

SONYA M. WARE, Ph.D., CRC

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Academic Background

The Ohio State University, PhD, 2005

Major: Rehabilitation Services

Specialization Area: Multicultural Education

Minor: Research Methods in Human Resource Development

The Ohio State University, MA, 2000

Major: Rehabilitation Counseling

University of Dayton, MS, 1995

Major: Social Agency Counseling

The Ohio State University, BS, 1992

Major: Psychology

Professional Certification/Licenses

Certified Rehabilitation Counselor #00052307

Commission on Rehabilitation Counselor Certification

Valid through March 31, 2022

Professional Counselor, Eligible

Ohio Counselor and State Work Board

Academic Appointments

August 2021-Present

Adjunct Professor, Clinical Rehabilitation Counseling Program, Wilberforce University
Provide instruction and clinical skills training to master level students. Create and design curriculum for the Counseling Skills course. Provide guidance to students on career options and varying sectors within the field.

August 2013-September 2018

Associate Professor, Department of Rehabilitation Studies, Alabama State University, Montgomery, Alabama. Developed and designed curriculum for nine undergraduate and graduate courses per academic year. Taught required CORE accredited master level rehabilitation counseling courses and health sciences' interdisciplinary courses in-person and hybrid through Blackboard (i.e., Multicultural, Internship, Practicum, Psychosocial Aspects, and Counseling Skills). Provided clinical supervision to graduate level practicum and internship

students. Presented professional development and research on health equity at state, regional, and national conferences five times per academic year. Leadership and active membership in a multitude of university, college and national committees, including the Institutional Research Board (IRB).

August 2008-August 2013

Program Director & Assistant Professor, Department of Rehabilitation Studies, Wilberforce University, Wilberforce, Ohio. Increased annual department budget from zero to \$500,000 yearly for six years. Provided leadership as the principal investigator (PI) of a three-million dollar federally-funded STEM grant. Hired, trained and supervised eight staff, faculty and graduate assistants. Facilitated the CORE accreditation process which led to eight years accreditation without any conditions. Increased enrollment by 50% within the first two years of my tenure. Increased academic scholarships from \$0 to over \$50,000 per academic year. Chaired the department advisory board and scholarship committee. Assigned faculty course loads, selected and ordered textbooks, and ensured proper departmental balance of teaching load. Prepared all written departmental reports for CORE annual review, grant annual progress report, assessment data, and departmental semester progress report. Provided instruction, academic advisement, clinical supervision, and training to second year master level rehabilitation counseling students.

January 2006-June 2007

Adjunct Professor, Department of Rehabilitation Studies, Wilberforce University, Wilberforce, Ohio. Developed curriculum and taught CORE accredited courses. Facilitated assessments tools to assist students in receiving a thorough understanding of the vocational issues faced by those with disabilities.

September 2000-June 2001

Academic Advisor, Minority Advising Program, The Ohio State University, Columbus, Ohio. Provided academic guidance and counseling to incoming minority freshmen as they transitioned into a predominantly white university. Coordinated support services and facilitated campus-wide linkages for minority students. Demonstrated an above 90% retention rate of minority students in competitive majors. Instructor for University Survey 100, a course designed for first year students. Advisor and mentor for undergraduate students pursuing degrees in Nursing, Pharmacy, Dental Hygiene, and Allied Medical Professions.

September 1997-August 2001

Graduate Teaching Associate, Physical Activities and Educational Services, The Ohio State University, Columbus, Ohio. Co-taught the introduction of counseling theories and foundations of disabilities to graduate students in counselor education and rehabilitation counseling. Provided clinical supervision to graduate students in rehabilitation counseling. Researched and collected rehabilitation materials for presentations and research articles. Designed and prepared PowerPoint presentations for faculty conferences. Revised and customized program literature distributed to thousands of prospective students. Facilitated and recruited minority students interested in the Master and Ph.D. programs. Coordinated and facilitated department conferences and annual events.

