

Kassandra M. Kavanaugh

Assistant Professor in Counseling
Louisiana State University Shreveport

EDUCATION

Doctor of Philosophy in Counselor Education and Supervision Northern Illinois University, DeKalb, IL <i>Dissertation: Beyond Borders: Exploring Counselors' Perceptions of Multicultural Counseling Competencies Following Cultural Immersion</i> CACREP accredited	August 2025
Master of Science in Rehabilitation Counseling St. Cloud State University, St. Cloud, MN <i>CACREP (Formerly CORE) accredited</i>	May 2015
Bachelor of Science in Community Psychology St. Cloud State University, St. Cloud, MN Emphasis in Applied Behavioral Analysis	May 2013

LICENSURE & CERTIFICATION

Certified Rehabilitation Counselor The Commission on Rehabilitation Counselor Certification	#00153148
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LEADERSHIP

Counseling Minor Program Supervisor Northern Illinois University <i>Department of Counseling and Higher Education</i>	January 2022-August 2024
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- Coordinated 10-12 undergraduate sections per semester by leading instructors to fulfill their duties as Graduate Teaching Assistants in the Counseling Minor program
- Conducted partnerships with university departments over 6 semesters to deliver experiential programming to two Career Planning courses per semester
- Lead weekly meetings to consult on various issues related to teaching and/or student concerns
- Delivered teaching observations for individual instructors and discussed their progress and areas of growth
- Ensured university policies and procedures are adhered to by individual instructors, including but not limited to completing required trainings, reporting student concerns, and submitting final grades in a timely manner
- Awarded *Outstanding Graduate Teaching Assistant Award* on November 27, 2023 from the Center for Innovative Teaching and Learning

TEACHING

Louisiana State University Shreveport Clinical Mental Health Counseling (Graduate)

<i>Department of Psychology</i>	
Assistant Professor	
Instructor – COUN 741: Rehabilitation Case Management	Fall 2025
Instructor – COUN 728: Ethics & Law in Counseling	Fall 2025
 The Chicago School of Professional Psychology – Chicago	
Clinical Mental Health Counseling (Graduate)	
Adjunct Faculty – CM 536: Couples and Family Counseling	Spring 2025
Adjunct Faculty – CM 571: Assessment of Individuals	Spring 2025
 University of Wisconsin – Parkside	
Clinical Mental Health Counseling (Graduate)	
<i>Psychology, Professional Counseling, and Neuroscience Department</i>	
Adjunct Instructor – CMHC 704: Counseling Theories	Fall 2024
 Northern Illinois University	
<i>Department of Counseling and Higher Education</i> (Undergraduate)	
Instructor – COUN 493: Crisis Intervention in the Helping Professions	Spring 2023
	Fall 2023
	Spring 2024
	Summer 2024
 Instructor – COUN 425: Human Relations Skills and Strategies	Fall 2021
	Spring 2022
	Fall 2022
 Instructor – COUN 400: Exploration of the Counseling Profession	Spring 2021
	Summer 2022
 Instructor – COUN 211: Career Planning	Fall 2020
	Spring 2021
	Fall 2021
	Summer 2023
 Northern Illinois University	
<i>Department of Counseling and Higher Education</i> (Graduate)	
Co-Instructor – CAHC 567: Substance Use and Addictions in Counseling	Summer 2020
Co-Instructor – CAHC 511: Career Counseling	Fall 2019
 St. Cloud State University	
<i>Department of Community Psychology, Counseling and Family Therapy</i> (Undergraduate)	
Teaching Assistant – CPSY 325: Helping Skills	Fall 2014

CLINICAL EXPERIENCE

Career Practitioner (Graduate Assistant)	Aug. 2018 – May 2020
<i>Career Services</i>	
Northern Illinois University, DeKalb, IL	

