

CURRICULUM VITAE

PIA SMAL

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State College, PA 16801

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EDUCATION

Ph.D., Counselor Education & Supervision

The Pennsylvania State University, University Park, PA

Graduation: December 2018

M.S., Mental Health Counseling

Nova Southeastern University, Fort Lauderdale, FL

Graduation: January 2011

B.A., Women's Studies

Majors: English Literature, Women's Studies

University of Rochester, Rochester, NY

Graduation: May 1995

COUNSELING EXPERIENCE

Primary Therapist

Nov. 2015-May 2016

Pyramid Healthcare. State College, PA

Pyramid Healthcare provides drug and alcohol outpatient treatment in an Intensive Outpatient, Outpatient, and Individual setting.

- Provided three intensive counseling groups per week - both psychoeducational and process.
- Provided one outpatient counseling group per week (process).
- Provided individual counseling to 27 clients per week.
- Completed biopsychosocials for new intakes.
- Completed Initial, Master, and Treatment Plan reviews on an ongoing basis for 27 clients.
- Participated in bi-weekly individual supervision.

Career Counselor (Practicum)

Jan. 2013-May 2013

Bank of America Career Services Center, The Pennsylvania State University, University Park, PA

The Bank of America Career Services Center provides Pennsylvania State University students with career counseling, resume reviews, mock interviews, and major, occupational, and graduate school information.

- Provided individual career counseling.
- Participated in weekly group and individual supervision

Clinical Supervisor (Practicum and Internship)

Aug. 2012-May 2013

The Cedar Clinic at The Pennsylvania State University, University Park, PA

The Cedar Clinic provides personal, vocational, and educational counseling to Penn State students.

- Provided individual counseling.

- Participated in weekly group and individual supervision.

Shelter Counselor (Volunteer)

Aug. 2012-Feb. 2013

Centre County Women's Resource Center, State College, PA

The Centre County Women's Resource Center provides services to individuals who are survivors of domestic violence and sexual assault.

- Provide individual counseling.
- Provide group counseling.
- Provide Hotline counseling
- Provide Sexual Assault Response Team (SART) counseling

Shelter Counselor (Internship)

Apr. 2012-Aug. 2012

Centre County Women's Resource Center, State College, PA

The Centre County Women's Resource Center provides services to individuals who are survivors of domestic violence and sexual assault.

- Provided individual counseling.
- Provided group counseling.
- Participated in weekly group and individual supervision.
- Provided Hotline counseling
- Provided Sexual Assault Response Team (SART) counseling

Counselor (Practicum)

Aug. 2011-Dec. 2011

The Cedar Clinic at The Pennsylvania State University, University Park, PA

The Cedar Clinic provides personal, vocational, and educational counseling to Penn State students.

- Provided individual counseling.
- Participated in weekly group and individual supervision.

Primary Therapist

Dec. 2010-Apr. 2011

The Pride Institute at Fort Lauderdale Hospital, Fort Lauderdale, FL

PHP/IOP Unit

Fort Lauderdale Hospital is a stand-alone psychiatric facility. The Pride Unit provides GLBTQQI clients with intensive inpatient and outpatient treatment programs to address alcohol and drug addiction, depression, anxiety, sex addiction, co-occurring disorders, and more severe psychiatric issues.

- Provided four intensive counseling groups per day - both psychoeducational and process.
- Completed biopsychosocials for new intakes.
- Completed Initial, Master, and Treatment Plan reviews on an ongoing basis for 21 clients.
- Participated in weekly individual and group supervision.

Mental Health Counselor, Intern

Aug. 2010-Dec. 2010

Fort Lauderdale Hospital, Fort Lauderdale, FL

Pride Inpatient Unit

Fort Lauderdale Hospital is a stand-alone psychiatric facility. The Pride Unit provides GLBTQQI clients with intensive inpatient and outpatient treatment programs to address alcohol and drug addiction, depression, anxiety, sex addiction, co-occurring disorders, and more severe psychiatric issues.

- Provided individual counseling.
- Facilitated daily psychoeducational and process groups.

- Completed biopsychosocials for new intakes.
- Participated in weekly individual and group supervision.

Mental Health Counselor, Intern

Jan. 2010-Jul. 2010

AMI Kids, Fort Lauderdale, FL

AMI Kids is a non-profit alternative school for court-ordered juvenile offenders.

