**Katharine S. (Katy) Shaffer, Ph.D.**

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**EDUCATION**

**Ph.D.**  **University at Albany**  August 2015

Albany, NY - Division of Counseling Psychology

**Internship:** Virginia Tech Cook Counseling Center

**Dissertation Title:** *Supervisee Avoidant Attachment and Supervisors’ Use of Relational Behavior: Contributions to the Working Alliance*

**Certificate - Professional University of Baltimore**  May 2010

**Counseling Studies** Baltimore, MD – Division of Applied Behavioral Sciences

Applied Psychology, Counseling

**M.S.** **University of Baltimore**  July 2009

Baltimore, MD – Division of Applied Behavioral Sciences

Applied Psychology, Counseling

**B.A., cum laude** **Shepherd University** August 2004

Shepherdstown, WV - Regents Liberal Arts Program

**DISTINCTIONS & SCHOLARSHIPS**

The National Society of Leadership & Success (Sigma Alpha Pi), 2017 – Award for Excellence in Teaching

Alice Clark Long Scholarship – University at Albany, 2014 – for School of Education students who plan to teach ($500)

Dissertation Research Fellowship Award – University at Albany, 2013 – for dissertation research support ($500)

Graduate Student Employment Union Professional Development Award – University at Albany, 2012 – for graduate student professional development activities in teaching and research ($1,000)

Dr. George Lassen and Mrs. Jean Lassen Memorial Scholarship – University of Baltimore, 2009 – for academic merit and commitment to excellence in Counseling Psychology ($1,500)

McMurran Scholar - Shepherd University, 2003-2004 – highest academic honor of the university, awarded for academic integrity

Ruby Clyde Academic Scholarship - Shepherd University, 1998– for academic merit ($20,000)

Lurry Academic Scholarship - Shepherd University, 1998 – for highest GPA in freshman class ($100)

**TEACHING & CLINICAL SUPERVISION EXPERIENCE**

***Teaching***

**Assistant Professor** August 2017 - Present

University of Baltimore, Baltimore, MD

Graduate Courses Undergraduate Courses

Basic Counseling (APPL 606) Special Topics: Multicultural and

Career Counseling (APPL 623) Community Psychology

Group Counseling (APPL 622) (PSYC 497)

Multicultural Counseling (APPL 625) Counseling Psychology (PSYC 340)

Professional Identity, Ethics, and Legal Issues Human Development (PSYC 205)

in the Practice of Counseling and Abnormal Psychology (PSYC 350)

Psychology (APPL 602) Multicultural Psychology (PSYC

Practicum in Counseling Psychology (APPL 703) 410)

Internship in Counseling Psychology (APPL708)

**Faculty Lecturer** August 2015 – Present

University of Baltimore, Baltimore, MD

**Adjunct Instructor** January 2014 – May 2014

University of Baltimore, Baltimore, MD

Graduate Professional Identity, Ethics, and Legal Issues in the Practice of Counseling and Psychology (APPL 602)

**Lab Instructor** August 2012 – December 2012

University at Albany, Albany, NY

Graduate Intermediate Counseling Theory & Practice (ECPY 612)

**Instructor** August 2011 – May 2012

University at Albany, Albany, NY

Undergraduate Psychology, Cultural Diversity and Social Justice (ECPY 360)

***Clinical Supervision / Instruction***

**Clinical Supervisor** August 2014 – December 2014

Virginia Tech, Cook Counseling Center, Blacksburg, VA

Doctoral Practicum Student

**Adjunct Instructor & Clinical Group Supervisor** January 2014 – May 2014

University of Baltimore, Baltimore, MD

Graduate Practicum in Counseling Psychology (APPL 703)

**Instructor & Clinical Group Supervisor** January 2013 – May 2013

University at Albany, Albany, NY

Practicum in Mental Health Counseling (ECPY 602)

**Clinical Supplemental Supervisor** August 2012 – December 2012

University at Albany, Albany, NY

Graduate Advanced Mental Health Counseling Students (2)

**Teaching Assistant**

University of Baltimore, Baltimore, MD

College Counseling (APPL 628) May 2010 – July 2010

Group Counseling (APPL 622) September 2009 – December 2009

Basic Counseling Skills (APPL 606) January 2009 – May 2009 January 2010 - May 2010

**RESEARCH**

***Publications in Refereed Journals***

McAndrew, L. M., Martin, J. L., Friedlander, M. L., **Shaffer, K**., Breland, J. Y., Slotkin, S., & Leventhal, H. (2017). The common sense of counseling psychology: introducing the Common-Sense Model of self-regulation. *Counselling Psychology Quarterly*, 1-16.

