

Paul F. Hard, PhD

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EDUCATION

University of Alabama, Tuscaloosa, Alabama / 2007

- PhD Degree in Counselor Education and Supervision
- Focal Emphasis: Marriage & Family - CACREP Accredited Program

University of Alabama, Tuscaloosa, Alabama / 1994

- Master of Arts Degree in Community Counseling
- Focal Emphasis: Marriage and Family - CACREP Accredited Program

Southwestern Baptist Theological Seminary, Fort Worth, Texas / 1986

- Master of Arts Degree
- Focal Emphasis: Religious Education

Southwestern Baptist Theological Seminary, Fort Worth, Texas / 1985

- Master of Divinity Degree
- Focal Emphasis: Christian Theology

University of Mobile, Mobile, Alabama / 1981

- Bachelor of Science Degree
- Major: Business Administration
- Double Minor: English and Religion

LICENSES & CERTIFICATIONS

- Licensed Professional Counselor (Alabama #1604) / Since 1996
- Supervising Counselor (Alabama #324) / Since 2001
- National Board Certified Counselor (NCC #35564) / Since 1994
- Certified American Red Cross Disaster Instructor, October 2012
- Zero to Three certified trainer in the DC:0-5 classification system.

PROFESSIONAL AFFILIATIONS

- American Counseling Association
- American Association for State Counseling Boards
- Association for Counselor Education and Supervision
- Association for Spiritual, Ethical, and Religious Values in Counseling
- American Mental Health Counselors Association
- Alabama Counseling Association
- Alabama Association for Counselor Education and Supervision
- Alabama Association for Spiritual, Ethical, and Religious Values in Counseling
- Alabama Mental Health Counselors Association
- Alabama Association for Adult Development and Aging
- Alabama Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling
- Jean Cecil Student Chapter of American Association of Counseling & Development
- Chi Sigma Iota Counseling Honors Society & Kappa Delta Pi Education Honors Society

TEACHING
PROFESSIONAL TEACHING EXPERIENCE

Auburn University Montgomery, Montgomery, Alabama / 2008 to present

- Department Head of Counselor Leadership & Special Education
- Associate Professor in Counselor Education
- Instruction in Counselor Education, Research, and Service to the University, School, Department, Community & Profession
- Clinical supervision to practicum and internship counselors in training
- Instruction and experienced based training in skills development
- Effective supervisory and administrative skills in class organization and instruction

Troy State University, Troy, Alabama / 2014 to 2020

- Adjunct Professor in Counselor Education
- Provided instruction in Counselor Education
- Provided instruction and experienced based training in skills development
- Utilized effective supervisory and administrative skills in class organization and instruction

Jacksonville State University, Jacksonville, Alabama / 2007

- Instructor in Counselor Education as pro-rata faculty
- Provided clinical supervision to practicum counselors in training
- Provided instruction and experienced based training in skills development and group counseling
- Utilized effective supervisory and administrative skills in class organization and instruction

Alabama Southern Community College, Demopolis, Alabama / 1994

- Psychology Instructor
- Taught survey course of basic psychology, provided testing, grading, reporting & student guidance
- Researched and prepared curriculum - Utilized effective teaching and presentation skills

COURSES TAUGHT AT THE UNIVERSITY LEVEL

AUBURN MONTGOMERY

- ECED 3890: Fundamentals of Counseling
- ECED 3950: Counseling Seminar in Disaster
- ECED 3950: Counseling Seminar in Addictions
- ECED 4250: Diversity Issues of Families in Distress
- ECED 6220: Introduction to Counseling
- ECED 6240: Introduction to Clinical Mental Health Counseling
- ECED 6250 Cultural Issues of Families in Distress
- ECED 6280: Helping Relationships: Counseling Theory & Practice I
- ECED 6290: Counseling Theory & Practice II

- ECED 6310: Clinical Consultation, Supervision, & Program Planning
- ECED 6350: Human Growth and Development
- ECED 6360: Assessment & Diagnosis of Abnormal Behavior
- ECED 6370: Addictions Counseling
- ECED 6380: Disaster and Crisis Intervention
- ECED 6410: Systemic Couples & Family Counseling
- ECED 6902: Studies in Counselor Education
- ECED 6914: Practicum in Counseling
- ECED 6923 Counseling Leadership
- ECED 6924: Counseling Internship I
- ECED 6925: Counseling Internship II
- ECED 6952: Seminar in Counseling

AUBURN MONTGOMERY - continued

- ECED 7300: Grief Counseling
- ECED 7420 Early Childhood Mental Health
- ECED 7600: Supervision in Counseling
- ECED 7902 Advanced Studies in Counselor Education
- ECED 7923: Advanced Counseling Leadership
- ECED 7926: Advanced Internship in Counseling I
- ECED 7927: Advanced Internship in Counseling II
- EDUC 1220: AUM Student Success Course
- HONR 2757: WI Honors Seminar – Being Human
- ORGL 3970: Team Building I
- UNIV 1000: University Success

TROY STATE UNIVERSITY (Troy Campus)

- PSY 6607 Introduction to Infant/Early Childhood Mental Health
- PSY 6609 Infant/Early Childhood Testing and Evaluation
- PSY 6612 Infant/Early Childhood Neuroscience Diagnosis & Treatment Planning
- PSY 6615 Reflective Supervision
- PSY 6679 Infant/Early Childhood Internship
- CP 6654 Sexual Minority Issues In Counseling (Summer 2017)
- CP 6634 Drug Education, Prevention and Intervention (Summer 2014)
- CP 6620 Readings in Counseling & Psychology - LBGTQQI2S Issues In Counseling (Fall 2014)

JACKSONVILLE STATE UNIVERSITY (Fall 2007)

- ECG 525: Skills Development
- ECG 585: Counseling Practicum
- ECG 591: Group Procedures

ALABAMA SOUTHERN COMMUNITY COLLEGE (Demopolis Campus, 1995)

- PSY 200: General Psychology

COURSE & CURRICULUM DEVELOPMENT**I developed the following courses and submitted them for approval to the graduate council.**

- ECED 6410: Systemic Couples and Family Counseling (Spring 2014)
- ECED 3890: Fundamentals of Counseling (Fall 2011)
- ECED 3950: Counseling Seminar (Fall 2011)
- ECED 6240: Introduction to Community Counseling
- ECED 6310: Community Counseling & Consultation
- ECED 6360: Assessment & Diagnosis of Abnormal Behavior
- ECED 6370: Addictions Counseling
- ECED 6380: Disaster & Crisis Intervention
- ECED 6440: Human Sexuality and Mental Health, Summer 2018
- ECED 7230: Spirituality in Counseling, Fall 2018
- ECED 7240: Suicide Prevention Intervention & Postvention, Fall 2018
- ECED 7300: Grief Counseling, Fall 2018
- ECED 7420 Early Childhood Mental Health, 2019
- ECED 7600: Counseling Supervision
- HONR 2757: WI Honors Seminar – Being Human – Collaboration with Drs Jordan, Ward, & Woodward.

Courses developed for Troy University

- PSY 6607 Introduction to Infant/Early Childhood Mental Health (2020)
- PSY 6609 Infant/Early Childhood Testing and Evaluation (2020)
- PSY 6612 Infant/Early Childhood Neuroscience Diagnosis & Treatment Planning (2020)
- PSY 6615 Reflective Supervision (2020)
- PSY 6679 Infant/Early Childhood Internship (2020)
- CP 6634: Drug Education, Prevention and Intervention (Troy State University, Summer 2014)
- CP-6620: Readings in Counseling & Psychology - LBGTQQI2S Issues In Counseling (Fall 2014)

INSTRUCTIONAL TECHNOLOGIES

I completed *FDI 1000: Building Online Courses in BB Ultra* as a member of Cohort 3 in Fall of 2021.

In the Summer of 2010, I participated in “Faculty Development Institute Online Training” to attain certification in providing online course work. My certification in Online teaching has been continuously renewed since then.

Since my initial certification, I have developed an online or hybrid versions of ECED 6240, ECED 6370, ECED 6380, ECED 6410, ECED 6310, ECED 6360, ECED 7902, and ECED 7600.

**ACCREDITATION ACTIVITIES
CACREP**

Beginning early in my employment in 2008, I worked with counseling faculty and administration on the CACREP self-study. I was in charge of the documentation of committee activities related to this effort. Counseling faculty were each assigned sections to complete and also reviewed each other's sections of the self-study. The self-study was submitted in the Summer of 2009 and the subsequent CACREP site team visit was successful. Notification of CACREP accreditation for 8 years was received in July of 2010.

Since March 19, 2010, I have served as a certified CACREP Team reviewer.

I have served as the AUM CACREP liaison since 2011 and continue to monitor our compliance, completing our annual reports to CACREP each Spring since then.

As the CACREP Liaison, I wrote and submitted an upgrade self-study of our 48-hour Community Counseling tract to a 60-hour Clinical Mental Health Counseling tract which was approved in 2015. In the Spring of 2015, I submitted our first mid-cycle report to CACREP.

In July of 2017, I wrote and submitted our self-study for CACREP re-accreditation under the new 2016 standards. In March of 2018 the addendum to this study was submitted per CACREP request. After the site visit in October 2018 the program was approved for an 8-year accreditation with no negative findings.

In the Fall of 2022, I conducted the CACREP Mid-Cycle review and submitted it. I also completed the Digital Delivery report and successfully submitted it.

CAEP / NCATE

CAEP Standard 4 Committee Chair - 2020 to 2024.

Member of the NCATE Program Improvement Committee for Governance 2010 forward.

PROFESSIONAL EXPERIENCE
CLINICAL**North Alabama Counseling Center, Guntersville, Alabama / 2007**

- Outpatient Therapist providing individual, group and couples counseling to clients from multiple populations
- Provided clinical supervision to Associated Licensed Counselors / Worked cooperatively with administrative staff; Utilized effective supervisory and administrative skills; Performed counseling functions utilizing effective attending, facilitative and interpersonal skills

Mountain Lakes Behavioral Healthcare, Guntersville, Alabama / 2005-07

- Clinical Director – as Clinical Director, I provided clinical supervision of all therapeutic staff, case managers, and psychiatrists as well as providing oversight to medical records
- Worked cooperatively with administrative staff to resolve access to care issues
- Assumed reasonable portion of client case load - Served as Student Practicum Supervisor
- Utilized effective supervisory and administrative skills
- Performed counseling functions utilizing effective attending, facilitative and interpersonal skills

Cullman Area Mental Health Authority, Cullman, Alabama / 2000-05

- Clinical Director – as Clinical Director, I provided clinical supervision of all therapeutic staff, case managers, and psychiatrists as well as providing oversight to medical records
- Worked cooperatively with administrative staff to resolve access to care issues
- Assumed reasonable portion of client case load - Served as Student Practicum Supervisor
- Utilized effective supervisory and administrative skills
- Performed counseling functions utilizing effective attending, facilitative and interpersonal skills

West Alabama Mental Health Center, Demopolis, Alabama / 1994-00

- Substance Abuse Director & Mental Health Counselor
- Conducted assessment of substance abuse and mental health cases - Provided documentation
- Performed individual and group counseling of adults, adolescents, and children
- Provided marriage & family therapy, child, & adolescent therapy
- Coordinated with criminal justice system and social agencies
- Served as Grant Coordinator for ADECA Non-Profit Grant for facility expansion
- Coordinated Continuing Education Workshops - Served as Student Practicum Supervisor

Wellspring Center – Medical Foundation, Butler, Alabama / 1996-97

- Outpatient Counselor
- Provided assessment, testing, evaluation, and treatment of patients
- Performed counseling functions utilizing effective attending, facilitative and interpersonal skills

Indian Rivers Mental Health Center: Stallings Substance Abuse Center, Tuscaloosa, AL / 1993-94

- Counselor Intern
- Led group counseling and individual counseling sessions - Created and maintained case documentation
- Assessed persons with substance abuse problems and related difficulties
- Coordinated treatment efforts with criminal justice system

West Alabama Mental Health Center, Demopolis, Alabama / 1993

- Counselor Intern
- Worked with severely mentally ill and severely emotionally disturbed in individual and group day treatment settings
- Facilitated intensive outpatient substance abuse groups

University of Alabama, Tuscaloosa, Alabama / 1992

- Practicum Intern & Summer Counseling Intern
- Performed counseling functions utilizing effective attending, facilitative and interpersonal skills
- Utilized Strong-Campbell Interest Inventory to provide vocational guidance
- Performed counseling functions utilizing effective attending, facilitative and interpersonal skills

R E S E A R C H & P U B L I C A T I O N S**Refereed Journals**

- Darch, E., & Hard, P. F. (2024). Five instructional strategies School Counselors must know when teaching students with learning and behavior challenges. *The Alabama Counseling Association Journal*, 46 (1), 32-42.
- Hard, P. F. (2006). Archival feature 2005 – 2006. *The Alabama Counseling Association Journal*, 32 (1), 56-58.
- Hard, P. F. (2005). Licensure & Certification: A Primer on Understanding the History, Benefits and Disadvantages of our Credentials. *The Alabama Counseling Association Journal*, 31 (1), 1-12

Scholarly Publications

- Hard, P.F. (2023, March 27). CACREP Mid-Cycle Report submitted on AUM CACREP self-study of the AUM counseling program on the 2016 standards. CACREP: Alexandria, VA.
- Hard, P.F. (2018, August). Second Optional Addendum to 2017 AUM CACREP self-study: A conversion of the AUM counseling to the 2016 standards. CACREP: Alexandria, VA.
- Hard, P.F. (2018, March). Addendum to 2017 AUM CACREP self-study: A conversion of the AUM counseling to the 2016 standards. CACREP: Alexandria, VA.
- Hard, P.F. (2017). AUM CACREP self-study: A conversion of the AUM counseling to the 2016 standards. CACREP: Alexandria, VA.
- Hard, P.F. (2015). AUM CACREP transition study: Conversion of the AUM community counseling track to a clinical mental health track. CACREP: Alexandria, VA.
- Riley, K.L., & **Hard, P.F.** (Eds. 2015, in press). *Disability in the Victorian Age: A Long March toward Education and Equality*. Information Age Publishing: Charlotte, NC.
- Hard, P.F. (2007). *An examination of counselor perceptions of impairment* (Doctoral Dissertation). Available from Proquest Dissertations and Theses database. (UMI No. 3286151)

Book Contributions

- Foster, L., **Hard, P.**, & Darch, E. (2023). Assessing and intervening with clients in danger and crisis. In B. Erford (Ed.), *Practicum and internship experiences in counseling*. New York, NY: Routledge.
- Hard, P.F., Talbott-Forbes, L.L., & Erford, B.T. (2022). Ethical and legal considerations in crisis counseling. In L. R. Jackson-Cherry & Bradley T. Erford (Eds.), *Crisis intervention and prevention (4th ed.)*. Upper Saddle River, NJ: Pearson.

