

# CAROLE WARREN SEBENICK, PH.D.

Licensed Clinical Psychologist

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## PROFILE

Senior-level psychologist in private practice and experienced instructor with past adjunct faculty appointments in psychology, counseling, and higher education undergraduate and graduate degree programs. Scientist-practitioner driven to improve systems and work effectively with diverse demographics, learning styles, and behavioral health issues. Strong skill in writing, research, and curriculum/program design and evaluation.

## UNIVERSITY INSTRUCTION AND COUNSELOR SUPERVISION EXPERIENCE

**Adjunct Faculty, University of Maryland, College Park** (1-2 course sections per semester)

*The Psychology of Happiness: Living the Good Life* (200-level undergraduate in-person course with online components, 14 to 140 students per section). Supervise graduate and undergraduate teaching assistants. Have served as in-person and virtual guest speaker for student groups and other academic department, based on course expertise. Fall 2021-present.

**Clinical Supervisor/Adjunct Faculty, University of Maryland, College Park** (1 course section/10 hours per week per semester)

*Advanced Counseling Psychology Didactic-Practicum* (doctoral program), Fall 2014

*Career Interventions Didactic-Practicum* (doctoral program), Spring 2014

*Group Intervention Didactic-Practicum* (doctoral program), Fall 2012

**Adjunct Lecturer, Concorde Career Institute, Miramar, FL** (1 course section per term)

*General Psychology* (vocational program —Respiratory Therapy), Feb-May 2011

**Adjunct Faculty, George Mason University, Fairfax, VA** (1 course section per semester )

*Adolescent Psychology* (undergraduate), Fall 2002

*College Student Development Theory* (master's program), Fall 2000, Fall 2001

**Adjunct Faculty, Marymount University, Arlington, VA** (1 course section per semester)

*Foundations of Community Counseling* (master's program), Fall 2001

**Career Course Coordinator, University of Maryland, College Park** (graduate assistantship). Reviewed and updated curriculum, lesson modules, course materials and training materials for 100-level undergraduate career development course, based on instructional development and learning theory; trained, evaluated, and supervised 5-10 graduate-student instructors, 1993-1996.

**Instructor, Women's Resource Center, University of Richmond, VA**, (5 hours per week). Served on Center's Programming Committee; designed and presented job-search and team-building programs for Richmond-area residents and organizations, 1990-1992.

## **MENTAL HEALTH AND PROGRAM MANAGEMENT EXPERIENCE**

### **Licensed Clinical Psychologist, independent practice (self-employed), Virginia**

2001 to present, office-based and telehealth service provision

- Use HIPAA-compliant technology to maintain efficient, paperless operations.
- Employ multidisciplinary expertise to assess and plan treatment focused on a whole-person approach to wellness and psychological resilience-building.
- Provide diagnostic interviews, risk assessments, theoretically integrative psychotherapy, and crisis management for diverse caseload of patients ranging in age from 18 to 80.
- Make referrals to emergency services, community resources, and specialists across medical and other health disciplines.
- Respond to employment background investigation inquiries, providing expert opinion on patients' judgment and ability to safeguard national security assets; experienced with documenting psychological fitness for duty and necessity for academic/workplace accommodations for disabilities and special behavioral or rehabilitative needs.
- Utilize standardized assessment tools in behavioral assessment and treatment planning.

### **Counseling Psychologist, Center for Work/Life, U.S. Government Accountability Office, Washington DC**

2000-2001

- Served as Staff Psychologist, providing management and risk-reduction consultation, career development assistance, leadership training, brief supportive therapy, and case management.
- Initiated major review of Center's behavioral health policies and procedures, establishing and updating records management systems, emergency procedures, and informed consent protocol.
- Managed self-help lending library of 1000+ holdings and associated budget.
- Designed and implemented train-the-trainer team-building modules for workforce supervisors to on-board new GAO employees (~ 250 per year). Served as liaison to Employee Resource Groups.
- Conducted employee needs assessment and focus groups; designed, conducted, and evaluated psycho-educational seminars on workforce resilience (e.g., stress management, conflict resolution).
- Supervised and evaluated clinical work of master's-level counseling intern.

### **Counseling Psychologist, Counseling & Psychological Services, George Mason University, Fairfax, VA**

1999-2000

- Conducted intake assessment, individual and group psychotherapy, case management, emergency on-call services, and drop-in suicide prevention screenings for a large, diverse student population.
- Served as Stress Management Program Lead for innovative campus-wide psychological resilience program. Co-founded university-wide, cross-discipline Eating Disorders Taskforce; co-authored guide for eating disorders intervention, distributed to all university departments.
- Consulted with faculty and staff, providing recommendations to support patients' workplace, academic, and social functioning and adjustment.
- Supervised doctoral and master's-level psychology practicum students and provided biofeedback training for nursing student's independent study.