**Shaffer, K.S.,** Love, M.M., Chapman, K.M., Horn, A.J., Haak, P., & Shen, C.Y-P. (2017). Walk-in triage systems in university counseling centers. *Journal of College Student Psychotherapy, 31,* 71-89*.*

**Shaffer, K. S.,** & Friedlander, M. L. (2017). What do “interpersonally sensitive” supervisors do and how do supervisees experience a relational approach to supervision?. *Psychotherapy Research*, *27,* 1-12.

Friedlander, M. F. & **Shaffer, K.S.** (2014). It’s (still) all about the relationship: Relational strategies in clinical supervision. *Psychotherapy Bulletin, 49(4),* 13-17*.*

Gasser, C.E. & **Shaffer, K.S.** (2014). Career development of women in academia: Traversing the leaky pipeline. *The Professional Counselor*, *4*, 332-352.

Friedlander, M.L., Lee, H-H., **Shaffer, K.S.** & Cabrera, P. (2014). Negotiating therapeutic alliances with a family at impasse: An evidence-based case study. *Psychotherapy, 51,* 41 – 52.

Friedlander, M.L.,Kivlighan, Jr., D. M., & **Shaffer, K.S.** (2012).  Exploring actor-partner interdependence in family therapy: Whose view (parent or adolescent) best predicts treatment progress?  *Journal of Counseling Psychology, 39,* 168-175.

**Lantz, M.M.,** & **Shaffer, K.S.** (2012). 2011 report from the Student Affiliates of Seventeen. The Counseling Psychologist, 40, 181-182.

***Book Chapters***

Friedlander, M.L., Blanco, S., & Bernardi, S., **Shaffer, K.S.,** (2016, October). Empowering female supervisees: A feminist, multicultural and relational perspective. In M. Keitel and M. Kopala, Eds. *Handbook of counseling women.* (2nd ed.). Thousand Oaks, CA: Sage Publications.

***Manuscripts in Preparation***

Lantz, M.M., **Shaffer, K.S**., Owen, J. (in preparation). Factors affecting therapy process and outcome in cross-racial dyads.

**Shaffer, K.S.,** Gasser, C.E. (in preparation). Training and experience in clinical supervision as a predictor of supervisors’ developmental level and perceived self-efficacy.

**Shaffer, K.S**., Hung, I-C.G., Hanus, A.E. (in preparation). Undergraduate multicultural education: Experiential avoidance, self-awareness, and diversity attitudes.

***Conference Presentations***

**Shaffer, K.S.** & Friedlander, M.L. (2015, June). *Supervisee avoidant attachment, relational behavior, and the supervisory working alliance.* (Brief paper presented at the 46th International Meeting of the Society for Psychotherapy Research, Philadelphia, PA).

Hung, I-C.G., Hanus, A.E., **Shaffer, K.S.** & Hetz, M. (2013, August). *Experiential avoidance as a mechanism of change of diversity attitudes.* (Poster presented at the 121st annual Convention of the American Psychological Association, Honolulu, HI).

**Shaffer, K. S**., Hung, I-C. G., Fuller, S. V., & Hanus, A. (2013, February). *Changes in students’ self-awareness and diversity awareness as a result of an undergraduate course in diversity.* (Poster presented at the 30th annual Winter Roundtable conference of Teacher’s College, Columbia University, New York, New York).

Fuller, S.V., Hung, I-C.G., Hanus, A.E. & **Shaffer, K.S.,** (2012, October). *Undergraduate diversity education: Change in diversity awareness and attitudes.* (Presentation at the 2nd Joint Conference between the Department of Educational and Counseling Psychology, University at Albany & Specialty area of Educational, Developmental, and Counseling Psychology, & Research group on Psychosocial Transitions, College of Psychology and Education, Universidade de Coimbra, Coimbra, Portugal).

