

Kassandra M. Kavanaugh

Assistant Professor in Counseling
Louisiana State University Shreveport

EDUCATION

Doctor of Philosophy in Counselor Education and Supervision

August 2025

Northern Illinois University, DeKalb, IL

Dissertation: *Beyond Borders: Exploring Counselors' Perceptions of Multicultural Counseling Competencies Following Cultural Immersion*

CACREP accredited

Master of Science in Rehabilitation Counseling

May 2015

St. Cloud State University, St. Cloud, MN

CACREP (Formally CORE) accredited

Bachelor of Science in Community Psychology

May 2013

St. Cloud State University, St. Cloud, MN

Emphasis in **Applied Behavioral Analysis**

LICENSURE & CERTIFICATION

Certified Rehabilitation Counselor

#00153148

The Commission on Rehabilitation Counselor Certification

LEADERSHIP

Counseling Minor Program Supervisor

January 2022-August 2024

Northern Illinois University

Department of Counseling and Higher Education

- 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)

Department of Psychology

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)

*Psychology, Professional Counseling, and Neuroscience Department***Adjunct Instructor – CMHC 704: Counseling Theories**

Fall 2024

Northern Illinois University

*Department of Counseling and Higher Education (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

*Department of Counseling and Higher Education (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

*Department of Community Psychology, Counseling and Family Therapy (Undergraduate)***Teaching Assistant – CPSY 325: Helping Skills**

Fall 2014

CLINICAL EXPERIENCE**Career Practitioner (Graduate Assistant)**

Aug. 2018 – May 2020

Career Services

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 Cassandra 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

2020 – 2021

Rho Alpha Kappa Chapter of Chi Sigma Iota
Northern Illinois University

Interviewer/Gatekeeper

Spring 2019/2020

Pre-Admission Workshop for MEd Counseling Candidates
Northern Illinois University

COMMUNITY SERVICE

ICA's 75th Annual Conference Grad Student Volunteer
Illinois Counseling Association

Nov. 9-11, 2023

ACES 2023 Conference Volunteer

Oct. 11-15, 2023

Association for Counselor Education and Supervision

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)