

Karen M. Decker
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EDUCATION:

2013

Doctor of Philosophy, Counselor Education and Supervision

Capella University, Minnesota
CACREP Accredited Program

**Dissertation Title: Becoming an advocate: A study of the relationship between counselor education, social justice advocacy competence, and likelihood to advocate*

Dissertation Chair: Amie Manis, Ph.D.

2005

Master of Education, Counseling

William Paterson University, New Jersey
CACREP Accredited Program

1994

Bachelor of Arts, Early Childhood Education

Montclair State College, New Jersey

LICENSURE AND CERTIFICATION

Licensed Professional Counselor (LPC) in New Jersey #37PC00382700
Student Personnel Services in New Jersey, Pre-K-12
National Certified Counselor (NCC) #203554
Approved Clinical Supervisor (ACS) #00943
Elementary School Teacher in New Jersey, Pre-K-8

TEACHING EXPERIENCE

2011- Present

Instructor/Assistant Professor/Associate Professor/ Department Chair(current)

William Paterson University, Wayne, New Jersey

- Teach multiple courses within the Professional Counseling Program
- Serve as Program Coordinator for the Director of Counseling Services Certificate Program
- Serve as Advisor for Chi Sigma Iota Honor Society, Alpha Beta Chi Chapter
- Served as a Co-Director for the Professional Counseling Program, School Counseling Concentration from September, 2018 through September, 2021
- Served as Practicum/Internship Coordinator through September, 2021
- Participated in the CACREP reaccreditation process in 2009 and 2010
- Serve on various program, department, college, and university committees

- Advise and mentor students
- Receive high student evaluations and positive feedback each semester

Courses Taught

CSP 6010 Techniques and Foundations of Counseling
CSP 6030 Multicultural Counseling
CSP 6040 Assessment and Appraisal in Counseling
CSP 6050 Ethical and Legal Issues in Counseling
CSP 6060 Individual Counseling Theories and Practice
CSP 6080 Career Counseling Across the Lifespan
CSP 6090 Human Development
CSP 6120 Fieldwork in a School Setting
CSP 6140 Community Agencies: Resources and Social Welfare Policy
CSP 6160 Research in Counseling
CSP 6200 Foundations of School Counseling I
CSP 6210 Case Studies in Counseling
CSP 6220 Foundations of Mental Health Counseling
CSP 6260 Counseling Children and Families
CSP 6300 Foundations of School Counseling II
CSP 6540 Clinical Supervision in Counseling
CSP 6860 Practicum in Counseling
CSP 6870 Internship in Counseling
CSP 6950 Counseling Lesbian, Gay, Bisexual, Transgender, Questioning, Intersex, Asexual Plus Clients (LGBTQIA+)
CSP 6960 School Laws and Mental Health Codes for Counselors
DIS 1010 Rethinking (dis)Ability
DIS 2010 Identity and Justice
DIS 2070 Disability in Media and Literature
DIS 3030: Service Learning in Disability Studies
DIS 4090 Disability in Global Society
DIS 4660 Ethical Issues in Disability Studies
DIS 5990 Mental Health Disorders and Childhood Behaviors
SPC 5640 Managing Challenging Behaviors
SPED 6220 Learning Theory

2006-2010

Clinical Instructor

William Paterson University, Wayne, New Jersey

- Taught multiple courses within the Professional Counseling Program
- Served as Practicum/Internship Coordinator
- Served as Second Lead in the CACREP reaccreditation process
- Participated in planning meetings for the development of the Ph.D. program
- Served on various program, department, and college committees
- Advised students
- Receive consistently high student evaluation marks (5.0+ on a 6.0 scale)

Courses Taught

CSP 6010 Counseling Skills and Techniques
CSP 6030 Multicultural Counseling
CSP 6060 Individual Counseling: Theory and Practice
CSP 6080 Career Counseling across the Lifespan
CSP 6090 Human Development across the Life Span
CSP 6140 Community Agencies: Resources and Social Welfare Policy
CSP 6200 Foundations of School Counseling
CSP 6210 Case Studies in Counseling
CSP 6220 Foundations of Mental Health Counseling
CSP 6260 Counseling Children and Families
CSP 6860 Practicum in Counseling
CSP 6870 Internship in Counseling
CSP 6900 Advanced Case Studies in Counseling

REFEREED PUBLICATIONS

Published

Decker, K. M., Manis, A. A., & Paylo, M. J. (2016). Infusing social justice advocacy into counselor education: Strategies and recommendations. *The Journal of Counselor Preparation and Supervision*, 8(3). <http://dx.doi.org/10.7729/83.1092>

Hinkle, M. S., Radomski, J. G. & Decker, K. M. (2015). Creative experiential interventions to heighten emotion and process in emotionally focused couples therapy. *The Family Journal*, 23(3), 239-246.