**Shaffer, K.S.** & Friedlander, M.L. (2012, June). *Predicting in-session supervisory behavior from supervisory style.* (Panel discussant at the 43rd International Meeting of the Society for Psychotherapy Research, Virginia Beach, VA).

Kortz, L., Friedlander, M.L. & **Shaffer, K.S.** (2012, June). *“They usually find me online”: How and why expert psychotherapists are using (and not using) new technologies with their clients.* (Poster presented at the 43rd International Meeting of the Society for Psychotherapy Research, Virginia Beach, VA).

Gasser, C.E., & **Shaffer, K.S.** (2012, January). *A Revised Model of the Career Development of Women in Academia: Traversing the Leaky Pipeline.* (Poster presented at the 34th Annual National Institute on the Teaching of Psychology, St. Pete Beach, FL).

**Shaffer, K.S.,** Carnicella, R., Hung, I., Hutman, H., Kumar, S., Murray, M., Worhach, M., Xhihani, A. (2011, November) *The many faces of privilege in graduate training.* (Roundtable at the 20th Annual Diversity Conference, Albany, NY).

Friedlander, M.F., Heatherington, L. Constantino, M., Messer, S., Kortz, L. and **Shaffer, K. S.** (2011, June). *"What's therapy got to do with it?" Clients' explanations of corrective change.* Poster presented at the 42nd international meeting, Society for Psychotherapy Research, Bern, Switzerland.

Friedlander, M. L., Kivlighan, D. M., and **Shaffer, K. S.** (2011, June). *Actor-Partner Interdependence in Family Therapy: Whose View (Parent or Adolescent) Best Predicts Treatment Progress?* Poster presented at the 42nd international meeting, Society for Psychotherapy Research, Bern, Switzerland.

**Shaffer, K.S.**, Gasser, C.E., & Jackson, K.M. (2010, March). *Career Development and Women in Academia: Traversing the Leaky Pipeline.* (Poster presented at the annual conference of the American Counseling Association, Pittsburgh, PA).

***Professional Newsletters***

**Lantz, M.M.** & **Shaffer, K.S.** (2012, June). Student Affiliates of Seventeen Report . Society of Counseling Psychology Newsletter, 33(2), 13-14.

**Lantz, M.M.,** & **Shaffer, K.S.** (2012, Summer). From the SAS co-chairs: Updates and hopes. Newsletter of the Student Affiliates of Seventeen, 31(1), 2-4.  
  
**Shaffer, K.S.** & **Lantz, M.M.** (2012, March). Student Affiliates of Seventeen Report. Society of Counseling Psychology Newsletter, 33(1), 19-20.  
  
**Shaffer, K.S.** & **Lantz, M.M. (**2011, September). Student Affiliates of Seventeen Report. Society of Counseling Psychology Newsletter, 32(3), 10-11.

***Grant-Writing Experience***

Role of White Therapist Factors in Therapy Process and Outcome with Black/African American Clients.

Amount: $10,000

Time Period: May 2017 – December 2018

Purpose: Identify the effects of therapist attributes and therapist training variables on psychotherapy process and outcome variables in cross-racial dyads. The present study seeks to identify factors that may be intervened upon in multicultural training, to improve counseling services for racial/ethnic minority clients.

Fund for Excellence Grant, University of Baltimore Foundation.

Amount: $25,000

Time Period: 2017-2018

Purpose: Career Counseling partnership with Code in the Schools nonprofit and Early Career Initiatives, UB Office of the Provost

Fund for Excellence Grant, University of Baltimore Foundation.

Amount: $25,000

Time Period: 2016-2018

Purpose: Career Counseling partnership with Code in the Schools nonprofit.