- Hard, P.F., Talbott-Forbes, L.L., & Bartlett, M.L. (2017). Ethical and legal considerations in crisis counseling. In L. R. Jackson-Cherry & Bradley T. Erford (Eds.), *Crisis intervention and prevention* (3rd ed.). Upper Saddle River, NJ: Pearson.
- Foster, L., **Hard, P.**, Talbott, L., & Bartlett, M. (2015). Assessing and intervening with clients in danger and crisis. In B. Erford (Ed.), *Clinical experiences in counseling*. Upper Saddle River, NJ: Pearson.
- Hard, P.F., Talbott-Forbes, L.L., & Bartlett, M.L. (2014). Ethical and legal considerations in crisis counseling. In L. R. Jackson-Cherry & Bradley T. Erford (Eds.), *Crisis intervention and prevention* (2nd ed.). Upper Saddle River, NJ: Pearson.
- Kress, V. & **Hard, P.F.** (2013). Legal standards and processes. In H. Moorhead & D. Levitt (Eds.), *When Values and Ethics Collide: Real-Life Ethical Decision-Making*. New York, NY: Routledge.
- Thomas, M.C., Gilliam, S.L., & **Hard, P.F.** (2012). Counseling older lesbians: The case of Pat and Selene. In Pope, M., & Dworkin, S. (Eds.), *Case studies in lesbian, gay, bisexual and transgender counseling*. Alexandria, VA: American Counseling Association.
- Hard, P.F. & Cobb, P.M. (2011). HIPAA: Impact on the practice of counseling. In C.L. Guest & E.L. Wood (Eds.), *Legal liability issues for counselors in Alabama* (7th ed.). Livingston, AL: Alabama Counseling Association.
- Thomas, M.C., & **Hard, P.F.** (2011). Support group for gay and lesbian students. In Fitch, T. (Ed.), *Group and outreach activity guide for college counselors: Group plans and resources*. Alexandria, VA: American Counseling Association.

Professional Newsletters

- Hard, P.F. (2011, Winter-Spring). AUM's counselor education program receives CACREP accreditation. *The Quarterly*, 46 (3 & 4), p. 5. (Available from Alabama Counseling Association, 217 Darryl St., Livingston, AL 35470).
- Hard, P.F. & Morton, R. (2010, July). AUM counseling program achieves CACREP accreditation. *AUM News and Headlines*.
- Hard, P.F. (2009). Comprehensive abstract index of *The Alabama Counseling Association Journal*. Available from <http://alabamacounseling.org/pdf/alcajournalabstract.pdf>.
- Hard, P.F. (2009, September). Southern region. *Counseling Today*, 52 (3), 58.
- Hard, P. F. & Satcher, J. (2008). Counseling and spirituality: A reflection on diversity. *The ALASERVIC Counseling Update* 1 (2), 5. Hard, P. F. (2006, Spring). President's reflection. *The Quarterly*, 41 (3), p. 2. (Available from Alabama Counseling Association, 217 Darryl St., Livingston, AL 35470).
- Hard, P. F. (2005-2006, Winter). A message from ALCA president Paul Hard. *The Quarterly*, 41 (2), p. 2. (Available from Alabama Counseling Association, 217 Darryl St., Livingston, AL 35470).
- Hard, P. F. (2005, Fall). A message from ALCA president Paul Hard. *The Quarterly*, 41 (1), p. 2. (Available from Alabama Counseling Association, 217 Darryl St., Livingston, AL 35470).
- Hard, P. F. (2005, Spring). President's message. *The Quarterly*, 40 (4), p. 2-3. (Available from Alabama Counseling Association, 217 Darryl St., Livingston, AL 35470).
- Hard, P. F. (2004-05, Winter). Well done ALCA!. *The Quarterly*, 40 (3), p. 3
- Hard, P. F. (2003, Spring). Counselor arrested at fall conference. *The Quarterly*, 38 (4), p. 16
- Rhoden, J. & Hard, P. (2001, Spring). Ethics teaser. *The Quarterly*, 36 (4), p. 12-13
- Rhoden, J. & Hard, P. (2000, Fall). Ethics teaser. *The Quarterly*, 36 (2), p. 12-13
- Hard, P. F. (1999, Spring). Grandfathered credentials: Buyer beware. *The Quarterly*, 34 (4), p. 10

Other Media

- Hard, P. F. & Fancher, C. D. (Eds.). (2006). *The Alabama Counseling Association Journal 1974-2006: Professional Publication On Compact Disk. [CD]*. Birmingham, AL: BugnBear Productions

Professional Papers (Unpublished)

- *When Grief is Invisible: Comparing Grief Reactions in Early and Late Pregnancy Losses.* (1993). Unpublished paper, University of Alabama.
- *Fetal Death and Grieving.* (1993). Unpublished paper, University of Alabama.
- *The 'Successful' Pastoring Inventory: An Analysis of Survival Skills for the Ministry.* (1992). Unpublished paper, University of Alabama.

EDITORIAL BOARDS

The Alabama Counseling Association Journal – 2023 - present

The Alabama Counseling Association Journal – 2005 - 2014

PRESENTATIONS

Peer-Reviewed Presentations (International)

- Hard, P.F. (2014, November 14). *Keynote: Counselor Wellness and the Wisdom of Pooh.* Presented to the Alaska School Counselor Association annual conference in Anchorage, AK.
- Hard, P.F. (2014, November 14). *The Caterpillar's Question: Professional Identity, Advocacy, and Human Rights in School Counseling.* Presented to the Alaska School Counselor Association annual conference in Anchorage, AK.
- Hard, P.F. (2014, November 15). *Counselor Ethics: The Usual Suspects and Burning Issues.* Presented to the Alaska School Counselor Association annual conference in Anchorage, AK.
- Riley, K.L., & Hard, P.F. (2012, July). “Ain’t it a Shame”: From moral treatment to shock treatment, art forms as education and the visual portrayal of mental illness, 1850-1950. Presented at the Leeds Cntre for Victorian Studies, Leeds Trinity University College, Leeds England.
- Lawson, G, Venart, B, Jones, A., Cummings, P., Tovar-Gamero, Z., Cashwell, C., & Hard, P. (2006, April). *Walk Up Wellness – Quick Wellness Strategies from the Task Force on Exemplary Practices for Promoting Wellness for Counselors.* Presented at the American Counseling Association Annual Convention, Montreal, Canada.
- Lawson, G, Venart, B, Jones, A., Hard, P., Cummings, P., Tovar-Gamero, Z., & Cashwell, C. (2006, April). *Addressing Counselor Impairment – Risk Factors and Wellness Strategies.* Co-presented at American Counseling Association Annual Convention, Montreal, Canada.

Peer Reviewed Presentations (National)

- Guo, Y, Darch, E., Wang, S., & Hard, P. (2021, October 8). “Supervisor Development: What Are The Different Perspectives For Supervisors of Group Work?” presented for the ACES 2021 Bi-Annual Conference, Atlanta, GA.
- Hard, P.F. (2020, October 10-11). “In the Eye of Recovery: Intersectionality, Disaster Interventions, & Considerations with Sexual & Gender Minorities” presented for the SAIGE fourth biennial conference, Virtual.
- Hard, P.F. & Faircloth, P. (2018, September 7). “Out of the 2nd Closet: LGBTQ Intimate Partner Violence in the Age Marriage Equality” presented for the ALGBTIC third biennial conference, Portland, OR.

- Faircloth, P. & Hard, P.F. (2018, September 6). "Leather and Lace: How to Meet the Needs of Our Kinky/BDSM Clients" presented for the ALGBTIC third biennial conference, Portland, OR.
- Faircloth, P. & Hard, P.F. (2016, September 16). "BDSM Clients: Post DSM-5 & 50 Shades of Grey" presented for the ALGBTIC second biennial conference, San Antonio, TX.
- Hard, P.F. (2016, January 7). "Ethical & Regulatory issues in Distance Counseling: Confessions of a Digital Immigrant" presented for the American Association of State Counseling Boards annual conference, Tampa, FL.
- Hard, P.F., & Faircloth, P. (2015, October 17). "Continuum of hate: Microaggressions to hate speech to hate crimes" presented for the 2015 PFLAG National Convention, Nashville, TN.
- Hard, P.F. (2015, January 8). "State Sanctioned Ethics Violations: An Update on Refusal Legislation" presented for the American Association of State Counseling Boards annual conference, Savannah, GA.
- Hard, P.F. (2014, September 19). Refusal Legislation: Legalized Counselor Discrimination. Presented for the first biennial ALGBTIC Conference in New Orleans, LA.
- Faircloth, P., & **Hard, P.F.** (2014, September 19). Southern Collaboration: Teaching LGBT Competencies in Alabama. Presented for ALGBTIC first biennial conference, New Orleans, LA.
- Hard, P.F. (2014, January). Refusal Legislation: The Ethics of Legalized Counselor Discrimination. Presented for the American Association of State Counseling Boards annual conference, San Diego, CA.
- Hard, P.F. (2012, January). Research Commission. Presented for the American Association of State Counseling Boards annual conference, Charleston, SC.
- Hard, P.F., Thomas, N., Washington, H., & Williams, G. (2012, January). Board Security: Member, Staff, and Record Safety. Presented for the American Association of State Counseling Boards annual conference, Charleston, SC.
- Hard, P.F. & Reynolds, G. (2011, March). In the eye of recovery: Disaster interventions and considerations with sexual minorities. Presented for the American Counseling Association annual conference, New Orleans, LA.
- Hard, P.F. (2011, January). I keep these records how long?: Informed consent, records retention, & professional wills. Presented for the American Association of State Counseling Boards annual conference, San Diago, CA.
- Reynolds, G., & **Hard, P.** (2008, October). *Crisis on Crisis: When the Counselor is Traumatized*. Co-presented for the Southern Association of Counselor Educators and Supervisors annual conference, Houston, TX.
- Lawson, G, Venart, B, **Hard, P.**, & Jones, A.E. (2005, April). *Counselor Wellness and Resilience: Perspectives from Task Force on Impaired Counselors*. Presentation for American Counseling Association Annual Convention, Atlanta, GA.

Peer-Reviewed Presentations (Regional)

- Hard, P.F. (2022, May 26). "Dangers of Conscience: Ethics in the Care of LGBTQ Clients" presented for Breaking Barriers Symposium of AETC Southeast, virtual workshop.
- Hard, P.F. (2016, March 18). *Historical View of Hate & Oppression*. Presented to the LLC Regional Leadership Conference in Atlanta, GA.
- Hard, P.F. (2014, November 14). *Keynote: Counselor Wellness and the Wisdom of Pooh*. Presented to the Alaska School Counselor Association annual conference in Anchorage, AK.
- Hard, P.F. (2014, November 14). *The Caterpillar's Question: Professional Identity, Advocacy, and Human Rights in School Counseling*. Presented to the Alaska School Counselor Association annual conference in Anchorage, AK.

- Hard, P.F. (2014, November 15). *Counselor Ethics: The Usual Suspects and Burning Issues*. Presented to the Alaska School Counselor Association annual conference in Anchorage, AK.
- Hard, P.F. & Hamilton, B. (1998, October). *Interventions in the Ashes: Considerations for disaster mental health counseling*. Presented at Southern Association for Counselor Education and Supervision, Montgomery, AL.

