leadership Academy, California State University, Fresno (2019-2020)

---

**ACADEMIC POSITIONS**

---

August 2015-Present

**Associate Professor (tenured)**. Department of Counselor Education and Rehabilitation, California State University, Fresno, Fresno, CA. Teach courses in graduate counseling programs accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP); Engage in research and grant development and management; Supervise and mentor students; Participate on committees; Collaborate with community.

August 2009-August 2015

**Assistant Professor**. Department of Counselor Education and Rehabilitation, California State University, Fresno, Fresno CA. Taught courses in a graduate rehabilitation counseling program accredited by the Council on Rehabilitation Education (CORE); Engaged in research and grant development and management; Supervised and mentored students; Participated on committees; and Collaborated with community.

---

**ADMINISTRATIVE LEADERSHIP POSITIONS**

---

August 2019-Present

**Chair**. Department of Counselor Education and Rehabilitation, California State University, Fresno, Fresno, CA. Serve as a liaison between faculty and administration; Advocate to administration regarding department needs; Communicate university policies, procedures, and

initiatives to faculty; Demonstrate effective leadership and direction for academic programs; Facilitate productive communication within the department; Manage department resources; Represent department to outside constituencies; Build relationships that strengthen program offerings and benefit the community; Recommend faculty hires to administration; and Oversee program reviews and accreditation processes.

June 2013-Present

**Clinical Coordinator.** Department of Counselor Education and Rehabilitation, California State University, Fresno, Fresno CA. Establish relationships with diverse community agencies in the Central Valley to serve as volunteer, clinical, and licensure-based sites; Evaluate field experience documentation including approval of site supervisor credentials; Prepare graduate students for interviews, clinical placements and credentialing examinations; Assess student growth and dispositions; Develop remediation plans; and Revise field experience manual documents.

June 2013-December 2016

**Assessment Coordinator.** Department of Counselor Education and Rehabilitation, California State University, Fresno, Fresno CA. Evaluated student competencies in consultation with faculty and department chair; Collected data for University Student Outcomes Assessment Plan (SOAP) report; Submitted annual SOAP reports to the university regarding student progress and competencies; and Oversaw dual accreditation assessment process.

June 2013-December 2016

**Program Coordinator.** Department of Counselor Education and Rehabilitation, California State University, Fresno, Fresno CA. Led efforts resulting in dual accreditation at the national level; Revised processes related to admissions, curriculum, certification, licensure, and graduation maintaining “Top 25 Programs” national ranking; Established recruitment plan; Secured a \$853,198 U.S. Department of Education, Rehabilitation Services Administration (RSA) Long-Term Training Grant to provide tuition-free funding and professional development for up to 30 graduate students; Oversaw existing grants awarded by RSA; Developed annual grant and accreditation reports; Coordinated course offerings including hiring of instructors; Co-managed the revision of the program comprehensive examination; Established community partnerships for advisory board participation, student employment opportunities, and other programmatic needs; and Implemented feedback related to program development and enhancement.

---

## AWARDS AND HONORS

---

Things That Matter Award, Central California Hispanic Chamber of Commerce and Fresno Metro Black Chamber of Commerce (2020)

Certificate of Recognition, Fresno Unified School District, Kratt Elementary (2019) (2017)

Certificate of Completion, California State University, Fresno Faculty/Staff Mentor Program (2017)

Certificate of Recognition, Fresno Unified School District, District Advisory Committee (2017)

Certificate of Recognition, California State University, Fresno School of Education NCATE/CCTC Accreditation Exemplary Contribution as a Unit Coordinator (2015)

Outstanding Faculty Leadership Award, California State University, Fresno Women’s Association

(2015)

Sylvia Walker Education Award, National Association of Multicultural Rehabilitation Concerns (2015)

Sylvia Walker National Multicultural Award, National Rehabilitation Association (2015)

Provost's Promising New Faculty Award, California State University, Fresno (2014)

Rehabilitation Educator of the Year Award, National Council on Rehabilitation Education (2014)

Unsung Hero Rosa Parks Award, Center for Women and Culture, California State University, Fresno (2014)

Faculty Member Invitation, Chi Sigma Iota Counseling Academic and Professional Honor Society International (2013)

Outstanding Faculty Award, Black Faculty and Staff Association (BFSA), California State University, Fresno (2013)

---

#### **GRANT DEVELOPMENT AND PROCUREMENT**

---

Increasing the Supply of Vocational Rehabilitation Counselors in the Great Central Valley and Beyond: Part II. U.S. Department of Education. Principal Investigator \$1,000,000 Not funded (2019)

Increasing the Supply of Vocational Rehabilitation Counselors in the Great Central Valley and Beyond. U.S. Department of Education. Principal Investigator \$853,198 Funded (2014)

Service learning: Course Development Grant. The Jan & Bud Richter Center for Community Engagement and Service-Learning at California State University, Fresno. Principal Investigator \$400 (2011)

Evidence based Practices in Improving Vocational Employment Outcomes (resubmitted). National Institute on Disability and Rehabilitation Research (NIDRR), Field-Initiated Project. Co-Principal Investigator \$600,000 Not funded (2011)

Job Development and Placement Long-term training Grant. U.S. Department of Education. Co-Principal Investigator \$500,000 Not funded (2010)

Assessing the Needs of Central Valley Rehabilitation Counselors: Enhancing Curriculum for Effective Preparation of Future Practitioners. California State University, Fresno. Principal Investigator \$1,000 Funded (2010)

Evidence based Practices in Improving Vocational Employment Outcomes. National Institute on Disability and Rehabilitation Research (NIDRR), Field-Initiated Project. Co-Principal Investigator \$600,000 Not funded (2010)