- Facilitated individual drop-in sessions with undergraduate/graduate students to assess and assist in their personal career development
- Developed and delivered content about networking skills to educate and encourage confidence among student participants to network professionally
- Organized general-audience workshops by coordinating with presenters, creating a schedule, and marketing the workshops to best serve the student population
- Elevated student satisfaction by connecting with faculty and cultural center partnerships to provide career development services to specific diverse undergraduate/graduate majors
- Influenced a positive work environment by modeling interpersonal skills to the undergraduate/graduate student workers and full-time staff members
- Performed administrative duties such as survey development, creating technology tutorials, and data reporting
- Participated in weekly meetings to promote growth and training as a Career Practitioner

Doctoral Advanced Practicum Counselor (100 hours)

Fall 2018

Community Counseling Training Center

Northern Illinois University, DeKalb, IL

- Conducted individual counseling sessions with adults to address mental health concerns
- Consulted with a clinical supervisor weekly to best serve individual clients
- Completed intake paperwork and weekly documentation promptly while adhering to confidentiality regulations
- Co-facilitated group processing sessions over 15 hours to master-level students with a focus on the "Here & Now" to strengthen and teach group processing skills

Group Therapist

Nov. 2016 – Aug. 2018

Adult Day Treatment

Nystrom & Associates, LTD.

Baxter, MN

- Facilitated curriculum-based group therapy to adults to reduce and better manage severe mental health symptoms
- Developed individualized crisis plans by collaborating with clients to encourage guidance and safety during times of distress
- Created and maintained electronic health records of individual progress, treatment planning, and functional assessments
- Consulted with a clinical supervisor to address individual concerns and enhance client's well-being by participating in weekly supervision sessions and a monthly group supervision session
- Collaborated with interdisciplinary team to address client concerns and promote client progress

Mental Health Practitioner

Aug. 2015 – Aug. 2018

Adult Rehabilitative Mental Health Services

Nystrom & Associates, LTD.

St. Cloud, MN

- Conducted community-based services by providing basic living skills, social skills, and interventions to adult clients diagnosed with mental illness
- Empowered individuals by identifying goals for improvement and implemented treatment and interventions based on goal selection

- Developed individualized crisis plans by collaborating with clients to encourage guidance and safety during times of distress
- Trained incoming practitioners by modeling appropriate interactions in session, reinforcing prior education of case noting, and supporting the developmental progress
- Created and maintained electronic health records of individual progress, treatment planning, and functional assessments
- Consulted with individual supervisors monthly to address concerns and promote client well-being
- Participated in monthly staff and training meetings to develop skills and collaborate with colleagues

Counseling Intern and Mental Health Practitioner (600 hours)

Sept. 2014 – Aug. 2015

Children's Therapeutic Services and Supports

Accurate Home Care, LLC

Waite Park, MN

- Conducted community-based services by providing basic living skills, social skills, and inventions to children and/or family members diagnosed with mental illness
- Communicated to family members about client progress and encouraged family members to practice skill development daily with the child
- Maintained case notes to identify progress in the child and/or family system
- Directed and collaborated with aides to determine appropriate interventions to implement with the client
- Participated and presented in weekly and quarterly clinical meetings to enhance training and development
- Collaborated with family members by determining the appropriate type of service through the completion of a diagnostic assessment
- Performed administration duties by conducting informational research to apply for certification of adult community-based mental health services

Counseling Intern (100 hours)

June 2014 – Aug. 2014

Core Professional Services

Sartell, MN

- Observed licensed counselors conduct individual and group sessions in a facility specializing in treatment for offenders
- Educated adolescent offenders with a curriculum based on healthy relationships in a group setting to promote understanding and success
- Maintained and completed accurate case notes to identify progress in adolescent clients
- Consulted with a clinical supervisor to ensure development in clients as appropriate and progressive

SUPERVISION**Practicum Supervisor – CAHC 550**

Spring/Fall 2020

Northern Illinois University

*Department of Counseling and Higher Education***Pre-Practicum Supervisor – CAHC 525**

Spring/Fall 2019

Northern Illinois University

Department of Counseling and Higher Education

- Provided individual supervision to two master-level counselor trainees during their pre-practicum course by utilizing strengths-based supervision
- Collaborated with counseling faculty regarding the development of counselor trainees
- Maintained accurate case notes during each mock counseling session and reviewed feedback with the counselor trainee

