

# **Osaro E. Airen, Ph.D, LPC, NCC**

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## **Education**

### **Virginia Polytechnic Institute and State University, Blacksburg, VA**

Doctor of Philosophy (Ph.D) in Counselor Education, 2009 (CACREP Accredited)

Dissertation Title: School Counselors and their Multicultural Counseling Competence and their Awareness of the National Achievement Gap

### **Wayne State College, Wayne, NE**

Master of Business Administration, 2013

### **University of Southern California, Los Angeles, CA**

Master of Marriage and Family Therapy, 2005

### **University of California, Riverside**

Bachelors of Art in Psychology, 2003

## **Licensure and Certification**

### **Texas State Board of Examiners of Professional Counselors**

Licensed Professional Counselor (LPC)-# 71514

### **Texas Department of State Health Services**

Licensed Chemical Dependency Counselor Intern

### **Pennsylvania State Board of Social Workers, Marriage and Family Therapists, and Professional Counselors**

Licensed Professional Counselor (LPC)-#PC005592

### **National Board for Certified Counselors and Affiliates, Inc.**

National Certified Counselor (NCC)-#282597

### **Association of Title IX Administrators (ATIXA)**

Certified Title IX Coordinator & Administrator

### **New River Valley-Community Disaster Response Coalition (CDRC), Pearisburg, VA**

Certified Disaster Support Counselor

-Training and certification was received to support the recovery from the Virginia Tech, April 16<sup>th</sup>, 2007 Tragedy

**Virginia Polytechnic Institute and State University, Blacksburg, VA**  
Future Professoriate Certificate

**Professional Experience**

2/13-Present     **Office of Multicultural Affairs, Stephen F. Austin State University**

*Director of Multicultural Affairs*

- Created the 1<sup>st</sup> Office of Multicultural Affairs Diversity Conference
- Hires, trains, supervises and evaluates staff and student employees.
- Collects and analyzes data relevant to the academic and developmental outcomes of students.
- Develops and implements programs and services targeted at improving the success of students.
- Assesses the success on a regular basis of the programs and services implemented. Makes revisions as needed.
- Develops the Multicultural Center as a hub for students to create networking opportunities and to promote diversity.
- Educates students on the history and traditions of the many unique cultures existing in our society.
- Provides students with ways to promote cultural inclusion and sensitivity in their organizations.
- Fosters leadership by sponsoring and co-sponsoring symposiums to address leadership issues.
- Encourages outreach among organizations, stresses the importance of community service work and helps students learn by doing.
- Promotes cross-cultural events to develop activities that appeal to a diverse audience.
- Builds connections by utilizing faculty knowledge and resources.
- Creates interaction and fosters intercultural dialog.
- Plans, coordinates and conducts informational and training meetings with student organizations.
- Manages departmental budget and prepares budget reports as required.
- Revamped the Office of Multicultural Affairs AXcel Mentoring Program for first-year college students
- Co-created a Pre-Orientation Workshop for first generation college students titled, ‘The First AXperience Workshop’
- Serve on the Organizing Committee for the Annual of Faith, Education, and Community Conference
- Created a Speaker Series titled, ‘Conscious Speaker Series’
- Created and organized the Annual ‘SFA Fall Step Show’
- Assisted in the creation of the Next Generation: Future Leaders Conference for High School Students
- Assisted in implementation of Generation Jacks which is a three-semester long program for first-generation students focused on academic success and retention
- Assisted Nacogdoches High School with the implementation of their High School Mentoring Program
- Committee Membership-University Affairs Assessment Committee; Behavior Intervention Team; Organization of Faith, Education, and Community; Doctoral Training Committee, Generation Jacks

- Hearing Officer-Office of Students Rights and Responsibility
- NASPA Undergraduate Fellows Program Mentor

7/13-Present **The Department of Human Services, Stephen F. Austin State University**  
*Graduate Faculty*

- Teach and mentor students
- Teach courses in the School Psychology and Student Affairs graduate degree programs
- Core Student Affairs Master's program faculty
- Member of the Student Affairs Master's Program Comprehensive Exam Review Committee