---

## GRANT AND CONTRACT MANAGEMENT

---

Increasing the Supply of Vocational Rehabilitation Counselors in the Great Central Valley and Beyond. U.S. Department of Education, Rehabilitation Services Administration. Principal Investigator & Project Director \$853,198 (2014-2019)

Wayfinders at California State University, Fresno. U.S. Department of Education, Transition and Postsecondary Programs for Students with Intellectual Disabilities. Principal Investigator \$1,500,000 (2012-2016)

Rehabilitation Counseling Long-Term Training Grant. U.S. Department of Education, Rehabilitation Services Administration. Project Director \$300,000 (2013-2015)

Contract, Fresno County Department of Social Services. Provided learning disability assessments, and diagnostic profiles; Developed Welfare to Work plans. Project Director \$376,110 (2012- 2014)

Contract, Madera County Department of Social Services. Provided learning disability assessments, diagnostic profiles; and Developed Welfare to Work plans. Project Director \$50,000 (2012- 2014)

Fee for service, Athletic Department, California State University, Fresno. Provided learning disability assessments; and Generated reports. Project Director (2012-2014)

Fee for service, California Department of Rehabilitation. Provided external situational assessments, vocational assessments; Consulted on job readiness and job placement; and Generated reports. Project Director (2012-2014)

Fee for service, Services for Students with Disabilities, California State University, Fresno. Provided learning disability assessments; and Generated reports. Project Director (2012-2014)

Vocational Evaluation Long-Term Training Grant. U.S. Department of Education Rehabilitation Services Administration. Project Director \$100,000 (2013-2014)

Rehabilitation Counseling Long-Term Training Grant. U.S. Department of Education, Rehabilitation Services Administration. Project Director \$150,000 (2013-2014)

---

## COMMUNITY LEADERSHIP POSITIONS AND GOVERNANCE EXPERIENCE

---

October 2016-Present

**Commissioner.** City of Fresno Disability Advisory Commission (DAC), Fresno, CA. Advise Mayor, city council, boards, related entities, and staff on existing and emerging procedures, policies, programs, and services impacting the disability community; Review and comment on current and impending regulatory issues; Provide recommendations to appropriate governmental bodies; Disseminate information on increased access for persons with disabilities; Obtain input from citizens on needs and concerns of the disability community; Develop and recommend solutions to community-based concerns; and Maintain committees on areas including but not limited to accessibility, transportation, housing, and diversity.

October 2019-October 2020

**District Advisory Committee (DAC) Alternate.** Fresno Unified School District, Fresno, CA.

Represent the District Advisory Committee (DAC) Representative in assigned duties; and Substitute for the DAC Representative in their absence to facilitate the work of the DAC as outlined below.

September 2016-October 2020

**School Site Council Member.** Kratt Elementary School, Fresno, CA. Obtain recommendations and reviews proposed Single Plan for Student Achievement from all school advisory committees; Develops and approves plan and related expenditures in accordance with state and federal laws and regulations; Recommends plan and expenditures to governing board for approval; Assess plan implementation in conjunction with principal, teachers and other school personnel; Evaluate progress toward school goals to raise academic achievement; Modify plan based on material changes in planned activities or related expenditures; Submit modified plan for governing board approval; and Execute all other duties assigned to the School Site Council by the district governing board and by state law; and Represent school site at the district level.

September 2016-October 2019

**District Advisory Committee (DAC) Representative.** Fresno Unified School District, Fresno, CA. Advised district administration regarding the development of the Local Control and Accountability Plan (LCAP) and budgets that support the plan; Assessed plan implementation and effectiveness with district officials using state and county criteria in California Education Code Section 52060; Reviewed bylaws and make modifications when necessary; Advocated for needs of all student groups; and Executed all other duties and responsibilities assigned by the district governing board and any state or federal laws and related codes of the State of California.

October 2012-October 2019

**Board of Directors.** Whitney Foundation, Fresno, CA. Served on the re-granting committee to establish procedures, timelines, and application process to invite large-scale organizations that focus on socially responsible investing (SRI) to distribute funding to smaller organizations; Reviewed grant applications from community-based organizations in Fresno, California, Salt Lake City, Utah, and Boise, Idaho; Awarded funds to organizations totaling more than \$1.4 million; and Assessed grantee deliverables via ongoing communication and feedback.

September 2017-October 2018

**Chairperson.** Fresno Unified School District Advisory Committee (DAC), Fresno, CA. Presided at meetings using the Code of Conduct adopted by the Fresno Unified School District Board of Education and DAC bylaws to advise district administration regarding the development of the Local Control and Accountability Plan (LCAP) and budgets that support the plan; Facilitated annual review of plan implementation and ensured equitable participation regarding input on plan effectiveness with district officials using the state and county criteria in California Education Code Section 52060; Developed meeting agendas in coordination with the Office of State and Federal Programs; Advanced the work of the posted agenda; Assigned DAC members to subcommittee work; and Signed any assurances as required from the DAC.

November 2016-September 2017

**Vice Chairperson.** Fresno Unified School District Advisory Committee (DAC), Fresno, CA. Represented the chair in assigned duties; and Substituted for the chair to facilitate the work of the DAC as outlined above.

October 2013-December 2016

**Secretary.** Whitney Foundation, Fresno, CA. Reviewed meeting minutes recorded by the administrative coordinator and made any necessary edits prior to distribution to Board members for approval; Reviewed and signed any official correspondence on behalf of the Foundation.

October 2014-October 2016

**Chair.** City of Fresno Disability Advisory Commission (DAC), Fresno, CA. Presided over all meetings of the Commission and submitted agendas, recommendations, and information as are reasonable and proper for the conduct of business; Served as designated, including as the official spokesperson for the Commission; Coordinated with Mayor's staff in making public statements and documents relative to the work of the Commission; Served as an ex-officio member on all subcommittees; Recruited and interviewed candidates for the Commission; and Served as master of ceremony for the DAC annual awards.

