

## EDUCATION

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### **Doctor of Philosophy**

**May 2006**

Higher Education Administration  
Minor in Educational Psychology  
The Pennsylvania State University

### **Master of Education**

**August 1989**

Counselor Education  
The Pennsylvania State University

### **Bachelor of Science**

**August 1985**

Individual and Family Studies  
The Pennsylvania State University

## HIGHER EDUCATION EXPERIENCE

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### **Lock Haven University of Pennsylvania, Lock Haven, PA**

*Department Chair, Department of Social Work and Clinical Mental Health Counseling, May 2017 – present*

- ◆ Oversee a department of 9 members
- ◆ Evaluate departmental faculty members in terms of their teaching effectiveness, scholarship, and service and make recommendations about personnel issues
- ◆ Participate on the University Curriculum Committee
- ◆ Participate on the Academic Affairs Leadership Council
- ◆ Participate on the College of Business, Information Systems and Human Services Council of Chairs

*Practicum and Internship Coordinator, Clinical Mental Health Counseling Graduate Program, August 2014 – present*

- ◆ Identify and maintain appropriate sites for practicum and internship placements
- ◆ Assist students in connecting with a practicum or internship site appropriate for their area of interest
- ◆ Meet with all students prior to them beginning the process of securing a site
- ◆ Review and approve student application for practicum and internship
- ◆ Provide and update online training for all site supervisors
- ◆ Maintain contact with all site supervisors
- ◆ Facilitate communication between site supervisors and the student faculty liaison
- ◆ Maintain updated practicum and internship handbook and required paperwork

*Associate Professor, Clinical Mental Health Counseling Graduate Program, January 2013 – present*

- ◆ Teach online graduate courses in Clinical Mental Health Counseling
- ◆ Provide academic advising and counseling to students
- ◆ Engage in data collection, assessment and research related to the Clinical Mental Health Counseling Master's degree program
- ◆ Served as CMHC Program Assessment Coordinator 2014-2016
- ◆ Serve on Department Faculty Evaluation Committees
- ◆ Serve on CMHC Program Faculty Search Committees
- ◆ Courses taught: Assessment and Testing in Mental Health Counseling, Lifespan Development, Skills and Techniques in Mental Health Counseling, Research and Evaluation, Career Development and Counseling, Advanced Counseling Skills, Group Counseling, Practicum and Internship in Clinical Mental Health Counseling

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*Associate Professor and Director, Haven Achievers Program, August 2007 – May 2014*

- ◆ Served as Director of the Haven Achievers program
- ◆ Taught undergraduate courses in Academic Development and Counseling
- ◆ Provided developmental academic advising and counseling to students
- ◆ Developed and conducted programmatic initiatives for Haven Achiever students to support them in their adjustment to college
- ◆ Trained and supervised graduate assistants and peer mentors
- ◆ Engaged in data collection, assessment, and research related to the Haven Achievers program
- ◆ Collaborate with the Admissions Office regarding enrollment of students in the program
- ◆ Courses taught: Introduction to Academic and Personal Development, Learning Strategies
- ◆ Served on ADAC Department Assessment Committee 2007- 2011
- ◆ Served on ADAC Department Advisory Committee 2008-2011
- ◆ Served on ADAC Department Curriculum Committee 2009-2010
- ◆ Served on ADAC Department Faculty Search Committee 2010

**The Pennsylvania State University, University Park, PA**

*Adjunct Faculty, Spring Semester 2010*

- ◆ Co-taught Research Design class to graduate students

*Adjunct Faculty, Spring Semester 2008*

- ◆ Taught Organization Theory and Higher Education class to graduate students

*Teaching Assistant, Spring Semester 2006*

- ◆ Served as assistant to the faculty member teaching Organization Theory and Higher Education
- ◆ Provided instruction on specific topics with guidance from the assigned faculty member

**Mount Aloysius College, Cresson, PA**

*Assistant Professor and Chairperson, Human Services Program, July 2000 - August 2002*

- ◆ Served as chairperson for the department with regard to curriculum content and academic integrity
- ◆ Developed and taught courses in Human Services
- ◆ Scheduled semester courses and registered students
- ◆ Recruited students for enrollment in conjunction with the Admissions Office
- ◆ Served as Internship Coordinator for students
- ◆ Served on Academic Council and College Student Retention committee
- ◆ Courses taught: Introduction to Human Services, Introduction to Group Counseling, Theoretical Foundations of Human Services Practices, Theory and Practice of Human Services, Applied Skills in Human Services, Professional Approaches in Human Services

*Adjunct Instructor, Center for Lifelong Learning, December 1998 - July 2000*

- ◆ Taught college courses in Human Services and Psychology to adult students in Associate Degree program

**PROFESSIONAL AND ADMINISTRATIVE EXPERIENCE**

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**Skills of Central PA, Inc., State College, PA**

*Director of Quality Improvement and Training, July 2006 – August 2007*

- ◆ Chaired the Corporate Quality Improvement Review committee
- ◆ Developed and maintained quality management policies and procedures