Other Related Work Experience

October 2018-Present

Reserved Teacher and Enrollment Manager, Dayton Early College Academy Dayton, Ohio

Deliver academic instructional activities that facilitate the student's active learning experiences. Coordinate enrollment process for all students new to the district. Establish and communicate clear objectives through the use of relevant technology to support instruction. Manage student behavior in the classroom and resolve conflicts to provide a safe learning environment in a trauma informed school. Promote the richness and value of diversity and inclusion of all students. Engage parents/guardians through direct phone calls to address student retention issues. Create classroom seating schematics to monitor and document contact tracing. Provide social, emotional, academic, and career development to 600-plus elementary, middle, and high school students.

April 2019-May 25, 2019

Interim School Guidance Counselor, Greenmont Elementary, Kettering City Schools, Kettering, Ohio.

Managed the social, emotional, academic, and career development of 400-plus elementary students. Created wellness techniques and resources to address the needs of a trauma informed school. Collaborated with teachers to provide students with crisis intervention, prevention education, and individualized behavioral plans. Facilitated student school climate survey.

September 2003-February 2008

School-Based Therapist, Samaritan Behavioral Health & St. Joseph Children's Treatment Center, Dayton, OH

Provided leadership in the development, implementation, and evaluation of counseling programs and prevention/intervention services for approximately 500 students with emotional, behavioral, mental, and cognitive disabilities within a traditional educational setting. Developed behavioral management techniques for at-risk students in conjunction with teachers, staff, parents/guardians, individualized education program (IEP) team, and the community. Addressed the clinical needs and concerns of parents/guardians, students and school personnel in an expeditious manner.

May 2002-August 2003

Executive Director & Outreach Coordinator, KIDS200 & Colin Powell Leadership Academy, Dayton, Ohio

Developed flexible organization structures, policies, and procedures. Recruited, selected, assigned and organized staff to assure the greatest potential for accomplishment of the agency's missions, goals, and objectives. Designed and facilitated educational enrichment programs for Colin Powell Leadership Academy and the surrounding communities. Facilitated the development of appropriate partnerships with businesses, social service agencies and other organizations whose purposes were consistent with the agency's mission. Planned, prepared, justified and managed the budget in accordance with agency budgeting procedures. Successfully generated revenue through grants and other outside funding sources.

January 1998-December 1998

Mental Health Therapist (Contract), Children's Hospital Guidance Center,
Columbus, Ohio

Provided psychotherapy/counseling (individual), development and implementation of treatment plans, and crisis intervention services provided for children and adolescents in an outpatient setting. Coordinated community outreach and mental health education activities at therapist's discretion.

September 1995-September 1997

Family Therapist, SearchLight C.A.R.E., Inc., Columbus, Ohio

Successfully provided individual/family therapy for abuse, neglect and delinquency issues that led to reunification. Supervised and trained foster parents on appropriate foster parenting and family systems model. Provided crisis intervention to maintain clients in care. Educated clients and advocated for client's rights.

September 1992-September 1995

Child Welfare Worker II, Franklin County Children Services, Columbus, Ohio

Licensed Social Worker (LSW) who managed a caseload of 35 to 40 families with the primary client being unruly/delinquent youth. Developed clinical treatment plans for various populations within the social services arena. Counseled clients, monitored family situation, composed case plans and record of activity reports. Facilitated crisis intervention services.

Professional Consultation

September 2018-Present; February 2008-August 2008

Educational Consultant, The Ware Consulting Group, LLC

Create partnerships with schools, community organizations, and nonprofits to provide educational enrichment services and professional development workshops/training.

Our efforts have included providing innovative counseling and prevention/intervention programs for students with emotional, behavioral, mental, and cognitive disabilities.