Peer Reviewed Presentations (State)

- Hard, P. (2025, April 26). “Supervision Ethics: Ethics and Logistics in Supervising Students,” presented the CSI and the Counseling Clinic, Montgomery, AL.
- Hard, P.F. (2025, February 22). “Psychological First Aid & Disaster Mental Health Fundamentals” presented for the Central Alabama American Red Cross, Montgomery, AL.
- Coleman, J., Grant, D., Hard, P., & Siaway, T. (2024, November 21). “ALC/LPC Roundup Presenters” for the Alabama Counseling Association Annual Conference, Montgomery, AL.
- Hard, P., & Brown, A. (2024, November 21). “Navigating Religious Trauma” presented for the Alabama Counseling Association Annual Conference, Montgomery, AL.
- Hard, P., Walker, S. & Guo, Y. (2024, November 20). “The State of the Counseling Profession: A SWOT analysis” presented for the Alabama Counseling Association Annual Conference, Montgomery, AL.
- Hard, P. (2024, September 27). “Supervision Ethics: Ethics and Logistics in Supervising Students,” presented the CSI and the Counseling Clinic, Montgomery, AL.
- Hard, P. (2024, July 26). “Religious / Spiritual Trauma: Ethics & Practice Considerations,” presented at Ethics & Practice Workshop: Trauma Factors in Counseling workshop for the Counseling Clinic, Montgomery, AL.
- Hard, P. (2024, July 19). “Wounded in the House of my Loved Ones: The Injury of Religious Trauma in LGBTQ+ Youth,” presented for the ALSAIGE 2024 Summer Workshop, LGBTQ+ Youth & Trauma: The Need for Ethical Practice, virtual.
- Hard, P. (2024, April 19). “Counselor Vs Courthouse: When Counselor Ethics and Legislation Collide” presented for the Alabama Counseling Association, Chapter VII, Montgomery, AL.
- Hard, P.F., Cates, K. (2024, April 10). “Supervision Training Workshop” for 3RAVNAR, virtual.
- Hard, P., Cates, K., Faircloth, P. & Darch, E. (2023, November 14-16). “Zero To Three DC:0-5 Official Training for Clinicians” presented for the Alabama Counseling Association Pre-Conference, Birmingham, AL.
- Hard, P. (2023, November 10). “The Darker side of the Rainbow: Disenfranchised Grief & Trauma in the LGBTQ+ Community.” Webinar presented for the AUM Social Work Diversity Series.
- Cates, K., Hard, P., & Faircloth, H. (2023, July 14). “The Sticky Side of the Web: Buyer Beware.” Presented for Telemental Health: Ethics & Issues, virtual workshop.
- Hard, P. (2023, July 14). “Ethics in the Digital Age: The Usual Suspects and Fresh Faces.” Presented for Telemental Health: Ethics & Issues, virtual workshop.
- Hard, P., & Starling, A. (2023, June 23). “Dragging Out the Truth in Social Work, Mental Health, and Community Outreach: Advocacy, Social Justice, & Ethics” presented for ALSAIGE Annual Summer Workshop, Virtual.
- Hard, P., & Bell, Q.D. (2023, June 23). “TLBG+ Advocacy & Ethics in Counseling for Queer and Trans People of Color (QTPOC)” presented for ALSAIGE Annual Summer Workshop, Virtual.
- Hard, P. (2023, May 5). “The Usual Suspects & Fresh Faces: Common Ethical Violations & the Complaint Process” presented for 3RAVNAR, virtual workshop.

- Hard, P. (2023, March 24). "Living LGBTQ+ in Alabama: Political-Social challenges and Advocacy," presented for AUM Department of Social Work workshop in cooperation with The Counseling Clinic, LLC, Montgomery, AL.
- Hard, P. (2023, February 3). "Diversity Challenges Panel" for the Alabama College Counseling Association workshop, "Lift Me Up: Humanistic interventions to support vulnerable youth populations," Montgomery, AL..
- Hard, P., Darch, E. & Walker, S. (2022, November 17). "Counselor vs Courthouse: When Legislation Challenges Counselor Ethics" presented for the Alabama Counseling Association Annual Conference, Mobile, AL.
- Hard, P., Cates, K. & Guo, Y. (2022, November 17). "Virtual Supervision: Ethical concerns and Logistics" presented for the Alabama Counseling Association Annual Conference, Mobile, AL.
- Hard, P., & Rabig, D. (2022, November 14-15). "Zero To Three DC:0-5 Official Training for Clinicians" presented for the Alabama Counseling Association Pre-Conference, Mobile, AL.
- Walsh, M. J. & Hard, P. F. (2022, July 22). "Implications of Clinical and Supervision Work: Identifying Cultural, Moral and Ethical Influences of Enhanced Clinical Decision Making" presented for ALSAIGE Summer Workshop: "Bursting Down the Closet Doors: Bringing Light to Our Community," Montgomery, AL.
- Hard, P.F. (2022, May 6). "The Usual Suspects: Common Ethical Violations & the Complaint Process" presented for 3RAVNAR, virtual workshop.
- Hard, P.F. & Cates, K. (2022, April 29). "Ethics, Common Violations, Submitting Complaints, and Addressing Complaints Effectively" presented for ALAMHCA, Montgomery, AL.
- Hard, P.F. (2022, April 29). "Effective Supervision - Ethical and Practice Considerations for Supervisors and Supervisees" presented for ALAMHCA, Montgomery, AL.
- Hard, P.F. & Faircloth, P.K. (2022, January 13). Continuum of Hate: A historical view of hate and oppression. Presented for the Alabama Department of Public Health, Montgomery, AL.
- Warbington, N., Grant, D., Hard, P., & Hood, J. (2021, November 18). "Parenting as a Professional Counselor- Creating A Work/Life Balance" presented for the Alabama Counseling Association Annual Conference, Birmingham, AL.
- Hard, P.F. (2021, July 17). "Sexual Healing: The Ethics of Sex & Spirituality in Mental Health" for ALMHCA and ALASERVIC, virtual conference, Montgomery, AL.
- Hard, P.F. & Bailey, C. (2021, July 16). "LGBTQIA Parenting, Reproduction and Adoption" for ALGBTICAL, virtual conference, Montgomery, AL.
- Hard, P.F. (2021, March 1). "Disaster Fundamentals" for Central Alabama Red Cross, Montgomery, AL.
- Hard, P.F. (2021, February 26). "SafeZone Training" for the Counseling Clinic & AUM Spectrum, Montgomery, AL.
- Hard, P.F. (2021, February 13). "Disaster Fundamentals" for Central Alabama Red Cross, Montgomery, AL.
- Hard, P.F. (2020, December 12). "Counselor Ethics with LGBTQ Clients," for the Alabama Counseling Association, virtual state-wide conference, Montgomery, AL.
- Hard, P.F. (2020, July 10). "In the Eye of Recovery" for ALGBTICAL, virtual conference, Montgomery, AL.
- Hard, P.F. (2020, July 10). "Reflections on LGBTQ Community in Pandemic: Challenges and Lessons" for ALGBTICAL, virtual conference, Montgomery, AL.
- Hard, P.F. (2020, June 19). "Attachment in the Era of Pandemic: IECMH Implications of Social Distancing" for ALMHCA, virtual conference, Montgomery, AL.
- Hard, P.F. (2020, May 20-22). "Supervision Training Workshop" for Bradford, Birmingham, AL.

- Hard, P.F. (2020, January 15-16). “Official DC:0-5™ 2-Day Training for Clinicians” for First 5 Alabama, Troy, AL.
- Hard, P.F. (2019, November 22). “Disaster Fundamentals” for Central Alabama Red Cross, Montgomery, AL.
- Hard, P.F. (2019, November 20). Continuum of hate: A historical view of hate and oppression. Presented for the Alabama Counseling Association Annual Conference, Montgomery, AL.
- Hard, P.F. (2019, July 12). “Dangers of the Second Closet” presented for ALGBTICAL, Annual Conference, Birmingham, AL.
- Hard, P.F. (2019, June 14). “Dangers of Conscience: Ethics in the Care of LGBTQ clients” presented for the Alabama Association for Spiritual, Ethical, and Religious Values in Counseling’s annual conference, “Ethics at the Intersection of Spirituality, Religion, and Philosophy in Counseling” in Montgomery, AL.
- Hard, P.F. (2019, April 26). “Ethics in LGBTQ Counseling: Refusal, Abandonment, and Conversion (Oh My!)” presented for the Alabama Mental Health Counseling Association’s annual workshop “Ethics in Mental Health Counseling Specialty Areas: A multidivisional offering”, Montgomery, AL.
- Hard, P.F. (2019, April 19). “Ethics Seminar” for MAO and Alabama AETC, Montgomery, AL.
- Hard, P.F. (2019, April 10-12). “Supervision Training Workshop” for AUM CSI, Montgomery, AL.
- Hard, P.F. (2019, March 1). “SafeZone Training” for AUM Spectrum, Montgomery, AL.
- Hard, P.F. (2019, February 2). “Disaster Fundamentals” for Central Alabama Red Cross, Montgomery, AL.
- Hard, P.F. (2018, November 14). “LPC Supervision in Alabama: Logistics, Liability, and Ethic” for Alabama Counseling Association Annual Conference, Birmingham, AL.
- Hard, P.F. (2018, October 24-26). “Supervision Training Workshop” for AUM CSI, Montgomery, AL.
- Hard, P.F. (2018, May 5). *Suicide Risk and the 2nd Closet* presented for Stronger Communities: LGBTQ+ Suicide Prevention, American Foundation for Suicide Prevention, Birmingham, AL.
- Hard, P.F. (2018, June 15). *Ethics in Distance Counseling: Confessions of a Digital Immigrant* presented for Ethics in Professional Counseling, AUM, Montgomery, AL.
- Hard, P.F. (2018, April 11-13). “Supervision Training Workshop” for AUM CSI, Montgomery, AL.
- Hard, P.F. (2018, February 3). “First Aid & Disaster Mental Health Fundamentals” presented for the Central Alabama American Red Cross, Montgomery, AL.
- Hard, P.F. (2018, January 31). “Professional Advocacy: Embracing the Inner Activist, Ethics, & Logistics” presented for the Lunch & Learn, Montgomery, AL.
- Hard, P.F. (2018, January 26). “Counseling Issues for the LGBT Population: Basics and Intimate Partner Violence” presented for the Free2Be Counseling Services In-Service, Troy, AL.
- Hard, P.F. (2017, November 16). “The 2nd Closet: Domestic Violence in the LGBT Community” presented for the Alabama Counseling Association Annual Conference, Mobile, AL.
- Willis, B. & **Hard, P.F.** (2017, November 16). “The Pros and Cons of Doctoral Study in Counseling” presented for the Alabama Counseling Association Annual Conference, Mobile, AL.
- Hard, P.F. (2017, October 20). “Ethical Care of the LBGTQ Population” presented for the ALCA Chapter VII Ethics Seminar, Montgomery, AL.
- Hard, P.F. (2017, October 11-13). “Supervision Training Workshop” for AUM CSI, Montgomery, AL.

- Hard, P.F. (2017, April 8). "Professional Advocacy: Embracing the Inner Activist, Ethics, & Logistics" presented for the statewide meeting of Alabama CSI chapters Professional Advocacy in Action, Tuscaloosa, AL.
- Hard, P.F. & Faircloth, P.K. (2017, April 7). "Counselor Ethics in Working with Bisexual & Gender Fluid Clients" presented for the ALGBTICAL Annual Workshop, Birmingham, AL.
- Hard, P.F. (2017, March 1-3). "Supervision Training Workshop" for UAB, Birmingham, AL.
- Hard, P.F. (2017, February 11). "Psychological First Aid and Disaster Mental Health training" hosted by AUM CSI, Montgomery, AL.
- Hard, P.F. (2017, February 10). "Values & Ethics & Conflict! Oh My! Ethical Care of the LBGTQ Population" presented for the ALCA Chapter IX Ethics Seminar, Troy, AL.
- Hard, P.F. (2017, February 3). "Psychological First Aid and Disaster Mental Health training" hosted by Auburn University's Iota Delta Sigma, Auburn, AL.
- Hard, P.F. (2017, January 27). "Legislative Advocacy: How? Why? & Ethics" presented for Chapter VII of the Alabama Counseling Association, Montgomery, AL.
- Hard, P.F. & Farley, S. (2017, January 27). "Legislative Advocacy: Legal & Ethical & How? Limitations, Nonprofits & Lobbying" presented for Chapter VII of the Alabama Counseling Association, Montgomery, AL.
- Hard, P.F., Hermo, L., & Farley, S. (2017, January 27). "Panel Discussions and Anticipatory Bills: Mobilization and Activate Your State" presented for Chapter VII of the Alabama Counseling Association, Montgomery, AL.
- Hard, P.F. (2016, November 17). "Legislative Advocacy for Counselors: An Ethical Mandate for Client Care" for the Alabama Counseling Association Annual Conference, Birmingham, AL.
- Hard, P.F. (2016, October 26). "Therapies with LGBT Individuals" presented for UAB in Birmingham, AL.
- Hard, P.F. (2016, September 7). "Therapies with LGBT Individuals" presented for AIDS Alabama in Birmingham, AL.
- Hard, P.F. (2016, July 11-13). Supervision Training Workshop presented for ALCA Chapter VIII in Mobile, AL
- Hard, P.F. (2016, February 13). Psychological First Aid & Fundamentals of Disaster Mental Health. Presented for Central Alabama Chapter of the American Red Cross, Montgomery, AL.
- Hard, P.F. (2016, January 20-22). "Supervision Training Workshop" for UAB, Birmingham, AL.
- Hard, P.F. (2015, November 18). "Counselor Ethics: The Usual Suspects & Fresh Faces" presented for the Alabama Counseling Association Annual Conference, Montgomery, AL.
- Hard, P.F. (2015, June 10-12,). Supervision Training Workshop presented for UAB in Birmingham, AL.
- Hard, P.F. (2015, May 1). "Counselor Ethics" presented for the Family Sunshine Center In-Service, Montgomery, AL.
- Hard, P.F. (2015, April 15-17). Supervision Training Workshop presented for Family Services Center of Huntsville, AL.
- Hard, P.F. (2015, February 7). Psychological First Aid & Fundamentals of Disaster Mental Health. Presented for Central Alabama Chapter of the American Red Cross, Montgomery, AL.
- Hard, P.F. (2014, November 20). *Continuum of hate: Emotional impact of public aggressions against diverse communities*. Presented for the Alabama Counseling Association Annual Conference, Huntsville, AL.
- Hard, P.F. (2014, October 15). "Counselor Ethics in Supervision and Documentation" presented for the Family Sunshine Center In-Service, Montgomery, AL.