VanderGast, T. S., Foxx, S. P., Flowers, C., Rouse, A. T., & Decker, K. M. (2015). A window into South Korean culture: Stress and coping in female high school students. *The Journal of School Counseling*, 13(13). Retrieved from <http://www.jsc.montana.edu/articles/v13n13.pdf>

EDITED PUBLICATIONS

Drew, M., Hinkle, M.S., & Decker, K.M. (2018). Counseling celebrity interviews. In J. Jordan, R. Lee, & B. Perkins (Eds.). *The handbook of experiential teaching in counselor education: A resource guide for counselor educators*. Charleston, SC: CreateSpace Independent Publishing.

Manis, A. A., Norris, R., Paylo, M. J. Kress, V.E., & Decker, K. M. (2014). Depressive, bipolar, and related disorders. In V.E. Kress and M.J. Paylo (Eds.), *Treating Those with Mental Disorders: A Comprehensive Approach to Case Conceptualization and Treatment* (pp. 84-123). Columbus, Ohio: Pearson.

Decker, K. (2009) Social identity theory. In American Counseling Association Staff (Eds). *The ACA Encyclopedia of Counseling*. Alexandria, Va: American Counseling Association.

REFEREED PRESENTATIONS

- Hinkle, M., Decker, K., & Victorino, K. (2022). *Building bridges: Interdisciplinary collaboration between counseling and speech-language pathology*. Presented at the North American Regional Association of Counselor Education and Supervision conference, November, 2022, Pittsburgh, Pennsylvania.
- Decker, K. M. & Danzinger, P. R. (2018). *Ethical practice in the age of technology: Challenges and strategies*. Presented at the North American Regional Association of Counselor Education and Supervision conference, September, 2018, Burlington, Vermont.
- Dean, L., Drew, M., Decker, K. M. & Hinkle, M. (2018). *Addiction in the schools: Improving training for school counselors*. Presented at the national conference for the American Counseling Association, May, 2018, Atlanta, Georgia.
- Drew, M., Hinkle, M., Decker, K., & Dean, L. (2018). *Pop culture and adolescents: Experiential Interventions to work with clients*. Presented at the national conference for the American Counseling Association, May, 2018, Atlanta, Georgia.
- Dean, L., Drew, M., & Decker, K. (2017). *Professional school counselors and substance abuse: Forging a new direction in counselor education*. Presented at the national conference for Counselors Educators and Supervisors, October, 2017, Chicago, Illinois.
- Hinkle, M., Drew, M., Decker, K., & Dean, L. (2017). *Let's get this "write": In-class writing activities to enhance student reflection*. Presented at the national conference for Counselors Educators and Supervisors, October, 2017, Chicago, Illinois.
- Drew, M., Decker, K., Hinkle, M., & Dean, L. (2017) *Celebrity impact on adolescents: Using entertainment news to work with clients*. Presented at the annual conference of the New Jersey Counselors Association, May, 2017, Lincroft, New Jersey.
- Drew, M., Gimenez Hinkle, M., Decker, K., Dean, L. (2017). *You can't light a candle without a flame. Self care for the supervisor*. Presented at the annual conference of the New Jersey Counselors Association, May, 2017, Lincroft, New Jersey.
- Decker, K. M., Campbell, S., Manis, A. A., & Paylo, M. J. (2015). *Pragmatic infusion of social justice advocacy through pedagogy and practice*. Presented at the national conference of the Association for Counselors Educators and Supervisors, October, 2015, Philadelphia, Pennsylvania.
- Decker, K. M., Hinkle, M. G., & Dean, L. (2015). *Yikes, I'm teaching...: Engaging students in challenging courses*. Presented at the national conference of the Association for Counselors Educators and Supervisors, October, 2015, Philadelphia, Pennsylvania.

- Decker, K. M., & Santiago, J. (2015). *Promoting an advocacy identity: Strategies for action and change*. Presented at the 14th Annual Cross Cultural Issues in Counseling and Education Conference, February, 2015, Savannah, Georgia.
- Decker, K. M., & Santiago, J. (2015). *Preparing multiculturally competent counselors: Reflections on race and ethnicity among marginalized groups*. Presented at the 14th Annual Cross Cultural Issues in Counseling and Education Conference, February, 2015, Savannah, Georgia.
- Decker, K. M. (2014). *Becoming an advocate: Promoting an advocacy identity in counselor trainees*. Presented at the North American Regional Association of Counselor Education and Supervision Conference, September, 2014, Providence, Rhode Island.
- Decker, K. M., Manis, A. A., & Campbell, S. (2014). *Promoting an advocacy identity: How to light a fire*. Presented at the North American Regional Association of Counselor Education and Supervision Conference, September, 2014, Providence, Rhode Island.
- VanderGast, T., Hinkle, M. G., Decker, K., Pierce, J., Lomauro, C. & Scardena, S. (2014). *Internship group supervision: Multiple methods and perspectives from faculty and students*. Presented at the Tenth International Interdisciplinary Conference on Clinical Supervision, June, 2013, Garden City, New York.
- Hinkle, M.G., Decker, K. M., & VanderGast, T. (2013). *Reflective supervision: Activities to enhance supervisee responsiveness to feedback*. Presented at the Ninth International Interdisciplinary Conference on Clinical Supervision, June, 2013, Garden City, New York.
- Decker, K. M. & Hinkle, M. G. (2013). *Reflective teaching: Trusting the process*. Presented at the Association for Humanistic Counseling 2013 National Conference, June 2013, New York, New York.
- Decker, K.M., & Hinkle, M. G. (2013). *Reflective practices: The journey toward multicultural competence*. Presented at the annual conference of the New Jersey Counselor Association, April, 2013, Lincroft, New Jersey.
- Hinkle, M.G., & Decker, K.M. (2013). *Bridging the gap: Collaboration between school and mental health counselors*. Presented at the annual conference of the New Jersey Counselor Association, April, 2013, Lincroft, New Jersey.
- Manis, A., Paylo, M.J., & Decker, K.M. (2011). *Creative approaches for infusing advocacy theory and practice in your program, while meeting CACREP 2009 requirements*. Presented at the national conference of the Association for Counselors Educators and Supervisors, October, 2011, Nashville, Tennessee.
- Danzinger, P.R., Sprayberry, P., Moran, M.J., & Decker, K. (2010). *The play's the thing: Using actors in role play to teach the DSM IV TR*. Accepted for presentation at the