October 2011-October 2014

**Vice Chair.** City of Fresno Disability Advisory Commission (DAC), Fresno, CA. Represented the chair in assigned duties; and Substituted for the chair in their absence to facilitate the work of the DAC as outlined above.

January 2010-October 2011

**Commissioner.** City of Fresno Disability Advisory Commission (DAC), Fresno, CA. Advised Mayor, city council, boards, related entities, and staff on existing and emerging procedures, policies, programs, and services impacting the disability community; Reviewed and commented on current and impending regulatory issues; Provided recommendations to appropriate governmental bodies; Disseminated information on increased access for persons with disabilities; Obtained input from citizens on needs and concerns of the disability community; Developed and recommended solutions to community-based concerns; and Maintained committees on areas including but not limited to accessibility, transportation, housing, and diversity.

---

## RELATED WORK EXPERIENCE

---

September 2008-June 2009

**Project Intern.** Peckham, Inc., Lansing, MI. Developed and implemented projects to increase productivity, retention, and work life within the Entry Level Skills Program; Collaborated with team members with disabilities, front line supervisors, trainers, vocational specialists, and management personnel in areas of teambuilding, motivation, conflict resolution, and communication; Compiled data and generated reports associated with the retention of team members with disabilities; Developed and facilitated curriculum in the areas of cultural competence and "hard-to-serve" populations; and Implemented recommendations to enhance performance by reducing barriers across work teams.

August 2007-May 2009

**Graduate Teaching Assistant.** Michigan State University, East Lansing, MI. Taught undergraduate and graduate courses using problem-based, collaborative, online, and culturally sensitive pedagogy.

October 2007-October 2008

**Independent Contractor.** Ingham Intermediate School District, Mason, MI. Collaborated with staff from a private rehabilitation organization and intermediate school district to address needs

of at-risk students with disabilities; Assisted project director with program evaluation; Developed reports summarizing findings and recommendations; and Facilitated team building among program staff.

August 2007-December 2007

**Disability Specialist.** Michigan State University, East Lansing, MI. Co-managed a caseload of more than 150 students in the Michigan State University Resource Center for Disabilities (RCPD); Worked in partnership with students with disabilities to establish eligibility and academic accommodations; Advocated for and alongside students with disabilities; Secured sign-language interpreter services for students and staff hosting university events; Consulted with students, faculty, parents, and campus community stakeholders seeking disability awareness and RCPD service-related information; and Managed caseload.

January 2007-August 2007

**Research Assistant.** Michigan State University, East Lansing, MI. Worked under direct supervision of a tenure-track associate professor in collecting and compiling data for empirical investigations on multicultural clinical supervision, cultural competency, and psychiatric disabilities and quality of life; Collaborated with research team for future studies.

January 2002-January 2007

**Rehabilitation Counselor.** State of Michigan, Detroit, MI. Managed caseload of 80-120 consumers; Provided vocational counseling to clients from diverse backgrounds; Evaluated eligibility and determined service needs; Developed employment plans; Negotiated employer accommodations; Performed job development, placement, and retention; Established new referral sites; and Facilitated public relations activities to increase awareness of services.

December 2003-August 2005.

**Program Administrator.** Hu-Ani & Associates, Inc., Detroit, MI. Co-developed and supported the implementation of "Successful Transitions for Enhancing Rehabilitation Outcomes Success" training aimed at increasing positive vocational rehabilitation outcomes for African-American veterans with disabilities; and Recruited, trained, supervised, and scheduled facilitators.

October 2003-August 2005

**Group Counseling Facilitator.** Hu-Ani & Associates, Inc., Detroit, MI. Provided group counseling to improve mental health outcomes; and Generated counseling reports based on clients' progress.

January 2001-January 2002

**Student Assistant.** State of Michigan, Detroit, MI. Managed caseload of 80-120 consumers; Provided vocational counseling to clients from diverse backgrounds; Evaluated eligibility and determined service needs; Developed employment plans; Negotiated employer accommodations; Performed job development, placement, and retention; Established new referral sites; and Facilitated public relations activities to increase awareness of services.

March 2000-December 2000

**Vocational Evaluator.** Peckham, Inc. Lansing, MI. Assessed interest, aptitude, and achievement levels of immigrants and refugees with disabilities; Recommended accommodations and removal of employment barriers; Transitioned clients to job placement specialists; and Generated service provision reports.

January 2000-December 2000

**Life Skills Curriculum Coordinator.** Peckham, Inc. Lansing, MI. Developed life skills classes to enhance work behaviors and performance; and Facilitated classes.

September 1999-December 1999

**Job Coach.** Peckham, Inc. Lansing, MI. Provided post-employment follow-up; Documented clients' progress; and Assisted with conflict resolution to increase job retention outcomes.

---

#### REFEREED JOURNAL ARTICLES

---

Wilson, K. B., **Pitt, J. S.**, Acklin, C. L., Gines, J., Chao, S., & Stewart II, J. (2019). Facilitating application of the multicultural counseling competencies. *Rehabilitation Research, Policy, and Education*, 33(4), 234-244.

Wilson, K. B., Acklin, C. L., Chao, Si-Yi, **Pitt, J. S.**, & Gines, J. E. (2019). *The multicultural counseling competencies: An empirical investigation.* *Rehabilitation Research, Policy and Education*, 33(4), 260-272.

Boston, Q., Ethridge, G., Shaw, M., Shamburger-Rousseau, A., Dunlap, P., & **Pitt, J. S.** (2014). Multicultural supervision: Implications for rehabilitation counseling doctoral students. *Rehabilitation Counselors and Educators Journal*, 7(2), 25-31.

