

Robert A. Mines, Ph.D.

RESUME

Robert A. Mines, Ph.D.

ADDRESS

Office: Mines & Associates, Inc
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LICENSE

Licensed Psychologist	State of Colorado	License #878
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EDUCATION

University of Iowa Dissertation Topic	Ph.D. 1980 Levels of intellectual development and associated critical thinking skills in young adults.	Counselor Education
Creighton University	M.S. 1976	Counseling
Creighton University	B.A. 1975	Psychology/Philosophy

PROFESSIONAL EXPERIENCE

Chairman, President & Chief Psychology Officer of Mines and Associates. Inc. Health Psychology and Organizational Psychology Services	Littleton, Colorado January 2017 - Present
President, C.E.O. of Mines and Associates, Inc., Health Psychology and Organizational Psychology Services	Littleton, Colorado Jan. 1981 – 2016
Clinical Instructor, Dept. of Psychiatry	University of Colorado Medical School July 1, 1993 – 2015
Associate Professor, Counseling Psychology	University of Denver July 1, 1988 – June 1993
Assistant Professor, Counseling Psychology	University of Denver Sept. 1980 – June 1988

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Affiliate, Colorado Neurobehavioral Center	Denver, Colorado 1984 – 1986
Senior Staff Psychologist Coordinator of Research & Evaluation	Counseling & Placement Center University of Denver June 1982 – Dec. 1983
Acting Coordinator Iowa Student Development Project/ Senior Research Psychologist	University of Iowa Oct. 1979 – June 1980
Counselor/Psychologist	Mercy Hospital Cedar Rapids, IA Sept. 1979 – July 1980
Psychometrist	Richard Young Hospital Psychological Services] Omaha, NE July 1975 – June 1976
Counselor	Iowa School for the Deaf Council Bluff, IA Aug. 1974 – May 1976
Acting Assistant Dean of Students	Iowa School for the Deaf Jan. 1975 – May 1975

RELATED PROFESSIONAL EXPERIENCE – During Masters and Doctoral Programs

Internship (half time) Supervisor – Dr. Gene Gauron Psychiatric Hospital University of Iowa Medical School Sept. 1978 to Aug. 1980	Group Psychotherapy Clinic
Research Assistant Advisor – Dr. Albert Hood University of Iowa Sept. 1976 to May 1979	Special Research Assistantship
Teaching Associate Introduction to Clinical Medicine	University of Iowa Medical School Spring Seminars 1978, 1979

COURSES TAUGHT

Personality Assessment I & II
Advanced Group Counseling & theory
Counseling Psychology Practicum
Advanced Counseling Psychology Practicum
Holistic Techniques in Counseling Psychology
Advanced Holistic Techniques in Counseling Psychology
Program Development and Evaluation
Adult Development – Taiwan

Group Counseling
Group Counseling Practicum
Counseling Techniques
Adult Development
Current Studies in Student
Development
Institute on Diet, Nutrition
and Eating Disorders

PROFESSIONAL MEMBERSHIPS

Current: Employee Assistance Professional Association (formerly Association of Labor-
Management Administrators and Consultants on Alcoholism)
American Psychological Association
Society of Human Resource Management
Self-Insured Institute of America
Health Care Administrators Association

Previous: American Counseling Association (formerly APGA, & AACD)
American College of Healthcare Executives
American Medical Group Association
American Mental Health Counselors Association
Colorado Employee Assistance Professional Association
Eating Disorder Professionals of Colorado
Colorado Personnel and Guidance Association
Colorado Mental Counselors Association
Association for Counselor Education and Supervision
Association for Nonwhite Concerns
Pi Lambda Theta
Association for Specialists in Group Work
American College Personnel Association
Colorado Psychological Association
Vistage

SERVICE

UNIVERSITY SERVICE:

Graduate Admissions Committee, Counseling Psychology Program
University of Denver, September 1980 to September 1990.

Graduate Admissions Committee, School of Education
University of Denver, Winter, 1986 to 1988.

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Vice-Chancellor of Student Services Policy Review Council,
University of Denver, 1982 to 1985.

Member, Student Affairs Research Committee,
University of Denver, 1983 to 1985.

Member, Judicial Review Procedures Committee, Student Services,
University of Denver, 1982.

Member, Gerontology Institute Research Committee,
University of Denver, 1980 to 1983.

Member, Foundations Committee,
University of Denver, 1980 to 1990.