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- ◆ Coordinated data reporting, analysis, and interventions focused on identified performance indicators and quality initiatives
- ◆ Led the development, organization, and implementation of quality improvement principles in accordance with the regulatory requirements
- ◆ Developed and implemented methodologies to monitor and evaluate the effectiveness of services provided, the performance of employees, and internal quality control systems
- ◆ Chaired the Quality Training committee
- ◆ Researched, developed, implemented, and evaluated the training program in conjunction with the Training committee to assure the program meets staff needs as well as regulatory requirements

**Northwestern Human Services, Central/Western Region, Linglestown, PA**

*Regional Training Director, January 1998 - July 2000*

- ◆ Supervised approximately 25 staff trainers in the training department
- ◆ Chaired the training marketing committee
- ◆ Met with Quality Improvement team leaders to identify additional training needs for staff
- ◆ Researched and developed training in conjunction with training consultants
- ◆ Evaluated existing training programs
- ◆ Tracked training records for staff across the region
- ◆ Served on regional risk management committee
- ◆ Served on regional training performance improvement team

*Training Director, January 1995 - December 1997*

- ◆ Supervised two staff trainers in the training department
- ◆ Conducted seminars on clinical documentation, communication skills, and crisis intervention
- ◆ Met with local Quality Improvement team leaders to identify additional training needs
- ◆ Researched, developed, and evaluated other training in conjunction with staff trainers
- ◆ Served on a corporate training committee

*Staff Trainer, June 1994 - January 1995*

- ◆ Provided staff training in crisis intervention
- ◆ Researched and developed additional training
- ◆ Developed and expanded the training department

**Counseling Service, Inc., Bellefonte, PA**

*Mental Health Professional, July 1991 - June 1994*

- ◆ Conducted clinical assessments
- ◆ Provided group, individual, and family therapy to families with special needs children in the home
- ◆ Facilitated parenting skills workshops
- ◆ Provided advocacy for the family when working with the schools and other providers
- ◆ Completed three years of clinical training with the Philadelphia Child Guidance Center

*Staff Therapist, September 1989 - June 1991*

- ◆ Counseled and supervised 50 children and adolescents with mental health, drug, and/or alcohol problems
- ◆ Designed and facilitated female adolescent therapy group
- ◆ Coordinated consumer services with other agencies

## RESEARCH EXPERIENCE

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### **The Pennsylvania State University, University Park, PA**

*Graduate Research Assistant, August 2003 – May 2006*

Center for Integration of Research, Teaching, and Learning (CIRTL). Project funded by the National Science Foundation for the purpose of improving teaching, graduate training, and undergraduate learning in science, technology, engineering, and math. Collaboration between the University of Wisconsin, Michigan State University, and Penn State University. January 1, 2003 – December 31, 2008.

- ◆ Assisted in design, execution, and documentation of research projects
- ◆ Collected and analyzed data through interviews
- ◆ Prepared manuscripts for publication

*Graduate Research Assistant, August 2002 – August 2003*

Exploring Excellence for Faculty and Families. Project funded by the Alfred P. Sloan Foundation for the purpose of improving faculty use of college and university family-friendly policies. August 1, 2001 – June 30, 2003.

- ◆ Assisted in execution and documentation of research project
- ◆ Collected and analyzed data through structured observations and interviews
- ◆ Prepared documents for national presentations

### **The Pennsylvania State University, University Park, PA**

*Research Consultant, August 2004 – December 2004*

Commonwealth College. Assessment related to College of Science student satisfaction with academic support and advising.

- ◆ Co-developed coding rubric for open-ended question of satisfaction survey
- ◆ Analyzed data based on program goals to determine themes
- ◆ Identified emerging concepts for future research
- ◆ Provided feedback to Associate Dean and Department faculty

## BOOK CONTRIBUTIONS

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Weaver, L.D., (2012). Perspectives on writing a qualitative dissertation. In J. M. Meloy (Ed.), *Twenty-first century learning by doing*. Rotterdam: Sense Publishers.

## SCHOLARLY PUBLICATIONS

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Weaver, L. D., Pifer, M. J., and Colbeck, C. L. (2009). Janusian Leadership: Two Profiles of Power in a Community of Practice. *Innovative Higher Education*, 34 (5): 207-220.

Colbeck, C. L. & Weaver, L. D. (2008). Faculty engagement in public scholarship: A motivation systems theory perspective. *Journal of Higher Education Outreach and Engagement* 12(2): 7-32.

## PRESENTATIONS

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Weaver, L.D. & Park, T.W. (2016). Mental Health and Anxiety. Presented at Health and Wellness Day, State College School District DELTA Program.

Weaver, L.D., Park, T.W. & McCullum, A.D. (2016). Graduate Student Persistence in Clinical Mental Health Programs: What Makes A Difference? 2016 North Atlantic Region Association for Counselor Education and Supervision Regional Conference.

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Weaver, L.D. & Vincenzes, K.A. (2016). Enhancing the online learning environment through the creative use of Blackboard Collaborate. 2016 Resources for the Electronic Classroom: A Faculty-Student Partnership Conference.

