

REBECCA TADLOCK-MARLO, MSED, LPC, NCC

921 S. 8th Ave. Stop 8120, Pocatello, ID 83209

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EDUCATION

Idaho State University

Doctorate of Philosophy in Counselor Education and Supervision

Major: School Counseling

CACREP CORE: Research and Evaluation, Social and Cultural Foundations,

Helping Relationships, Professional Orientation and Ethical Practice

Dissertation

Tadlock-Marlo (2012). One school, many differences: A validation study.

Pocatello, Idaho

May, 2012

Southern Illinois University Carbondale

Master of Science in Educational Psychology; School Counseling

Thesis

Tadlock, R. (2006). One school, many differences: Redefining and assessing the multicultural counseling competencies of practicing school counselors.

Carbondale, Illinois

May, 2009

McKendree University

Bachelor of Arts in Psychology; Minor: Gender Studies

Lebanon, Illinois

May, 2006

INTERNATIONAL EDUCATIONAL EXPERIENCE

Queen's University of Belfast

Study Abroad

Northern Ireland

Fall 2004

Technos International Exchange

International Scholar Program

Tokyo, Japan

Summer 2004

CERTIFICATIONS AND CREDENTIALS

Licensed Professional Counselor (Illinois 178.008571)

Nationally Certified Counselor (#248099)

CACREP Site-visit Team Member

Certified Supervisor (State of Idaho)

Spring 2010 – Present

Spring 2009 – Present

Fall 2011 – Present

Fall 2010–Spring 2012

PROFESSIONAL AFFILIATIONS

CACREP Team Member

North Central ACES

Association for Counselor Education and Supervision (ACES)

Rocky Mountain ACES

American Counseling Association

Chi Sigma Iota

Illinois Counseling Association

Idaho Counseling Association

Summer 2012 – Present

Fall 2012 - Present

Fall 2008 – Present

Fall 2008 – 2012

Fall 2007 – Present

Fall 2009 – Present

Fall 2012 – Present

Fall 2009 – 2012

HONORS

ACES Dissertation of the Year Award

ACES Emergent Leader

Graduate Student Grant Committee President (ISU)

Idaho State University (ISU) Travel Grant

Oliver C. Cumming Research Scholarship (SIUC)

Phi Kappa Phi Honors Society (SIUC)

Chi Sigma Iota Delta Chapter, Counseling Honor Society

Fall 2012

Fall 2011

Spring 2010

Fall 2011

Spring 2008

Spring 2008

Spring 2007

CURRENT EXPERIENCE

Eastern Illinois University

Charleston, Illinois

Assistant Professor:

Courses Taught

- Collaboration and Consultation in School Counseling (CSD 5400-B) Fall 2012
 - Delivered weekly lectures to 11 Master level school counseling students
 - Facilitated weekly discussions and activities
 - Developed course work, syllabus construction, final exam, and grading
 - Maintained office hours to further assist students with projects, papers, and conceptualization of course material
 - Collaborated with students to enhance consultation in local school districts
- Special Topics in Clinical Mental Health Counseling (CSD 5400-A) Fall 2012
 - Developed curriculum and syllabus to integrate CACREP standards of supervision and crisis/trauma counseling
 - Developed and delivered weekly lectures and presentations to 15 Master level students
 - Facilitated weekly discussions and activities
 - Maintained office hours to further assist students with projects, papers, and conceptualization of course material
- Cross-Cultural Counseling (CSD 5600) Spring 2013
 - Developed curriculum and syllabus to integrate 2009 CACREP standards
 - Developed and delivered weekly lectures and presentations to Master level students
 - Facilitate weekly discussions and activities with guest speakers to enhance cultural understanding and application of theory
 - Maintained office hours to further assist students with projects, papers, and conceptualization of course material
- Group Counseling (CSD 5620) Spring 2013
 - Developed curriculum and syllabus to integrate 2009 CACREP standards
 - Developed and delivered weekly lectures and presentations to Master level students
 - Facilitated weekly discussions and activities, including group process
 - Maintained office hours to further assist students with projects, papers, and conceptualization of course material
- Practicum Counseling (CSD 5630) Spring 2013
 - Developed curriculum and syllabus to integrate 2009 CACREP standards
 - Facilitated weekly discussions, activities, and supervision of tape to Master level practicum students
 - Visit practicum sites to ensure effectiveness and fit of student counselor
 - Conduct individual and triadic supervision weekly for students