Chair, Ph.D. Student Selection Committee, Counseling Psychology Program, School of
Education, University of Denver, 1987 to 1989.

COMMUNITY SERVICE:

Volunteer Supervisor, YWCA – Anorexia Nervosa and Associated Disorders Group,
Denver, CO, January 1984 to October 1994.

Care Network News, Editorial Board
September 1, 1988 to July, 1993.

University of Colorado Medical School Managed Care Steering Committee,
August 1990 to August 1992.

Coordinator, C.E.O. Connection Group, Greater Denver Chamber of Commerce,
September 1990 to September 1991.

President, Board of Directors: Aurora Center for Treatment of Alcoholism,
February 1983 to July 1985.

Board of Directors: Aurora Center for Treatment of Alcoholism,
December 1981 to July 1985.

STATE SERVICE:

Board of Directors: American Diabetes Association (Colorado, Wyoming, Montana) Leadership
Board 2012 - 2015

Board of Directors: United Labor Association of Nevada 2005-2017

Labors' Community Agency Board of Directors 1992-2012

Colorado State Board of Pharmacy – Rehabilitation and Evaluation Committee,

Robert A. Mines, Ph.D.

December 1994 to 2000.

President, Colorado Chapter – Employee Assistance Professional Association,
September 1990 – August 1992.

Chair of the Special Interest Groups, Western District Conference of EAPA, 1992.

Past President, Eating Disorder Professionals of Colorado, 1990.

Research Chair, Colorado Chapter – Employee Assistance Professional Association -
Development \$5,000.00 endowment. August 1988 to August 1990.

Governor's Business Initiative Committee, September 1990 to August, 1992 as EAPA liaison.

Governor's EAP Luncheon Steering Committee, September 1990 to 1990.

Governor's EAP Luncheon Finance Chair, 1991 to 1992.

Member Colorado EAPA Labor Committee, January 1990 to 2012.

State President, Eating Disorder Professionals of Colorado, 1988 to 1989.

State Coordinator, Eating Disorder Awareness Week, 1989.

Secretary, Executive Committee, Eating Disorder Awareness Week, Colorado Chapter,
1987 to 1988.

Program and Finance Committees: Colorado Chapter for Organization of State Wide Activities
For National Eating Disorders Awareness Week, 1988, October 1987 to 1990.

NATIONAL SERVICE:

Board of Directors, Employee Assistance Professional Association, Western Regional
Representative, October 1992 to October 1994.

National EAPA Finance Committee, November 1993 to 1995.

National EAPA Advisory Committee to EAPA Exchange, January 1992 to 1994.

National EAPA Consultants Committee of EAPA - member, 1991 to 1993.

Chair-Elect: Commission Nine Assessment for Student Development, American College
Personnel Association, 1984.

Chairman: Commission Nine Self-Evaluation Committee, American College Personnel
Association, 1983.

Board of Directors: Commission Nine, Assessment for Student Development,

Robert A. Mines, Ph.D.

American College Personnel Association, 1983 to 1985.

Board of Directors: Commission Nine, Assessment for Student Development,
American College Personnel Association, 1979 to 1982.

Program Chairman: Commission Nine, American College Personnel Association, 1980 to 1982.

Liaison, Commission Nine, to Committee for Professional Development & Education, American
College Personnel Association, 1978 to 1980.

SPECIAL AWARDS AND DISTINCTIONS

- 2017 Founders Award, Peer Assistance Services Annual Community Meeting
- 2015 MINES and Associates, Inc, Recipient of the Sandra Rhodes Community Leader Award given by Mental Health America-Colorado
- 2004 Finalist- Small Business of the Year Award, South Metro Denver Chamber of Commerce
- 2004 Member of the Year Award, International Employee Assistance Professional Association
- 2004 Daniel Majors Community Service Award, Labors Community Agency AFL-CIO for Mines and Associates, P.C. community service.
- 1996 Labors' Outstanding Citizen Award – Denver Area Labor Federation, AFL-CIO & Labors Community Agency.
- 1994 Eating Disorder Professionals of Colorado: Special Award of Distinction for Professional Contributions to Treatment of Eating Disorders.
- 1994 Presentation Awards (3) for National and Regional Presentations on Chaos Theory, Fractals, Member Assistance programs and Unions: Organizational Development Considerations; Trauma and Health Care Providers; and PPOs and EAPs.
- 1993 Dorthea Spellman Award, YWCA of Metropolitan Denver for outstanding volunteer contributions. First male to win this award and only person to win it twice.
- 1993 Presentation Award, Regional Presentation on Work Stress and Work Trauma, given by the Colorado EAPA chapter.
- 1992 Daetwiler Distinguished Service Award for contributions to the employee assistance field, given by the Colorado EAPA chapter.

