Alan S. Bakes

3200 Alexander Hall Murray, KY 42071

(270) 809-5313 abakes@murraystate.edu

EDUCATION

Doctor of Philosophy: Counselor Education and Counseling

August 2005

Idaho State University, Pocatello, ID

Master of Counseling: Student Affairs & College Counseling Idaho State University, Pocatello, ID

May 1998

Bachelor of Science: Speech Language Pathology

April 1993

Brigham Young University, Provo, UT

ASSISTANT PROFESSOR

Department of Educational Studies, Leadership & Counseling August 15, 2005 - Present Murray State University, Murray, KY

Coordinator of Programs in Counseling

- Developed rubrics for continuous assessment for accreditation purposes
- Coordinate and Maintain Continuous Assessment Data
- Recruited new counseling faculty
- Changed School Counseling Program to 48 credit hours to meet accreditation standards
- Revised Ed. Specialist Programs to meet accreditation standards
- Revised the graduate admission process for counseling programs
- Reconfigured course numbering, content and offerings
- Coordinated the adoption of new CNS course prefix
- Redesigned course content
- Incorporated gate keeping features into counseling program
- Re-designed standard based evaluations for practicum students
- Re-designed and updated practicum student handbook
- Re-designed practicum supervision experience
- Re-designed supervision requirements for practicum students
- Provide individual and group supervision for practicum students
- Reviewed and updated comprehensive exams for counseling programs
- Created program notebook for NCATE Accreditation Review
- Supervised & Coordinated program submission data for NCATE Review
- Initiated continuous assessment procedures for counseling program
- Developing long-range program objectives
- Collaborate in long-range course scheduling
- Participated in initial design of new Teacher Leader Master's degree
- Evaluated and Initiated a video analysis tool for analyzing students skills
- Participated in partial re-design of School Counseling Program in 2006
- Participate in various college and university committees
- Chaired four separate search committees

TEACHING EXPERIENCE

Murray State University, Murray, KY Courses Taught as Assistant Professor

Fall 2005 - Present

- CNS 619, Foundational Counseling Techniques
- CNS 625, Legal & Ethical Issues web sections taught
- CNS 635, Human Development web sections taught
- CNS 671, Multicultural Counseling
- CNS 676, Clinical Diagnosis
- CNS 686, Career Counseling web sections taught
- CNS 692, Group Counseling
- CNS 694, Advanced Counseling Techniques
- CNS 760, Eating Disorders and Body Image Counseling
- CNS 790, Practicum
- HDL 692, Group Process

Idaho State University, Pocatello, ID

Courses Taught as a Doctoral Teaching Assistant

August 2002 – August 2005

- COUN 623, Lifestyle and Career Development
- COUN 676, Small Group Experience
- COUN 491, Introduction to Counseling

Courses Assisted or Co-Taught as a Doctoral Teaching Assistant

- COUN 696, Mental Health
- COUN 694, Psychodiagnosis
- COUN 624, Multicultural Counseling
- COUN 626, Counseling Techniques
- COUN 622, Human Development
- COUN 627, Counseling Theories
- COUN 677, Group Counseling Techniques
- COUN 602, Family Issues
- COUN 670, Theories of Couple Counseling
- COUN 150, Career & Life Planning

Boise State University, Boise, ID Courses Taught as Adjunct Faculty

January 1999 - May 2002

- UNIV 108, Career & Life Planning Instructor
- UNIV 101, Freshman Year Experience Instructor

SCHOLARLY ACTIVITY

PUBLICATONS

- Bakes, A. (2012). *Helpful strategies for teaching effective confrontation skills*. Vistas Online: American Counseling Association. http://www.counseling.org/resources/library/vistas/vistas12/Article_36.pdf
- Bakes, A. (2009). *Developing a regional supervision training program for school counselors*. Vistas Online: American Counseling Association. www.counseling.org/Resources/Library/VISTAS/2009-V-Online/Bakes.doc
- Bakes, A. (2005). *The supervisory working alliance: A comparison of dyadic and triadic supervision models* (Doctoral Dissertation, Idaho State University). Dissertation Abstracts International: Section A. 66(06), 2112.

GRANTS

Murray State University, College of Education Faculty Mini-Grant: Proposal to expand supervision training workshop for West Kentucky school counselor site-supervisors

Amount requested: \$848.27 Result: Awarded October 31, 2007

Murray State University, College of Education Faculty Mini-Grant: Proposal to create and conduct a supervision workshop for West Kentucky school counselors based upon data from needs assessment.

