

VITA

Robin Helene Holmes, Ph.D.

Vice President

Division of Student Affairs

University of Oregon

Licensed Clinical Psychologist

EDUCATION

- Ph.D.** Clinical Psychology
California School of Professional Psychology - Fresno, CA 1992
- M.A.** Clinical Psychology
California School of Professional Psychology - Fresno, CA 1990
- M.A.** Experimental Psychology
California State University, Fullerton, CA. 1990
- B.A.** Psychology
California State University, Fullerton. 1986

ADMINISTRATIVE EXPERIENCE

Vice President, Student Affairs, University of Oregon, Division of Student Affairs, Eugene, OR.
July, 2007-present

Fellow, American Council on Education (A.C.E.), University of California, Berkeley.
August 2007

The ACE Fellows Program is the longest running leadership development program in the United States and focuses on identifying as well as preparing senior leadership for the nation's colleges and universities. The ACE Fellows Program combines seminars, interactive learning opportunities, campus events, and placement at another higher education institution to condense years of on-the-job experience and skills development into a single semester or year. During the placement, Fellows observe and work with a college or university president and other senior officers at a host institution, attend decision-making meetings and focus on issues of concerns. The Fellows also engage in leadership and management activities to enhance their knowledge about the challenges and opportunities confronting higher education.

Interim Dean of Students, University of Oregon, Division of Student Affairs, Eugene, OR.
July 2005-July 2007

Responsibilities include: Administrative oversight to the offices that provide services to students and ensure student success both in and out of the academic setting by: fostering a more healthful, multicultural and respectful campus community; instituting effective and creative out-of-classroom programs, services and learning opportunities; and developing and influencing campus-wide policies which positively impact

student lives. Provide leadership and strategic planning in conjunction with the Vice President for Student Affairs with regards to student development, careers and internships, health and wellness, and student leadership. Crisis response and crisis management for the campus. Management of student program dollars for the Division of Student Affairs and promotion of student learning through programming and leadership development.

Administrative oversight of the following areas: University Health Center, University Counseling and Testing Center, Women's Center, Career Center and Student Life/Judicial Affairs with a combined budget of over 10 million dollars.

Accomplishments/goals:

- Reorganization of the Division of Student Affairs. Establishment of the Dean of Student's portfolio and scope in conjunction with the Interim Vice President
- Development of the Student Affairs Cultural Competency Committee; Chairing the committee that is charged with crafting the Division's 5 year diversity action plan
- Collaboration on a student-generated initiative to develop a leadership institute to mentor and provide skills to up-and-coming leaders of color
- Hosted the Divisional kick-off breakfast outlining the diversity action plan and showcasing the accomplishments of the Division
- Serving as the Student Affairs member of the Affirmative Action Advisory Council a committee that reviews and makes comments on campus-wide grievances
- Solidification of campus emergency response to student emergencies
- Monitoring and updating sexual assault and substance abuse programming and prevention
- Submitted a comprehensive substance abuse policy for the campus in conjunction with key leaders
- Conducted a comprehensive review of the Designated Driver Shuttle
- Hiring several key student affairs staff members
- Attended the **2006 Alice Manicur Symposium for Women Aspiring to be SSAOs** in Scottsdale, AZ. **The Manicur Symposium is offered every two years and is designed for women who are contemplating careers as SSAOs and currently hold mid-level management positions and/or faculty appointments. *Participation is by application only.*

Project Leader—The Cultural Competency Project,

Center on Diversity and Community (CoDAC), University of Oregon, Eugene, OR.

August 2003-present

CoDaC supports the theoretical and applied research activities of UO faculty and graduate students, and hosts postdoctoral research fellows in residence. CoDaC is particularly interested in promoting interdisciplinary scholarship in the following areas: Cultural Competency in Higher Education, Cultural Diversity, Social Issues or Identity Experiences (especially in the Pacific Northwest) Knowledge, Methods, and Modes of Inquiry, Conflict, and Resolution

Responsibilities include: Developing and implementing "best practices" of cultural competency in higher education for the faculty, staff and students at the University of Oregon; generating a sustainable revenue stream to support CoDAC and the Cultural Competency Project.