- Hard, P.F. (2014, October 9). "Respect and Serve: Providing Nonjudgmental Case Management." Presented to the Montgomery Area Community Wellness Coalition Annual Case Management Conference in Montgomery, AL.
- Hard, P.F. (2014, October 4). Keynote for "A Southern Collaboration: Counseling the LGBT Population" a joint program of the AUM and Troy University counseling programs, Troy, AL.
- Hard, P.F. (2014, June 11-13,). Supervision Training presented for UAB in Birmingham.
- Hard, P.F. (2014, May 30). Ethics in the Supervision of Practicum and Internship Students. Presented for "Ethics in Counseling: Current Issues & Practical Applications" at Auburn Montgomery.
- Hard, P.F. (2014, May 30). Ethics in LGBT Issues in Counseling and Supervision. Presented for "Ethics in Counseling: Current Issues & Practical Applications" at Auburn Montgomery.
- Hard, P.F. (2014, April 10). *Refusal Legislation & Ethics*. Presented to State of Wisconsin Department of Workforce Development, via WebEx.
- Hard, P.F. (2014, February 15). Psychological First Aid & Fundamentals of Disaster Mental Health. Presented for Central Alabama Chapter of the American Red Cross, Montgomery, AL.
- Hard, P.F. (2014, January 3). Ethics on the Edge: Current Issues and Practical Applications presented for Homewood City Schools, Homewood, AL.
- Hard, P.F. (October 31, 2013). Best Practices – Relations in LGBTQ: Deciphering the Alphabet Soup presented for the Alabama Association of Higher Education Diversity Officers (ALAHEDO) Annual Conference, Auburn, AL.
- Hard, P.F. (June 12-14, 2013). Supervision Training Workshop for UAB in Birmingham.
- Hard, P.F. (June 20, 2013). Deciphering the Alphabet Soup: LGBT Issues presented for the Alabama Association of Collegiate Registrars and Admissions Officers (ALACRAO), Montgomery, AL.
- Hard, P.F., & Stowe, A. (2013, January). Understanding the needs of LGBTQ youth in schools. Baldwin County Public School System Winter Counselors' Inservice, Daphne, AL.
- Hard, P.F. (2013, February). Ethics: Sexual minorities. Presented for ALCA Chapter VII, at Alabama State University, Montgomery, AL.
- Hard, P.F. (2013, February). Psychological First Aid. For Alabama Red Cross, Hoover AL.
- Hard, P.F., & Bartlett, M. (2012, November). Suicide in Sexual Minority Youth: Risks, Interventions & Myths. Presented for the Alabama Counseling Association's annual conference, Montgomery, AL.
- Carney, J., Brooks, M., Evans, A., **Hard, P.**, & Wright, J. (2012, November). Innovations in counselor education: Methods for supervision, training, and professional development. Presented for the Alabama Counseling Association's annual conference, Montgomery, AL.
- Hard, P.F. (2012, November). Hot Topics in Counseling Ethics. Presented for the Alabama Rehabilitation Association's annual conference, Auburn, AL.
- Hard, P.F. (2011, October). LPC supervision training series. Presented for Family Services Center of Huntsville, AL.
- Hard, P.F., & LoCasio, S. (2012, October). Human Relations in LGBT: Deciphering the Alphabet Soup. Presented for the Human Resources Management Association of the Alabama Community College System annual Diversity Conference, Montgomery, AL. *Note: this was the first time that this diversity conference had provided LGBT training.*
- Hard, P.F. (2012, June). Conscience & Refusal Laws: Conflict with Counselor Ethics? Presented for the UAB Chi Sigma Iota Zeta Chapter and UAB Counselor Education Program's annual ethics training, Birmingham, AL.

- Hard, P.F. (2012, May). Ethical and legal issues in counselor education and supervision: Addressing student challenges. Presented for the Alabama Association of Counselor Education and Supervision Videoconference, Auburn, AL.
- Hard, P.F. (2012, May). Ethics and boundaries. Presented for the NOVA Center for Youth and Family, Huntsville, AL.
- Hard, P.F. (2012, April). In the Eye of Recovery: Disaster Interventions and Considerations with Sexual Minorities. Presented for Auburn University Research Week.
- Hard, P.F. (2012, February). Advocacy in the LGBT community. Presented for ALGBTICAL Annual Conference, Birmingham, AL.
- Hard, P.F. (2012, February). Ethics: Sexual minorities. Presented for ALCA Chapter VII, at Alabama State University, Montgomery, AL.
- Hard, P.F. (2011, December). LPC supervision training series. Presented for Family Services Center of Huntsville, AL.
- Hard, P. & Reynolds, G. (2011, November). In the eye of recovery: Disaster interventions and considerations with sexual minorities. Presented for the Alabama Counseling Association's annual conference, Birmingham, AL.
- Hard, P. (2011, May). *Top Reasons Counselors get into Trouble*. Presented for the University of Alabama at Birmingham (UAB) Zeta Chapter of Chi Sigma Iota, Birmingham, AL.
- Hard, P. (2011, April). *Ethics on the Edge: The Usual Suspects & Current Issues and Trends*. Presented for the Alabama Association for Play Therapy annual conference, Montgomery, AL.
- Hard, P. (2011, February). *Ethics on the Edge: Current Issues and Trends*. Presented for the Alabama Association for Play Therapy Lunch & Learn training, Montgomery, AL.
- Hard, P. (2010, November). *The Ethics of the Conscience Clause: Referral or Abandonment of LGBT clients?* Presented at Alabama Counseling Association's annual conference, Mobile, AL.
- Hard, P. (2010, September). *Ethical overview: Revisiting the basics and examining the current trends & issues*. Presented for Chapter IX of the Alabama Counseling Association, Troy, AL.
- Hard, P. (2010, June). *Summer workshop on counseling ethics*. Presented for the Auburn Montgomery chapter of Chi Sigma Iota and Alabama Association of Counselor Education and Supervision on AUM campus, Montgomery, AL.
- Hard, P. (2010, May). *I Keep these Records How Long?!?: Informed Consent and Records Retention*. Alabama Council of Community Mental Health Boards, Birmingham, AL.
- Hard, P. (2009, November). *I Keep these Records How Long?!?* Presented for the Alabama Counseling Association Annual Conference in Birmingham, AL.
- Tyre, Y. & Hard, P. (2009, November). *Hey! What's Up? Meeting the Needs of Minority Gay Students in Your School*. Presented for the Alabama Counseling Association Annual Conference, Birmingham, AL.
- Hard, P. (2009, November). *When Grandmother has AIDS: The Alarming Rise of HIV in the Elderly*. Presented for Alabama Counseling Association Annual Conference, Birmingham, AL.
- Hard, P. (2009, November). *Open Forum with the Alabama Board of Examiners in Counseling*. Co-presented for the Alabama Counseling Association Annual Conference in Birmingham, AL.
- Hard, P., Reynolds, G., & Thomas, M.C. (2008, November). *Counseling Supervision: The Models, Strategies, and Issues Present in Counseling Supervision*. ALAMFC Workshop presented on the AUM campus, Montgomery, AL.
- Hard, P.F., Barnes, S.L., Childress, J., Morrow, J.L., & Tyson, L., (2008, November). *Publishing in Your State Journal: The ALCA Publications Committee Open Forum*. Presented for the Alabama Counseling Association Annual Conference, Huntsville, AL.

- Hard, P.F., Bartlett, M., Foster, L., & Wallace, M.D. (2008, November). *New Counselor Educators: Challenges, Resources (& What They Wish Their Colleagues Remember)*. Presented for the Alabama Counseling Association Annual Conference, Huntsville, AL.
- Hard, P.F., Cox, W., Guest, C., & Jenkins, M. (2008, November). *A Dialogue with the Alabama Board of Examiners in Counseling*. Presented for the Alabama Counseling Association Annual Conference, Huntsville, AL.
- Hard, P.H. (2008, July). *Supervision Models and Theories*. LPC Supervision Certification training presented for Mountain Lakes Behavioral Healthcare, Guntersville, AL.
- Hard, P.H. (2008, July). *Supervision Relationships and Techniques*. LPC Supervision Certification training presented for Mountain Lakes Behavioral Healthcare, Guntersville, AL.
- Hard, P. (2008, July). *Ethics and Logistics of LPC Supervision*. LPC Supervision Certification training presented for Mountain Lakes Behavioral Healthcare, Guntersville, AL.
- Hard, P. (2008, May). *Risks & wellness: Providing care to the GLBT community & ethical dilemmas*. Presented at the 2nd Annual AGLBICAL Workshop, Montgomery, AL.
- Hard, P. (2008, February). *Mandatory reporting: Legal and ethical issues*. Presented at the 2nd Annual AGLBICAL Workshop, Montgomery, AL.
- Hard, P. & Elliott, G. (2007, April). *Unique challenges to wellness in the GLBT community*. Paper co-presented at AGLBICAL Spring Workshop on Sexual Identity Issues in Counseling, Birmingham, AL.
- Hard, P. (2006, November). *Somebody Ought to DO Something! Professional Advocacy*. Co-presented at annual meeting of The Alabama Counseling Association, Mobile, AL.
- Hard, P. (2006, August). *The Do's and Don'ts of Clinical Documentation*. Presented at annual meeting of Alabama Council of Community Mental Health Boards, Birmingham, AL.
- Hard, P. (2004, August). *Counselor Licensure in Alabama: A Basic Primer*. Presented for Alabama Council of Community Mental Health Boards, Birmingham, AL.
- Hard, P. & Calvert, R. (2004, August). *Spirituality in Counseling*. Co-presented for Alabama Council of Community Mental Health Boards, Birmingham, AL / August 2004
- Hard, P. (2003, August). *Counselor Licensure in Alabama: A Basic Primer*. Presented for Alabama Council of Community Mental Health Boards, Birmingham, AL.
- Hard, P. (2001, November). *Licensure: LPC from A to Z*. Presented for Alabama Counseling Association's Annual Conference, Birmingham, AL.
- Hard, P. (2000, August). *Licensure for Counselors: Start to Finish*. Presented for Alabama Council of Community Mental Health Boards, Birmingham, AL.
- Hard, P. (2000, November). *Licensure: LPC from A to Z*. Presented for Alabama Counseling Association's Annual Conference, Birmingham, AL.
- Hard, P. (1999, November). *Spirituality - Labyrinths: a potential tool for clinical intervention in counseling*. Co-presented for Alabama Counseling Association's Annual Conference, Birmingham, AL.
- Hard, P. (1998, November). *Dual Relationships: Unavoidable & Problematic?* Co-presented at Alabama Counseling Association's Annual Conference, Mobile, AL.
- Hard, P. (1998, November). *Spirituality: A tool for clinical interventions*. Co-presented at Alabama Counseling Association's Annual Conference, Mobile, AL.
- Hard, P. (1998, November). *Counseling Clients Whose Values are Different than Your Own*. Co-presented at Alabama Counseling Association's Annual Conference, Mobile, AL.
- Hard, P. & Hamilton, B. (1998, November). *Interventions in the Ashes: Considerations for disaster mental health counseling*. Co-presented at Alabama Counseling Association's Annual Conference, Mobile, AL.