Amount requested: \$729.32 Result: Awarded November 1, 2006

NATIONAL & REGIONAL PRESENTATIONS

- Bakes, A. (2011, October). *Helpful strategies for teaching effective confrontation skills*. Education session presented at the national meeting of the Association for Counselor Education and Supervision, Nashville, TN.
- Bakes, A. (2008, October). *Best practices in triadic supervision*. Roundtable discussion presented at the national meeting of the Southern Association for Counselor Education and Supervision, Houston, TX.
- Bakes, A. (2007, October). *Developing a regional supervision training program for school counselor supervisors*. Poster session presented at the annual meeting of the Association for Counselor Education and Supervision, Columbus, OH.
- Bakes, A., & Feit, S. (2005, October). *The supervisory working alliance: A comparison of dyadic and triadic models*. Poster session presented at the annual meeting of the Association for Counselor Education and Supervision, Pittsburgh, PA.
- Lambert, S., **Bakes, A.,** & Young, M. (2005, October). A grounded theory of master students' experience in group techniques. Paper presented at the annual meeting of the Association for Counselor Education and Supervision, Pittsburgh, PA.

- Patel, S. & **Bakes, A.** (2012, September). *Evaluating counseling-students' counseling skills: An experiential Approach*. Presented at the national meeting of the Association for Assessment and Research in Counseling, Orlando, Fl.
- Young, M., Lambert, S., **Bakes, A.**, & Hill, N. (2003, October). *Addressing professional identity*. Presentation given at the annual meeting of the Rocky Mountain Association f or Counselor Education and Supervision, Jackson, WY.

STATE PRESENTATIONS & WORKSHOPS

- Bakes, A. & Patel, S. (2012, August). *Building relationships with difficult students part 1*. One day professional development training presented at Hopkins County Day Treatment Center, Madisonville, KY.
- Bakes, A., Bloomdahl, S. C., Gitonga, S. K., & Patel, Samir. (2010, October. *Choosing a Personal Counseling Theory*. Presentation given at the annual meeting of the Kentucky Counseling Association, Louisville, KY.
- Bakes, A., Bloomdahl, S. C., Gitonga, S. K., & Patel, Samir. (2010, August). *Selecting and Implementing Counseling Theories*. Presentation given at the annual meeting of the West Kentucky Counseling Association, Murray, KY.
- Bakes, A., Gitonga, S. K., & Smith T. (2010, March). *Approaches to Supervision for Counselors*. Presentation given at the annual meeting of the West Kentucky Mental Health Counseling Association, Lake Barkley, KY.
- Bakes, A. (2009, October). *Building a Working Alliance: The role of the relationship in Speech-Language Intervention*. Presentation given at the West Kentucky Conference on Communication Disorders, Murray, KY.
- Bakes, A. (2009, September). *Current Trends in Counseling*. Presentation given at the annual meeting of the West Kentucky Counseling Association, Murray, KY.
- Bakes, A. (2008, September). Supervision Training for School Counselors. Presentation given at the annual meeting of the West Kentucky Counseling Association, Murray, KY.
- Bakes, A. (2007, November). *Strengthening Marriage*. Six course workshop for given at The Church of Jesus Christ of Latter-Day Saints, Murray, KY.
- Bakes, A. (2007, October). *Using the School Counseling Supervision Model to Supervise School Counselor Trainees*. Presentation given at the annual meeting of the Kentucky Counseling Association, Louisville, KY.
- Bakes, A. (2007, June). *Supervision training for school counselors*. State recognized continuing education workshop given at Murray State University, Murray, KY
- Bakes, A. (2006, October). *Supervising school counselor interns*. Presentation given at the annual meeting of the Kentucky Counseling Association, Louisville, KY.

- Bakes, A. (2006, October). *Putting the personal in career counseling: Career counseling v. career guidance*. Presentation given at the annual meeting of the Kentucky Counseling Association, Louisville, KY.
- Dahlbeck. D. & **Bakes**, **A**. (2011). Review of *the DSM-IV and the proposed DSM-V*. Presentation given at the annual meeting of the West Kentucky Mental Health Counseling Association, Lake Barkley, KY.
- Hill, N., & **Bakes**, **A.** (2004, January). *Advocating for our profession*. Presentation given at the annual meeting of the Idaho Counseling Association, Boise, ID.
- Patel, S. & **Bakes**, **A.** (2012, September). *Building relationships with difficult students* part 2. and multicultural issues. One day professional development training presented at Hopkins County Day Treatment Center, Madisonville, KY

SPECIAL TRAINING

CACREP Training (October, 2011). Attended full day training session on how to write a self-study for Counseling Accreditation.