Research:

- Editor Counselor Education and Supervision Peer Review Journal Fall 2012 – Present
 - Review manuscripts weekly to bi-weekly for editorial, content, and application components
 - Provide insight as to the academic rigor of research presented
 - Examine content for applicability and rigor in adding to the research field
- Reviewer for chapter in Emotion Based Interviewing Fall 2012
 - Reviewed Chapter 9: Suicide Assessment for content, editorial, and application components
 - Integrated feedback regarding new research and converse ideologies

**Service:
University**

- Faculty Fellow Fall 2012 – Present
 - Coordinate with Lincoln, Stevenson, Douglas halls to interact with undergraduate students
 - Participate in weekly to bi-weekly hall events
 - Mentor students in career exploration and academic navigation
- Chi Sigma Iota Faculty Representative Fall 2012 – Present
 - Coordinate with students for service activities and research opportunities
 - Collaborate with community agencies for philanthropic activities for students
 - Community liaison between CSI organization and community organizations
 - Represent CSI chapter at annual national meetings
- Hooding Committee Spring 2013
 - Collaborate with faculty to organize hooding ceremony
 - Consult with local agencies for catering
 - Organize and distribute invitations to event

Profession

- Illinois Counseling Association District IV Representative Fall 2012 – Present
 - Provide feedback and vote on bylaw addendums
 - Attend monthly meetings to discuss issues and ideas within the organization
 - Chair assessment committee to ensure needs are being met by organization
 - Chair for ISCA District IV representation
- Paradise Equestrian Therapy Center Fall 2012 - Present
 - Assist children with developmental, mental, and emotional disabilities with basic horsemanship principles
 - Provide consultation services to board of trustees
- Child Advocacy Center, Charleston, Illinois Fall 2012 – Present
 - Member of the board of directors
 - Provide cultural competency consultation to members of the CAC team
 - Aide in the organization and implementation of fundraising activities quarterly

SUPERVISION EXPERIENCE

Idaho State University

- Pocatello, Idaho
- Pre-Practicum Counseling Techniques Fall 2009, 2010
- Provided individual supervision in basic counseling skills on a weekly basis
 - Facilitated a reflecting-team model of supervision for groups of 5 students weekly
- School Counseling Practicum Fall 2009
- Provided group supervision to 8 school counseling practicum students weekly
 - Co-facilitated group feedback as practicum students developed counseling theories, presented video of their skills, and prepared for internship experience
- Practicum and Internship in Counseling Spring 2009 – Present
- Provided group supervision to 8 mental health, couple family, and school counseling practicum and internship students weekly
 - Facilitated group feedback via reflecting team as practicum students developed counseling theories, presented video of their skills, and prepared for internship experience

Individual Supervision Spring 2009 – Present

- Provide 50 minute individual supervision sessions weekly to 5 supervisees
- Focus on Triad Training model and Bernard's Model of supervision
- Review tapes of counseling skills
- Provide feedback, consultation, and collaboration with trainee

American Falls High School District #381

Site Supervisor Spring 2010 – Present

- Provide 50 minute weekly individual supervision to one practicum and one internship student
- Collaborate and consult with students regarding specific client cases
- Develop trainees' ability to keep case notes
- Provided feedback regarding skills and development of counseling theory

DOCTORAL TEACHING EXPERIENCE

Idaho State University

Pocatello, Idaho

School Counseling Courses:

Elementary School Counseling, COUN 6641 Spring 2010, 2011

- Developed and delivered weekly lectures and presentations to Master's level school counseling students
- Facilitated weekly discussions and activities
- Assisted in course development, syllabus construction, and grading
- Maintained office hours to further assist students with projects, papers, and conceptualization of course material

Secondary School Counseling, COUN 6642 Spring 2010, 2011

- Developed and delivered weekly lectures and presentations to Master's level school counseling students
- Facilitated weekly discussions and activities
- Assisted in course development, syllabus construction, and grading

School Counseling Foundations 6640, 6620, and 6621 Spring 2010, Fall 2010, Spring 2011

- Conducted curriculum review to establish new school counseling courses that satisfy 2009 CACREP standards
- Established 2 new courses from previous standing 4 courses to increase effectiveness and efficiency in student learning
- Integrated experiential learning strategies to highlight multiple models of learning
- Developed and executed lectures weekly
- Taught pilot courses of new school counseling model courses in Fall 2010 and Spring 2011
- Maintained office hours to further assist students with projects, papers, and conceptualization of course material