**Pitt, J. S.**, Leahy, M., & Lewis, A. (2013). Turnover intent predictors among state vocational rehabilitation counselors. *Journal of Rehabilitation Administration* 37(1), 5-18.

Boston, Q., Bynum, F., Vaughn, S., **Pitt, J. S.**, Smith-Augustine, S., & Waldrum, S. G. (2012). Chronic disability and women of color: Implications for rehabilitation professionals. *Rehabilitation Counselors and Educators Associations' Journal*, 6(1), 92-102.

Boston, Q., Vaughn, S., **Pitt, J. S.**, Soldner, J., Turner-Whittaker, T., & Robertson, S. L. (2011). Promoting multicultural competencies in early career rehabilitation counselor supervisors. *Australian Journal of Rehabilitation Counseling*, 17(1), 36-45.

Lewis, A., King, E., **Pitt, J. S.**, Getachew, M., & Shamburger, A. (2010). Critical thinking skills for rehabilitation professionals in the 21st century. *Rehabilitation Education*, 24(3), 123-134.

**Pitt, J. S.**, Romero-Ramirez, M., Lewis, P., & Boston, Q. (2010). Triple threat factor of disability, race, and poverty: Considerations for rehabilitation practice and research. *Journal of Minority Disability Research and Practice*, 1(3), 7-29.

Franca, M. C., Flowers, C. R., McCabe Smith, L., & **Pitt, J. S.** (2007). The impact of multiculturalism in rehabilitation education. *Rehabilitation Counselors and Educators Journal*, 1(1), 51-59.

---

#### REFEREED BOOK CHAPTERS

---

Carey, C. D., **Pitt, J. S.**, Sanchez, J., Robertson, S., & Mpofu, E. (2019). Exploring positive psychological interventions as race, gender and disability intersect. In L. E. van Zyl & S. Rothmann (Eds.), *Theoretical approaches to multi-cultural positive psychological*

*interventions* (pp. 261-280). Cham, Switzerland: Springer.

Wilson, K. B., **Pitt, J. S.**, Raheem, M., Acklin, C. L., & Wilson, J. (2017). Multicultural counseling competencies: Why is it difficult to apply what we know...? In L. Leavitt, S. Wisdom, & K. Leavitt (Eds.), *Cultural awareness and competency development in higher education* (pp. 237-254). Hershey, PA: IGI Global.

**Pitt, J. S.** (2016). Who speaks for me? Learning to resist with marginalized statuses in the academy. In B. Marina & S. Ross (Eds.), *Beyond retention: Cultivating spaces of equity, justice, and fairness for women of color in U.S. higher education* (pp. 189-211). Charlotte, NC: Information Age Publishing, Inc. [Book Series: Research for Social Justice: Personal ~ Passionate ~ Participatory Inquiry]

**Pitt, J. S.**, Vaughn, S., Shamburger-Rousseau, A., & Harris, L. (2015). Black women in academia: The invisible life. In J. Martin (Ed.), *Racial battle fatigue: Insights from the front lines of social justice advocacy* (pp. 209-223). Santa Barbara, CA: Praeger.

Burris, J., Lewis, A. N., **Pitt, J. S.**, Getachew, M., & Alston, R. (2013). Essential knowledge for improving employment of ethnic minorities with disabilities in the United States. In D. Strauser (Ed.), *Career development, employment and disability in rehabilitation: From theory to practice* (pp. 449-464). New York, NY: Springer.

**Pitt, J. S.**, Wilson, K. B., Gines, J., Lewis, A. N., Boston, Q., & Conroe, G. (2013). Building cultural competence at the pre-service level: Incorporating service learning. In P. Wehman, K. Gary, & J. Bourdon (Eds.), *Race, ethnicity, and disability research: Modern advancement and future endeavors in the field* [monograph] (pp. 21-28). Richmond, Virginia: Virginia Commonwealth University.

---

#### INVITED BOOK CHAPTERS

---

Clay, S., Lewis, A., **Pitt, J. S.**, Quamar, A., Burris, J., Alston, R., & Getachew, M. (in press). Essential knowledge to improve employment of ethnic minorities with disabilities in the United States. In D. Strauser (Ed.), *Career development, employment and disability in rehabilitation: From theory to practice*. New York, NY: Springer.

**Pitt, J. S.**, Vaughn, M., Raheem, M., Thomas, A., & Boston, Q. (in press). Cultural considerations in the testing process. In A. Nerlich (Ed.), *Assessment and evaluation for human services professionals*. Lin Creek, MO: Aspen Professional Services.

---

#### INVITED PUBLICATIONS

---

Lee, S., & **Pitt, J. S.** (2015). University spotlight: California State University, Fresno. *Rehabilitation Counselors and Educators Journal*, 8(1), 50-51.

---

#### PROJECTS IN PROGRESS

---

**Pitt, J. S.**, (2020a). "Boy Bye!": A phenomenological study of Black women faculty who stay or leave the academy. IRB study approved.

**Pitt, J. S.** (2020b). "Career on fleek!": A phenomenological study of successful women of color

professionals. IRB study approved.

**Pitt, J. S.,** Vaughn, M., McEntee, B. (2020c). *Trauma informed care: Addressing cultural sensitivity of female veterans with posttraumatic stress disorder resultant to military sexual trauma in the Veterans Administration Health Care System.* IRB study approved.

---

#### REFEREED NATIONAL, STATE, AND LOCAL PRESENTATIONS

---

Carey, C. D., Robertson, S., **Pitt, J. S.,** Pebdani, R., Estrada-Hernandez, N., Yalamanchilli, P., & Chen, R. (2020, April). *Professional multicultural rehabilitation competencies and standards – 20 years later: A call for change.* Presentation at the 20<sup>th</sup> Annual National Council on Rehabilitation Education (NCRE) Conference, San Diego, CA.