Accomplishments/goals:

- Co-created and launched the cultural competency project for the University of Oregon. Implemented a pilot program in Student Affairs by first providing a comprehensive professional development opportunity to the senior officers within student affairs. Successfully crafted a proposal within Student Affairs to garner financial support and emotional investment to provide comprehensive professional development opportunities regarding cultural competency to all staff within Student Affairs
- Offered ongoing cultural competency professional development opportunities to faculty and Student Affairs staff at the University of Oregon
- Provided multiple consultations to various agencies regarding diversity and cultural competency
- Currently part of the CoDaC committee to launch the 1st Annual Diversity Institute entitled: Connection, Community and Best Practices—A CoDaC Summer Diversity Institute for Student Affairs Professionals. One-hundred and forty guests anticipated
- Assisted in crafting and presenting a conference entitled “Cultural Competency: What Is It?” presented at the University of Oregon, January, 2006. Over 400 participants from all over the state of Oregon attended this powerful conference
- Provided a key professional development opportunity and campus response for upper level administrators and staff at Eastern Oregon University

Director, University of Oregon, Counseling and Testing Center, Eugene, OR.
January 2000-July 2007

Responsibilities include: Administrative and clinical responsibility for 32 staff; overseeing the daily operations of the University Counseling and Testing Center. Chief Psychologist responsible for ensuring a positive psychological climate on campus and comprehensive mental health services. Budgetary responsibilities, managing a 1.5 million dollar budget; supervising personnel and ensuring staff professional development; chief consultant for suicide assessment and prevention for the campus; member of the campus crisis team.

Key Accomplishments:

- Developed and instituted the first suicide prevention committee at the University of Oregon. In conjunction with the VP and the General Counsel updated the Oregon Administrative Rules regarding suicide for UO
- Drafted a report for the Vice President of Student Affairs regarding the University of Oregon's suicide prevention efforts that led to the development of a campus suicide policy
- Principal Investigator on the Garrett Lee Smith Campus Suicide Grant awarded through the Substance Abuse and Mental Health Services Administration (federal)
- Led efforts to develop a University response and care for the campus following 9/11 including organizing several campus wide events
- Co-Chaired 11 million dollar remodel project of the Health and Counseling Center
- Developed a new clinical management system to more effectively and efficiently manage a

- comprehensive paperwork system for the Counseling Center
- Implemented an electronic psychological record
- Reduced the wait for services among our client population from 110 clients waiting during peak times to no more than 25 clients waiting for services
- Enhanced the development of the Testing Center; improved visibility, accessibility and state of the art technology; increased income revenue by 50% over a 5 year period

Associate Director, University of Oregon, Counseling and Testing Center, Eugene, OR.
October 1, 1998-January 2000

Responsibilities included: overseeing the daily operation of the Center, personnel, clinical staff evaluations and supervision, program evaluation, quality control and assurance, handling of student grievances, interacting with the campus community regarding emergencies and student conduct/disruptive students, releasing of psychological information for the Center

Acting Director, University of Oregon, Counseling and Testing Center, Eugene, OR.
December 1997-March 1998

Responsibilities included: Administrative and clinical responsibility for 30 staff, member of university administrative team, overseeing the daily operation of the University Counseling and Testing Center. Personnel and budgetary responsibilities, chief psychologist, member of the campus crisis team

Assistant Director/ Clinical Director, University of Oregon, Counseling Center,
Eugene, OR. Sept. 1995-Oct. 1998

Responsibilities included: overseeing the daily operation of the Center, quality control/quality assurance, supervising clinical staff, program evaluation, coordinating doctoral and master's level training programs and staff evaluations/performance reviews.

Clinical Coordinator, University of Oregon, Counseling Center, Eugene, OR.
Sept. 1992-1995.

Responsibilities included: coordinating the direct services and clinical activities within the Center; managing the waitlist, external resources, handling student grievances and requests for release of information to other professionals and agencies.