- Provided individual counseling to adolescents related to disruptive behavior, mood, substance-related, and anxiety disorders, in addition to issues of truancy and aggression.
- Implemented and facilitated a Girls Group to address specific issues such as self-esteem, human sexuality psychoeducation, and anger management.
- Implemented and facilitated an Aggression Replacement Therapy group for male participants.
- Completed Substance Abuse and Mental Health assessments for new intakes.
- Participated in weekly individual and group supervision.
- PAR (Protective Action Response) certified.

Adult Residential Counselor

1993-1995

United Cerebral Palsy, Rochester, NY

- CPR certified, First Aid certified, and Medication Administration (MAT) certified.
- Assisted with dressing, food preparation, social, and community activities.
- Monitored progress and assisted with treatment plans.
- Engaged residents in routines of daily living.
- Maintained a safe and secure environment for residents.
- Provided encouragement and support to residents with their educational and therapeutic programming.

Child Habilitation Specialist

1991-1993

Mary Cariola Children’s Center, Rochester, NY

- CPR certified, First Aid certified, and Medication Administration (MAT) certified.
- Worked with children/adolescents on their residential program plan prescribed within and outside the residential setting including necessary lifting, moving and positioning.
- Assisted clients with gross motor, fine motor, and range of motion skills.
- Promoted self-care, communication, therapeutic feeding, and use of therapeutic equipment and cognitive process.
- Assisted clients with ADLs, recreational activities and community outings, behavior management programs, data collection, and behavioral reinforcement systems.
- Provided the personal and physical care needed by the residents including tasks such as bathing, toileting, eating, and dressing.

COUNSELING AND TEACHING SKILLS ADDITIONAL TRAINING

06/2017	Earned the Penn State Online Teaching Certificate
11/2015	Completed the Green Dot Trainer Training
05/2015	Earned the Penn State Graduate School Teaching Certificate
10/2013	Building a Safe Penn State: Reporting Child Abuse
01/2011	CPR Certified
12/2010	Narrative Therapy Workshop

01/2010 PAR (Protection Action Response) Certified
07/2009 Florida Baker Act Training (through the University of South Florida)
07/2009 Florida Marchman Act Training (through the University of South Florida)

In-House Trainings at Fort Lauderdale Hospital from 09/2010 – 03/2011

- Advance Directives; Clinical Risk; Co-Occurring Disorders; Cultural Competence: Providing Culturally Competent Care; Developmentally Appropriate Care of the Pediatric Patient; Documentation Guidelines and Local Coverage Determination; DSM IV-TR; EMTALA; HIPAA Training; Infection Control: Blood Born Pathogens and TB; Identifying and Assessing Victims of Abuse and Neglect; Pain Management; Patient Advocacy; Patient Rights; R.I.G.H.T. Suicide Prevention; Seclusion and Restraint; Substance Abuse/Adult Psychiatric Competency; Therapeutic Boundaries; Treatment Planning

TEACHING EXPERIENCE

Instructor: The Pennsylvania State University

RHS 300: Introduction to Rehabilitation and Human Services

- Spring 2014, Spring 2015, Spring 2016, Fall 2017, Spring 2018, Fall 2018

RHS 301: Introduction to Counseling as a Profession

- Fall 2017, Spring 2018, Fall 2018

RHS 302: Client Assessment in Rehabilitation and Human Services

- Fall 2017

RHS 303: Group Work in Rehabilitation Practice and Human Services

- Fall 2013, Fall 2014, Fall 2015, Fall 2016

RHS 400W: Case Management and Communication Skills

- Fall 2013, Spring 2014, Fall 2014, Spring 2015, Fall 2015, Spring 2016, Spring 2017, Spring 2018

RHS 401: Community Mental Health Practice and Services

- Spring 2013, Fall 2013, Spring 2014, Fall 2014, Spring 2015, Fall 2015, Spring 2016

RHS 402: Children and Families in Rehabilitation Settings and Human Services

- Fall 2013, Fall 2014, Fall 2015, Fall 2016, Fall 2017, Fall 2018

RHS 495: Internship in Rehabilitation and Human Services

- Fall 2018

RHS/SPLED 420: Culture and Disability Study Abroad

- Summer 2018

Academic Advisor in Rehabilitation and Human Services

- Fall 2018 (26 students)