*\*Accepted but presenter did not move forward due to COVID-19*

Raheem, M., Hart, K., **Pitt, J. S.,** Moyenda, M., Challenger, C., & Guy, T. (2019, October). *Seeking the Sakhu: Lift every voice.* Presentation at the Association for Counselor Education and Supervision (ACES) Conference, Seattle, WA.

Conroe, G., & **Pitt, J. S.** (2019, July). *Applying cultural competency to real world rehabilitation counseling.* Presentation at the 26<sup>th</sup> Annual National Association of Multicultural Rehabilitation Concerns (NAMRC) Conference, Atlanta, GA.

Boland, E., Lusk, S., **Pitt, J. S.,** Reed, B., & Spears, E. (2019, April). *Teaching.* Presentation at the 19<sup>th</sup> Annual National Council on Rehabilitation Education (NCRE) Conference, San Diego, CA.

**Pitt, J. S.,** & McCarter, H. (2017, July). *Rehab professionals and educators: The good, bad, and where do we go from here?* Presentation at the 24<sup>th</sup> Annual National Association of Multicultural Rehabilitation Concerns (NAMRC) Conference, Dallas, TX.

Nichols, J., Dong, S., Stewart, J., **Pitt, J. S.,** & Cartwright, B. (2017, April). *Fostering cultural competence in rehabilitation counselor education.* Pre-conference presentation panel at the 17<sup>th</sup> Annual National Council on Rehabilitation Education (NCRE) Conference, Anaheim, CA.

**Pitt, J. S.** (2016, April). *The Flat-footed truth: Lived experiences of Black women in academia.* Presentation at the 16<sup>th</sup> Annual National Council on Rehabilitation Education (NCRE) Conference, Newport Beach, CA.

**Pitt, J. S.,** Vaughn, S., Harris, L., & Shamburger-Rousseau, A. (2015, July). *From surviving to thriving as a Black woman in academia.* Presentation at the 22<sup>nd</sup> Annual National Association of Multicultural Rehabilitation Concerns (NAMRC) Conference, Charlotte, NC.

Shamburger-Rousseau, A., Dunlap, P., **Pitt, J. S.,** Branstetter, R., & Matei, P. (2015, July). *Human trafficking: International trends in rehabilitation counseling.* Presentation at the 22<sup>nd</sup> Annual National Association of Multicultural Rehabilitation Concerns (NAMRC) Conference, Charlotte, NC.

- Shamburger-Rousseau, A., Dunlap, P., & **Pitt, J. S.** (2015, April). *Thailand: Human trafficking and rehabilitation counselor advocacy*. Poster session at the 15th Annual National Council on Rehabilitation Education (NCRE) Conference, Newport Beach, CA.
- Lewis, D., **Pitt, J. S.**, & Teniente-Matson, C. (2015, March). *ASPIRE: A strategic plan for inclusion, respect, and equity*. Presentation at the Association of American Colleges & Universities (AAC&U) Diversity, Learning, and Student Success Conference. San Diego, CA.
- Pitt, J. S.**, Gines, J., & Wilson, K. B. (2014, March). *Acquisition and application of multicultural counseling competencies for emerging and established professionals*. Poster session at the 13th Annual National Rehabilitation Educators Conference (NCRE) at Manhattan Beach, CA.
- Gary, K., **Pitt, J. S.**, Talley, W., & Wilson, K. (2013, July). *VCU project empowerment: Mentoring strategies to advance minority disability research*. Presentation at the 20<sup>th</sup> Annual National Association of Multicultural Rehabilitation Concerns (NAMRC) Conference, New Orleans, LA.
- Pitt, J. S.** (2013, April). *Promoting multicultural competence using service learning pedagogy: What we learned along the way*. Poster presentation at the Faculty Women of Color in the Academy National Conference: Issues of Politics and Scholarship at the University of Illinois at Urbana-Champaign, Urbana, IL.
- Pitt, J. S.**, McLaurin, L., Shannon, C. D., & Conroe, G. (2012, July). *Exposing the "real" of cultural competence: A reality check before it's too late*. Presentation at the 19th Annual National Association of Multicultural Rehabilitation Concerns (NAMRC) Conference, Little Rock, Arkansas.
- Wilson, K. B., **Pitt, J. S.**, & Gines, J. (2012, July). *What are we missing: Are the multicultural counseling competencies challenging professionals who work with people with disabilities?* Presentation at the 19th Annual National Association of Multicultural Rehabilitation Concerns (NAMRC) Conference, Little Rock, Arkansas.
- Wilson, K. B., **Pitt, J. S.**, & Gines, J. (2012, April). *Multicultural counseling competencies: Understanding cognitive, affective, and behavioral dimensions to change behavior*. Presentation at the 12th Annual National Rehabilitation Educators Conference (NCRE) at San Francisco, CA.
- Oliver, D., Nusbaum, E., & **Pitt, J. S.** (2011, September). *Applying an ethical decision-making model across the curriculum in higher education administration, special education, and rehabilitation counseling pedagogy*. Presentation at the Emerging Scholars Conference at Chapman University, Orange, CA.
- Wilson, K., Gines, J., & **Pitt, J. S.** (2011, July). *Falling short: Why understanding multicultural counseling competencies alone is not enough!* Presentation at the 18th Annual National Association of Multicultural Rehabilitation Concerns (NAMRC) Conference, Atlanta, GA.
- Pitt, J. S.**, Flowers, C. R., & Cartwright, B. Y. (2010, July) *Navigating the ivory tower: Experiences of*