September 1999-December 2004

Contract Trainer, Institute of Human Services, Columbus, Ohio

Developed curriculum and facilitated specialized training for human service professionals. Promoted and distributed contractual agreements with various county agencies in the State of Ohio. Training topics included: Family Therapy, Working with Adolescents, Team Building, Self-Esteem, Anger Management, Relationships for Teens, and Leadership Development.

Chapters in Books

Henderson, D., **Ware, S.**, & Sabo, C. (2015). Psychosocial Aspects of Disabilities. In Edwards, D & Edwards, Y (EDSW.), *A Case Study Approach to Vocational Rehabilitation* (pp.223-255). Linn Creek, MO: Aspen Professional Services.

Selected Workshops/Presentations

Ware, S.M., (2017-2018). *Social Work & Counseling: Exploring The Trauma Within The Field*. Presentation at the Alabama State University, Maternal Child Health Program. Montgomery, AL

Ware, S.M., (2015). *Lean In: Self-Care Discussion Circles for Graduate Students in Helping Professions*. Presentation at the Magic City Classic STEM Conference. Birmingham, AL.

Ware, S.M., (2015). *Collaborative Chat: Teaching Techniques and Innovative Strategies*. Presentation at the Alabama State University. Montgomery, AL

Ware, S.M., (2015). *Social Work & Counseling: Who's Interested?* Presentation at the Alabama State University, Maternal Child Health Program. Montgomery, AL.

Ware, S.M., (2014). *Social Work & Counseling: What Is It All About?* Presentation at the Alabama State University, Maternal Child Health Program. Montgomery, AL.

Ware, S.M., (2014). *Person First: Using Integrity When Portraying Theatrical Characters with Disabilities*. Presentation at the Alabama State University, Acting 101 Course. Montgomery, AL.

Selected Refereed International/National/State Conference Contributions

Dickson, J. E. & **Ware, S. M.** (2019). *Exploring the Power of Social Support through Community Engagement*. Presentation at the National Society of Allied Health. Tampa, FL/Havana, Cuba.

Ware, S.M., (2015). *Sexuality, Disability, and the Black Woman: A Case Study Approach*. Presentation at the National Association of Multicultural Rehabilitation Concerns. Charlotte, NC.

Ware, S.M., Whyte-Lewis, A., & Culpepper, C. (2015). *Who Am I?: Exploring the Psyche of Young Black Men*. Presentation at the National Association of Multicultural Rehabilitation Concerns. Charlotte, NC.

Ware, S.M., (2015). *Lean In: Self-Care Discussion Circles for Graduate Students in Helping Professions*. Presentation at the National Council on Rehabilitation Education. Newport Beach, CA.

Stuntzner, S., Hartley, M.T., & Ware, S.M. (2014). *A Closer Look at Disability: Enhancing Counselors' Effectiveness in Addressing the Needs of People with Disabilities*. Presentation at the American Counseling Association. Honolulu, HI.

Ware, S.M. & Stuntzner, S. (2014). *Disability and Sexuality: A Comprehensive Model To Address the Sexuality Needs of Persons with Disabilities*. Presentation at the American Counseling Association. Honolulu, HI.

Ware, S.M. (2013). *Knowledge First! Soft Skills Training for College Students with Disabilities*. Presentation at the National Council on Rehabilitation Education. San Francisco, CA.

Ware, S.M. (2011). *Bad Girls: Exploring the Dynamics of Aggression in College Women*. Presentation at the Hawaii International Conference on Social Sciences. Honolulu, HI.

Ware, S.M. (2011). *Self-Care for Counseling Professionals*. Presentation at the Hawaii International Conference on Social Sciences. Honolulu, HI.

Ware, S.M., Ewing, T. & Royal, J. (2010). *Approving Addiction Services to African Americans in Montgomery County, Ohio*. Presentation at the National Association of Multicultural Rehabilitation Concerns. Las Vegas, NV.

Strohl, D. & Ware, S.M. (2010). *Don't Get Lost in Empathy: Create Your Future with Excellent Self-Care*. Presentation at the National Association of Multicultural Rehabilitation Concerns. Las Vegas, NV.