***Other Publications***

Gasser, C.E., & **Shaffer, K.S.** (2016). Career development of women in academia: Traversing the leaky pipeline [Web log post]. In D. Savonick & C.N. Davidson, An Annotated Bibliography of Recent Studies of Academic Gender Bias and Gender Discrimination.

https://docs.google.com/document/d/1QRcQU4RSizlu-HxDY2uZxYp4EmYslmvm9BMtcd-RUis/edit

***Thesis Committee Work***

Committee Member: Viktor Nowak, 2017-present, “LGBTQ Workplace Satisfaction”

Committee Member, 2016-present: Chris Ceary, “The Strength of Pursuing Your Values: Value Living as a Path to Resilience”

**CLINICAL EXPERIENCE**

**Predoctoral Internship in Psychology** August 2014 – Present

Virginia Tech, Cook Counseling Center, Blacksburg, VA

* Provided short and longer-term psychotherapy to undergraduate and graduate individuals and couples
* Co-facilitated psychotherapy process groups
* Conducted campus outreach and provide consultation
* Supervised doctoral practicum student
* Conducted triage walk-in intake services and on-call after hours duty for crisis intervention
* Administered assessment batteries and write integrated reports
* Conducted process-outcome research on clinical procedures

Supervisors: Ellie Sturgis, Ph.D. & Cathye Betzel, Psy.D.

**Advanced Practicum Trainee Counselor** August 2012 – June 2013

Union College Counseling Center, Schenectady, NY

* Provided short and longer-term psychotherapy to undergraduate individuals and couples
* Conducted walk-in crisis intervention and on-call after hours duty for crisis intervention

Supervisor: Marcus Hotaling, Ph.D.

**Practicum Trainee Counselor** September 2011 – August 2012

Psychological Services Center, Albany, NY

* Conducted longer-term individual psychotherapy and career counseling with individual community members and couples
* Scored and interpreted personality and career assessments with individuals and couples
* Conducted phone intake assessment of potential clients
* Participated in monthly training seminars and case conferences
* Presented client case conceptualizations to supervision groups

Supervisors: LaRae Jome, Ph.D. & Elana Gordis, Ph.D.

**Counselor** June 2010 – July 2010

Howard Community College Counseling and Career Services, Columbia, MD

* On-call evening counselor
* Conducted intake mental health, career assessment and referral with students and community members

Supervisor: Alissa Putman, Ph.D.

**Counseling Extern** September 2009 – May 2010

Howard Community College Counseling and Career Services, Columbia, MD

* Provided individual psychotherapy and career counseling to college students and members of the community
* Interpreted career personality and interest inventories
* Participated in group case consultation and monthly topic seminars
* Presented client case conceptualizations to supervision group
* Conducted campus outreach on various mental health topics

Supervisors: Suzanne Friedman, Ph.D., Alissa Putman, Ph.D., & Tonya Osmond, LCPC

**Practicum Trainee** **Counselor** September 2008 –May 2009

University of Baltimore Career Center, Baltimore, MD

* Provided individual career counseling sessions to university students and alumni
* Interpreted career personality and interest inventories
* Reviewed and assisted clients with editing résumés
* Conducted, recorded, and assessed mock interviews with clients

Supervisors: Malka Weintraub, LCPC, Elaine Johnson, Ph.D., & Courtney Gasser, Ph.D.

**Practicum Trainee** **Counselor** September 2008 – May 2009

University of Baltimore Counseling and Training Center, Baltimore, MD

* Provided mental health counseling to students
* Presented client case conceptualizations in group supervision

Supervisors: Elaine Johnson, Ph.D. & Courtney Gasser, Ph.D.

**Job Search Group Co-Facilitator** June 2008 – July 2008

University of Baltimore Career Center, Baltimore, MD Oct 2008 – Dec 2008

March 2009 – April 2009

* Facilitated task groups focused on specific job search strategies, multicultural issues and career transition / indecision issues
* Monitored client progress and maintained administrative notes of client goals
* Communicated with group members regarding goals and provided extra assistance in individual sessions

Supervisor: Malka Weintraub, LCPC

**ASSESSMENT EXPERIENCE**

Personality and Intelligence Assessment Career Assessment

NEO-PI-R Strong Interest Inventory &

WAIS-IV Skills Confidence Inventory

RISB Myers-Briggs Type Indicator

MMPI-II Campbell Interest and Skill Survey BDI/BAI My Vocational Situation

SCL-90

Rorschach Inkblot Test

TAT

PAI

Couples: (MCLI, DAS, CTS2S; MSI)

