

Scott C. Strader, Ph.D.

Director, Counseling Center
University of South Florida – Tampa Campus
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PROFESSIONAL STRENGTHS

- Twenty-five years progressively responsible experience in higher education and human services
- Proven leadership skills as a successful director of programs and services
- Creativity and initiative in developing programs to meet the needs of college students
- Ability to collaborate with multidisciplinary colleagues to effectively solve problems and enhance program efficiency
- Proficiency in program evaluation and outcome assessment, enhancing services in response to data
- Effective public speaker and educator
- Familiarity with technology in provision of mental health services, including smartphone apps, electronic medical record software and telehealth solutions
- Licensed as psychologist in Florida continuously since 1995 (License No: PY5328)

RELEVANT EXPERIENCE

UNIVERSITY OF SOUTH FLORIDA – TAMPA CAMPUS, Tampa, FL ➤ 2017 – Present

Director, Counseling Center

Managing counseling and psychological services for a campus community of 44,000 students

Selected accomplishments:

- Providing excellent clinical, fiscal and administrative visioning and leadership
- Successfully managing a staff of 25 mental health professionals and an annual budget of approximately \$2.6M
- Ensuring quality service provision that meets the needs of students
- Overseeing administration of a comprehensive training program including post-doctoral fellowship, APA-accredited doctoral psychology internship, and graduate student practicum programs
- Promoting equity and inclusion through a set of comprehensive diversity initiatives addressing improved service provision, staff interpersonal relationships, and the advancement of a multicultural organization
- Preparing response plans in the event of crisis situations and campus emergencies
- Maintaining accreditation through the International Association of Counseling Services (IACS)
- Representing the Counseling Center and the mental health needs of students to the wider University community

ECKERD COLLEGE, St. Petersburg, FL ➤ 2005 – 2017

Director, Counseling, Accessible Education Services, and The Center for Innovative Learning

Senior leader in the Division of Student Affairs, reporting to the Vice President of Student Life/Dean of Students. Coordinating psychological, learning and accessibility services for undergraduate students in a selective, residential, liberal arts college.

Selected accomplishments:

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- Served as the College's chief mental health officer
- Developed and directed Eckerd College's Center for Innovative Learning
- Strategic Visioning and oversight of Counseling Services, Accessible Education Services, The Center for Innovative Learning, and Health Services (contracted service)
- Enhanced quality service provision with minimal wait time for services
- Educating the campus community through guest lecturing, outreach and prevention services on college student development, mental health and disability issues, and the impact on student achievement and retention
- Chaired the Student Affairs Assessment Committee and serving on the College's Leadership Team resulting in successful reaccreditation by the Southern Association of Colleges and Schools (SACS)
- Trained doctoral level clinical psychology practicum students, resulting in evaluations of outstanding supervision quality and expertise

INDEPENDENT PRACTICE, St. Petersburg, FL ➤ 1997 – Present

Licensed Psychologist

Owner of small business, providing individual, couple, group, and family psychotherapy, and assessment of personality and intellectual functioning. Managing all aspects of the business.

Selected accomplishments:

- Providing psychotherapy to treat a wide range of presenting problems
- Credentialing with local insurance/managed care companies
- Intellectual and personality assessment for vocational rehabilitation, long term care facilities, dependency court, and juvenile justice

FAMILY COUNSELING CENTER OF SARASOTA COUNTY, INC., Sarasota, FL ➤ 1999 – 2005

Chief Operating Officer

Senior operational and clinical leader for a family service agency with an annual budget of \$3 million and 50 clinical FTE's, responsible for oversight of all clinical services, including quality improvement and fiscal management.

Selected accomplishments:

- Improved efficiency of clinical services through use of utilization management criteria and productivity requirements, resulting in a 35% increase in service provision in one year
- Effective and collaborative leadership with senior management, Board of Directors, and funding agencies
- Successful attainment of three year accreditation (through the Council on Accreditation) by establishing and leading agency's quality improvement process
- Improved outcomes for children in foster care and protective service through direction of agency's Family Safety Community-Based Care Program in Sarasota County
- Procurement of grants with Sarasota County Government, United Way, Healthy Start Coalition, and Florida Department of Juvenile Justice

MENTAL HEALTH CARE, INC., Tampa, FL ➤ 1994 – 1999

Director, Managed Care Operations, 1996 – 1999

Senior leader for comprehensive community based mental health center, responsible for implementation and management of managed care contracts and implementation of Continuous Quality Improvement Program.