Helping Relationships CACREP Core

Pre-practicum Counseling Techniques, COUN 6696 Fall 2009, 2010

- Co-facilitated group supervision of basic skills counseling sessions twice weekly
- Supervise weekly individual and group supervision
- Graded tapes and journals of students
- Maintained office hours to further assist students with projects and conceptualization of course material

Conceptualization of Counseling Theories, COUN 6627 Fall 2010

- Co- facilitated weekly lectures and experiential exercises
- Assisted instructor in grading all course assignments
- Maintained office hours to further assist students with projects, papers, and conceptualization of course material

Application of Counseling Theories, COUN 6628 Spring 2010, Spring 2011

- Facilitated role-plays in implementing specific theoretical interventions
- Facilitated feedback and discussion of specific theoretical interventions
- Co- facilitated lectures and experiential activities
- Assisted instructor in grading all course assignments
- Maintained office hours to further assist students with projects, papers, and conceptualization of course material

Introduction to Counseling, COUN 4491 Fall 2010

- Co- facilitated weekly lectures, experiential exercises, and graded all course assignments
- Co-developed course design and syllabus
- Developed and conducted lectures to facilitate undergraduate knowledge of similarities and differences in various mental health roles
- Met with students individually to further assist with projects, papers, and conceptualization of material

Special Topics: Counseling Adolescents, COUN 6659 Summer, 2011

- Completed as practicum in teaching experience
- Developed course syllabus, lectures, and course activities
- Facilitated all course dialogue, lectures, and panel discussions
- Implemented and utilized diverse forms of presenting material, such as music, video, panel discussions, group work, colloguing, interviews, and adventure based counseling
- Graded all coursework and maintained grades for course term

Group Work CACREP Core Fall 2009

Small Group Experience, COUN 6671

- Pre-screened Master's students for small group experience
- Co-facilitated group of 8 Master's level student in their small group experience
- Responded to participants' journals weekly
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Research and Program Evaluation CACREP Core Spring 2010, 2011

Applied Statistics and Research, COUN 6611

- Co- developed and implemented lectures of statistical analysis, use, and comprehension in literature
- Consulted with faculty member on effective teaching strategies in statistics
- Consulted with 30 students regarding research project, to include appropriate variable usage, testing methodologies, and literature reviews
- Graded all course assignments
- Maintained office hours to further assist students with projects, papers, and conceptualization of course material

Advanced Statistics, COUN 7701

Spring 2011

- Assisted professor in facilitating statistical analysis and lectures
- Co-facilitated weekly lectures
- Provided consultation to doctoral students for statistical analysis, project completion, and comprehension regarding use and application of statistical procedures
- Maintained office hours to further assist students with projects, papers, and conceptualization of course material

PROFESSIONAL EXPERIENCE

Professional School Counselor

American Falls, Idaho

Fall 2010 – Spring 2012

American Falls School, District No. 381

- Implement five small groups: pregnancy care, suicide support, survivors of incest, life after juvenile detention, and academic achievement
- Counsel approximately 35 students continuously throughout the academic year
- Design and implement guidance lessons on topics such as safe sex, drug free life, date rape, gang violence, and healthy living
- Provide career and college guidance to students of all grade levels, using MBTI and Strong Interest Inventory interpretation as a guide
- Lead and facilitated prevention team of teachers to decrease drug use in school
- Collaborate with other district school counselors to provide continuous care to students
- Consult with teachers regarding warning signs of common presenting issues such as eating disorders, self-harm, drug/alcohol use or abuse, gang involvement, and family violence
- Develop and implemented crisis response plan and team
- Supervise one internship student and one practicum student weekly
- Mentor new guidance counselor
- Submitted grant for body-image curriculum in the school district
- Co-facilitate Gear-Up grant to facilitate excitement regarding college
- Develop scholarship bank to assist undocumented students ability to attend college

Graduate Assistant

Pocatello, Idaho

Idaho State University Department of Counseling

Fall 2009 – Present

- Develop and conduct research projects with faculty and staff
- Co-facilitate curriculum review for School Counseling Master's program
- Instruct multiple Master's level courses
- Facilitate group and individual supervision for Master's level students in pre-practicum, practicum, and internship
- Participate in interview process for incoming Master's and Doctoral students
- Present professional development supervision and ethics workshops each semester
- Maintain clinic hours to supervise master-level clinicians, answer phone calls for clinic practitioners, and conduct crisis management interventions