ADDITIONAL WORK EXPERIENCE

Mental Health Associate

June 2014 – Aug. 2014

CentraCare

St. Cloud, MN

- Provided direct and indirect care of adult patients by meeting their physical, educational, psychosocial, and spiritual needs in an inpatient mental health facility
- Encouraged an environment of support for mental health issues by providing structured activities to promote health and healing
- Facilitated group skill sessions to educate and encourage coping skill development among adult patients
- Supported patient care needs by performing tasks including daily vital signs, conducting timely safety checks, and ensuring accurate meals by assessing for dietary restrictions
- Collaborated with the patient care team daily for the treatment and care of patients and families in accordance with established policies, procedures, and unit standards to provide quality care
- Maintained accurate electronic health records to communicate progress within an interdisciplinary team

Direct Care Staff/Lead Worker

Aug. 2011 – June 2014

Phyxius, Inc.

Sartell, MN

- Provided support and assistance with basic living skills to adult clients with developmental disabilities who resided in a group home setting
- Utilized de-escalation skills for clients in distress to reduce maladaptive behaviors and encouraged healthy skill development
- Collaborated with team members via a communication log to perform house duties including client activities, cleaning schedules, house shopping, and daily routines
- Maintained documentation of individual progress and information about the treatment plan
- Completed a medication administration class and administered accurate medications to clients living in the group home daily
- Promotion to Lead Worker, August 2012
- Trained incoming staff members by modeling skills and remaining on-call to support individuals during a crisis
- Performed administrative duties by assisting the supervisor with documentation records including individual treatment plans, financial planning, medical records, and house records to report during annual meetings
- Participated in weekly house meetings and company-wide meetings and modeled appropriate interpersonal skills while connecting with colleagues

PROFESSIONAL PRESENTATIONS

Refereed Conference Presentations

Kavanaugh, K. M. (2025, Feb. 26-28). *Exploring preliminary qualitative findings of cultural immersion for counseling professionals* [Poster session]. IAPC World Conference, New Orleans, LA.

Kavanaugh, K. M. & Fickling, M. J. (2024, Oct. 16-19). *Empowering doctoral students through innovative leadership roles in undergraduate counseling programs* [50-minute education session]. NCACES 2024 Conference, Rosemont, IL.

Bartelt, A. & **Kavanaugh, K. M.** (2023, Sept. 28). *Email conversations with alumni: Designing experiential programming to support student success* [50-minute concurrent session]. 38th Annual National College Learning Center Association, Portland, OR, United States.

Bartelt, A., **Kavanaugh, K. M.**, McKee, L. (2022, May 24). *Experiential learning: Email conversations with alumni* [45-minute session]. Online Teaching Symposium, Northern Illinois University, Dekalb, IL, United States.

Kavanaugh, K. M. (2021, October 29). *Connecting and supporting: Peer mentorship among counselors* [Roundtable session]. 73rd annual conference of the Illinois Counseling Association, Lisle, IL, United States.

Dyson, S. & **Kavanaugh, K. M.** (2020, Nov. 12-14). *Meaningful mentorship: Strategies for cross-cultural mentorship* [Roundtable session]. 72nd annual conference of the Illinois Counseling Association, Lisle, IL United States. (Conference moved virtual)

Kavanaugh, K. M. & Dyson, S. (2020, Oct. 14-17). *Fostering community with mentorship programs amongst counselor education doctoral students* [Roundtable session]. NCACES Conference, Omaha, NE, United States. (Conference canceled)

Kavanaugh, K. M. & Gavin, S. (2020, Oct. 14-17). *Recruitment of underrepresented students for admissions: Implications for counselor educators* [Poster session]. NCACES Conference, Omaha, NE, United States. (Conference canceled)

Kavanaugh, K. M. & Dyson, S. (2020, Mar. 27). *Cross-cultural mentorship among counseling professionals* [Conference session]. NIU Multicultural Counseling Symposium, Naperville, IL, United States. (Conference canceled)

Kavanaugh, K. M. & Gavin, S. (2019, Nov. 7-9). *Recruitment of underrepresented students for admissions: Implications for counselor educators* [Poster session]. 71st annual conference of the Illinois Counseling Association, Skokie, IL, United States.