Co-Instructor: The Pennsylvania State University

CNED 532: Diagnosis Counseling

- Summer 2013

RHS 303: Group Work in Rehabilitation Practice and Human Services

- Spring 2012, Spring 2013

RHS 401: Community Mental Health Practice and Services

- Spring 2012

Guest Lecturer: The Pennsylvania State University

CNED 422: Foundations of Addiction Counseling Topic: Working in the Addictions Field

- Fall 2012

HDFS 414: Resolving Individual & Family Problems Topic: Feminist Therapy

- Spring 2012

Teaching Assistant: Nova Southeastern University

PYCL 660: Community Mental Health

- Fall 2010

PYCL 660: Community Mental Health

- Summer 2010

PROFESSIONAL SERVICE

2014-Present **Secretary**, Centre LGBTQA Support Network, State College, PA

2014-2015 **Member**, Commission on LGBTQ Equity, The Pennsylvania State University

2012-2013 **Chapter Treasurer**, Rho Alpha Mu chapter of CSI, The Pennsylvania State University

2011-2013 **Newsletter Design Editor**, Rho Alpha Mu chapter of CSI, The Pennsylvania State University

2011-2012 **Student Mentor**, LGBTQA Mentorship Program, The Pennsylvania State University

2011-2012 **Co-Chair**, Technology and Resource Committee, Association of Lesbian, Gay, Bisexual, and Transgender Issues in Counseling (ALGBTIC - American Counseling Association Division)

2010-2011 **Committee Member**, Membership Committee and LinkedIn Volunteer, National Career Development Association (NCDA) (American Counseling Association Division)

2010-2011 **President**, Counseling Student Organization, Nova Southeastern University

2010-2011 **Editor-in-Chief**, Counseling Student Organization Newsletter, Nova Southeastern University

2009 **Graduate Student Volunteer**, Florida Counseling Association Conference

REFEREED PUBLICATIONS

Conyers, L., **Smal, P.**, & Chiu, Y-J. (2013). Addressing the Career-Related Needs of Women with Disabilities. In Strauser, D. R. (Ed.), *Career development, employment, and disability: From theory to practice*. New York, NY: Springer Publishing Company

Glavin, K., **Smal, P.**, & Gonzalez, J. (2011). The RIASEC Game: Matching Famous Personalities to Holland's Types. In Pope, M., Minor, C. W., & Lara, T. M. (Eds.), *Experiential activities for teaching career counseling classes and facilitating career groups (Volume III)*. Washington, D.C.: NCDA

Glavin, K., **Smal, P.**, & Jungersen, T. S. (2010). Online career advising for undergraduate students. *The Career Planning and Adult Development Journal*, 25(4), pp. 190-200

Glavin, K., **Smal, P.**, & Vandermeeren, N. (2009). Integrating career counseling and technology. *The Career Planning and Adult Development Journal*, 25(1), pp. 160-176

NON-REFEREED PUBLICATIONS

Smal, P. (2012). Self-care tips and tricks in graduate school. *The RAM Report: Penn State CSI Chapter Newsletter*, Fall 2012. The Pennsylvania State University

Smal, P. (2012). Our gift to the incoming students. *The RAM Report: Penn State CSI Chapter Newsletter*, Fall 2012. The Pennsylvania State University

PROFESSIONAL PRESENTATIONS

Smal, P., Marshall, S., Russell, S. (2014). *LGBT student awareness and anti-bullying through theater performance – The body language project*. Presented at the inaugural Association for LGBT Issues in Counseling Conference. New Orleans, LA

Russell, S. B., **Smal, P.**, Gorem, E., Wilson, Y., Fishel, D., Ayers, S., Marshall, S., & Downs, J. (2014). *The right to remain violent: Gun control for a new civilization*. Panel presentation at Cultural Conversations. The Pennsylvania State University, University Park, PA

Smal, P. & Belknap, E. (2013). *Culturally competent diagnosis: Using explanatory model interviewing within a Feminist Therapy framework*. Presented at the biennial Association for Counselor Education and Supervision conference, Denver, CO