- Hard, P. (1997, November). *Spirituality in Counseling: Toward Synthesis and Definition*. Presented at Alabama Counseling Association's Annual Conference, Birmingham, AL.
- Hard, P. (1997, November). *The Specialized World of Counseling: What every graduate student wants to know*. Co-presented at Alabama Counseling Association Conference, Birmingham, AL.
- Hard, P. (1994, November). *Destination Choice: A Metaphorical Approach to Intervention*. Presented at Alabama Counseling Association's Annual Conference, Mobile, AL.

Lectures by Invitation

- Hard, P.F. (2024, April 16). Guest lecture for Dr P. Faircloth's class CED 699: Diagnosis & Treatment Planning, Central Michigan University.
- Hard, P.F. (2023, December 6). Guest lecture for Dr P. Faircloth's class CED 699: Diagnosis & Treatment Planning, Central Michigan University.
- Hard, P.F. (2023, October 26). Guest lecture for Dr L. Sloan's class SOWC 3100 Human Behavior in the Social Environment 1, Auburn at Montgomery, AL.
- Hard, P.F. (2022, October 11). Guest lecture for Dr L. Sloan's class SOWC 3400 Human Behavior and the Social Environment II, Auburn at Montgomery, AL.
- Hard, P.F. (2022, May 3). Guest lecture for Dr Susan Cashwell's class SOWK 3100 Human Behavior and the Social Environment I, Auburn at Montgomery, AL.
- Hard, P.F. (2022, May 3). Guest lecture for Dr Deroche's class in Counseling Culturally Diverse Populations, Troy University at Montgomery, AL.
- Hard, P.F. (2021, May 29). Guest lecture for PSY 6679 inaugural class on Internship in IECMH, Troy University, Troy, AL.
- Hard, P.F. (2021, April 27). Guest lecture for Dr Deroche's class in Counseling Culturally Diverse Populations, Troy University at Montgomery, AL.
- Hard, P.F. (2021, January 5). Guest lecture for Dr. P. Moon, CO 543 Counseling Children and Adolescents, University of West Alabama.
- Hard, P.F. (2016, November 9). Guest lecture for Dr Yarber, SOCI 2250 Human Sexuality, Montgomery, AL.
- Hard, P.F. (2016, April 7). Living LGBT in the South: Politics, Myths, & Reality. Guest lecture for Dr Knigge, POLS 3880 Gender & Politics, Montgomery, AL.
- Hard, P. (2014, October 22). "Gay in Alabama" presented to Dr Yarber-Allen's class SOCI 2250.
- Hard, P., Kerzin, E., Barasch, A., Bailey, N., & Nickson, S. (2014, October 10). "Beyond Tolerance: Conversation on LGBT Advocacy – Panel Discussion" presented for the Auburn University College of Education 2014 Social Justice and Equity Lecture Series, Auburn, AL.
- Marriage Equality: The Alabama Debate. Presented for Equality Alabama, Florence, AL / May 13, 2014.
- Marriage Equality: The Alabama Debate. Presented for Equality Alabama, Birmingham, AL / April 15, 2014.
- *The LGBTQ Experience*. Guest Lecturer, Alabama State University, Montgomery, AL / April 10, 2014.
- *Human Relations in LGBTQ: Deciphering the Alphabet Soup*. Presented for the Human Resource Professionals Conference, Auburn Montgomery, Montgomery, AL / February 2014.
- *The Behavioral Health Professions*, Guest Lecturer, Calhoun Community College, Tanner and Huntsville, AL campuses / November 2010.
- *Counselor impairment & wellness*, Guest Lecturer, University of Montevallo, Montevallo, AL / April 2009.
- *Ethical complaints and the role of the Alabama Board of Examiners in Counseling*. Guest Lecturer, University of Montevallo, Montevallo, AL / April 2009.

- *Counselor impairment & wellness*, Guest Lecturer, University of Montevallo, Montevallo, AL / April 2008.
- *Ethical complaints and the role of the Alabama Board of Examiners in Counseling*. Guest Lecturer, University of Montevallo, Montevallo, AL / April 2008.
- *The Impaired Counselor*. Presentation for University of Alabama Counseling Professional Issues class / February 2005
- *Community Mental Health in Alabama: Understanding the Resources, Restraints and Access to Care*. Presented to University of Alabama Introduction to Community Counseling class and multiple agencies in Cullman, AL area / 2002 - 04
- Guest Lecturer for University of Alabama Pre-practicum in Counseling class, providing supervision and guidance with students' videotaped sessions in University of Alabama at Huntsville remote classroom / September - December 2003

Other Presentations

- Hard, P.F. (2019, March 9). "Public Advocacy for Alabama's LGBTQ Community" presented for Organize Alabama, Montgomery, AL.
- Hard, P.F., Hopkins, L., & Wolfe-Sisson, S. (2016, December 6). "Public Forum: Understanding and Embracing Our LGBTQ Community" presented for Troy University Montgomery.
- Motivational Speaker for Keller Williams Realty, April 12, 2016.
- Featured speaker in "From Ireland to Alabama" film documentary, October 17, 2014.
- Presented "The Second Closet: Domestic Violence in the LGBT Community" for Montgomery PFLAG, November 10, 2013.
- *Spoke on WSFA and WAKA as an AUM Content Area Expert on the subject of Marriage Equality, March 26, 2013.*
- *Keynote speaker for the "15th Annual Vigil for Victims of Hate & Violence," sponsored by the Alabama Hate Crimes Vigil Committee, February 17, 2013.*
- *Careers in Counseling and Mental Health*. Guest Speaker for Career Class at Montgomery Catholic Middle School, Montgomery, AL / May 4, 2010.
- *Substance Abuse Assessment & Stress Management*. Presented for the staff of Mountain Lakes Behavioral Healthcare, Guntersville, AL / March 8, 2007
- *Managing the Aggressive Client: the SAMA model*. Presented for Beverly Healthcare, Boaz, AL / August 7, 2006 and March 1, 2007
- *Client Rights: Recognizing & Reporting Abuse & Neglect*. Presented for Mountain Lakes Behavioral Healthcare In-Service, Guntersville & Scottsboro, AL / July 13, 2006, January 17 & 23, 2007, April 19, 2006, and July 13, 2006
- *Ethics Overview*. Presented for Mountain Lakes Behavioral Healthcare, 1-17-2007
- *The Do's and Don'ts of Clinical Documentation*. Presented for Mountain Lakes Behavioral Healthcare, Guntersville, AL / August 16, 2006, October 24, 2006, November 8 & 21, 2006
- *Documentation: Medicaid Compliance Training*. Presented for staff of Mountain Lakes Behavioral Healthcare, Guntersville, AL / October 12, 2006
- *Stress, Impairment & Burn-Out*. Presented for staff of Mountain Lakes Behavioral Healthcare, Guntersville, AL / July 13, 2006
- *HIV Risks for the Geriatric Population*. Presented for Mountain Lakes Behavioral Healthcare in-Service, Guntersville, AL / May 11, 2006.
- *Professional Boundaries: Avoiding Detrimental Multiple Relationships*. Presented for staff of Mountain Lakes Behavioral Healthcare, Guntersville, Scottsboro, & Dutton, AL / January 18 & 24, 2006, February 9 & 15, 2006

- *The Holiday Blues: Myth, Reality, & Clinical Considerations.* Presented for staff of Mountain Lakes Behavioral Healthcare, Guntersville, AL / November 10, 2005
- *Beating the Holiday Blues.* Presented on Channel 27 Cullman / December 2004
- *Addiction, Grace, and Recovery: Grasping the Problem, Solution, and Resources* – co-presented at Athens State University, Athens, AL / September 2004
- *Rape and Domestic Violence.* Workshop coordinated and presented through cooperation of West Alabama Mental Health for professional care givers and law enforcement, Demopolis, AL / 1994

PROFESSIONAL SERVICE

- Government & Professional Relations Chair, Alabama Mental Health Counselors Association, 2022 to present.
- Past-President, ALMHCA Division of the Alabama Counseling Association, 2021 to 2022.
- Past-President, ALGBTICAL Division of the Alabama Counseling Association, 2021 to 2022.
- Awards Committee, Alabama Counseling Association, 2020.
- Program Selection Committee, Alabama Counseling Association, 2020.
- President, ALMHCA Division of the Alabama Counseling Association, 2020 to 2021.
- President, ALGBTICAL Division of the Alabama Counseling Association, 2020 to 2021.
- President-Elect, ALMHCA Division of the Alabama Counseling Association, 2018 to 2019.
- President-Elect, ALGBTICAL Division of the Alabama Counseling Association, 2018 to 2019.
- President-Elect-Elect, ALGBTICAL Division of the Alabama Counseling Association, 2018 to present.
- Historian, Alabama Mental Health Counselors Association, 2018 to present.
- Past-President, Alabama Counseling Association, Chapter VII, 2016 to 2017.
- Organizer and presenter for “Legislative Training: The Call of Grassroots Advocacy” sponsored by Alabama Counseling Association, Chapter VII, Montgomery, January 27, 2017.
- Organizer for “A Southern Collaboration: Counseling the LGBT Population” a joint program of the AUM and Troy University counseling programs, Troy, AL, July 15, 2017.
- President, Alabama Counseling Association, Chapter VII, 2015 to 2016.
- President-Elect, Alabama Counseling Association, Chapter VII, 2014 to 2015.
- Organizer for LGBT Provider Fair and Planning Committee for ALGBTICAL 9th Annual Winter Workshop, February 20, 2015, AUM Campus.
- Organizer and keynote for “A Southern Collaboration: Counseling the LGBT Population” a joint program of the AUM and Troy University counseling programs, Troy, AL, 2014.
- Executive Committee, Alabama Counseling Association, Chapter VII, 2014 to 2016.
- Graduate Student Liason, Alabama Counseling Association, Chapter VII, 2012 to 2015.
- Alabama Counseling Association, Professional Standards Committee member, 2012 to 2014
- Treasurer, American Association of State Counseling Boards, July 2012 to 2014
- Board Member at Large, Alabama Association of Lesbian Gay Bisexual Transgender Issues in Counseling of Alabama, 2012 – present.
- Annual Conference Committee, Alabama Association of Lesbian Gay Bisexual Transgender Issues in Counseling of Alabama, 2014 – present.
- Branch Development Committee Chair, American Counseling Association, July 2012 to 2014
- Past Chair, American Counseling Association – Southern Region / 2010 to 2011
- Chair, American Counseling Association – Southern Region / 2009 to 2010
- Representative to the American Counseling Association Council of Presidents and Regional Chairs (COPARC), July 29 – August 1, 2009 – Washington, DC
- Reviewer for proposed educational sessions for ACA 2011 annual conference, June 2010.
- Chair Elect, American Counseling Association – Southern Region / 2008 to 2009

- Alabama Board of Examiners in Counseling, Practitioner Representative and Investigative Committee member, 2007 to 2011
- Editorial Board, The Alabama Counseling Association Journal / 2007 – 2014
- Alabama Association for Counselor Education and Supervision, Supervision Co-coordinator, 2008
- Ethics Training developed and planned, in collaboration with Alabama Association for Counselor Education and Supervision, and presented as a videoconference at AUM on June 18, 2010.
- Leadership training for Tennessee Counseling Association, Cookeville, TN, July 10-12, 2009.
- Publication Committee, The Alabama Counseling Association Journal / 2006 – 2008
- Past-President & Publications Chair, Alabama Counseling Association / 2006 – 07
- President, Alabama Counseling Association / 2005 – 06
- President Elect, Alabama Counseling Association / 2004 – 05
- Program Committee Chair, Alabama Counseling Association / 2004
- American Counseling Association's National Taskforce Member on Counselor Impairment / 2003-2006
- State Awards Chair, Alabama Counseling Association / 2002 - 04
- Parliamentarian, Alabama Counseling Association / 2001 - 02
- President Elect, Chapter III, Alabama Counseling Association / 2000 - 01
- Ethics Chair, Alabama Counseling Association / 2000 - 01
- Chair, Professional Development, Alabama Counseling Association / 1999 - 00
- Secretary, Alabama Counseling Association / 1998 - 99
- President, Alabama Association for Spiritual, Ethical, & Religious Values in Counseling, Alabama Counseling Association, 1997 – 98; President Elect, 1996 – 97; Historian, 1995 - 96
- Secretary, Jean Cecil Student Chapter of Alabama Counseling Association / 1991 – 94

PROFESSIONAL ADVOCACY SERVICE

National

- Participated in the American Counseling Association's National Day on the Hill, July 23, 2010 – Washington, DC - met with legislators and public officials to advocate for TRICARE coverage of Licensed Professional Counselors.
- Participated in the American Counseling Association's National Day on the Hill, July 31, 2009 – Washington, DC - met with legislators and public officials to advocate for School and Community counselor related issues including Medicare reform.

State

- Speaker / Delegate before the Alabama Judicial Committee with the Human Rights Campaign in opposition to H.B. 56 Anti-LGBT Legislation, Spring 2015.
- Delegate with Alabama Counseling Association in professional advocacy efforts regarding the state Psychology Bill, February 2012 to 2013.
- Delegate with Alabama Counseling Association in professional advocacy efforts regarding the Alabama Healthcare Conscience Act (SB 46), May 2011 to 2013.
- Day on the Hill legislative advocacy participant sponsored by the Alabama Counseling Association, 2008 - 2010 –advocate for School and Clinical counselor related issues with legislators and public officials.