annual conference of the NJ Association of Counselor Education and Supervision, September, 2010, New Brunswick, New Jersey.

Danzinger, P.R., & Decker, K. (2010). *Creative supervision: Supervising the problem counselor*. Accepted for presentation at the annual conference of the American Mental Health Counseling Association, July, 2010, Boston, Massachusetts.

PROFESSIONAL ASSOCIATIONS

American Counseling Association (ACA)

Association for Counselor Educating and Supervision (ACES)

Association for Multicultural Counseling & Development (AMCD)

North Atlantic Region Association for Counselor Educating and Supervision (NARACES)

SERVICE

Service to Professional Counseling Program

Program Coordinator, Director of School Counseling Services Certificate Program, 2021-Present

Co-Advisor, Chi Sigma Iota International Counseling Honor Society, Alpha Beta Chi Chapter, 2020-present

Co-Director, Professional Counseling Program, School Counseling Concentration, 2018-2021

Practicum/Internship Coordinator, 2011- 2021

School Counseling Program, Co-Coordinator, 2011- 2018

Counseling Program Admissions Committee, Committee Member, 2011- present

Counseling Program Search Committee, Committee Member, As needed

CACREP Committee, Second Chair, 2010

Service to the Department

Department Chair, 2022-present

Department Council, 2012- 2022

Special Education and Counseling Curriculum Committee, 2011-2022

Retention, Tenure, & Promotion (RTP) Committee, 2017-2018, 2021-2022

Ad hoc Committee to Revise RTP, 2021-2022

Ad hoc Committee to Review and Revise Department By-laws, Committee Member, September-December, 2011

Department Chair Search Committee, Committee Member, May- August, 2012

Service to the College

College of Education Diversity Committee, Various positions, 2013-2022

College of Education Community Relations Council, 2018-present

Professional Development Schools (PDS) Network Advisory Council, 2014-present

College of Education, Continuous Improvement Committee, 2019-2021

Service to University

Faculty Senate, Senator, May 2014-2018

Admissions & Enrollment Management Council of the Faculty Senate, Co-Chair,
September 2012- May 2014

Service to the Counseling Profession

Reviewer for *The Professional Counselor*, peer-reviewed journal of the National Board of Certified Counselors (NBCC), 2020-2022

SUPERVISION EXPERIENCE

2009- Present

Mount Arlington, New Jersey

Licensure Supervisor

- Supervise school/agency counselors working towards Licensed Professional Counselor (LPC)
- Utilize a combination of humanistic and developmental approaches to supervision that encourages active self-reflection
- Provide suggestions, support, and feedback based on experiences shared

2007-Present

William Paterson University, Wayne, New Jersey

Instructor

- Supervise counseling interns within the Practicum and Internship courses

2006-2007

Copeland Middle School, Rockaway, New Jersey

Site Supervisor

- Supervised Master's level student in her school counseling internship

RELATED EXPERIENCE

2004-2007

Pathways Counseling Center, Pompton Lakes, New Jersey

Staff Counselor

- Counseled clients of diverse backgrounds including individuals and couples
- Served as Chairman of the Quality Assurance Committee which included collecting, analyzing, and maintaining data and making recommendations for improvement of the quality of services provided to clients
- Participated in staff development exercises and group supervision meetings

2004-2007

Copeland Middle School, Rockaway, New Jersey

Middle School Counselor

- Provided academic and social/emotional counseling for sixth grade students
- Worked with students, teachers, and parents to create a positive learning experience
- Advised students regarding academic plan for high school
- Developed intervention plans to facilitate student achievement
- Implemented the Natural Helpers peer helping program

2003-2004

William Paterson University, Wayne, New Jersey

Graduate Assistant, Counseling Services Program

- Researched new counseling laws to aid in program development
- Assisted professors as requested

1998-2003

Copeland Middle School, Rockaway, New Jersey

Sixth Grade Social Studies Teacher

- Created challenging and interesting lessons and activities
- Motivated and supported student achievement
- Worked cooperatively with parents
- Served on numerous committees