Hebert, A., Mertes, A., **Kavanaugh, K. M.**, & colleagues. (2014, April). *Interdisciplinary education to decrease misconceptions nursing students hold regarding disabilities* [Conference session]. Minnesota Rehabilitation Association Fall 2014 Conference, St. Cloud, MN, United States.

Guest Speaking Invitations

Kavanaugh, K. M. (2024, August 22). *Teaching Assistant Institute's Experienced Teaching Assistants Panel*. Panelist speaker to graduate teaching assistants at Northern Illinois University.

Kavanaugh, K. M. (2019, November). *Reducing anxiety and developing etiquette in a networking setting*. Presentation to students of Jobs PLUS Professional Development at Northern Illinois University.

Kavanaugh, K. M. (2019, October). *Structuring therapeutic relationships*. Guest lecture in CAHC 525: Counseling Skills and Strategies at Northern Illinois University

PUBLICATIONS

Press Releases

McGowan, M. (2024, April 17). *CAHE's Kassandra Kavanaugh honored with graduate teaching assistant award*. Northern Illinois University College of Education News.
<https://cedu.news.niu.edu/2024/04/17/cahes-kassandra-kavanaugh-honored-with-graduate-teaching-assistant-award/>

Richards, E. (2021, May 4). *JobsPLUS email activity helps students develop professional skills*. Northern Illinois University Alumni Association News. <https://www.myniu.com/article.html?aid=1512>

AWARDS

Travel Grant (\$500), NIU Graduate School, 2025 – Awarded funding to attend the IAPC World Conference in New Orleans, LA to present “*Exploring preliminary qualitative findings of cultural immersion for counseling professionals*”

Outstanding Graduate Teaching Assistant Award, NIU Center for Innovative Teaching and Learning, November 27, 2023

Travel Grant (\$500), NIU Graduate School, 2023 – Awarded funding to attend the 38th Annual National College Learning Center Association in Portland, OR to present *Email conversations with alumni: Designing experiential programming to support student success*

PROFESSIONAL SERVICE

Proposal Review Sub-Committee Summer/Fall 2023
ICA's 75th Annual Conference
Illinois Counseling Association

Doctoral Student Representative Spring 2023
Advisory Board
Department of Counseling and Higher Education
Northern Illinois University

Treasurer 2021-2022

Rho Alpha Kappa Chapter of Chi Sigma Iota
Northern Illinois University

Membership Chair <i>Rho Alpha Kappa Chapter of Chi Sigma Iota</i> Northern Illinois University	2020 – 2021
Interviewer/Gatekeeper <i>Pre-Admission Workshop for MSEd Counseling Candidates</i> Northern Illinois University	Spring 2019/2020

COMMUNITY SERVICE

ICA's 75th Annual Conference Grad Student Volunteer Illinois Counseling Association	Nov. 9-11, 2023
ACES 2023 Conference Volunteer Association for Counselor Education and Supervision	Oct. 11-15, 2023
ICA's 74th Annual Conference Grad Student Volunteer Illinois Counseling Association	Nov. 11-12, 2022
ICA's 73rd Annual Conference Grad Student Volunteer Illinois Counseling Association	Oct. 28-30, 2021
ICA's 71st Annual Conference Grad Student Volunteer Illinois Counseling Association	Nov. 7-9, 2019
Mission Trip – Kawangware, Kenya Outreach Africa, Inc.	Sept. 5-15, 2019

PROFESSIONAL AFFILIATIONS

Association for Counselor Education and Supervision (ACES)
North Central Association for Counseling Education and Supervision (NCACES)
International Association of Psychology and Counseling (IAPC)
Louisiana Counseling Association (LCA)