ACADEMIC EXPERIENCE

Adjunct Faculty Member, School of Law, Conflict Resolution Master's Program, University of Oregon.
September 2005-present

Cross Cultural Dynamics in Conflict Resolution

Fall 2006, Winter/Spring 2007. Master's level course taught in the Conflict Resolution Program that exposes students to issues of cultural competency in conflict and mediation services.

Adjunct Faculty Member, Counseling Psychology, College of Education, University of Oregon.
September 1999-2003

CPSY 619: Counseling Diverse Populations

Fall 1995, 1997, 1998, 1999, 2000. Master's and doctoral level course taught in the counseling psychology department that exposed students to multicultural counseling, understanding of a variety of cultures, and basic therapy techniques when working with the culturally different.

CPSY 615 Group Counseling

Fall 1994. Basic course taught through the Counseling Psychology department that assisted master's and doctoral level students in understanding group therapy and theory.

Adjunct Instructor, Department of Educational Leadership, University of Oregon
March 2004-present

Course number varied. **Facilitation training of difficult dialogues**

August 2002-present. Class taught through the Center on Diversity and Community that provided students with facilitation skills and teaching how to conduct workshops on diversity

ELTA 199: Leadership and Diversity

April 2000-present. Undergraduate and graduate course taught through the Public Policy and Planning department designed to provide leadership skills training, support and management skills to student leaders on campus who primarily work in the area of diversity and multiculturalism.

ELTA 199: Building Community Inside and Out, a Multicultural Seminar

Spring 1997, Winter 1998. Basic course taught through the Public Policy and Planning and department designed for incoming freshmen to allow them to explore multiculturalism and community building.

CLINICAL EXPERIENCE

Chief Psychologist, University of Oregon, Counseling Center, Eugene, OR.
January, 1995-present.

Responsibilities included: Maintenance of all clinical files; releasing of relevant clinical information to the public; handling of mental health emergencies for the campus. Provide individual, group and couple's therapy, intakes, assessments, outreach, supervision, emergency coverage, training of interns and practicum students.

Staff Psychologist, University of Oregon, Counseling Center, Eugene, OR.
September, 1992-1995.

Psychotherapy Private Practice, 433 W. 10th, Eugene, OR 97401. Oct. 1994-present.

Responsibilities include: maintaining a private practice of 3-8 individual clients, short and long term treatment, psychological assessment and consultation.

Psychology Intern, University of California, Davis, Counseling Center. Davis, CA. 1991-1992. APA accredited internship site.

Doctoral Trainee, Psychological Service Center, Fresno, Ca. June 1990-April 1991.

Doctoral Trainee, California Men's Colony, San Luis Obispo, CA October 1989-June 1990.

AWARDS

- 2007 **American Council on Education (A.C.E.) Fellowships.** Established in 1965, the ACE Fellows Program—the longest running leadership development program in the United States—focuses on identifying and preparing senior leadership for the nation's colleges and universities. The ACE Fellows Program combines seminars, interactive learning opportunities, campus events, and placement at another higher education institution to condense years of on-the-job experience and skills development into a single semester or year. During the placement, Fellows observe and work with a college or university president and other senior officers at a host institution, attend decision-making meetings and focus on issues of concerns. The Fellows also engage in leadership and management activities to enhance their knowledge about the challenges and opportunities confronting higher education.
- 2006 **D.U.B.S. Award.** The DUBS award was established by students to recognize the efforts of two administrators a year who have shown the highest concern and involvement in enhancing the education and lives of the student body of the University of Oregon
- 2005 **Martin Luther King Jr., Campus Award.** This award is given to one faculty, one officer of administration and one classified staff member who have demonstrated exceptional service and commitment to the tenets embodied in the work of Dr. King
- 2005 **Friar's Award.** This award is given by one of the oldest organization on campus to individuals who demonstrate outstanding service and initiative on the campus.

- 2003 **Weaving New Beginnings Multicultural Award.** This award is given by student government to individuals who have progressed the important issues of diversity on our campus
- 1999 **Multicultural Affairs Director's Award.** This award is given through the Office of Multicultural Affairs to new Director's that show promise and accomplishments in working effectively with students of color.