SERVICE

PROFESSIONAL ORGANIZATIONS/COMMITTEES

Kentucky Mental Health Counseling Association President Ele	ct June 2013- Present
ACES Research Proposal Committee	Spring 2004 – Spring 2005
ISU Graduate Research Selection Committee	Fall 2003 – Spring 2005
ICA Conference Committee - Program Chair	2001 - 2002
ICDA Conference and Workshop Chair	2001 - 2002

UNIVERSITY COMMITTEES/SERVICE

Director, 2013 Discover Korea Program	Fall 2012 – Summer 2013
Study Abroad Ambassador	Spring 2011- Present
Latter-Day Saint Student Association, Faculty Advisor	Fall 2005 – Present
MSU Institutional Review Board Member-College of Education	Rep. May 2007 - 2010
MSU Faculty Senate- ELC Department Rep.	May 2007 – Fall 2008
MSU Faculty Handbook Committee Member	September 2007- 2008
MSU Center for Teaching & Learning Mini Grant Committee	March 2007 – 2008
Department of Psychology Master Thesis Committee Member	Fall 2006 – Spring 2007

COLLEGE OF EDUCATION COMMITTEES

MSU College of Education Policy and Review Committee Member	Fall 2006 – Fall 2012
MSU College of Education NCATE Standard I Committee Member	Spring 2007 - 2008
MSU College of Education Master's Redesign Committee Member	Spring 2007 – 2008

DEPARTMENT COMMITTEES

Chair, Tenure Committee	Fall 2012
Chair, Search Committee, Assistant Professor Position, ELC Dept. Fall 2007 -	-Spring 2008
Dept of ELC Ed. Specialist Specialty Study Committee Member	Fall 2007

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Chair, Search Committee, Assistant Professor Position #1	Fall 2006 – Spring 2007
Chair, Search Committee, Assistant Professor Position #2	Fall 2006 – Spring 2007
MSU Dept of ELC Library Committee	Fall 2005 – Present
Department of ELC Ed. Specialist Specialty Study Committee Me	ember Spring 2006

COMMUNITY SERVICE

Purchase Areas Sexual Assault Center, Board (2 years as president) April 2006- May 2012

- -Met regularly with Executive Director
- -Responsible for hiring and annually evaluating Executive Director
- -Participated in community fund raising events
- -Assisted in the development of unique regional Expressive Arts Center

INTERNATIONAL SERVICE

Church Representative, Busan, South Korea

June 1988 – July 1990

- Taught religion classes
- Taught English Classes
- Taught Korean Sign Language Classes
- Participated in neighborhood clean up

COUNSELING SUPERVISION EXPERIENCE

<u>Practicum Supervisor</u> Spring 2006- Present Murray State University, Murray, KY

On-site Supervisor Spring 2005
Pacific Rim Consulting, Pocatello, ID

<u>Group/Lab Supervisor</u> Spring 2005; Fall 2003; Spring 2003; Fall 2002 *Department of Counseling, ISU, Pocatello, ID*

<u>Individual Supervisor</u> Spring 2004; Fall 2004; Spring 2003 *Department of Counseling, ISU, Pocatello, ID*

<u>Pre-Practicum/Intro Skills Supervisor</u>: Fall, 2002; Fall 2003; Spring 2004; Fall 2004 *Department of Counseling, ISU, Pocatello, ID*

LICENSES AND CERTIFICATIONS

<u>Licensed Professional Clinical Counselor</u> (LPCC) Kentucky

May 2006- Present

Kentucky Board of Licensed Professional Counselors

<u>Licensed Professional Counselor</u> (LPC) Idaho
November 1998 – May 2006
Idaho Board of Occupational Licenses

Nationally Certified Counselor (NCC)
National Board for Certified Counselors and Affiliates

November 1998 - 2004

CLINICAL COUNSELING EXPERIENCE

Counselor: Church Based Agency August 2006 – July 2012

LDS Family Service-St. Louis Agency, St. Louis, MO

Doctoral Intern: Community Based Agency August 2004 – August 2005

Pacific Rim Consulting, Pocatello, ID

<u>Counselor</u>: Career Development Center August 2002 – Fall 2004

Idaho State University, Pocatello, ID

Counselor: Counseling and Testing Center Summer 2003; January 1997 - May 1998

Idaho State University, Pocatello, ID

Counselor: Career Center August 1998 - July 2002

Boise State University, Boise, ID

Graduate Student Intern: Career Development Center August 1997 - May 1998

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1208 Peggy Ann Dr. Murray, KY 42071 (270) 227-1005 abakes@murraystate.edu

REFERENCES

Dr. Robert Lyons, Department Chair
Department of Educational Studies, Leadership and Counseling
3200 Alexander Hall
Murray State University
Murray, KY 42071
(270) 226-8038
rlyons@murraystate.edu

Dr. Marty Dunham, Professor Department of Educational Studies, Leadership and Counseling 3200 Alexander Hall Murray State University Murray, KY 42071 (270) 809-6466 mdunham@murraystate.edu

Ms. Lori Brown, Executive Director Purchase Area Sexual Assault & Child Advocacy Center P.O. Box 8506 Paducah, KY 42002 (270) 534-4422 lbrown@pasacky.org