Selected accomplishments:

- Profitable management of capitated managed care contracts covering 35,000 member lives with

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- annual income approximately \$4.5 million
- Coordinated agency's JCAHO site visit, resulting in successful three year re-accreditation
- Directed and developed Mental Health Care's Access Center, providing triage, access, and utilization management services
- Implementation and management of Continuous Quality Improvement (CQI) Program as Interim Director of Quality Improvement, 1997-1998

Residential Treatment Program Manager, 1995 – 1996

Directed daily operation of 17-bed psychosocial rehabilitation residential program for adults, with length of stay 28-75 days.

Selected accomplishments:

- Supervised program with over 80% occupancy, resulting in improved financial stability
- Conducted psychological assessments, providing recommendations for improving treatment
- Facilitated treatment team staffings and group supervision of counseling staff

Adult Central Intake Program Supervisor, 1994 – 1995

Managed daily operation of Central Intake, the Mental Health Public Receiving Facility of Hillsborough County, Florida. Supervised thirteen crisis counselors providing assessments with persons in acute crisis.

Selected accomplishments:

- Interfaced with Mobile Crisis Response Team, providing crisis intervention services throughout county
- Managed quality improvement and peer review programs

BALL STATE UNIVERSITY, Muncie, IN ➤ 1993 – 1994

Counseling & Psychological Services Center Doctoral Psychology Intern

Provided individual, group psychotherapy, supervision and training in APA Approved pre-doctoral internship program.

Selected accomplishments:

- Adhered to brief, 12 session individual model of service provision
- Conducted crisis/emergency evaluations
- Served as primary supervisor for master's level counselor trainees
- Developed and conducted outreach/consultation workshops/programs

Teaching

ECKERD COLLEGE, St. Petersburg, FL ➤ 2005 – 2017

Adjunct Professor of Human Development

Developed and taught undergraduate courses "Options for the Future" (FD125, 2008-2013) and "Foundations of Applied Learning" (FD126, 2014) designed for first-year students with executive function deficits

Developed and taught undergraduate course "Mental Health, Art & Culture" at the Eckerd College London (England) Study Centre, through the Office of International Education (2015, 2017)

Co-developed and taught undergraduate course "Self-knowledge, Learning & Leadership" (2006 – 2007)

Developed and taught undergraduate course "The Sexual Self" (2008, 2010)

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Taught undergraduate courses “The Adolescent Experience” (HD203, 2011-12) and “Cross Cultural Communication and Counseling” (HD386, 2012)

BALL STATE UNIVERSITY DEPARTMENT OF COUNSELING PSYCHOLOGY AND GUIDANCE SERVICES, Muncie, IN ➤ 1990 – 1994

Instructor

Taught graduate level course:

- Counseling with Gay, Lesbian, and Bisexual Persons

Taught undergraduate level courses:

- Career and Life Planning
- Introduction to Psychological Interventions

EDUCATION

Ph.D., Counseling Psychology

Ball State University, Muncie, Indiana (APA Accredited)

Cognate Specializations: Social Psychology and Neuropsychology

Major Professor: Sharon L. Bowman, Ph.D.