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- 1992 Eating Disorder Professionals of Colorado Distinguished Service Award.
- 1992 Article Award, Managed Care of the Eating Disorder Employee, given by the Colorado EPEA chapter.
- 1992 Article Award, EAP Ethics and the Professions, given by the Colorado EAPA chapter.
- 1992 Presentation Award, Regional Presentation on Metaethical Constructs and the Impaired Professional, given by the Colorado EAPA chapter.
- 1991 Presentation Award, Regional Presentation on Selecting EAP Evaluation Methodologies, given by the Colorado EAPA Chapter.
- 1990 National Distinguished Service Registry, Counseling and Development.
- 1989 Dorthea Spellman Award, YWCA of Metropolitan Denver for outstanding volunteer contribution.
- 1985 Outstanding Journal Publication Award, Commission IX, American College Personnel Association 1986.
- 1984 Annuity Coeptis Award, American College Personnel Association.
- 1980 Pi Lambda Theta Award, Outstanding Doctoral Student in College of Education, University of Iowa.
- 1979 Terry Ganshaw Memorial Award, Outstanding Graduate Student in Student Development Program in Post Secondary Education, Division of Counselor Education, University of Iowa.
- 1976 – 1979 Special Research Assistantship, College of Education, University of Iowa.

PUBLICATIONS AND PAPER PRESENTATIONS

See Addendum

DISSERTATIONS DIRECTED

See Addendum

STUDENT PUBLICATIONS AND PAPER PRESENTATIONS

See Addendum

CONSULTATION AND TRAINING

See Addendum

INSERVICE AND COMMUNITY SERVICE TALKS

See Addendum

REQUESTS FOR REPRINTS

See Addendum

REFERENCES

Available upon Request

Robert A. Mines, Ph.D.

RESUME ADDENDUM

Robert A. Mines, Ph.D.

PUBLICATIONS AND PAPERS PRESENTED

BOOK

Mines, R.A. & Kitchener, K.S. (Eds.), (1986). *Adult Cognitive Development*. New York: Praeger Press.

BOOK CHAPTERS

Mines, R.A. (1986). *Research Strategies and Directions in the Study of Young Adult Cognitive Development*. In R.A. Mines and K.S. Kitchener (Eds.) *Adult Cognitive Development*. New York: Praeger Press.

Yost, J. K. & Mines, R.A. (1985). *Stress and Alcoholism*. In T.E. Bratter & G.G. Forrest (Eds.) *Current Treatment of Substance Abuse and Alcoholism*. New York: Macmillan Publishing Co.

Mines, R.A. (1982). *Student Development Assessment Techniques*. In G.R. Hanson (Ed.). *New Directions for Student Services: Measuring Student Development*. San Francisco: Jossey-Bass.

ARTICLES

Lindsey, Richard T., Mines, Robert A., Kimlinger, Daniél C. (2017) Substance Use, Predatory Treatment Facilities & Complex Case Management Considerations, *The Self-Insurer*, April 2017

Mines, R.A. & Stone, W. C. (2016) EAP and the C-Suite: Working With Impaired Executives. *The Journal of Employee Assistance*, 46(1), 10-13.

Mines, R.A., Kimlinger, D.C., Moore, Y., Hiester, P., Kent, M. & Hull, S. B. (2013) The Organizational Impact of Impaired Healthcare Executives and Physicians: A Review and Recommendations. *Journal of Workplace Behavioral Health*, 28: 1-12.

Mines, R.A., Meyer, R.A. & Mines, M. R. (2004) Emotional Intelligence and Emotional Toxicity: Implications for Attorneys and Law Firms. *The Colorado Lawyer*, 33, 91-96.

Mines, R.A. & Mines, M.R. (2003) Strategies for Responding to Pricing Pressure. *Journal of Employee Assistance*, 33, 20-21.

Mines, R.A. & Kent, M.S. (2002) Nothing Ensures Success Like Succession Planning: HR Strategies in Tight Times. *Colorado Municipalities*, 78, 22-28.