Blum, J., & **Smal, P.** (2013). *Staying healthy during a partner's transition: How wellness-based therapy can help partners adapt*. Presented at the annual Empire Conference, Albany, NY

Watts, J., & **Smal, P.** (2013). *Co-occurring mental health and substance abuse disorders and barriers to treatment*. Presented at the 3rd annual Rho Alpha Mu (CSI chapter) Leadership and Advocacy conference, University Park, PA

Kootsikas, A. K., Mellin, E. A., Blum, J. B., & **Smal, P.** (2012). *Rural LGB youth: Privileging marginalized voices*. Presented at the 13th Annual Curriculum and Pedagogy Conference, New Orleans, LA

Smal, P., & Blum, J. B. (2012). *A feminist therapy approach to gender identity in children*. Presented at the annual Southern Comfort conference, Atlanta, GA

Blum, J.B., & **Smal, P.** (2012). *When one transitions, we all transition: How wellness-based therapy can help partners adapt*. Presented at the annual Southern Comfort conference, Atlanta, GA

- Smal, P.**, Cerrito, J., Niles, S. (2012). *Publishing in ACA refereed journals: Suggestions from the council of editors (The Journal of Counseling & Development)*^[1]_{SEP}. Presented at the annual meeting of the American Counseling Association, San Francisco, CA
- Jungersen, T. S., & **Smal, P.** (2010). *Restructuring the counselor's compassion-fatigued narrative*. Presented at the annual meeting of the European Branch of the American Counseling Association, Heidelberg-Wiesloch, Germany
- Glavin, K., & **Smal, P.** (2010). *Digital narratives: Integrating technology and storytelling to explore client's career narratives*. Presented at the annual meeting of the National Career Development Association, San Francisco, CA
- Jungersen, T. S., & **Smal, P.** (2010). *Becoming a supervisee: What to expect from clinical supervision*. Presented at the annual meeting of the Professional Development Institute, Fort Lauderdale, FL
- Kress, V. E., Hoffman, R., Trepal, H., **Smal, P.**, & Adamson, N. (2010). *Client non-suicidal self-injurious behavior: Considerations for clinical supervisors*. Poster presented at the annual meeting of the American Counseling Association, Pittsburgh, PA
- Glavin, K., **Smal, P.**, Vandermeeren, N., & AuBuchon, J. (2010). *Digital storytelling: Integrating technology and career construction theory to explore client narratives*. Presented at the annual meeting of the Health Professions Educational Research Symposium, Fort Lauderdale, FL
- Glavin, K., **Smal, P.**, & Pena, A. (2009). *Using technology to enhance counselor education and counseling practices*. Presented at the annual meeting of the Florida Counseling Association, Miami, FL

TRAININGS OFFERED

- 2017 **Working with Transgender Clients in Domestic Violence Shelters** for The Centre County Women's Resource Center

ACADEMIC HONORS/AWARDS/DISTINCTIONS

- 2011 **Nominated for Student of the Year Award**, Nova Southeastern University, Fort Lauderdale, FL
 2010 **Dean's Leadership Team**, Nova Southeastern University, Fort Lauderdale, FL
 1991 **Frank Rice Literary Award**, Monroe Community College, Rochester, NY

PROFESSIONAL MEMBERSHIPS

- 2012-2014 Rho Alpha Mu chapter of Chi Sigma Iota (counseling honor's society)
 2012-2014 Women's Studies Graduate Organization, The Pennsylvania State University, University Park, PA
 2010-2011 Counseling Student Organization, Nova Southeastern University, Fort Lauderdale, Florida
 2009-present American Counseling Association
- National Career Development Association
 - Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling

- Association for Counselor Education and Supervision
- 2009-2011 Florida Counseling Association

PROFESSIONAL CONFERENCES ATTENDED

- 2014 The Association for LGBT Issues in Counseling, New Orleans, LA
 2013 The Association for Counselor Education and Supervision Conference, Denver, CO
 2013 The Empire Conference, Albany, NY
 2013 Rho Alpha Mu (CSI chapter) Leadership & Advocacy Conference, University Park, PA
 2013 American Counseling Association Annual Conference, Cincinnati, OH
 2012 Southern Comfort Conference, Atlanta, GA
 2011 ACES Conference, Nashville, TN
 2010 European Branch of the American Counseling Association Annual Conference, Heidelberg-Wiesloch, Germany
 2010 National Career Development Association Annual Conference, San Francisco, CA
 2010 Professional Development Institute Annual Conference, Fort Lauderdale, FL
 2010 American Counseling Association Annual Conference, Pittsburgh, PA
 2010 Health Professions Educational Research Symposium, Fort Lauderdale, FL
 2009 Florida Counseling Association Annual Conference, Miami, FL