Weaver, L.D. (2016). Challenges of Web-Based Courses presented to SSS Students at LHU.

Vincenzes, K.A. , Weaver, L.D., & Erickson, D. (2014). Blackboard Collaborate. Presented for the Teaching and Learning Center Technology Tips; Lock Haven University.

Vincenzes, K.A. & Weaver, L.D. (2014). Counselor Educators Connecting with Military Veterans and their Families. 2014 North Atlantic Region Association for Counselor Education and Supervision Regional Conference.

Eaton, M., Weaver, L. D., & Park, T. W. (2010). Advising first-year students. University Days, Lock Haven University, August.

Park, T.W. & Weaver, L.D. (2009). Priorities, priorities...How to be an effective juggler! 23<sup>rd</sup> Annual Robert D. Lynch Student Leadership Development Institute.

Myers, C. & Weaver, L.D. (2008). Challenge and Support for Today's Undergraduate Student: In the Classroom and Beyond. 2008 Penn State's Higher Education Program: Yesterday, Today, and Tomorrow Alumni Reunion Symposium.

Weaver, L. & Colbeck, C. (2006). Janus in a Community of Practice: Two Profiles of Power. 2006 American Education Research Association Conference.

Austin, A., Baldwin, R., Clifford, M., Millar, S., Weaver, L. (2005). Preparing Doctoral Students in Science, Technology, Engineering, and Math for Careers as Effective Teachers: Emerging Lessons from NSF's Center for the Integration of Research, Teaching, and Learning (CIRTL). 2005 American Education Research Association Conference.

Colbeck, C., Weaver, L., and Burkum, K. (2004). What's misleading? What's missing? Evidence for sources and directions of bias in faculty time allocation reports. 2004 American Education Research Association Conference.

Colbeck, C., Burkum, K., & Weaver, L. (2003). Roles by the minute: Discipline and gender influence on faculty work and family time. 2003 Association for the Study of Higher Education Annual Conference.

Colbeck, C., Burkum, K., & Weaver, L. (2002). Sun and moon shadows: Structured observation of faculty work and family activities. 2002 Association for the Study of Higher Education Annual Conference.

#### UNIVERSITY SERVICE

- ◆ Service on APSCUF Executive Council 2016-2018
- ◆ Service on Nominations and Elections Committee 2016-2018
- ◆ Service on Faculty Issues Committee 2011-2013; Chair 2016-2018
- ◆ Service on Promotions Committee 2014-2016
- ◆ Service on Student Evaluation Instrument Committee 2015-2017
- ◆ Service on University Judicial Board 2014-present
- ◆ Service on First Year Experience Committee 2009-2015; Chaired 2011-2014
- ◆ Served on Outcomes and Assessment Committee 2010-2014

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- ◆ Served on College of Business, Information Systems and Human Services Curriculum Committee 2011-2014
- ◆ Served on Presidential Faculty Award Committee 2011-2013
- ◆ Coauthor of proposal for A.S. degree in Interdisciplinary Studies 2010-2012
- ◆ Served on Probation and Appeals Committee 2010
- ◆ Member of Foundations of Excellence steering committee 2008-2010
- ◆ Member of Middle States General Education committee 2009-2010
- ◆ Team leader for TLC Advisement Excellence team 2007- 2010
- ◆ Participated in Admissions phone a thon 2007-2013
- ◆ Participated in new student orientation 2008-2014

LICENSES/CERTIFICATIONS

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Approved Clinical Supervisor (ACS), February 2016  
Pennsylvania Licensed Professional Counselor (LPC), February 2015

PROFESSIONAL MEMBERSHIPS

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American Counseling Association  
Pennsylvania Counseling Association  
Association for Counselor Education and Supervision  
North Atlantic Region Association for Counselor Education and Supervision  
Pennsylvania Association for Counselor Education and Supervision  
Penn State Higher Education Program Alumni Council Board of Directors

PROFESSIONAL SERVICE

VISTAS Online Review Board (2015 – 2017)

President and Past President, Penn State Higher Education Program Alumni Council Board of Directors  
(2015 – 2017; 2017 - present)

Editorial Team (2012 - present) *International Journal of Higher Education*

Reviewer (2005 – present) *Higher Education in Review*

Member of Centre County MH/MR Advisory Board (2009 – 2013)

AWARDS

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Presentation “Graduate Student Persistence in Clinical Mental Health Programs: What Makes a Difference?” was recognized as part of the NARACES Excellence in Teaching Signature Series at the 2016 NARACES conference.

Received the 2009 Collaboration and Teamwork Award from Lock Haven University for being a member of the Foundations of Excellence Team

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COMMUNITY SERVICE

Volunteer with State College Kiwanis Aktion Club Boo Boo Bear Project

Participate in community service for American Cancer Society 2007 - present; including Relay for Life and Daffodil Days

Worked with Downtown Lock Haven and Haven Achievers Program on various Community Service Projects 2007 - 2011

Participate in Christmas projects with Mountain Serve 2007 - present

Participated in Avon Walk for Breast Cancer in New York