- first-year rehabilitation educators*. Presentation at the 17th Annual National Association of Multicultural Rehabilitation Concerns (NAMRC) Conference, Las Vegas, NV.
- Romero-Ramirez, M., & Pitt, J. S. (2010, July). *Climbing the academic career ladder: From master's to doctorate and beyond*. Presentation at the 17th Annual National Association of Multicultural Rehabilitation Concerns (NAMRC) Conference, Las Vegas, NV.
- Pitt, J. S. (2010, April). *Fit, satisfaction, commitment and turnover intent: A state VR exploratory study*. Poster session at the 10th Annual National Council on Rehabilitation Education (NCRE) Conference, Manhattan Beach, CA.
- Pitt, J. S. & Romero, M. (2010, April). *Enhancing rehabilitation counseling doctoral study and post-doctorate experiences*. Presentation at the 10th Annual National Council on Rehabilitation Education (NCRE) Conference, Manhattan Beach, CA.
- Pitt, J. S. (2009, February). *Predictors of turnover intent among state VR counselors*. Poster session at the 9th Annual National Council on Rehabilitation Education (NCRE) Conference, San Antonio, TX.
- Pitt, J. S. (2009, February). *Psychosocial adaptation: Dynamic reciprocity of disability, race, and poverty*. Poster session at the 9th Annual National Council on Rehabilitation Education (NCRE) Conference, San Antonio, TX.
- Flowers, C. R., Pitt, J. S., Robertson, S. L., Boston, Q., & Shannon, C. D. (2007, September). *Addressing the needs of the new underserved minority group: Returning Middle-East Military veterans*. Presentation at the National Rehabilitation Association (NRA) Annual Training Conference, Tucson, AZ.
- Flowers, C. R., Pitt, J. S., Robertson, S. L., Boston, Q., & Shannon, C. D. (2007, July). *Addressing the needs of the new underserved minority group: Returning middle east military veterans*. Presentation at the 15th Annual National Association of Multicultural Rehabilitation Concerns (NAMRC) Conference, Oklahoma City, OK.
- Pitt, J. S., Flowers, C. R., & McConnell, L. R. (2007, July). *Developing leadership in rehabilitation: Learning to lead, what makes a difference?* Presentation at the 15<sup>th</sup> Annual National Association of Multicultural Rehabilitation Concerns (NAMRC) Conference, Oklahoma City, OK.
- Pitt, J. S., & Shannon, C. D. (2007, July). *Challenges facing the field of rehabilitation: What's our plan?* Poster session at the 15th Annual National Association of Multicultural Rehabilitation Concerns (NAMRC) Conference, Oklahoma City, OK.
- Flowers, C. R., Robertson, S. L., & Pitt, J. S. (2007, February). *Multicultural ethics in rehabilitation: Maximizing family inclusion in service provision*. Presentation at the 7th Annual Council on Rehabilitation Education (NCRE) Pre-Conference Workshop, San Diego, CA.
- Shannon, C. D., Pitt, J. S., & Vaughn, S. (2007, February). *Impact of academic environment on student engagement: Putting theory into practice*. Poster session at the 7th Annual

National Council on Rehabilitation Education (NCRE) Conference, San Diego, CA.

Flowers, C. R., Robertson, S. L., & Pitt, J. S., (2006, November). *Maximizing family inclusion in the rehabilitation process: Ethical considerations associated with successful vocational rehabilitation outcomes*. Presentation at the National Rehabilitation Association (NRA) Annual Training Conference, Orlando, FL.

Flowers, C. R., Robertson, S. L., & Pitt, J. S. (2006, July). *Maximizing family inclusion in the rehabilitation process: Achieving successful vocational rehabilitation outcomes*. Presentation at the 14th Annual National Association of Multicultural Rehabilitation Concerns Conference (NAMRC), Detroit, MI.

Shannon, C. D., Pitt, J. S., & Vaughn, S. (2006, July). *Achieving professional excellence in a diverse world: Self-segregation and academic success*. Presentation at the 14<sup>th</sup> Annual National Association of Multicultural Rehabilitation Concerns (NAMRC) Conference, Detroit, MI.

Shannon, C. D., & Pitt, J. S. (2006, March). *Rehabilitation counseling and multicultural competency*. Poster presentation at the Georgia State University 2nd Annual Cultural Competency Conference, Atlanta, GA.

Shannon, C. D., & Pitt, J. S. (2006, February). *Rehabilitation counseling and multicultural competency: Are we moving in the right direction?* Poster presentation at the 6<sup>th</sup> Annual National Council on Rehabilitation Education (NCRE) Conference, San Diego, CA.

Pitt, J. S., & Victory, J. (2000, November). *The magic of holistic connections through dialogue*. Presentation at the 16th Annual Michigan Rehabilitation Conference (MRC), Traverse City, MI.

---

## INVITED PRESENTATIONS

---

Pitt, J. S. (2020, February). *Healthy dialogue: Navigating difficulty & leveraging relationships*. Presentation at the President's Leadership Academy, California State University, Fresno, Fresno, CA.

Pitt, J. S. (2019, December). *Healthy dialogue: Honoring the process*. Presentation at Organizational Excellence Staff and Management Leadership Lunch and Learns, California State University, Fresno, Fresno, CA.

Pitt, J. S. (2018, September). *Creating a healthy dialogue*. Presentation at the President's Leadership Academy, California State University, Fresno, Fresno, CA.

Pitt, J. S. (2015, November). *Leveraging life's lessons while on the road to success*. Presentation at the African American Educational and Academic Success Conference at California State University, Fresno, CA.

Pitt, J. S. (2013, April). *Identifying and working with a mentor*. Presentation at the 13th Annual National Rehabilitation Educators Conference at San Francisco, CA.