Graduate Student Research Grant Committee

Pocatello, Idaho

Idaho State University

Fall 2009 – Summer 2011

- President of Grant Committee, Spring 2010 – Summer 2011
- Read and assessed approximately 30 grant applications once a semester
- Met with committee to decide on grant allotment and dispersion
- Collaborated with university deans and department chairs

Teaching Assistant

Southern Illinois University Carbondale

Carbondale, Illinois

Fall 2008 – Spring 2009

EDUC 317: Evaluation of Learning and Teaching

- Instructed approximately 90 undergraduate students in evaluation tactics, statistics, and assessment
- Executed 3 lectures weekly, assisting students with evaluation projects, maintaining grades, and reporting to supervisor on students' progress weekly
- Collaborated with students to empower them to take ownership for their own learning and to create an educational environment conducive for reciprocal learning

Career Counselor

Southern Illinois University Carbondale

Carbondale, Illinois

Summer 2006 – Summer 2008

Career Counselor

- Conducted approximately 25 career counseling sessions per week
- Provided approximately 25 resume, cover letter, and personal statement critiques per week
- Conducted and critiqued approximately 25 mock interviews per semester
- Proctored, assessed, and interpreted approximately 12 MBTI and SII weekly

Peer Program Supervisor

- Organized and executed all peer hiring and termination activities
- Coordinated events and volunteers for approximately 12 events annually
- Supervised 8 undergraduate students weekly
- Maintained time sheets, pay cards, and work schedules

Multicultural Career Coordinator

- Coordinated 4 activities per semester on campus to highlight culture in careers and career decision making
- Researched and collaborated with SIUC alumni for presentations at these campus events

PROFESSIONAL PUBLICATIONS

Tadlock-Marlo, R. (2011). Making minds matter: Infusing mindfulness and school counseling. *Journal of Creativity in Mental Health*, 6, 1-14.

Tadlock-Marlo, R. (2012, in press). Shattering the dichotomy: Integrating diagnosis and wellness in counseling. *ACA: VISTAS*.

Tadlock-Marlo, R., Zyromski, B., Asner-Self, K., & Shen, Y. (2012) Using mixed-methods to create an instrument: An assessment tool for school counselors and multicultural counseling. *International Journal of the Advancement of Counseling*. doi: 10.1007/s10447-012-9179-z

Submitted Manuscripts

Tadlock-Marlo, R. & Harrawood, L. (2012). Integrating behavioral school consultation and behavioral family theories: A case design. *Journal of Family Therapy*.

Minor, A., Moody, S., **Tadlock-Marlo, R.**, Pender, R., & Person, M. (2012). Bases loaded: Use of music in counselor cohort development. *Journal of Creativity in Counseling*.

Manuscripts in Preparation

- Tadlock-Marlo, R., & Hill, N.R.** (2011) Putting theory to practice: Validation of the OSMD. Unpublished Dissertation, Idaho State University, Pocatello, ID.
- Tadlock-Marlo, R. & Minor, A.** (2009) Invisible not imaginary: Influence of Invisible Chronic Illness. Unpublished Manuscript, Idaho State University, Pocatello, ID.
- Minor, A., **Tadlock-Marlo, R.** (2009). Group work with Invisible Chronic Illness. Unpublished Group Manual, Idaho State University, Pocatello, ID.

PROFESSIONAL PRESENTATIONS

International Presentations

- Tadlock-Marlo, R.** (2013). Multicultural competencies for school counselors: A new CACREP cultural lens. Presentation at the American Counseling Association (ACA) conference, Cincinnati, OH.
- Asner-Self, K. K., **Tadlock, R., & Chambers, R.,** (2008). Using BARNGA as a preliminary teaching tool in a multicultural counseling course. Presentation at the American Counseling Association (ACA) conference, Honolulu, HI.