- Mines, R.A. & Braun, J.G. (2001) The Colorado Attorney Assistance Program: Help for Impaired Attorneys. *The Colorado Lawyer*, 30, 99-100.
- Von Stroh, P., Mines, R.A., & Anderson, S. (1995). Ethical Decision Making and Impaired Clergy. *Journal of Counseling and Value*, 40, 6-14.
- Mines, R.A. Anderson, S. & Von Stroh, P. (1991). EAP Ethics and the Professions (feature article), *EAPA Exchange*, 21, 26-29.
- Mines, R.A. & Mathieson, K. (1991). Managed Care of the Eating Disordered Employee. *EAP Digest*, 12, 46-50.
- Mines, R.A., Hood, A., King, P., & Wood, P., (1990). Levels of Intellectual Development and Associated Critical Thinking Skills in College Students. *Journal of College Student Development*, 31 538-547.
- King, P.M., Wood, P.K., & Mines, R.A. (1990). Critical Thinking Among College and Graduate Students. *The Review of Higher Education*, 13, 167-186.
- Mines, R.A. & Merrill, C.A. (1987). Bulimia: Cognitive-Behavioral Treatment and Relapse Prevention. *Journal of Counseling and Development*, (65), 562-564.
- Merrill, C.A., Mines, R.A. & Starkey, R. (1987). The Premature Dropout in the Group Treatment of Bulimia. *International Journal of Eating Disorders*, 6, 293.
- Mines, R.A. & Merrill, C.A. (1986). Group Treatment of Bulimia: Assumptions and Recommendations. *American Mental Health Counselor Association Journal*, 8, 229-236. (Special Issue on the Treatment of Bulimia)
- Mines, R.A. (1985). Measurement Issues in Evaluating Student Development Programs. *Journal of College Student Personnel*. 26, 101-106. Received the 1985 Outstanding Journal Publication Award, Commission IX, American College Personnel Association.
- Bowers, W., Gauron, E. & Mines, R.A. (1984). Training of Group Psychotherapists: An Evaluation Procedure. *Small Group Behavior*, 15, 125-137.
- Mines, R.A., Gressard, C.F. & Daniels, H. (1982). Evaluation in Student Services: A Metamodel. *Journal of College Student Personnel*, 23, 195-201.
- Daniels, H., Mines, R.A. & Gressard, C.F. (1981). A Metamodel for Program Evaluation in Counseling. *The Personnel and Guidance Journal*, 23, 195-201.
- Cangelosi, A., Gressard, C.F. & Mines, R.A. (1980). The Effects of a Rational Thinking Group on Self-Concept in Adolescents. *The School Counselor*, 27, 357-361.

- Mines, R.A., Rockwell, L.L. & Hull, S.B. (1980). Family Plans for Their Aged Parents: Implications for Counseling. *Counseling and Values*, 24, 175-183. (Special Issue on Families and Aging).
- Mines, R.A., Wood, P.K., & King, P.M. (1980). Critical Thinking and Intellectual Development in Young Adults: Its Development and Assessment. *Technical Report*. University of Iowa; Iowa Student Development Project.
- Hood, A.B., Hull, S.B. & Mines, R.A. (1979). The Development of the Student Services Literature. *The Journal of College Student Personnel*, 20, 469-475.
- Hull, S.B., Hood, A.B. & Mines, R.A. (1979). Spread the Word. *Journal of College Placement*, 23, 65-67.
- Mines, R.A., Hood, A.B., & Hull, S.B. (1978). The “Coming of Age” of the *Journal Student Financial Aid*. *The Journal of Student Financial Aid*, 8, 30-34.
- Mines, R.A., Hood, A.B., & Hull, S.B. (1978). Sources in College Student Housing Literature. *The Journal of College and University Student Housing*, 8, 30-34.
- King, P.M., Mines, R.A. & Wood, P.K. (1978). Expectations for the Freshman Year: Parents’ Hopes and Concerns. *Technical Report*. University of Iowa: Iowa Student Development Project.
- Mines, R.A. (1978). Change in College Students Along Chickering’s Vector of Freeing of Interpersonal Relationships. *Technical Report*. University of Iowa: Iowa Student Development Project.
- Mines, R.A. (1978). Development and Validation of the Mines-Jensen Interpersonal Relationship Inventory. *Technical Report*. University of Iowa: Iowa Student Development Project.