8/11-1/13 **Office of Multicultural Affairs, Wayne State College**

*Director of Multicultural Affairs*

- Serve on the President's Council on Diversity and assist the Council in implementing its strategic plan to advance multiculturalism
- Direct staffing and operations for the Multicultural Center facility
- Secured funds to spearhead the renovation of the Multicultural Center
- Collaborate and create leadership and multicultural involvement opportunities for students
- Develop multicultural programming and cultural competence opportunities to support student learning and development
- Direct mentoring, academic and personal support programs
- Provide advising and support for multicultural student organizations
- Assist in identifying and recruiting multicultural students
- Alert the campus to issues or problems related to multiculturalism
- Assist with New Student Registration and New Student Orientation programs
- Advisor to the Judicial Board
- Conduct university-wide diversity related presentations
- Committee Membership-Athletic Advisory Board, We Care Program (Student Services Retention Committee), International Studies and Program Committee, Campus and Community Service Collaborations, Wayne State College Judicial Board

9/10 – 8/11 **Search for Education, Elevation, and Knowledge (SEEK) Program, City College of New York**

*Assistant Professor/SEEK Counselor*

- Assess students' academic, personal, and career development needs
- Manage, through individual and group counseling and related activities, the support service needs of a caseload of approximately one hundred fifty students
- Assist with the registration of program students
- Plan and teach the departmental sections of the New Student Seminar
- Develop and implement innovative program strategies to improve retention and graduation rates of SEEK students
- Monitor students' academic performance and progress
- Conduct program research and assessment
- Serve on departmental and college-wide committees
- Supervise counseling assistants

1/10 – 8/10 **Office of Multicultural Affairs, West Chester University**

*Associate Director for Multicultural Affairs*

- Coordinate, direct, and monitor the Office of Multicultural Affairs Mentoring Program
- Coordinate Academic Recognition Program
- Co-Coordinate Board of Governors Summer Institute
- Serve as the administrative advisor for student of color organizations
- Academic Affairs Department: Academic Advisor (Opportunity/Act 101 Office)
- Committee Membership-University's Retention/Student Success Committee, Board of Governors Scholarship Selection Committee, Financial Aid Appeals Committee
- Consult, guide, and advocate for students expressing academic, personal, financial, social, and career concerns

1/09 – 1/10

**Office of Multicultural Student Life (previously Office of Campus Life) and Wellness Center, Saint Vincent College**

*Assistant Director for Diversity and Engagement & Personal Counselor*

- Work collaboratively with students, faculty, staff and members of the Benedictine community to maintain current support programs and develop additional services and programs to support students of color and international students.
- Serve as the administrative advisor for multicultural students organizations.
- Deliver programs designed to promote increased understanding and appreciation of diversity among our campus community.
- Meet individually with international students and students of color and serve as their advocate.
- Conduct university-wide diversity related presentations
- Interact with prospective students, parents, and alumni.
- Create, coordinate and implement activities, workshops, and seminars for students of color
- Academic Affairs Department: Academic Advisor (Opportunity/Act 101 Office)
- Committee Membership-Retention Intervention Committee
- Manage the Office of Multicultural Student Life Budget
- Provide individual counseling on a short-term basis to the entire Saint Vincent College Community.
- Provide crisis intervention services to members of the Saint Vincent College Community experiencing a critical level of personal difficulty
- Office of Judicial Affairs: Meet with students who receive Educational/Developmental sanctions and are thus required to attend counseling sessions

7/08 – 1/09

**Office of Campus Life, Saint Vincent College**

*Assistant Director of Campus Life for Diversity and Engagement*

- Work collaboratively with students, faculty, staff and members of the Benedictine community to maintain current support programs and develop additional services and programs to support students of color and international students.
- Serve as the administrative advisor for multicultural students organizations.
- Deliver programs designed to promote increased understanding and appreciation of diversity among our campus community.
- Meet individually with international students and students of color and serve as their advocate.
- Conduct university-wide diversity related presentations
- Interact with prospective students, parents, and alumni.
- Create, coordinate and implement activities, workshops, and seminars for students of color
- Academic Affairs Department: Academic Advisor (Opportunity/Act 101 Office)
- Committee Membership-Retention Intervention Committee

- Manage the Office of Multicultural Student Life Budget

5/08 – 7/08      **Multicultural Academics Opportunities Program (MAOP)-Summer Research Internship (SRI), Virginia Tech**

*Lead Program Assistant (summer appointment)*

- Coordinate and implement activities, workshops, and seminars
- Assist in the day to day activities of the interns
- Carrying out administrative duties pertaining to the MAOP-SRI Program such as meeting with the interns, answering questions about campus opportunities/resources, and assisting the Director with day to day activities