National Presentations

- Tadlock-Marlo, R.** (2012). One School: Preparing school counselors to assess for cultural competence. Presentation at the Association for Assessment in Counseling and Education (AACE) conference, Orlando, FL.
- Tadlock-Marlo, R., Michalak, M.** (2012). The dirty “S” word: Innovative teaching techniques for counselor educators facilitating learning in statistics and research. Presentation at the Association for Assessment in Counseling and Education (AACE) conference, Orlando, FL.
- Tadlock-Marlo, R.** (2011). OSMD: Redefining and reassessing multicultural competencies for school counselors. Presentation at the Association for Assessment in Counseling and Education (AACE) conference, Fort Worth, TX.
- Tadlock-Marlo, R.** (2011). Putting theory to practice: Redefining and retraining CACREP multicultural counseling competencies for school counselors. Presentation at the Association for Counselor Education and Supervision (ACES) conference. Nashville, TN.
- Minor, A., Moody, S., **Tadlock-Marlo, R.,** Pender, R., Person, M (2011). Bases loaded: Use of music in counselor cohort development. Presentation at the Association for Counselor Education and Supervision (ACES) conference. Nashville, TN.
- Tadlock, R.** (2009). One School, Many Differences: An assessment tool for school counselors that redefines multicultural competencies. Presentation at the Association for Counselor Education and Supervision (ACES) conference, San Diego, CA.

Regional Presentations

Tadlock-Marlo, R., & Minor, M. (2012). Invisible not imaginary: Navigating Chronic Illness in Counseling and Counselor Education. Presentation at North Central Association for Counselor Education and Supervision (NCACES). Kansas City, MO, IL

Tadlock-Marlo, R., Applegate, D. (2012). OSMD: Cultural competence tool for research, education, and practice. Presentation at North Central Association for Counselor Education and Supervision (NCACES). Kansas City, MO, IL

Tadlock-Marlo, R., & Minor, M. (2010). Invisible not imaginary: Group work with ICI. Presentation at Rocky Mountain Association for Counselor Education and Supervision (RMACES). Jackson, WY.

Harrawood, L., **Tadlock-Marlo, R.,** Moody, S., Minor, A, Pender, R, Person, M. (2010) Synergistic supervision: Training model of counselor supervision. Presentation at Rocky Mountain Association for Counselor Education and Supervision (RMACES). Jackson, WY.

State Presentations

Tadlock-Marlo, R. (2012). Using a healing wheel in the healing journey: Integrating Native American rituals into a counseling practice. Presentation at Illinois Counseling Association (ICA) conference. Springfield, IL.

Tadlock-Marlo, R. (2012). Invisible not Imaginary: Navigating chronic illness in counseling. Presentation at Illinois Counseling Association (ICA) conference. Springfield, IL.

Minor, A., & **Tadlock-Marlo, R.** (2011). Invisible groups: Working effectively with Invisible Chronic Illness. Presentation at Idaho Counseling Association (ICA) conference. Pocatello, ID.

Tadlock, R. (2010). Redefining multicultural competencies and presenting a new construct. Presentation at Idaho Counseling Association (ICA) annual conference. Boise, ID.

Tadlock, R., & Harrawood, L. (2010). Do something and advocate: A newly constructed model of consultation integrating the behavioral model of consultation and family therapy theory. Presentation at Idaho Counseling Association (ICA) annual conference. Boise, ID.

Asner-Self, K., **Tadlock, R., & Chambers, R.** (2008). Using Pederson's Triad-Training Model to develop multicultural counseling skills. Presentation at the Illinois Counseling Association (ICA) annual conference, Tinley Park, IL.

Tadlock, R. & Chambers, R. (2008). One school, many differences: Redefining multicultural competencies. Presentation at the Illinois Counseling Association (ICA) annual conference, Tinley Park, IL.

References

Professional Reference

Nicole Hill, Ph.D.
Idaho State University
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Information Provided

Can speak to my leadership, mentoring, energy, teaching, research, service, commitment to CACREP, sense of humor, and ability to create a collaborative, healthy, working environment.
Knows my strengths and limitations.

Can speak to my leadership, mentoring, energy, teaching, research, service, pursuit of self-understanding, sense of humor, and passion for field.
Knows my strengths and limitations.

Can speak to my leadership, energy, integrity, research, service, work ethic, sense of humor, and school counseling teaching experience.
Knows my strengths and limitations.

Can speak to my skills in teaching both mental health courses and school counseling courses, leadership skills, service to the field, commitment to CACREP, energy, passion for student development, and ability to create a collaborative, healthy, work environment.
Knows my strengths and limitations.