Pitt, J. S. (2012, March). *Building cultural competence at the pre-service level: Incorporating the service-learning component*. Presentation at the Race, Ethnicity, and Disabilities: State of

the Science Conference at Arlington, VA.

**Pitt, J. S.** (2012, March). *African American males & prostate cancer: What's the 411?* Presentation at the Race, Ethnicity, and Disabilities: State of the Science Conference at Arlington, VA.

Kim, B., & **Pitt, J. S.** (2011, January). *Using Elluminate learning suite for online education and beyond.* Presentation at the Teaching with Innovative Solutions in Technology to Engage and Reach Students (TWISTERS) Conference at California State University, Fresno, Fresno, CA.

Lewis, P., & **Pitt, J. S.** (2010, February). *Cultural competency in rehabilitation: Teaching cultural competency.* Webcast presentation through the Project Empowerment grant (#H133A080060) funded by the National Institute on Disability and Rehabilitation Research (NIDRR).

**Pitt, J. S.** (2009, September). *The relationship between person-organized fit, job satisfaction, organizational commitment, and turnover intent among state vocational rehabilitation counselors.* Poster session at the 2nd Annual Western Region Disability Conference, Fresno, CA.

**Pitt, J. S.** (2007, March). *Disability: The family, gender, & multicultural perspective.* Panel presentation in CEP 470, Disability in a Diverse Society. Michigan State University, East Lansing, MI.

**Pitt, J. S.** (2005, November). *Professional issues in the field of rehabilitation counseling.* Presentation in RCI 7410, Foundations of Rehabilitation Counseling. Wayne State University, Detroit, MI.

---

## TEACHING EXPERIENCES

---

### Course and Module Development (online=<sup>1</sup>)

<sup>1</sup>COUN 209-Advanced Practicum in Counselor Supervision (California State University, Fresno, Fall 2019; Spring 2020)

REHAB 206-Psychological and Social Aspects of Disability (California State University, Fresno, Fall 2012; Spring 2013). Service-learning enhanced course

<sup>1</sup> Research Module-Rehabilitation Counseling Research (Project Empowerment, Improving Minority Disability Research Capacity, Spring 2011)

### Existing Courses at California State University, Fresno (online=<sup>1</sup> hybrid=<sup>2</sup>)

COUN 200-Seminar in Counseling Techniques (Fall 2017; Spring 2018; Fall 2018; Spring 2019)

REHAB 201-Professional Identity and Ethics in Counseling (Spring 2018)

REHAB 206-Psychological and Social Aspects of Disability (Fall 2009; Spring 2010; Fall 2010; Spring 2011; Fall 2011; Spring 2012; Fall 2012; Spring 2013; Fall 2013; Spring 2014; Fall 2014; Spring 2015; Fall 2015; Spring 2016)

REHAB 211-Current Professional Issues in Rehabilitation Counseling (Fall 2009; Spring 2010; Spring 2011; Fall 2011; Spring 2016; Fall 2016)

REHAB 238-Rehabilitation Counseling Practicum (Fall 2009; Spring 2010; Fall 2011; Spring 2019)

<sup>2</sup>REHAB 239-Rehabilitation Counseling Internship (Fall 2010; Spring 2011; Fall 2011; Spring 2012; Fall 2012; Spring 2013; Fall 2013; Spring 2014; Fall 2014; Spring 2015; Fall 2015; Spring 2016; Fall 2016; Spring 2017; Fall 2017; Spring 2018; Fall 2018; Spring 2019; Fall 2019; Spring 2020)

### Existing Courses at Michigan State University

CEP 470-Disability in a Diverse Society (Spring 2008; Spring 2009)

CEP 860-Stress Management (Fall 2007; Fall 2008)

---

### PROJECT, THESIS, AND DISSERTATION COMMITTEES

---

Lisa Corbin, Walden University, Dissertation Committee, Title: *Career Decisions of Counselor Education and Supervision Doctoral Students* (2019-2020)

Jack Streeter, Walden University, Dissertation Committee, Title: *Early Life Correlates of Post Traumatic Growth Among Urban African Americans* (2019-2020)

Calliope Correia, California State University, Fresno, Thesis Committee, Title: *The Development and Assessment of a Horticulture Curriculum for a Transition to Adulthood Program for Young Adults with Disabilities* (2014)

Michael Gerald, California State University, Fresno, Thesis Committee, Title: *The Application of Self-Management to Improve Adherence to Antiretroviral Therapy (ART) Among HIV Positive Transgender Persons* (2012)

Rena Jetton, California State University, Fresno, Project Committee, Title: *CSU Fresno Students Attitudes and Experience of Disability* (2010)

---

### INSTITUTIONAL SERVICE

---

#### University

Best Buddies International, Inc. Advisor (2018-Present)

National Coalition Building Institute Campus Trainer (2012-Present)

Black Faculty and Staff Association Member (2009-Present)

Researchers and Critical Educators President (2009-Present)

Partnership for a Healthier America Member (**Appointed** 2017-2020)

Personnel Committee Member (2014-2017)

African American Edge Initiative Mentor (2011-2017)

Search for Assistant Professor Child Family and Consumer Sciences Equal Employment Opportunity Designee (2015-2016)

Search for Dean College of Science and Mathematics Equal Employment Opportunity Designee (2012) (2015-2016)

Cultural Competence Task Force Member (2015)

Services to Students with Disabilities Council for the Advancement of Standards in Higher Education Accreditation Team Member (2015)

Central Valley Cultural Heritage Institute Advisory Board Member (2013-2014)

Respect Civility and Inclusion Resource Team Member (2013-2014)

Search for Dean Lyles College of Engineering Equal Employment Opportunity Designee (2013-2014)

Women's Campus Connection Founding Member (2011-2014)