PAPER PRESENTATIONS

- Mines, R.A. (2018) *The Evolution of Mental Health Promotion in the Workplace*. Presented at the Colorado Culture of Health Conference. Denver, Colorado
- Mines, R. A. & Wilcoxson, R. (2018) *The Opioid Epidemic: Human Resources Challenges and Solutions*. Presented at the Mile High SHRM Conference, Denver, Colorado
- Mines, R. A. & Kimlinger, D.C. (2018) *Dealing with PTSD in the Workplace*. Presented at the IMPA_HR, meeting, Southern Nevada.
- Mines, R.A., Haas, S. & Clevenger, E (2017) *Lowering Health Plan Costs by Identifying Behavioral Health Opportunities*. Presented at the Self-Insured Institute of America National Conference, Phoenix, Arizona

- Mines R. A. & Kimlinger, D.C. (2017) *The Opioid Epidemic: Human Resources' Challenges and Solutions*. Presented at the National Public Employer Labor Relations Association, National Conference. Long Beach, California
- Mines, R. A. (2017) *Healthpsych: Brain Hacks, Opioid Epidemic, Behavioral Economics and Predatory Treatment Facilities*. Presented at the Health Care Administrators Association, Executive Forum, Las Vegas, Nevada
- Mines, R.A. & Kimlinger, D.C. (2017) *Squeezing Performance out of Disease Management and Wellness Programs*. Presented at the Made in America National Conference. Las Vegas, Nevada
- Mines, R.A. (2017) *Wellness Programs, Wellbeing and Resilience for HR Professionals*. Presented at the Colorado Human Resources State Conference, Keystone, Colorado
- Mines, R.A. & Wiggins, A (2017) *Suicide in the Workplace*. Presented at the Bridging the Divide: Suicide Prevention, Intervention Awareness Summit, Denver, Colorado
- Mines, R. A., Kimlinger, D.C. & McClatchey, M, (2017) *Do You Need a Mental Health Policy?* Presented at the Colorado Culture of Health Conference. Denver, Colorado
- Mines, R. A. & Stone, W (2015) *Working With Impaired CEOs*. Presented at the International EAPA Conference, San Diego, CA
- Mines, R.A. (2013) *Negotiation Skills: Let's Make a Deal*. Presented at the Nation Legal Administrators Conference, Washington, D. C.
- Mines, R.A. (2013) *Substance Abuse: law Firms are NOT Exempt*. Presented at the Nation Legal Administrators Conference, Washington, D. C.
- Rivera, L & Mines, R. A. (2013) *Evaluation of Patients Engaging in Referral to Treatment*. Paper presented at the AMERSA (Association for Medical Education and Research in Substance Abuse) National Conference. Bethesda, MD.
- Mines, R.A., Hill, P., & Kirsch, B. (2011) *Wellness and EAP: The Mountain Top or the Avalanche*. Paper presented at the International EAPA Conference in Denver, CO.
- Mines, R. A. (2011) *Mental Health Parity Act Implications*. Paper presented at the Made in America National Conference, Las Vegas, NV.
- Mines, R. A. (2011) *Behavioral Health and Medical Implications*. Paper presented at the Made In America National Conference, Las Vegas, NV.
- Mines, R.A., & Kent, M.S. (2004) *Strategic Partnerships: EAP, Managed Care, Disease Management & Organizational Development*. Paper presented at the International EAPA Conference in San Francisco, CA.