8/05 – 5/08      **Virginia Tech, School of Education, Counselor Education**

*Graduate Teaching/Research Assistant (academic year appointments)*

- Supervise practicum and internship experiences of master's degree students in the counselor education program
- Conduct individual, dyadic, and triadic supervision groups for master's degree students in the counselor education program
- Assist in supervising live counselor education clinical experiences which takes place at the Virginia Tech Counselor Education Clinic
- Provide site supervision and feedback for the field experiences of master's degree students in the counselor education program
- Assist faculty with teaching and class preparation
- Assist faculty with research projects

**Academic Experience**

**Stephen F. Austin State University, The Department of Human Services & SFA 101**

*Graduate Faculty*

- COUN 535- Multicultural Counseling (Student Affairs Course; School Psychology Doctoral Students)
- COUN 535- Multicultural Counseling (School Psychology Doctoral Students)
- COUN 537-Organization & Group Dynamics
- EPS 629-Child & Adolescent Therapy
- SFA 101 Freshman Leadership Academy

**City College of New York**

*Instructor*

- New Student Seminar
- SEEK Pre-Freshman Summer Experience Seminar

**Virginia Tech, School of Education: Counselor Education**

*Co-Instructor*

- EDCO 5614- Internship
- EDCO 5244- Counseling Diverse Populations
- EDCO 5234- Group Counseling (Group Facilitator)

**Dissertation Committees**

**Stephen F. Austin State University**  
*Dissertation Committee Member*

Dr. Monique Nunn, Ed.D. (2014). A mixed methods study of the representation of African American faculty and professional staff on the persistence of African American college students at a predominately white institution.

**Foreign Study and Travel Abroad**

5/14 **Stephen F. Austin State University**

*Freshman Leadership Academy*

- Traveled to Tulcea, Romania with Dean Adam Peck, Assistant Dean Hollie Smith and 6 undergraduate students to assist NOROC, an organization that assists orphaned Romanian orphaned children. We spent time with the orphans as well as assisted NOROC with such projects as the development of their Learning Center and Kindergarten Tutoring Program

5/06 **Virginia Tech, Graduate School**

*Future Professoriate: Global Perspectives*

*Graduate Seminar & International Experience*

- Selected by Dean DePauw to visit academic institutions in Switzerland & Italy to explore faculty, graduate students, and staff roles and responsibilities in higher education from a global perspective

**Grants, Fellowships, Scholarships, and Awards**

11/14 **Stephen F. Austin State University, Center for Teaching and Learning: Office of High Impact Practices**

*Implementation Grant*

- Grant was awarded for the implementation of an Office of Multicultural Affairs diversity-related project

10/12 **Corporation for National & Security Service: Nebraska Campus Compact Service**

- *2013 MLK Day of Service Collegiate Challenge Grant Recipient*
- Awarded to an individual to develop day-long projects for the 2012 MLK Day of Service Campus Compact Collegiate Challenge

9/12-5/13 **Wayne State College, Graduate Programs**

- *Anneliese Helga Cawthon Scholarship*
- Scholarship awarded to an individual for graduate studies

4/08 **Virginia Tech, Graduate School**

*Citizen Scholar Award Recipient*

- Awarded to a graduate student who utilizes their research to benefit the needs of the community through community-based partnership projects

2/08            **Virginia Tech, Black Graduate Student Organization**

*Diversity Award Recipient*

- Awarded to an individual who has made a significant and sustained commitment to diversity through community service involvement

3/07            **Virginia Tech, Graduate Student Assembly (Travel Fund Program)**

*Funding Award Recipient*

- Award granted to a graduate student who presented their research at a professional conference

5/06-8/06     **Virginia Tech, School of Education**

*Summer Graduate Student Diversity Fellowship*

- Fellowship was awarded to a student participating in research with a faculty member that was focused on diversity issues

**Professional Publications**

Airen, O. (2014, August 23). We must open up civil dialogue and listen to our young people. *Daily Sentinel: Guest Editorial*

Airen, O., Belanger, K. and Childress, J. (Eds.). (2014). Faith and loss, light in darkness: *Proceedings from the 3rd annual conference on faith and community*. Nacogdoches, TX: SFASU Press.