GRANTS & FUND RAISING

2020 Hard, P.F. & Faircloth, P. K. (Co-Principal/Project Directors) \$160,000.00 The Troy Infant and Early Childhood Mental Health Implementation Grant. Renewal grant for Implementation of the TECGG

and the TECUG capacity grants. The grant was obtained from the Alabama Department of Early Childhood Education.

2019 Hard, P.F. & Faircloth, P. K. (Co-Principal/Project Directors) \$141,623.81 The Troy Early Childhood Graduate Grant (TECGG). Capacity building grant for planning and promoting a special curriculum at the graduate level, focusing on Infant and Early Child Mental Health in Alabama. The grant was obtained from the Alabama Department of Early Childhood Education. (Principal/Project Director).

2019 Hard, P.F. & Faircloth, P. K. (Co-Principal/Project Directors) \$46,644.25 The Troy Early Childhood Undergraduate Grant (TECUG). Capacity building grant for planning and promoting a special curriculum at the undergraduate level, focusing on Infant and Early Child Mental Health in Alabama. The grant was obtained from the Alabama Department of Early Childhood Education.

2018-2020 Hard, P. Personally raised \$33,000 to endow the David Fancher Hard Counseling Scholarship for graduate counseling students at Auburn University at Montgomery.

UNIVERSITY SERVICE

Auburn University Montgomery

- Recruiting: Birmingham College Night, recruitment event, October 22, 2024
- Recruiting: Alex City College Night, recruitment event, October 1, 2024
- Represented Auburn Montgomery at the State Department of Education MEGA Conference in Mobile, AL, July 9-12, 2024.
- Chair of faculty search committee for the Social Work program in the AUM College of Liberal Arts, April – May 2024.
- Department Captain, Auburn Montgomery Family Campaign, Spring 2024.
- Represented Auburn Montgomery at the Alabama Connection Graduate School Expo in Tuscaloosa, October 3, 2023.
- Represented Auburn Montgomery at the State Department of Education MEGA Conference in Mobile, AL, July 17, 2023.
- Recruiting: Represented AUM at Trenholm State Community College for Community College Day, April 18, 2023.
- Presented for AUM Department of Social Work workshop, “Living LGBTQ+ in Alabama: Political-Social challenges and Advocacy,” March 24, 2023.
- Negotiating with the Many Colors Arts Initiative (an Autism Respite Program) to include interns from AUM in their staffing as well as collaborating to form the program, 2022 to present.
- Recruiting: Spring AUM Clubs & Campus Organization meeting, January 27, 2023.
- Recruiting: Birmingham College Night, recruitment event, October 25, 2022
- SACSCOC Comprehensive Institutional Review Committee, 2022 to present
- Social Work faculty search committee, 2021-2022.
- AUM Pride celebration organizer, June 2021
- SafeZone organizer/presenter, inception to present
- Secretary of Faculty Senate, 2020 – 2021
- Represented AUM as subject matter expert on Mental Health and College Students for the segment “Mental Health Matters” on the Alabama News Network, May 14, 2020.
- Represented AUM as a De-stress speaker at WSFA’s Mad for Mom’s event, July 27, 2019
- Provided SafeZone training to the AUM College of Nursing, December 14, 2018.
- Member of the Auburn Montgomery 1967 Society, October 2018 to present.

- University Faculty Grievance Committee member, 2017 – present.
- Established the David Fancher Hard Endowed Graduate Award, December 2017
- SafeZone speaker and coordinator, January 20, 2017.
- Presented a TED Talk for AUM Disability Services Department, October 20, 2016
- Represented Auburn Montgomery at the State Department of Education MEGA Conference in Mobile, AL, July 14 -15, 2016.
- SafeZone speaker and coordinator, April 24, 2014& April 21, 2016.
- Faculty sponsor of the AUM College Democrats 2016 to present.
- Headed efforts with Office of Diversity & Multicultural Affairs to bring the documentary, “State of Being Human” to AUM, March 8, 2016.
- Speaker for Hot Topics Café, “Check your Privilege” February 2, 2016.
- Featured in the AUM ad campaign, “*Why we Learn*,” 2015.
- Speaker for AU Spectrum, “Yet More to Do” panel, October 22, 2015.
- Coordinated MENSA Testing Day, October 17, 2015.
- Chair, AUM Calendar Committee, 2015.
- Co-Chair, Auburn Montgomery Family Campaign 2015.
- Guest Lecturer for PHIL 2100: Applied Ethics, September 2, 2015.
- Organizer for Welcoming Schools event (2015, February 26).
- Presenter for AUM Student Affairs/ Housing and Residence Life, “Hot Topics: LGBT Issues,” (2015, February 11).
- Interviewed by the AUMnibus Issues 21), AUM Spotlight (2015, March).
- Search Committee for the Director of the AUM Counseling Center, Fall 2014.
- AUM Calendar Committee, 2013 to present.
- Faculty Advisory Committee member, February 2014 to present.
- Facilitator, “God Loves Uganda” film night, April 25, 2014.
- Speaker for the “We the People” luncheon, AUM GSA, February 27, 2014.
- Presented *Human Relations in LGBTQ: Deciphering the Alphabet Soup*. Presented for the Human Resource Professionals Conference, Auburn Montgomery Continuing Education Department, Montgomery, AL / February 19, 2014.
- Hosted the GSA Christmas Party 12-6-13
- Represented the SOE to the Community College Advisor Luncheon at the request of Dr Austin, 11-1-13
- Presented at the Diversity Workshop for AUM HR at the request of Timothy Spraggins, 10-25-13
- Chaperoned GSA students to Atlanta Pride Festival – October 12 to 14, 2013
- Spoke on WSFA and WAKA as an AUM Content Area Expert on the subject of Marriage Equality, March 26, 2013.
- Organized Red Cross Partner Training in Disaster response for the University and Community, March 30, 2013.
- Represented Auburn Montgomery’s Safe Zone training for a German delegation visiting the United States through the International Services Council of Alabama’s program “Countering Hate & Promoting Tolerance: A Project for Germany” on March 8, 2013.
- Keynote speaker for the “15th Annual Vigil for Victims of Hate & Violence,” sponsored by the Alabama Hate Crimes Vigil Committee, February 17, 2013.
- Speaker for AUM Zombiefest (an event to promote university academic programs to potential students), ”Counseling for the Zombie Apocalypse,” October 30, 2012.
- Leadership AUM speaker, “Deciphering the LGBT Alphabet Soup”, October 3, 2012.
- Chaperoned AUM Gay Straight Alliance students to Atlanta cultural event, October 12 – 14, 2012.

- Organized and implemented a Meet & Greet for LGBT organizations, service providers, and advocacy groups coinciding with hosting the state ALGBTICAL counselors division meeting on the AUM campus.
- This meeting provided valuable networking for 35 community provider organizations and approximately 100 participants.
- AUM Student Retention Focus Group, September 2012 to present.
- AUM Counseling Center Committee, September 2012 to present.
- AUM Bridge Program planning and evaluation, April 2012 to present.
- Collaborated with Auburn University counseling program to mentor PhD student, Virginia Lacy, in teaching on-line and traditional graduate classes, Fall 2012.
- AUM Diversity Week speaker, "Modern Family: Gay in Alabama: An Out and Open Discussion," April 24, 2012.
- Faculty of the Year 2012, awarded by the AUM office of student involvement, April 12, 2012.
- Event of the Year 2012, awarded to the AUM GSA by the AUM office of student involvement, April 12, 2012.
- Reflection Speaker for AUM Martin Luther King, Jr Reflections Breakfast, January 16, 2012.
- Community Emergency Response Team (CERT) Committee for AUM 12/15/2011 to present
- Organizer and key contact for the Human Rights Campaign / Equality Alabama Bus tour 10/19/2011.
- Organizer for "*Gay & Christian: Transforming Conversation,*" sponsored by the AUM Gay Straight Alliance.
- Search Committee for Student Services Coordinator for the AUM Counseling Center, 2011.
- Search Committee for Associate Director for the AUM Counseling Center, 2011.
- Fall Leadership Conference planning participant July 2011 & October 2011
- Facilitated collaboration with the Sociology Department in embedding Child Advocacy Studies Training (CAST) certification in our respective training programs, April 5, 2011 & July 2011
- Faculty Development Institute Commencement Speaker, May 2011
- AUM Diversity Week presenter, *Stonewall by way of Constantine & the Inquisition ~ How far we've come: Understanding & Respecting the Basics of LGBTQ History & Tolerance*, April 2011.
- Organizer for *Career Guidance in Troubled Times* event for AUM students & community, 4-2011.
- Speaker for AUM Fall Commencement 2010
- Fall Leadership Conference speaker, October 2010
- Collaborated with Auburn University counseling program to mentor PhD student, Felicia Pressley, allowing her to co-teach ECED 6370 for classroom experience, Summer 2010.
- Collaborated with AUM, Public Safety, local EMA and American Red Cross to provide Disaster training to the AUM campus, Summer 2010
- Assisted in the editing and revision of the 2010-2012 Graduate Catalog; prepared form 2000's for all Counselor Education courses.
- Auburn University Montgomery SafeZone Committee, 2009 – present
- Auburn University Montgomery Spectrum (Gay Straight Alliance) sponsor, 2009 – present
 - Re-vitalized the defunct AUM Gay Straight Alliance (GSA) with student leadership
 - Sponsored AUM GSA's national speaker event with the Gay Christian Network, 9/19 & 20/2011
 - Organized AUM GSA's first observation of Stonewall Day, June 28, 2010
 - Organized AUM GSA's Annual Day of Silence, April 2009, 2010, & 2011
 - Hosted GSA Movie Nights, 2010 & 2011
 - AUM Orientation activities, July 2011

College of Education

- Education Doctorate Committee, January 2024 to present.
- Recruiting: Warhawk Welcome, substituted for the COE Dean, May 18 & June 7, 2024.
- Dean Search Committee, College of Education, 2022 to 2023.
- Retention: Symposium Event, October 24, 2023.
- Recruiting: Warhawk Welcome, substituted for the COE Dean, October 14, 2023.
- Retention: Symposium Committee, 2023.
- Recruiting: College of Education, Celebration of Research Event, April 28, 2023.
- Recruiting: College of Education, A Day in the Life of a Warhawk, February 20, 2023.
- Recruiting: Recruited for the COE at the MPS Career Fair, May 11, 2023.
- Recruiting: AUM Graduate Preview Night, Oct 2022 & April 2023.
- Organized Outstanding Counseling Graduate student's recognition at AUM in cooperation with ALCA for area colleges, April 14, 2023.
- Recruiting: Recruited for the COE at the MPS Career Fair, May 12, 2022.
- College of Education CAEP Standard 4 Committee Chair, 2022 to present
 - College of Education CAEP Committee member, 2016 – 2022.
 - College of Education Exploratory Committee Chair, 2018 – 2020.
 - Grant co-author for the COE, June 2019.
 - Recruited for the COE at the State MEGA Conference July 11 -13, 2017.
 - Recruited for the COE at the AUM Graduate Open House, June 13, 2017.
 - Recruited for the COE at the AUM Career Fair April 18, 2017.
 - Recruited for the COE at the State MEGA Conference July 14 -15, 2016.
 - Assisted Associate Dean of Education, Dr Rhonda Morton, in the revision of the Counseling Department's portion of the Graduate Catalog, Spring 2012.
 - Revised the Counseling Student Handbook in anticipation of the SACs visit, Spring 2012.
 - Auburn University Montgomery School of Education Strategic Planning Committee, 2008- present
 - Auburn University Montgomery School of Education NCATE Committee Chair for Standard 6, 2008-11
 - Auburn University Montgomery School of Education Luau Decoration Committee, May 2009
 - Auburn University Montgomery School of Education Luau Decoration Committee, May 2008

Department of Counselor, Leadership, and Special Education

- Provided between semester supervision to students who were completing field hours, 2022-2023
- Mentored students presenting poster sessions to the Alabama Counseling Association, November, 2020.
- Mentored students presenting poster sessions to the Alabama Counseling Association, November 21, 2019.
- Chair of Counseling Faculty Search Committee, January to April 2019.
- Lead redesign efforts for the Educational Specialist degrees in Counseling, Fall 2018 to present.
- Lead 2018 recruiting efforts for the Counselor Education area resulting in a 75% increase in enrollment since the same time the previous year.
- Recruited for the Counseling Program at the AUM Graduate Preview Fairs, Spring & Fall of 2017.
- Reviewed the University of Cincinnati counseling program for CACREP compliance in order to have insight into the review process for AUM's upcoming review, October 22 – 25, 2017.
- Recruited for the Counseling Program at AUM Club & Organization Fairs, Summer- Fall 2017.
- Counselor Education Search Committee member for School Counseling instructor - 2017
- Counselor Education Search Committee member for Clinical Mental Health instructor - 2016