- Kent, M.S., & Mines, R.A. (2004) *Strategic Breakthrough Projects and Organizational Change*. Paper presented at the International EAPA Conference in San Francisco, Ca.
- Mines, R.A., Lindsey, R.T., & McBride, J. M. (2003) *Emotional Intelligence in the Work Place: Train the Trainer*. Paper presented at the International EAPA Conference in New Orleans, LA. Received strong positive evaluations.
- Mines, R.A., Braun, J.G., & Brooks, R (2002) *Marketing Strategies*. Paper presented at the International EAPA Conference in Boston, Ma. Received strong positive evaluations.
- Mines, R.A., Kent, M.S., McBride, J, & Lindsey, R.T. (2001) *Going Global - Being a Dynamic Trainer on Diversity*. Paper presented at the International EAPA Annual Conference, Vancouver, Canada. Received very positive comments from the participants.
- Braun, J., Mines, R.A. & Kent, M.S., (2001) *Closing the Deal: Educating the Prospective Client About Core Technology Based EAPs*. Paper presented at the International EAPA Annual Conference, Vancouver, Canada. Received very positive comments from the participants.
- Mines, R.A., McBride, J., Kent, M.S. & Marranzino, L. (2001) *Self Care for the EA Professionals II: Energetic Enhancement*. Paper presented at the International EAPA Annual Conference, Vancouver, Canada. Received very positive comments from the participants.
- Mines, R.A., McBride, J. & Kent, M.S. (2000) *Positive Psychology: Implications and Applications for EAP Professional Self-Care and Practice*. Paper presented at the International EAPA Annual Conference, New York, New York. Received very positive comments from the participants.
- Mines, R.A. (2000) *Managed Mental Health Care Offset: Implications for Labor Assistance Programs*. Paper presented at the Labors Assistance Programs Annual Conference, Las Vegas, NV.
- Mines, R.A. & DaRugna, C. (1997) *Self-Care for Employee Assistance Professionals: Energy and Relaxation Techniques*. Paper presented at the International EAPA Annual Conference, Baltimore, MD. Received very positive comments from the participants.
- Mines, R.A. & Ambrozic, L.E. (1995), *Conflict Management: Train the Trainer*. Paper presented at the International EAPA Annual Conference, Seattle, WA. Received very high satisfaction ratings from participants.
- Mines, R.A. & Adkins, D. (1994) *Chaos Theory, Fractals, Member Assistance Programs and the Future of Unions: Organizational Development Implications*. Paper presented at the International EAPA Western District Conference, Denver, CO.
- Mines, R.A. (1993), *Work Trauma and the Health Care Provider*. Paper presented at the International EAPA conference, Anaheim, CA.

- Mines, R.A. (1993), *PPOs and EAPs*. Paper presented at the International EAPA conference, Anaheim, CA.
- Mines, R.A. & Von Stroh, P. (1993) *Work Stress and Work Trauma*. Paper presented at the International EAPA Western District conference, Portland, OR.
- Mines, R.A., Von Stroh, P. & Anderson, S. (1992) *Meta-Ethical Considerations and the Impaired Professional*. Paper presented at the International EAPA Western District Conference, Las Vegas, NV.
- Mines, R.A. (1992) *Treatment Patterns of Alcoholism and Addictions in Colorado*. Paper presented at the Western States Substance Abuse Conference, Reno, Nevada, August 22, 1992.
- Mines, R.A. (1992) *Managed Mental Health Care 2000*. Paper presented at the Managed Care 2000 conference, Reno, Nevada, October 24, 1992.
- Mines, R.A. (1992) *Managed Mental Health Care and Counseling Psychology*. Paper presented at the national meeting of the American Psychological Association, Washington, D.C., August 17, 1992.
- Mines, R.A., Anderson, S., & Graham, R.J. (1991) *A Metamodel for Selecting EAP Evaluation Methodologies*. Paper presented at the International EAPA Western District Conference, Newport Beach, CA.
- Mines, R.A. & Mathieson, K. (1989) *Managed Mental Health Care of the Eating Disordered Employee*. Paper presented at the Seventh Annual ALMACA Western District Conference, Monterey, CA.
- Mines, R.A. (1991) *The Vanishing Act: Insurance Reimbursement Patterns in Alcohol Treatment*. The ADAD Women's Conference Denver, CO, March 15, 1991.
- Mines, R.A. (1990) *Managed Care and Eating Disorders*. Paper presented at the Colorado Medical Records and Quality Assurance Conference, Littleton, CO November 16, 1990.
- Mines, R.A. (1990) *Models of Managed Health Care*. Paper presented at the University of Colorado, Health Science Symposium on Managed Care, Denver, CO, November 7, 1990.
- Mines, R.A. (1990) *Managed Care Implications on the Treatment of Eating Disorders*. Paper presented at the Eating Disorder Awareness Week Professional Conference, Denver, CO, October 19, 1990.
- Mines, R.A. (1990) *The Eating Disorder Client and Managed Health Care*. Paper presented at the First Rocky Mountain Conference on Eating Disorders, Colorado Springs, CO, August 24, 1990.