President's Commission on Human Relations and Equity Member (**Appointed** 2009-2014)  
President's Organizational Engagement-Work Life Review Task Force Member (**Appointed** 2014)

Search for Assistant Professor Sociology and Africana Studies Equal Employment Opportunity Designee (2014)

Untenured Faculty Organization Elections Committee Chair (2009-2012)

Central California Children's Institute, Advisory Board and Taskforce Member (2010-2011)

Search for Band Director Music Equal Employment Opportunity Designee (2011)

### **School**

Budget Committee (2019-Present)

Dean's Accreditation Council (2019-Present)

Development Committee (2019-Present)

Dispute Resolution Committee-Single Subject Credential Program (2019)

Ed.D. Program in Educational Leadership Site Reviewer (2019)

Search for Assistant Professor Literacy, Early, Bilingual, and Special Education Member (2018-2019)

Graduate Program Committee Member (2013-2016)

International Education Committee Department Representative (2011-2014)

Research Committee Department Representative (2009-2012)

**Department**

Chair (2019-Present)

Personnel Committee for Temporary Faculty Reviews (2020)

Search for Assistant Professor Clinical Rehabilitation and Mental Health Counseling Member (2018-2019)

Clinical Review Committee, Member (2019)

Personnel Committee for Retention, Tenure, and Promotion Member (2015-2018)

Diversity Training and Team Building Co-Facilitator (2018)

Search for Assistant Professor Marriage, Family, and Child Counseling Member (2015)

Search for Assistant Professor Rehabilitation Counseling (2015)

Doctoral Program Exploration Committee Member (2014-2015)

Search for Assistant Professor Rehabilitation Counseling Chair (2013-2014)

Program Change Committee Member (2013)

Search for Assistant Professor Rehabilitation Counseling Member (2013)

Search for Assistant Professor Counseling and Student Services Member (2011-2012)

Budget Committee, Representative (2010-2011)

**Program**

Clinical Coordinator (2013-Present)

Assessment Coordinator (2013-2016)

Program Coordinator (2013-2016)

---

**LOCAL, STATE, NATIONAL AND INTERNATIONAL SERVICE**

---

California Faculty Association At-Large Officer (Present)

Fresno Unified School District Superintendent's African American Academic Acceleration (A4) Taskforce Member (2018-Present)

Journal of Disability Studies Editorial Board Member (2018-Present)

Council for Accreditation of Counseling and Related Educational Programs Site Reviewer (2017-Present)

Journal of Diversity in Higher Education Peer Reviewer (2016-Present)

Journal of Applied Rehabilitation Counseling Guest Co-Editor (2014); Editorial Consultant (2013-Present)

Community of Practice on Person-Centered Planning Committee Member (2012-Present)

National Association of Multicultural Rehabilitation Concerns Program Committee Member (2016); Proposal Reviewer (2016); Hospitality Committee Member (2015); Awards Committee Co-Chair (2006-2007); Scholarship Committee Chair (2006-2007); Awards Committee Member (2019); Conference Planning Program Committee (2019); Poster Committee Coordinator (2019); Awards Committee Member (2020); Program Conference Co-Chair (2020)

Association for Counselor Education and Supervision Proposal Reviewer (2019)

External Evaluator for Retention Tenure and Promotion at the University of Texas Rio Grande Valley (2019)

External Evaluator for Retention Tenure and Promotion at Virginia Commonwealth University (2018)

Fresno Unified School District Interview Panel Member (2018)

National Rehabilitation Association Awards Committee Co-Chair (2007); Awards Committee Member (2018)

Council on Rehabilitation Education Commission on Accreditation and Standards Member (**Appointed** 2015-2017)

Council on Rehabilitation Education Clinical Rehabilitation Program Site Reviewer (2015)

Community Wellness Collaboration Member (2012-2014)

National Council on Rehabilitation Education Proposal Reviewer (2012-2013)

National Association for Multicultural Education Proposal Reviewer (2011)

Journal of Vocational Rehabilitation Peer Reviewer (2010)

---

## **CERTIFICATIONS AND LICENSES**

---

Certified Faculty for Quality Learning and Teaching (June 2019) California State University, Office of the Chancellor

Certified Rehabilitation Counselor (CRC) #00047988 (Valid through March 31, 2021; Since May 1, 2001) Commission on Rehabilitation Counselor Certification

Licensed Professional Clinical Counselor (LPCC) #1217 (Valid through January 31, 2022; Since June 25, 2014) State of California – Board of Behavioral Sciences

Licensed Professional Counselor (LPC) #6401008480 (Valid through May 31, 2021; Since January 27, 2005) State of Michigan – Department of Licensing and Regulatory Affairs

National Certified Counselor (NCC) #1498695 (Valid through April 30, 2025; Since April 21, 2020)  
National Board for Certified Counselors

---

**PROFESSIONAL MEMBERSHIPS**

---

American Counseling Association (2007-Present)

American Rehabilitation Counseling Association (2007-Present)

Association for Counselor Education and Supervision (2018-Present)

Association for Multicultural Counseling and Development (2007-Present)

California Association for Multicultural Education (2010-2016)

California Chapter of International Association of Rehabilitation Professionals (2010-2012)

California Rehabilitation Association (2009-Present)

International Association of Rehabilitation Professionals (2010-2012)

National Association for Multicultural Education (2010-2016)

National Association of Multicultural Rehabilitation Concerns (2001-Present)

National Association of Rehabilitation Leadership (2008-2018)

National Council on Rehabilitation Education (2006-2017)

National Rehabilitation Association (2001-Present)

National Rehabilitation Counseling Association (2013-2015)

Rehabilitation Counselors and Educators Association (2007-2018)

Western Association for Counselor Education and Supervision (2018-Present)