- Promoted AUM Counseling Jobs at the Southern Association of Counselor Educators and Supervisors, New Orleans, LA Oct 6-9, 2016
- Coordinated recognition of area Outstanding Counseling Students in cooperation with ALCA Chapter VII, April 29, 2016.
- Updated the Counseling Clinical Experiences Handbook, April 2016.
- Coordinator for National Counseling Exam, 2015 to present.
- CACREP Transition coordinator for successfully upgrading our Community Counseling Program (48 hrs) tract to a Clinical Mental Health Counseling (60 hrs) tract, 2013 to 2015.
- Counseling Program EdS Re-Design committee, June 2014 to present.
- Developed a Counseling Program brochure in cooperation with Mona Hurston.
- Updated the Progress Monitoring Sheet and Master Schedule and Counseling Student Handbook in coordination with the Admissions Department, Spring 2013
- Updated the Counseling Student Handbook and syllabi for SACS visit, Spring 2012
- Coordinator of New Student Orientation 2011 to present
- Counselor Education area Co-Coordinator for Community Counseling since January 2011
- CACREP Liaison and Accreditation Committee Chair - 2008 – present;
 - CACREP Annual and Mid-Cycle Reporting
 - CACREP Conversion Application process 2014 – 2015, submitted Spring 2015.
 - Annual CACREP report preparation 2010 to present
 - Annual Survey of Counseling Students and Alumni organizer 2010 to present
 - Worked with Counseling Faculty to implement new Plans of Study for both the School and Community Counseling tracts, (2009, Spring).
 - Worked with Counseling Faculty to pilot new admission interview procedures for the Counseling program, (2009, Spring).
- CPCE Exam Coordinator – 2008 to present.
- Comprehensive Essay Exam Coordinator – 2010 to present
- Advisor for the Alpha Upsilon Mu chapter of Chi Sigma Iota International Counseling Honor Society 2010 – present
 - Represented the chapter at the ACA International Conference, Orlando, FL (2015, March).
 - Initiation for new members, 2011 to present
 - Member recruitment drive each Fall since 2011
 - Hosted students for poster presentations at Alabama Counseling Association annual conference, November 2011 - present
 - Mentored students for poster presentations at Alabama Counseling Association annual conference, September 2011 - present
- Engaged in ongoing recruitment efforts
 - Met with advisors and faculty of the various AUM schools to increase enrollment in the AUM graduate Counseling Program, Spring 2011 – present
 - Promotional Materials developed and distributed to student advisors in the various AUM schools, Spring 2011 – present
 - Developed courses to promote the program to undergraduate students, and submitted for 2000's.
 - Represented the Department for "Warhawk Night Out" and developed brochures and other handouts for distribution.

PROFESSIONAL AWARDS**National**

- The National Society of Leadership and Success, Excellence in Teaching Award, November 2018
- American Association of State Counseling Boards, Distinguished Service Award 2016
- American Association of State Counseling Boards, Board Leadership Award 2014
- American Counseling Association, 1st Place/Large Branch Award, Best Membership Service 2007

State

- Alabama Counseling Association, Outstanding Program Award for ALGBTICAL, November 19, 2020.
- Alabama Counseling Association, Outstanding Program Award for Chapter VII, November 15, 2017.
- Alabama Counseling Association, Awarded Chapter VII Outstanding Member, November 15, 2017.
- Jean H. Cecil Distinguished Counselor Educator Award / November 2016
- Billy Jack Gaither Humanitarian Award / February 2016
- Florida House of Representatives Resolution / February 2, 2016
- Alabama American Red Cross Partner of the Year Award / 2013
- Alabama Board of Examiners Resolution, November 2011
- Alabama Counseling Association, Distinguished Professional Service Award / 2008
- Alabama Counseling Association, Presidents Award / 2007
- Alabama Counseling Association, Presidents Award / 2004
- Alabama Counseling Association, Emerging Leader Award / 2002
- Clinician of the Year Award, West Alabama Mental Health Center / 1995
- Outstanding Service Award, West Alabama Mental Health Center / 1995

University

- Dean's Service Award, COE Spring 2025
- Auburn Montgomery Alumni Faculty Service Award, October 19, 2018.
- Auburn Montgomery 1967 Society Inductee, October 18, 2018.
- Inaugural "Excellence in Diversity Award," August 28, 2015.
- Faculty of the Year 2012, awarded by the AUM office of student involvement, April 12, 2012.
- Event of the Year 2012, awarded to the AUM GSA by the AUM office of student involvement, April 12, 2012.

COMMUNITY & CONTINUING EDUCATION

- Hard, P.F. (2024, September 14). We are Still Family. Presented for South Alabama Pride: Second Annual Celebration, Enterprise State Community College, Enterprise, AL.
- Hard, P.F. (2023, September 9). Pride in Troubled Times. Presented for South Alabama Pride: Inaugural Celebration, Enterprise State Community College, Enterprise, AL.
- Hard, P.F. (2019, April 27). Reflections on Pride. Presented for Troy Pride: Inaugural Celebration, Troy, AL.
- Hard, P.F. (2015, February 7). Psychological First Aid and Foundations of Mental Health. Presented for Alabama Red Cross, Montgomery, AL.

- Hard, P.F. (2015, February 2). Update on the status of Marriage Equality Litigation in Alabama. Presented for Equality Alabama – Equality Alabama – Shoals.
- Hard, P.F. (Spring 2014). Marriage Equality: The Case for Alabama. Presented for Equality Alabama – Birmingham, April 15, 2014 and Equality Alabama – Shoals, May 13, 2014.
- Hard, P.F. (Fall 2013). Out of the Darkness walk for suicide prevention co-coordinator; interviewed on WSFA 12 on 10-29-13 for community awareness; Walk was held November 2, 2013.
- Hard, P.F. (2013, September 19). Psychological First Aid. Presented for Alabama Red Cross, Montgomery, AL.
- Hard, P.F. (2013, August 22). Psychological First Aid. Presented for Alabama Red Cross, Montgomery, AL.
- Hard, P.F. (2013, June 19). “LGBT Issues in the Workplace” presented to Federal Bureau of Prisons, Maxwell Air Force Base, Montgomery, AL.
- Hard, P.F. (2013, March 30). Psychological First Aid. Presented for Alabama Red Cross, Montgomery, AL.
- Hard, P.F. (2013, March 26). *SCOTUS Debate on Marriage Equality*. Presented on air for the WSFA 12, Montgomery, AL.
- Hard, P.F. (2013, March 26). *Marriage Equality*. Presented on air for the WAKA 8, Montgomery, AL.
- Hard, P.F. (2013, February). Public Affairs. Presented for Alabama Red Cross, Hoover AL.
- Hard, P.F. (2013, February). Disaster Frontline Supervisor. Presented for Alabama Red Cross, Hoover AL.
- Hard, P.F. (2012, November 11). *Holiday Depression, Loss, and Stress*. Presented on air for the WSFA 12, Montgomery, AL.
- Presented at Lunch and Learn, *Ethics on the Edge: Current Issues and Trends*, February 2011.
- The LPC Supervision Training developed and planned with AUM Department of Continuing Education for the June & July of 2010.
- Presented SafeZone training, *Ethics and Outing: Working with GLBT Colleagues and Students*, for AUM faculty & staff, 4/16/2010
- Presented, *The Most Common Ethical Violations & I Keep These Records How Long?!?*, December 4, 2009 – Alabama Association for Play Therapy
- Presented, *The Ethics of Informed Consent & Disclosure*, December 4, 2009 – Alabama Association for Play Therapy
- Presented SafeZone training, *When I've Shared too Much: Ethics, Confidentiality & GLBT Students*, October 23, 2009.
- Moderated SafeZone training Session, *Roundtable Discussion: Unique Challenges of GLBT Persons*, October 23, 2009.
- Presented 4 sessions for an AUM Continuing Education Event on July 16, 2009
- Hard, P.H. & Reynolds, G. (2009, April 17 & 20). Supervision of counseling interns in the public school setting. Guest speakers, Montgomery Public School Board, School Counselor meeting, Montgomery, AL.

COMMUNITY SERVICE

- Contributed LGBTQ exhibit to the Alabama State Department of Archives, 2023.
- Vestry Board Member, Episcopal Church of the Holy Comforter, January 2023 to present.
- Chair of the Annual Alabama Hate Crimes Vigil, 2017 - 2022
- Presenter at Auburn PFLAG June, 15, 2017, Auburn, AL
- Panelist with the Alabama SAMHSA-NAADAC Workforce Forum presented at AUM, Montgomery, AL April 17, 2017.

- Flag Bearer for the National Equality March for Unity and Pride, Washington, DC, June 11, 2017.
- Free-2-Be Board of Directors, 2017 to 2018.
- Organizer for the Annual Alabama Hate Crimes Vigil, AUM campus, February 19, 2017.
- Grand Marshall, Huntsville Pride, June 18, 2016.
- Montgomery Pride United, Board of Directors, 2015 to 2018.
- Flagbearer for Southern Decadence, September 5, 2015, New Orleans, LA.
- Featured in the David Merriman film, “The State of Being Human.” Premiered 8/29/2015 at Birmingham, Sidewalk Film Festival. Winner of People’s Choice Award for best Documentary.
- Hard, P.F. (2015, November 13). *LGBT myths & facts*. Presented to Medical Aids Outreach.
- Hard, P.F. (2013, April 9). *Working with LGBT Offenders*. Presented to the Alabama Administrative Office of the Courts training for Court Referral Officers, Montgomery, AL.
- Interviewed on LGBT Equality (August 5, 2014) for article and live internet for Huffington Post article, “*Maybe when we’re dead: Gays in Alabama don’t expect change in their lifetime – but they’re pushing for it anyway*” by author Lila Sapiro.
- Liaison to the LGBT Community for One Place Justice Center of Montgomery, 2013 to present.
- “Love Moves in Mysterious Ways” presented to the United Unitarian Fellowship of Montgomery, Montgomery, AL, May 26, 2013.
- Keynote Speaker for the 15th Annual Alabama Hate Crimes Vigil, February 17, 2013.
- Alabama Hate Crimes Vigil Committee, August 2012 to present.
- Guest Speaker on the topic of LGBT rights, WZHT FM Radio, Teen Talk, January 24, 2012.
- Shadowed and provided consultation to the school counselor with Montgomery Catholic Middle School, May 2011 & December 2011.
- Speaker at the 13th Annual Vigil for Victims of Hate and Violence, February 20, 2011
- Interviewed on WAKA, CBS 8 News, on the topic of Holiday Blues, November 29, 2010
- Organized a screening of the SPLC movie, “Bullied,” on the AUM campus / October 20, 2010.
- Treasurer of Color It Pride board, a committee of Equality Alabama, August 2010 – 2011.
- Pastoral Care Committee member, Holy Comforter Episcopal Church / 2010 – 2011
- Was interviewed on WSFA 12 on the Safe Schools and Orientation on November 1, 2008.
- Collaborated with the Alabama Safe Schools Coalition & Teaching Tolerance to provide a videoconference with the Yes institute on “Essentials of Orientation” November 1, 2008.
- Collaborated with the Alabama Safe Schools Coalition, Teaching Tolerance, and ASU on bullying and harassment prevention and brought the Yes Institute: Communication Solutions program to AUM and ASU here for area educators, professionals, and parents / September 11 & 12, 2008.
- Second Vice President, Canebrake Players Drama Society / 1998 - 00
- Graduate of *Leadership Marengo* Inaugural Class / 1995
- Chaplain of Baptist Campus Ministries, Jackson County Community College / 1989 - 91
- Chair of Baptist Student Ministry Committee for Tri-County Campuses, 1989 - 91
- Single Ministry Director, Bethel Baptist Association / 1988
- "Solo" Leader, Bethel Baptist Association / 1988
- Outstanding Young Men of America / 1988
- Chaplain Assistant, All Saints Hospital, Fort Worth, TX / 1986
- "Broadway Presents" Drama Award, Broadway Baptist Church / 1985 & 1987
- Community Service Award, City of Melissa, TX & M.A.D.D. of Collin County 1984

PROFESSIONAL DEVELOPMENT
Since employment at AUM

2025

- Tele-mental Health & Supervision seminar, Montgomery, AL., May 2025.

2024

- Alabama Counseling Association Annual Conference, Montgomery, AL., November 19-22, 2024.
- Establishing a Private Practice & Supervision Ethics, AUM, Montgomery, AL, September 27, 2024
- Ethics & Practice Workshop: Trauma Factors in Counseling, Montgomery, AL, July 26, 2024
- ALSAIGE 2024 Summer Workshop, LGBTQ+ Youth & Trauma: The Need for Ethical Practice, virtual, July 19, 2024
- ALCA Chapter VII Ethics Workshop, Montgomery, AL, April 19, 2024.
- Canvas Training, AUM, March 20, 2024.

2023

- Alabama Counseling Association Annual Conference, Birmingham, AL., November 14-17, 2023.
- Telemental Health: Ethics & Issues, state virtual workshop, July 14, 2023
- ALSAIGE Annual Workshop, state virtual workshop, June 23, 2023
- Ethics Multipack, presented by 3RAVNAR, virtual, May 5, 2023.
- Alabama College Counseling Association workshop, "Lift Me Up: Humanistic interventions to support vulnerable youth populations," Montgomery, AL., February 3, 2023.