- Mines, R.A. (1990) *Managed Mental Health Care Strategies for Solo and Group Practices*. Paper presented at the national meeting of the American Psychological Association, Boston, MA, August 10, 1990.
- Mines, R.A. (1990) *Eating Disorders: Issues for the Work Place*. Employee Assistance Society of North America Institute Conference, Denver, CO, May 8, 1990.
- Mines, R.A. (1989) *Managed Mental Health Care Under a Self-Insured Indemnity Plan*. Paper presented at the national meeting of the American Psychological Association, New Orleans, LA, August 13, 1989.
- Mines, R.A. and Mathieson, K. (1989) *Managed Mental Health Care of the Eating Disordered Employee*. Paper presented at the Seventh Annual ALMACA Western Regional Conference, Monterey, CA, April 10-12, 1989.
- Mines, R.A. (1988) *Current Advances in the Treatment of Eating Disorders*. Paper presented at the Rocky Mountain Regional Meeting of the Counseling Psychology Division of the American Psychological Association, Denver, CO, June 3, 1988.
- Mines, R.A. (1986). *Cognitive-behavioral Strategies in the Treatment of Bulimia*. Paper presented at the national meeting of the American Psychological Association, Washington, D.C., August 26, 1986.
- Mines, R.A. (1984) *Issues in the Group Treatment of Bulimia*. Paper presented at the national meeting of the American Psychological Association, Toronto, Canada, August 1984.
- Mines, R.A. (1984) *Support Groups and Eating Disorders*. Paper presented at the meeting of the Rocky Mountain College Health Association, Colorado Springs, CO, May 1984.
- Mines, R.A. (1984) *The Mines-Jensen Interpersonal Relationship Inventory: A Six-Year Update*. Paper presented at the national meeting of the American College Personnel Association, Baltimore, MD, April 1984.
- Mines, R.A. (1984) *Bulimia: A Critical Review of Current Treatment Approaches*. Paper presented at the national meeting of the American Association for Counseling and Development, Houston, TX, March 1984.
- Mines, R.A. (1984) *The Bulimia Epidemic*. Paper presented at the Food and Nutrition Conference, University of Northern Colorado, Colorado Public Interest Research Group, Greeley, CO, February 1984.
- Mines, R.A. (1984) *Assessment of Student Development*. Paper presented at the 56th annual Winter Conference, University of Northern Colorado, Greeley, CO, January 1984.
- Mines, R.A. (1983) *Issues in Assessing Student Development*. Paper presented at the national meeting of the American College Personnel Association, Houston, TX, March 1983.

- Mines, R.A. (1983) *A Comparison of Three Group Modalities in the Treatment of Bulimia: Preliminary Results*. Paper presented at the national meeting of the American College Personnel Association, Houston, TX, March 1983.
- Mines, R.A. (1982) *The Cognitive-behavioral Treatment of Bulimia: A Case Study*. Paper presented at the annual meeting of the Colorado Personnel and Guidance Association, Colorado Springs, CO, October 1982.
- Mines, R.A. (1982) *The Conceptual Relationship of Intellectual Stage Models to Cognitive-behavior Modification of Self-Concept in Adolescents*. Paper presented at the American Personnel and Guidance Association National Convention, Detroit, MI, March 1982.
- Mines, R.A. (1982) *Preparing Student Affairs Staff and Students to Enhance the Quality of Student Life*. Paper presented at the American Personnel and Guidance Association National Convention, Detroit, MI, March 1982.
- Mines, R.A. (1982) *Chickering's Vectors: Conceptual Considerations*. Paper presented at the American Personnel and Guidance Association National Convention, Detroit, MI, March 1982.
- Mines, R.A. (1981) *Cognitive-behavior Modification and Its Relationship to Metacognition and Reflective Judgment*. Paper presented at the meeting of the American Psychological Association, Los Angeles, CA, August 1981.
- Mines, R.A., Gressard, C.F., and Daniels, H. (1981) *The Selection and Use of Evaluation Models in the Student Services*. Paper presented at the meeting of the American College Personnel Association, Cincinnati, Ohio, May 1981.
- Mines, R.A. (1981) *Psychometric Aspects of the Reflective Judgment Interview Procedure*. Paper presented at the meeting of the American College Personnel Association, Cincinnati, Ohio, May 1981.
- Mines, R.A. (1981) *The Relationship of Critical Thinking Skills to Formal Operations and Reflective Judgment: A Conceptual Analysis*. Paper presented at the Second Annual Conference on Reasoning, Piaget, and Higher Education, Denver, CO, April 1981.
- Mines, M.L., Mines, R.A., and Dahl, E.A. (1979) *Changes in Problems of Catholic High School and College Students: A Comparison of 1973 and 1979 Cohorts*. Paper presented at the meeting of the Southwestern Psychological Association, San Antonio, TX, April 1979.
- Mines, R.A. (1979) *Current Intellectual Development Assessment Instruments: The State of the Art*. Paper presented at the meeting of the American College Personnel Association, Los Angeles, CA, March 1979.
- King, P.M., Mines, R.A., and Barratt, W.R. (1979) *Longitudinal Study of the Development Changes During the Freshman Year*. Paper presented at the meeting of the American College Personnel Association, Los Angeles, CA, March 1979.