**CONSULTATION**

**Consultant** Fall 2015 – January 2017

Code in the Schools, Baltimore, MD

* Consultant to Executive Director of non-profit organization
* Researched vocational assessment measures for new pilot program training secondary school students in computer programming

**Consultant Team Member** Fall 2010

University at Albany and the Division of Developmental and Behavioral Pediatrics (DDBP) - Albany Medical Center, Albany, NY

* Consultant to Director and staff of DDBP
* Conducted in-depth literature review of cultural, economic, and socio-psychological factors related to childhood obesity
* Reviewed national and international childhood obesity behavioral health treatment programs
* Compiled report of current empirical evidence regarding the treatment of childhood obesity and recommended behavioral health treatment program models

**OTHER PROFESSIONAL EXPERIENCE, TRAINING & SERIVCE**

**Accreditation Self-Study Coordinator** August 2016 - present

University of Baltimore, Baltimore, MD

* Lead University of Baltimore counseling psychology program self-study process for the Master’s in Psychology and Counseling Accreditation Council (MPCAC)
* Critique and revise curriculum descriptions, forms, procedures, and outcome evaluations
* Write and compile data for accreditation self-study document

**Question, Persuade, Refer (QPR) – Certified Instructor**  Fall 2014

Virginia Tech, Blacksburg, VA

* Trained as a certified QPR-instructor for suicide awareness and prevention for community members, students, faculty, staff

**Focus Group Facilitator & Qualitative Analysis** Spring 2011

American Psychological Association Accreditation Self-Study

University at Albany, Albany, NY

* Facilitated Ph.D. student focus groups for APA accreditation self-study
* Analyzed themes of student feedback for final APA accreditation self-study report

**WORKSHOPS & OUTREACH EXPERIENCE**

**Finals Extravaganza** December 2014

Virginia Tech, Blacksburg, VA

**Beginning Listening Skills for Peer Assisted Learning** November 2014

Virginia Tech, Blacksburg, VA

**Mind & Body Check Fair** October 2014

Virginia Tech, Blacksburg, VA

**Behind Closed Doors - Resident Assistant Crisis Intervention Training** August 2014

Virginia Tech, Blacksburg, VA

**National Depression Screening Day Outreach** October 2009

Howard Community College, Columbia, MD

**Suicide Prevention & Awareness Outreach** September 2009

Howard Community College, Columbia, MD

**Career Transitions Workshop** April 2009

University of Baltimore, Baltimore, MD

**National Depression Screening Day Outreach** October 2008

University of Baltimore Baltimore, MD

**PROFESSIONAL AFFILIATIONS, SERVICE, & LEADERSHIP**

Treasurer September 2017 - Present

Alliance for Professional Counselors

Ad hoc Reviewer August 2017 – Present

Psi Chi Journal of Psychological Research

High School Community Outreach – Privilege Walk June 2017

Hereford High School, Parkton, MD

Hospitality Committee Member, Society of Counseling Psychology 2016 – 2017

American Psychological Association

Member, Counseling Psychology Program Committee August 2015 – Present

University of Baltimore, Division of Applied Behavioral Sciences

Advocacy Committee Member February 2015 – Present

Council for Master’s Counseling Training Programs

Member, Advisory Council August 2014 – August 2015 Division 17 Vice-President for Education and Training

American Psychological Association

Member June 2009 – Present

American Psychological Association

Member September 2010 – Present

Society of Counseling Psychology, APA Division 17

Training Committee Member August 2014 – August 2015

Virginia Tech Predoctoral Internship

Clinical Procedures Committee Member August 2014 – August 2015

Virginia Tech Cook Counseling Center

Executive Board (Co-Chair; Treasurer) January 2011 – August 2012

Student Affiliates of Seventeen (SAS)

Co-Chair, Finance Committee January 2011 – November 2011

20th Annual Diversity Conference, University at Albany

Counseling Psychology Program Representative August 2010 – August 2012

University at Albany Graduate Student Organization

Member May 2008 – Present

Psi Chi National Honor Society in Psychology

Member, Board of Directors September 1999 – December 2000

Shepherd University Women’s Studies Program