2022

- Alabama Counseling Association Annual Conference, Mobile, AL., November 15-18, 2022.
- Advanced Clinical and Virtual Supervision Training, November 11, 2022
- The Art of Tele-supervision workshop, August 5, 2022.
- ALSAIGE Summer Workshop: "Bursting Down the Closet Doors: Bringing Light to Our Community," Montgomery, AL July 22, 2022.
- ALGBTICAL Professional meeting, virtual, June 5, 2022
- Ethics Multipack, presented by 3RAVNAR, virtual, May 6, 2022.
- Counselor Supervision Workshop, presented by 3RAVNAR, virtual, April 13-15, 2022
- ALMHCA, Annual Conference, Montgomery, AL, April 29, 2022.

2021

- Alabama Counseling Association Annual Conference, Birmingham, AL, November 18, 2021.
- ACES National Conference, Atlanta, GA., October 5th – 10th, 2021
- ALMHCA Lunch & Learn workshop, virtual, September 28, 2021.
- ALMHCA and ALASERVIC, "Sexual Healing: The Ethics of Sex & Spirituality in Mental Health" virtual conference, Montgomery, AL. July 17, 2021
- ALGBTICAL workshop, "Family Matters: LGBTQ+ Marriage, Couple and Family Dynamics in Counseling," Montgomery, AL., July 16-2021.

2020

- Alabama Counseling Association Make-Up Conference by ALCA, December 11-12, 2020.
- Alabama Counseling Association Annual Conference by ALCA, November 18-20, 2020.
- SAIGE fourth biennial national conference, October 10-11, 2020.
- American Mental Health Counseling Association annual conference.

- ALMHCA workshop, “Caring for our Youngest Clients: Infant & Early Childhood Mental Healthcare,” June 19, 2020.
- “CHILD Assessment Training” presented by *First 5 Alabama*, February 24-25, 2020.
- “Adult Attachment Projective (AAP)” Training presented by *First 5 Alabama*, January to February, 2020.
- “Child-Parent Psychotherapy” workshop presented by *First 5 Alabama*, February 3-5, 2020.

2019

- Alabama Counseling Association Annual Conference by ALCA, November 20-22, 2019.
- “Positive Ethics for Counselors” by ALCA Multidivisional Luncheon, November 21, 2019.
- “Diversity-Informed Tenets for work with Infants, Children, & Families” First 5 Alabama, Nov 15, 2019.
- “DC:0-5 Training of Trainers” presented by Zero to Three, Ft. Lauderdale, FL October 1-2, 2019.
- “2019 Child Abuse Mandated Reporters Training” presented by the Alabama Department of Human Resources, October 29, 2019.
- “Understanding & Helping Young Children with Challenging Behaviors” presented by First 5 Alabama, Birmingham, AL, September 14, 2019.
- “Reflective Supervision” presented by First 5 Alabama, Montgomery, AL September 9-10, 2019.
- “Flying Colors: Leadership in LGBTQ Empowerment” presented by ALGBTICAL, July 12, 2019.
- “Ethics at the Intersection of Spirituality, Religion, and Philosophy in Counseling” presented by the Alabama Association for Spiritual, Ethical, and Religious Values in Counseling, June 14, 2019.
- “Ethics in Mental Health Counseling Specialty Areas: A multidivisional offering” presented by the Alabama Mental Health Counseling Association, Montgomery, AL, April 26, 2019.
- “Ethics Seminar” presented by MAO and Alabama AETC, Montgomery, AL, April 19, 2019.
- Adult and Pediatric First Aid/CPR/AED Certification via American Red Cross, February 23, 2019

2018

- Alabama Multi-Divisional Counseling Meeting, Ethical Decision Making, November 15, 2018.
- Alabama Counseling Association Annual Conference, Birmingham, AL., November 14-16, 2018.
- ALGBTIC National Conference, Portland, OR, September 5-7, 2018.
- Stronger Communities: LGBTQ+ Suicide Prevention, American Foundation for Suicide Prevention, Birmingham, AL May 5, 2018
- Ethics in Professional Counseling, ALCA Chapter VII, Montgomery, AL, June 15, 2018.
- Supervision Ethics: Trainees & Logistics, Lunch & Learn, Montgomery, AL, January 31, 2018

2017

- Legislative Training: The Call of Grassroots Advocacy, Montgomery, AL January 27, 2017
- Using Kaltura in Blackboard, AUM FDI Training, Montgomery, February 7, 2017.
- ALCA Chapter IX Ethics Seminar, Troy, AL., February 10, 2017.
- Technology Flash Talks, AUM FDI Training, Montgomery, February 22, 2017.
- ALGBTICAL Spring Workshop, April 7, 2017.
- Statewide meeting of Alabama CSI chapters “Professional Advocacy in Action”, Tuscaloosa, AL., April 8, 2017.
- Alabama SAMHSA-NAADAC Workforce Forum, AUM, Montgomery, AL, April 17, 2017.
- ALDARCA Ethical Considerations with Special Populations, October 20, 2017
- Supervision Ethics: Trainees & Logistics, AUM, Montgomery, AL November 3, 2017
- Alabama Counseling Association Annual Conference, Mobile, AL. November 15-17, 2017.

2016

- American Association of State Counseling Boards conference, Tampa, FL Jan 6-8, 2016
- Auburn Montgomery, Leadership Academy, 2016.
- CACREP training, Washington, DC February 25 – 26, 2016.
- CACREP Team member update, webinar, July 29, 2016
- Air College: Leading & Serving in Changing Times, Auburn Montgomery, April 26, 2016.
- Alabama Counseling Association's Annual Leadership Retreat, Calera, AL May 5 & 6, 2016.
- ClearTouch training, Auburn Montgomery, May 10, 2016.
- Transgender Bathroom & Shower Issues: Recent Cases, Policy Development, and Federal Legislation, Taylor Center, May 16, 2016
- Training of Trainers: A Provider's Introduction to Substance Abuse Treatment for LGBT Individuals (2nd ed), Seatlle, WA May 24 & 25, 2016.
- Southern Association of Counselor Educators and Supervisors, New Orleans, LA Oct 6-9, 2016.
- Alabama Counseling Association Annual Conference, Birmingham, AL, Nov 15-18, 2016.

2015

- American Association of State Counseling Boards conference, Savannah, GA Jan 7-9, 2015
- ALGBTICAL 9th Annual Winter Workshop, February 20, 2015, AUM Campus.
- American Counseling Association, Annual Conference, Orlando, FL April 15 to 17, 2015.
- Ethics Workshop sponsored by AUM Outreach and CLSE, April 24, 2015.
- UNIV 1000 Success Course training, AUM, Summer 2015.
- Active Shooter Training, October 19, 2015.
- Alabama Counseling Association Annual Conference, Montgomery, AL, Nov 18-20, 2015.

2014

- American Association of State Counseling Boards conference, San Deigo, CA Jan 8-10, 2014
- Chapter III 2014 Annual Spring Ethics Workshop, Tuscaloosa, AL April 18, 2014
- Ethics in Counseling: Current Issues & Practical Applications, by AUM Chi Sigma Iota, May 30, 2014
- Writing-Intensive Faculty Development Institute Part II, Summer 2014.
- UNIV 1000 Success Course training, AUM, Summer 2014.
- ALGBTIC Conference, New Orleans, LA. September 19, 2014.
- A Southern Collaboration: Counseling the LGBT Population, Troy, AL October 4, 2014.
- Alabama Counseling Association Chapter VII "Social Networking and its Implications in Counseling," Montgomery, AL / October 30, 2014.
- Alaska School Counselor Association annual conference, Anchorage, AK November 14, 2014.
- Alabama Counseling Association Annual Conference, Huntsville, AL, Nov 19-21, 2014.

2013

- UNIV 1000 Success Course training, AUM August, 1 2013
- Alabama Counseling Association Annual Conference, Birmingham, AL Nov 20-22, 2013
- ALAHEDO Conference on Diversity, Auburn, AL, Oct 31, 2013
- Veterans Administration Mental Health Summit, Troy Montgomery, Sept 5, 2013,
- EDUC 1220 Success Course training, AUM July 30, 2013
- FDI Training, Multimedia for Blackboard, AUM, April 23, 2013
- AUM UNIV 1000 Course Training, AUM, April 12, 2013
- FDI Training, Respondus for Blackboard, AUM, March 27, 2013
- FDI Training, Camtasia Relay for Blackboard, AUM, March 21, 2013
- Writing-Intensive Faculty Development Institute Part I, Spring 2013.

- American Red Cross Training, Public Affairs, Psychological 1st Aid, & Disaster Frontline Supervisor, Hoover, AL – February 25-28, 2013.
- Ethics in Counseling, ALCA Chapter 7, Montgomery, AL - February 22, 2013.
- Association of LGBT Issues in Counseling of Alabama annual workshop, Hoover, AL February 8.
- Disaster Services, American Red Cross, Online - February 4, 2013.
- DSM V Training, Montgomery, AL - January 17, 2013
- American Association of State Counseling Boards conference, New Orleans, LA, January 9-11.

2012

- American Red Cross Disaster Instructor Training & Certification, Birmingham, AL Oct 15-16.
- Alabama Counseling Association annual conference, Montgomery, AL November 14 – 16.
- American Counseling Association annual conference, San Francisco, CA. March 21 – 25.
- Association of LGBT Issues in Counseling of Alabama annual workshop, Hoover, AL Feb. 10
- American Association of State Counseling Boards annual conference, Charleston, SC. Jan. 4-6.

2011

- Alabama Counseling Association annual conference in Birmingham, AL November 16 - 18.
- UAS 2011 5th Annual Higher Education State-Wide Diversity Enhancement Conference, Tuscaloosa, AL November 7.
- Maintaining a Violence Free Workplace, AUM Training, October 25.
- Alabama Ethics Commission, Alabama Ethics Law Training, April 22.
- American Counseling Association annual conference in New Orleans, LA March 23 – 27.
- SOE Research Mentoring Program, AUM, February 2011
- American Association of State Counseling Boards, San Diego, CA January 5-7.

2010

- Brown Bag Session: So I'm Teaching On-Line, August 18.
- Graduated from FDI Online Training, August 19.
- Alabama Counseling Association Annual Conference, Mobile, AL November 17 – 19.
- ACA Institute for Leadership Training, Washington, DC July 21 – 25.
- AUM FDI on-line Blackboard trainings, May - June
- Alabama Council of Community Mental Health Boards, Birmingham, AL May 13.
- AUM, Unveiling of Blackboard 9.0 Enterprise, March 24.
- Council for Accreditation of Counseling and Related Educational Programs, March 19.
- The American Counseling Association Annual Conference, Pittsburgh, PA March 18-22.
- American Association of State Counseling Boards, Orlando, FL February 25.
- Alabama Counseling Association, Day on the Hill, Montgomery, AL February 10.
- Working with Diverse Populations: Ethics and Competency Issues, February 5.
- American Counseling Association Institute for Leadership Training; & American Counseling Association Council of Presidents and Regional Chairs (COPARC), Washington, DC Jan 29 – 30
- American Association of State Counseling Boards Annual ConferenceOrlando, FL., January 7-9.

2009

- Alabama Counseling Association annual conference – November 17 - 20
- American Counseling Association Institute for Leadership Training, July 29 –DC August 1.
- Johnson, V. & Munin, A. (2009, April 21). Commitment to institutional diversity training. Diversity Training, AUM Campus.
- The American Counseling Association Annual Conference and Exposition, Charlotte, NC, March 18-23.

- The American Counseling Association COPARC Leadership Team Meeting, Alexandria, VA. Jan 24.

2008

- Alabama Counseling Association. (2008, November). Annual Conference, Huntsville, AL.
- ALAMFC Workshop. (2008, November). Process and Ethics of Supervision. AUM campus.
- Blackboard Training: Quick Start. (2008, October). AUM Campus.
- American Counseling Association – Southern Region. (2008, October). Little Rock, AK.
- Southern Association of Counselor Educators and Supervisors. (2008, October). Houston, TX.
- Yes Institute. (2008, September). Communication 101. AUM in Cooperation with ASU, Alabama Safe Schools, & Teaching Tolerance.
- NCATE National Conference. (2008, September). Washington, DC.
- AUM Diversity Training, July 28, 2008 – AUM Campus.
- Alabama Association of Counselor Educators and Supervisors, Ethical and Legal Issues in Supervision Videoconference, June 27, 2008 – AUM Campus.
- Bradford Day in Treatment, June 26, 2008 – AUM Campus.
- Livetext Update Training Seminar, AUM Technology Resource Center, April 18.
- The American Counseling Association Annual Conference, March 26-29, 2008, Honolulu, HI.
- The Federal Association of Regulatory Boards, January 24 – 27, 2008, Santa Fe, NM.
- The American Association of State Counseling Boards, January 10 – 12, 2008, New Orleans, LA.