M.A., Counselor Education and Counseling Psychology

Western Michigan University, Kalamazoo, Michigan (CACREP Accredited)

B.A., Psychology

Earlham College, Richmond, Indiana

Highlights:

- 4.00/4.00 Doctoral G.P.A.
- 3.86/4.00 Master’s G.P.A.
- Earlham College Honors
- Recipient of Awards for Humanitarian Scholarship and Public Speaking

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ADDENDUM

PUBLICATIONS AND UNPUBLISHED MANUSCRIPTS

- Strader, S. C. (1999). What the study of intergroup differences don't tell us: Looking at the individual lives of young men [Review of the book "...And then I became gay": *Young men's stories*, by R. C. Savin-Williams]. *The Journal of Sex Research*, 36, 117-118.
- Strader, S. C. (1997). How can we know about queer identity? [Review of the book *The lives of lesbians, gays, and bisexuals: Children to adults*, edited by R. C. Savin-Williams & K. M. Cohen]. *The Journal of Sex Research*, 34, 57-58.
- Tyler, J. M., Jackman-Wheitner, L. R., Strader, S. C., & Lenox, R. A. (1997). A change-model approach to raising awareness of gay, lesbian, and bisexual issues among graduate students in counseling. *The Journal of Sex Education and Therapy*, 22(2), 37-43.
- Strader, S. C. (1996). Growing pains of growing up gay [Review of the book *Lesbian, gay, and bisexual identities over the lifespan: Psychological perspectives*, edited by A. R. D'Augelli & C. J. Patterson]. *The Journal of Sex Research*, 33, 82.
- Strader, S. C. (1995). *A causal model examining AIDS prejudice: AIDS attitudes and homophobia as latent variables* (Doctoral dissertation). Ball State University, Muncie, IN.
- Strader, S. C. (1994). Gay men and lesbians get noticed at work ... finally [Review of the book *Homosexual issues in the workplace*, edited by L. Diamant]. *The Journal of Sex Research*, 31, 241.

SELECTED PRESENTATIONS

- Ng, J., Strader, S.C., Rotkiewicz, M., & Sahgal, A. (2022, October). *Reimagining counseling center work: Driven by equity and united in connection*. Breakout session presented at the annual meeting of the Association of University and College Counseling Center Directors, Philadelphia.
- Strader, S.C., Barnette, V., Mann, W.C., Singleton, K., Ng., J. (2021, October). *The PPE we wear: Navigating systemic oppression and striving for authenticity/safety in the workplace*. Breakout session presented at the annual meeting of the Association of University and College Counseling Center Directors, Seattle.
- Abel, D., Ng., J., Strader, S.C., Rayburn, M., Mann, W.C., & Irvin, V. (2021, October). *Striving and thriving as a new director: An introductory leadership institute*. Preconference workshop presented at the annual meeting of the Association of University and College Counseling Center Directors, Seattle.
- Strader, S., Ferdinand, L., Bamba, M., Ng. J., & Rogers, M. (2021, May). *Embarking on and Sustaining Social Justice Initiatives with Counseling Center Staff: Conceptual and Ethical Considerations*. Routable presented at the Social Justice in College Counseling Centers 2021 Conference, Virtual.
- Ng, J., Abel, D., Rayburn, M., & Strader, S.C., (2020, October). *We're in this together: Building Relational Connections to Maximize Director Well-being and Effectiveness*. Breakout session presented at the annual

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meeting of the Association of University and College Counseling Center Directors, Virtual.