**Doctoral Psychology Intern, Counseling & Psychological Services, Duke University, Durham, NC**  
1997-1998

- Provided individual and group psychotherapy, crisis intervention, psychological consultation, vocational counseling, educational workshops, and training seminars for students and university staff; applied empirically-based outcomes measures to evaluate intervention effectiveness.
- Designed and delivered 15 campus programs, including suicide prevention and helping skills training for Resident Advisors, for groups of 5-130 participants.
- Initiated, designed, and conducted train-the-trainers seminar for Student Affairs Division to improve effectiveness in team-building with student groups.

**Associate Director, Assistant Director, Counselor; Career Development Center, University of Richmond, VA**  
1988-1993

- Promoted within 3 years from Counselor to Associate Director.
- Supervised administrative staff, graduate intern, and 7 paraprofessional vocational counselors.
- Developed, secured funding for, and managed all aspects of student peer advisor program..
- Served as Lead for annual graduate school fair, increasing participation by 38% over 4 years and expanding it to a cosponsored regional event. Managed career-advising network of 600+ alumni.
- Designed and served as editor for 60+ page career development guide, updated and distributed annually to approximately 800 students; received national recognition for publication excellence.
- Initiated, designed, and contributed articles for a biweekly student career-development newspaper distributed to 3,000+ students; supervised student-intern editor.
- Appointed by VP of Student Affairs to serve on hearing board to adjudicate sexual assault cases; served on university diversity-and-inclusion commission.
- Provided career assessment and counseling for students and alumni.

## **EDUCATION**

**Ph.D., Counseling Psychology**, University of Maryland, College Park

Dissertation: *The Career Development and Well-Being of Military Officers' Wives* (original research with outcome-based intervention recommendations; presented at the 107th APA Annual Convention; resulted in job offer for research position from U.S. Department of the Army)

Thesis: *Recovery in Alcoholics Anonymous: A Study of the Relationship Between Time in AA, AA Practices, Spiritual Well-Being, and Abstinence* (grant secured from the National Association of Alcoholism and Drug Abuse Counselors; article published in NAADAC's journal *The Counselor*)

Psychological assessment practicum, Counseling Center for Human Development, University of South Florida and Hillsborough County Jail, Tampa, FL. Addictions externship, Prince George's County Center for Addiction and Pregnancy, Forestville, MD.

**M.Ed., Community Counseling**, University of Maryland College Park

Seminar Paper: *The Career Development Needs of Student Athletes*

Practicum/internship in organization development, Blue Cross Blue Shield of Maryland, Inc., Towson, MD.

**B.A., Psychology**, Dickinson College, Carlisle, PA

## **CONTINUING EDUCATION**

Participate regularly in CE seminars and completed intensive training in topics including:

- Stress management, building psychological resilience, and promoting well-being
- Treating complex PTSD; building trauma-informed communities
- Substance abuse, eating disorders, and other problems of addiction
- Health psychology, chronic pain management
- Cross-cultural and LGBTQ+ counseling competency; working with special-needs populations
- Intimate partner violence, couples therapy, and separation and divorce issues
- Neurodiversity and differential diagnosis of mood, attention, trauma, and developmental disorders
- Leadership development, team building, and vocational psychology
- Telehealth competence and HIPAA compliance updates

## **PROFESSIONAL AFFILIATIONS AND LEADERSHIP**

**Board of Directors/Professional Newsletter Editor, Northern Virginia Clinical Psychologists.**

Coordinate content generation, produce, and edit quarterly newsletter distributed to regional professional association comprised of 230+ psychologists; participate in Board meetings and assist with leadership of organization. (2022 to present)

**Board of Directors and Outreach Committee Co-Chair, Formed Families Forward,** nonprofit agency that serves the unique needs of Northern Virginia foster, adoptive, and kinship families with children experiencing educational special needs. Assisted with organization leadership and guidance to executive director; led and participated in committee and working group virtual meetings. (2019-2022)

**Continuing Education Co-Presenter, NVCP, *Working Effectively with Adopted Children/Teens and Their Families.*** Co-presented virtual, 3-credit-hour continuing education program for regional psychologists. Presented demographic and clinical background information, and ethical considerations in working with members of the adoption community. (March 2021)

**Founder/Coordinator, Professional Executorship for Solo-Practice Psychologists.** Initiated and convened virtual working group to research best practices for meeting legal and ethical responsibilities for preparing to manage unanticipated interruptions in clinical practice. (2020)

**Virginia Academy of Clinical Psychologists**

**American Psychological Association, Society of Counseling Psychology**

## **PROFESSIONAL LICENSURE**

**Licensed Clinical Psychologist,** Commonwealth of Virginia (Lic.# 0810000369), 2000 to present