Bodenhorn, N., Wolfe, E., & Airen, O. (2010). School Counselor Program Choice and Self-Efficacy: Relationship to Achievement Gap and Equity. *Professional School Counselor, 13* (3), 165-174.

Wolfe, E.W., Converse, P.D., Airen, O., & Bodenhorn, N. (2009). Unit and Item Non-responses and Ancillary Information in Web- and Paper-Based Questionnaires Administered to School Counselors. *Measurement and Evaluation in Counseling and Development, 42* (2), 92-103.

**Professional Presentations**

**Referred Professional Presentations (State and Regional)**

Airen, O. (2015, February). *Engaging white students in a multicultural center*. Texas Association of

College and University Personnel Administrators (TACUSPA) Webinar.

Airen, O. (2015, February). *Organization change: Why the United States K-12 system must teach black history*. 15<sup>th</sup> International Conference on Knowledge, Culture, and Change in Organizations, Berkeley, CA.

Airen, O. (2015, January). 1<sup>st</sup> Office of Multicultural Affairs Diversity Conference. *Creator and Conference Organizer*. Nacogdoches, TX.

Airen, O. (2014, November). *Buried history: Why is black history not taught in k-12 grade levels?* 24<sup>th</sup> Annual International National Association for Multicultural Education (NAME) Conference. Tucson, AZ.

Airen, O. (2014, October). *Who Am I: Exploring Our Diversity*. 6<sup>th</sup> Annual OΔK Leadership Conference. Nacogdoches, Texas.

Airen, O. (2014, October). *You can succeed: Helping high school students reach their potential*. Workshop Presentation at the 2014 Next Generation: Future Leaders Conference. Nacogdoches, Texas.

Airen, O. (2014, March). *Developing a professional speaker series: A multicultural perspective*. Standard Session Presentation at the 2014 TABPHE-THECB Joint State Conference: 41<sup>st</sup> Annual State Conference Texas Association of Black Personnel in Higher Education & 5<sup>th</sup> Joint State Conference with the Texas Higher Education Coordinating Board. San Antonio, Texas

Airen, O. & Flores, A. (2013, October). *How to rebrand your services: A multicultural perspective*. Standard Session Presentation presented at the Texas Association of College & University Student Personnel Administrators (TACUSPA) Fall Conference. Houston, Texas.

Airen, O & Bodenhorn, N (2008, June) *And the survey says*. Standard Session Presentation presented at the annual meeting of the American School Counselor Association (ASCA).

Airen, O. (2007, October). *Solution-focused counseling for resiliency*. Standard Session Presentation at the annual meeting of the Cultivating Resilience in Children Workshop sponsored by The New River Valley Counselor Association (NRVCA).



Airen, O & Bodenhorn, N. (2007, October). *The importance of teaching multicultural counseling to school counselors*. Poster presented at the annual meeting of the Association for Counselor Education and Supervision (ACES).

Airen, O. (2007, February). *The importance of counselor educators being aware of their wellness*. Poster presented at the annual meeting of the Virginia Association for Counselor Education and Supervision (VACES).

Davis, K. M., Airen, O. E., Rodriguez, C. P., & Lythgoe, M. A. (2006, September). *Professional encapsulation: How inclusive are CACREP doctoral admissions standards?* Standard Session Presentation at the annual meeting of the Southern Association for Counselor Education and Supervision (SACES).

#### Referred Professional Presentations (International)

Senciuc, A., Oancea, A., & Airen, O. (2014, May). *Children and trauma: New ways of Operation*. Workshop presentation for the Humanitarian Association NOROC. Tulcea, Romania.

Airen, O. (2007, January). *School Counselors and the importance of multicultural counseling competence*. Standard Session Presentation at the annual meeting of the Hawaii International Conference on Education.

Airen, O. (2007, January). *Career counselors: Strategies when working with African American clients*. Standard Session Presentation at the annual meeting of the Hawaii International Conference on Education.

Airen, O., Smith, H.E., Giniel, A.L., Ornstein, A.N., & Higgins, S.A. (2003, May). *Characteristics of effective research assistants and desirable laboratory environments*. Poster presented at the annual meeting of the Western Psychological Association (WPA). Vancouver, Canada.

#### Community Membership

- Nacogdoches Ministerial Alliance
- African American Heritage Project-assisting in the rebuilding of the Clay House which is a designated historic Nacogdoches building
- Organization of Faith, Education, and Community