- Petrillo, E.K., Signorello, R., & Strader, S.C. (2019, October). *Ethical codes: A framework for guiding service, advocacy, and well-being*. Breakout session presented at the annual meeting of the Association of University and College Counseling Center Directors, San Antonio.
- Martin, J.K, Strader, S.C., & Abel, D. (2019, October). *Managing challenging staff issues: Caring for all the fruit in the bowl, even the bad apples*. Breakout session presented at the annual meeting of the Association of University and College Counseling Center Directors, San Antonio.
- Signorello, R., Ng, J., Strader, S.C., & Abel, D. (2019, October). *Surviving and thriving as a new director: An introductory leadership institute*. Preconference workshop presented at the annual meeting of the Association of University and College Counseling Center Directors, San Antonio.
- Irvin, V., Strader, S.C, Kirkland-Gordan, S., & Quigley, B. (2018, October). *Playing politics: Expanding our influence on our campuses*. Breakout session presented at the annual meeting of the Association of University and College Counseling Center Directors, New Orleans.
- Pseekos, A.C., Zebrowski, M., Rickard, G.K., & Strader, S.C. (2018, October). *Being out as a LGBTQ+ director: The use of self as a pathway to enhance student inclusion and utilization*. Breakout session presented at the annual meeting of the Association of University and College Counseling Center Directors, New Orleans.
- Morse, C., Kirkland-Gordon, S., Strader, S.C., & Osborn, M. (2018, October). *Numbers matter: Breathing life into data for education and advocacy*. Breakout session presented at the annual meeting of the Association of University and College Counseling Center Directors, New Orleans.
- Strader, S.C., Sevig, T., Wallack, C., & Jimenez-Chafey, M.I. (2017, October). *Too small? Too big? Or just right? Beyond consideration of the "more is better" approach to managing resources and student needs*. Breakout session presented at the annual meeting of the Association of University and College Counseling Center Directors, Denver.
- Signorello, R.L., Farmer, L.S., & Strader, S.C. (2015, October). *Hiking alone: Managing one or two person centers*. Breakout session presented at the annual meeting of the Association of University and College Counseling Center Directors, Salt Lake City.
- Hutton, D., Strader, S.C., Murray, T., & Sobel, S. (2015, October). *Ten years later: How cisgender therapists and administrator are supporting their transgender students*. Breakout session presented at the annual meeting of the Association of University and College Counseling Center Directors, Salt Lake City.
- Strader, S. C., Miller, A. D., Weisner, S., & Gilmer, G. (2013, October). *When the supervisor is gay: Unfolding intersecting identities in clinical and administrative supervision*. Paper presented at the annual meeting of the Association of University and College Counseling Center Directors, San Diego.
- Mistler, B., & Strader, S. C. (2013, October). *From vision to learning outcomes: Assessment and strategic planning workshop for student affairs*. Paper presented at the annual meeting of the Association of University and College Counseling Center Directors, San Diego.
- Strader, S. C., Zebrowski, M., Barnette, V. D., & Gartner, M. O. (2012, October). *Confronting ethical challenges in counseling centers: Steering the ship in stormy seas*. Paper presented at the annual meeting of the Association of University and College Counseling Center Directors, Newport, RI.

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Strader, S. C., Mistler, B., & Papalia, D. (2012, October). *Tactical assessment and program evaluation at small colleges: Chartering your strategic planning course with multiple routes*. Paper presented at the annual meeting of the Association of University and College Counseling Center Directors, Newport, R.I.

Strader, S. C., Collins-Eaglin, J., & Payne, J. P. (2011, October). *Assessment plans that work: Using outcome data to produce real change*. Paper presented at the annual meeting of the Association of University and College Counseling Center Directors, Scottsdale, AZ.

Strader, S. C., Miller, A. D., Barnette, V. D., & Schulte, N. (2010, October). *Preparing and leading your student life division through regional (re)accreditation*. Paper presented at the annual meeting of the Association of University and College Counseling Center Directors, Portland, OR.

Payne, A. B., Strader, S. C., & Polychronos, P. (2008, October). *Parental notification and your institution*. Paper presented at the annual meeting of the Association of University and College Counseling Center Directors, Fort Worth.

Strader, S. C. (2008, October). *Navigating Student Privacy and Threats in a Merged Health and Counseling Center Environment*. Paper presented at the annual meeting of the Southwest College Health Association, Austin, TX.

PROFESSIONAL SERVICES

- Member, Elements of Excellence Task Force, *Association of University and College Counseling Center Directors (AUCCCD)*, 2017-2022 (Co-chair 2021-22)
- Chair, Host Committee, Tampa 2016 Annual Meeting, *Association of University and College Counseling Center Directors (AUCCCD)*
- Consulting Psychologist, Fetal Alcohol Spectrum Disorders Evaluation Clinic, *The Florida Center for Early Childhood, Sarasota, Florida*, 2005-2018
- Book Reviewer, *The Journal of Sex Research*, 1994-1999

VOLUNTEER COMMUNITY SERVICES

- METRO WELLNESS AND COMMUNITY CENTERS, St. Petersburg, Florida
 - Member, Board of Directors, 2008 – 2014
 - Chair, Board of Directors, 2010 – 2014