COMMITTEES AND LIAISONSHIPS

2007	Member	International Health and Safety Committee
2007	Member	Search Committee for the Director of the Office of Multicultural Academic Support
2006-present	Member	Leadership Council (Academic Deans, Vice Presidents, Vice Provosts, Dean of Students, Provost and University President)
2006-present	Member	Affirmative Action Advisory Committee
2006-present	Member	Lane County Prevention Coalition
2006-present	Member	Campus Crisis Debrief Team
2006-present	Member	Bias Response Team Advisory Committee
2006-present	Member	Campus Community Task Force
2006-present	Member	Lane County Suicide Prevention Steering Committee
2006	Chair	Substance Abuse Policy and Prevention Committee
2006	Member	Student Directory Use Committee
2006	Member	Search Committee psychiatrist position for University Counseling Center/University Health Center
2005-2006	Member	President's Executive Diversity Working Group
2005-present	Chair	Student Affairs Diversity Action Committee
2005	Member	Search Committee for the Assoc Vice President for Development

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2005-present	Member	Affirmative Action Committee for Faculty and Staff concerns
2004-2005	Member	Five Year Diversity Plan Committee
2005	Member	Search Committee for the Chief Financial Officer, University of Oregon
2004	Member	Search Committee for the Vice Provost for Diversity and Equity, University of Oregon
2003-2005	Liaison	Office of Disability Services
2003-present	Co-Chair	Center on Diversity and Community Executive Committee
2002-present	Chair	Suicide Prevention Task Force
2001-2002	Member	Center on Diversity and Community Executive Committee
2000	Member	Bias Response Team, University of Oregon
2000	Liaison	Office of Disability Services
1999	Member	Vice President of Administration's "sub-group" of Director's and Associate Directors
1997-present	Member	Dean's Consultation Committee
1995-present	Member	Counseling Center Advisory Board
1996, 1997, 1998,1999	Chair	Psychologist Search Committee, University of Oregon Counseling
1997	Member	Minority Recruitment Committee
1997	Member	University of Oregon Crisis Consultation Team
1996, 1997	Liaison	Black Student Union
1996, 1997, 2000	Liaison	Office of Multicultural Affairs
1994	Member	Intern Selection Committee, University of Oregon Counseling Center

1993	Member	Training Team, University of Oregon Counseling Center
1992, 1996	Member	Research Committee, University of Oregon Counseling Center
1992	Member	Intern Selection Committee, UC Davis Counseling Center
1991	Member	Chancellor's Ad Hoc Committee on Gay, Lesbian and Bisexual Concerns, UC Davis

PROFESSIONAL ORGANIZATIONS

Member	National Association of Student Personnel Administrators
Member	Association of University Counseling Center Directors
Member	Pacific Northwest Counseling Center Directors
Member	American Psychological Association
Member	Division 45, Society for the Study of Ethnic and Multicultural Concerns

SITE VISITS/ACCREDITATIONS

April 2002	APA Site visitor, University of San Diego
May 2000	APA Site visitor, Texas Tech University
January 2000	APA Site visitor, Kansas State University
July 1997	Site Visitor Training, APA

PSYCHOLOGY TRAINING EXPERIENCES

Individual Supervisor, University of Oregon, Counseling Center. Individual supervision provided to **new clinical staff** for their hours toward licensure. Sept. 1999-present.

Individual Supervisor, University of Oregon, Counseling Center. Individual supervision provided to **pre-doctoral interns** during their internship year. Sept.1992- to present

Individual Supervisor, Private Practice, Eugene Oregon. Individual supervision provided to **Master's and Doctoral level clinicians** for hours toward licensure. Sept. 1997-present.

Seminar Leader, "*Case Presentation Seminar*", University of Oregon, Counseling Center. December 2007-present.

Seminar Leader, "*Multicultural Seminar*", University of Oregon, Counseling Center. Sept. 1996-1999; 2003-2005.