NON-COUNSELING WORK EXPERIENCE

- Instructor** 2013-present
 The Pennsylvania State University, University Park, PA
- Taught 7 classes on a 4/3 split over the course of two semesters.
 - Courses taught are listed under “Teaching Experience” on the CV.
- Editorial Assistant, *Journal of Counseling and Development*** 2011-2013
 The Pennsylvania State University, University Park, PA
- Manage review process and transition to ScholarOne online editorial system.
 - Communicate with Editor (Dr. Spencer Niles), Editorial Board Members, authors, ACA publication staff, and public regarding journal inquiries and submissions.
 - Create layouts for upcoming issues, compile annual reports, and collaborate with Editor on weekly basis regarding journal status and management issue.
- Lead Server/Corporate Trainer/Key Employee** 2006-2010
 PF Chang’s China Bistro, Aventura, FL
- Organized, managed, and taught all training classes for new employees.
 - Key Employee (acting manager during select shifts).
 - Responsible for managing all servers during the course of a shift.
- Project Manager/Corporate Trainer** 2008-2009
 Realauction.com, Fort Lauderdale, FL
- Met with potential clients to demo online applications and to gather technical requirements for proposed projects.
 - Taught training classes to Tax Collector employees.

- Taught training classes to individuals interested in utilizing web-based applications for participation in Tax Lien Auctions.
- Created business requirements and workflow documentation for existing and future applications.
- Responsible for hiring, training, and managing the Customer Service Team.

Business Analyst

2001-2005

Spherion Corporation, Fort Lauderdale, FL

- Met with potential clients to demonstrate online applications and to gather technical requirements for proposed projects.
- Acted as a liaison between clients and system developers to fulfill user requirements and maintain project deadlines.
- Experienced in interacting with, and gathering information from, a highly technical staff.
- Proficient in understanding and working on complex technical topics.
- Experienced in analyzing and documenting business requirements and processes.
- Responsibilities included: project leadership, analysis of business requirements, writing functional specifications, project coordination through operational areas (i.e., client requirements), validating test plans, preparing and presenting post-project reviews, cost tracking, project meetings, and coordinated and managed web group for project requirements.

Internet Content Coordinator/Web Developer

2000-2001

Spherion Corporation, Fort Lauderdale, FL

- Wrote user manuals for web-based applications.
- Promoted the use and sale of web based applications to field users.
- Met with project sponsors to determine scope of project.
- Provided technical support to field users.
- Built web sites using Cold Fusion and HTML.
- Handled all updates and requests for 13 public websites.

Internal Audit Assistant

1999-2000

Spherion Corporation, Fort Lauderdale, FL

- Assisted in compiling data for recurring internal audits.
- Identified reportable control deficiencies.
- Edited written audit reports for clarity and conciseness.
- Performed desk audits of internal corporate departments.

Credit/Collections Specialist

1997-1998

CompUSA, Inc., Dallas, TX

- Earned Employee of the Month after 2 months with the company.
- Responsible for reconciling corporate accounts.
- Contacted customers and stores in relation to customer service and collections.
- Improved and maintained 1,000 accounts from 54% current to 92% current each month.

Customer Marketing Representative

1996-1997

American Honda Finance Corp., Dallas, TX

- Promoted after 7 months with company.
- Assumed responsibility for end-of-term accounts with regards to customer service and collections.

- Contacted customers and dealerships to promote Honda and Acura product lines, financing plans, and to retain customer loyalty.
- Handled 130+ inbound and outbound calls per day.

Customer Service Representative

1996-1996

American Honda Finance Corp., Dallas, TX

- Assisted customers with lease and financing questions and concerns.
- Researched misapplied payments.
- Completed daily accounts receivable reconciliations.
- Trained all new employees.
- Handled 150+ inbound calls per day.