Grant Development and Procurement

(2009-2015) *HBCU Master's Program Grant*, U.S. Department of Education, Office of Fund for the Improvement of Postsecondary Education, Funded at \$500,000 per year. (Co-Author, Principal Investigator, Wilberforce University)

(2012) *Membership Drive Grant*, Ohio Rehabilitation Association, Funded at \$100. (Author)

Professional/Academic Honors and Awards

Excellence in Service to Students Award, National Society of Leadership and Success, 2011

Personal Professional Development Award, Wilberforce University, 2011, 2010, 2009, 2008

Full Accreditation (Eight Years), Council on Rehabilitation Education accreditation, July 2010

Employee of the Month, Dayton Public Schools/Longfellow Alternative, 2007

Conference Scholarship Award, The Ohio State University, 2001, 1999-1998

Minority Scholarship Award, College of Education, The Ohio State University, 1998

Conference Scholarship Award, Ohio Rehabilitation Counseling Association, 1998

Graduate Rehabilitation Traineeship, The Ohio State University, 1997-2001

Teaching Experiences

Counseling Skills in Clinical Rehabilitation Counseling Program (Wilberforce University, 2021)

Case Management & Recording in Rehabilitation Services Undergraduate Program (Alabama State University, 2018)

Rehabilitation Internship in Rehabilitation Counseling (Alabama State University, 2018, 2017, 2016)

Rehabilitation Practicum in Rehabilitation Counseling (Alabama State University, 2017, 2016, 2015)

Multicultural Counseling Issues in Rehabilitation Counseling (Alabama State University, 2018, 2017, 2016, 2015, 2014)

Counseling Skill in Rehabilitation Services Undergraduate Program (Alabama State University, 2015)

Psychosocial Aspects of Disability/Interdisciplinary Course for College of Health Sciences (Alabama State University, 2015, 2014)

Human Growth & Development in Rehabilitation Counseling (Alabama State University, 2018)

Counseling Theories & Techniques in Rehabilitation Counseling (Alabama State University, 2016, 2014)

Group Counseling in Rehabilitation Counseling (Alabama State University, 2018, 2017, 2016, 2015, 2014)

Research Methods in Rehabilitation Counseling (Alabama State University, 2017, 2016, 2015, 2014, 2013)

Vocational Assessment & Evaluation in Rehabilitation Counseling (Alabama State University, 2017, 2016, 2015, 2014, 2013)

Assistive Technology in Rehabilitation Counseling (Alabama State University, 2014, 2013)

Internship I in Rehabilitation Counseling (Wilberforce University, 2012, 2011, 2010, 2009)

Internship II in Rehabilitation Counseling (Wilberforce University, 2012, 2011, 2010, 2009)

Practicum in Rehabilitation Counseling (Wilberforce University, 2010, 2008)
Medical Aspects (Wilberforce University, 2009, 2007, 2006)

Assessment & Evaluation in Rehabilitation (Wilberforce University, 2009, 2008)

Foundation of Rehabilitation (Wilberforce University, 2009, 2007)

Practicum in Rehabilitation Counseling (Wilberforce University, 2008)

Research Methods & Statistics (Wilberforce University, 2008)

Career Development and World of Work (Wilberforce University, 2006)

Group Counseling (Wilberforce University, 2006)

Professional Community Service & Activities

Outreach Specialist (Contract), Preschool Promise, February 2021-Present

Community Representative/Parent Ambassador, Miami Valley Child Development Centers Policy Council, October 2020-Present

Vice President, Miami Valley Child Development Centers Policy Council, October 2019-2020

Parent Ambassador, Preschool Promise, January 2020-January 2021

Member, Toastmasters International, Montgomery, Alabama, 2016-2017

Faculty Mentor, Aspire Program, Alabama State University, 2015-2018

Volunteer, Office of Diversity & International Affairs, Alabama State University, 2015