Seminar Leader, "*Assessment Seminar*", University of Oregon, Counseling Center. Sept. 1992-August 2001.

Seminar Leader, "*Supervision of Supervision*", University of Oregon, Counseling Center. Sept. 1995-Aug. 1996, September 2001-August 2002.

Seminar Leader, "*Group Seminar*", University of Oregon, Counseling Center. Sept. 1994-Aug. 1995.

SELECTED PRESENTATIONS/SPEAKING ENGAGEMENTS 2004-2007

- 2007 *Invited Presenter* at the University of Oregon Office of Academic Advising day-long retreat on "*The Culturally Competent Academic Advisor*"
- 2007 *Invited Speaker* at the Multicultural Partner's Luncheon offered through the University of Oregon Career Center on "*Multiculturalism in Higher Education*"
- 2007 *Moderator/Panelist* at a Press Conference/event for Senator Gordon Smith for the "*Garrett Lee Smith Suicide Prevention Act*"
- 2007 *Facilitator* to the Erb Memorial Union staff at the University of Oregon on "*The Culturally Competent Student Affairs Professional.*" Three 4-hour sessions
- 2006 *Facilitator* University of Oregon College of Education professional development opportunity to build multicultural organizational skills within the College of Education. Three 4-hour sessions and 1 follow up session
- 2006 *Facilitator* at Eastern Oregon University professional development opportunity for the campus regarding cultural competence and effective leadership
- 2006 *Invited Presenter* to the Oregon Health and College Association on "*The Garrett Lee Smith Suicide Prevention Act—Grant awarded to the Oregon University Schools*"
- 2005 *Keynote speaker* at the Multicultural Alliance/Corporate Partner's Career Luncheon

- 2005 *Presenter* to the University of Oregon Student Affairs Directors on “*The Culturally Competent Student Affairs Professional.*” Three 4-hour sessions
- 2005 *Presenter* at the Oregon State Hospital on “*Assessment of ADD*”
- 2005 *Facilitator* to the Citizen Review Board for the State of Oregon on “*Cultural Competency*”
- 2005 *Presenter* at the *Suicide Prevention Resource Center Conference for the State of Oregon*
- 2005 *Invited Presenter* to the Regional Vice Presidents for Oregon Universities on “*The Garrett Lee Smith Suicide Prevention Act—Grant awarded to the Oregon University Schools*”
- 2004 *Presenter* at the Pacific Northwest Director’s Conference on “*Suicide Prevention on College Campuses*”
- 2004 *Presenter* at the Association of College Counseling Center Director’s on “*Suicide Prevention on College Campuses*”

RESEARCH EXPERIENCE

Keutzer, C.S., Morrill, W.H., Holmes, R.H., Sherman, L., Davenport, E., Tistadt, G., Francisco, R., Murphy, M.J. (1998). Precipitating events and presenting problems of university counseling center clients: Some demographic differences. *Journal of College Student Psychotherapy*, Volume 12, Number 3.

Holmes, R.H. (1992). A proposed stage model of lesbian identity development. Dissertation, California School of Professional Psychology.

OTHER EMPLOYMENT EXPERIENCE

Behavior Intervention Consultant, Cipani and Associates, Stockton, CA.
September, 1989-September 1991.

Responsibilities included: Assessment of behavioral problems of developmentally disabled children and adults with mild to extreme behavior problems. Report writing, analysis of problem behaviors, direct service, training of staff and/or parents on behavior modification techniques and strategies.

Program Coordinator, Central Valley Training Center, Fresno, CA.
August 1988-September 1989.

Responsibilities included: Direct supervision of staff, annual staff evaluation, interviewing and hiring, development of non-aversive behavioral programming.

Counselor, New Alternatives, Inc. Residential Treatment Center for Abused Adolescents, Costa Mesa, CA.
May 1986-September 1986.

Responsibilities included: on-line interaction with clients, group and individual counseling, case management, facilitating group meetings, drug and alcohol counseling.

LICENSURE

Licensed Psychologist, State of Oregon License # 1263
1997 to present

REFERENCES

Available upon request