Mines, R.A. (1978) *As Students' Religious Values Change, What Happens to Political and Social Attitudes?* Paper presented at the meeting of the American College Personnel Association, Detroit, MI, March 1978.

Mines, R.A. (1978) *Mines-Jensen Interpersonal Relationship Inventory*. Paper presented at the meeting of the American College Personnel Association, Detroit, MI, March 1978.

DISSERTATIONS COMPLETED

Albi, K. (1997) *Adolescent Obesity: A Meta-cultural Analysis*. University of Denver.

Hill, M. (1995) *Sexual Abuse Symptom Scale: A Measure of PTSD*. University of Denver.

McCenny, S. (1994) *Job Based Aftercare for Alcoholics*. University of Denver.

Denison, C. (1994) *Large Group Awareness Training: A Qualitative Study*. University of Denver.

Jordan, J. (1991) *Socio-Cultural Factors, Stress, Traditionality, and Social Support Associated with Alcoholism Among Native Americans*. University of Denver.

Mathieson-Weller, K. (1991) *Factors Associated with Weight Loss Adherence*. University of Denver.

Hammerberg, D. (1991) *Childhood Obesity: TV Viewing, Exercise and Activity Levels*. University of Denver.

Starkey, R. (1989) *Physiological Correlates of Anxiety During Exposure with Response Prevention in Bulimia Nervosa Clients*. University of Denver.

Henion, K. (1989) *Beta-Endorphin Levels Associated with Binge Eating in Asymptomatic and Bulimia Nervosa Clients*. University of Denver.

Detrich-Nathan, K. (1989) *Memory Processing Problems in Learning Disabled Students*. University of Denver.

Redmond, G. (1987) *SCII Validity Study of Male Air Force Officers*. University of Denver.

Ragsdale, J.W. (1987) *Treatment of Migraine Headaches*. University of Denver.

Oyler, J. (1987) *Psychophysiological Response Patterns of Migraine and Asymptomatic Subjects: A Descriptive/Comparative Analysis*. University of Denver.

Thurn, J. (1986) *Biofeedback Training to Criterion Levels*. Vol. 1 and Vol. 2. University of Denver.

Robert A. Mines, Ph.D.

Merrill, C.A. (1986) *Cognitive Group Treatment of Bulimia*. University of Denver.

Carruthers, S. (1986) *Group Treatment of Bulimia: Exposure with Response Prevention*. University of Denver.

Winstead, M. (1986) *Relapse Factors Associated With Bulimia*. University of Denver.

Meintz, S. (1986) *The Scientific Supportability of Psychiatric Nursing Literature: A Meta-Evaluation Study*. University of Denver.

Coburn, M. (1983) *Agoraphobia Treatment: Modeling With Exposure*. University of Denver.

STUDENT PAPERS AND PUBLICATIONS ADDENDUM

Robert A. Mines, Ph.D.

PUBLICATIONS

Anderson, S.	Two Articles
Von Stroh, P.	Three Articles
Mathieson, K.	One Article
Merrill, C.A.	Three Articles
Yost, K.	One Book Chapter
Starkey, R.	One Article
Ship, P.	Single authored article based on advanced group therapy paper.

PRESENTATIONS

1993	Western Regional Employee Assistance Association Von Stroh, P.
1992	Western Regional Employee Assistance Association Von Stroh, P., Anderson, S.
1991	Western Regional Employee Assistance Association Anderson, S., Graham, R.J.
1989	Western Regional Association of Labor, Management and Consultants on Alcoholism.

Mathieson, K.

- 1986 American Psychological Association
Merrill, C.A., Carruthers, S., Winestead, M., and Starkey, R.
- 1984 American Association for Counseling and Development
Lindsey, R., Gauchat, D., Richer, K., Carruthers, S., Liter, S., Merrill, C.A.,
Starkey, R.
- 1984 American Psychological Association
Merrill, C.A., Carruthers, S., Winestead, M., and Starkey, R.
- 1983 American College Personnel Association
Starkey, R., (Two papers), Gookin, K., (Two papers), Lutz, T., (Two papers),
Leaverton, M., (one paper).
- 1982 American Association for Counseling and Development (APGA)
Gookin, K., Turk, G., Duran, M., Paterson, T.
- 1982 Colorado Personnel and Guidance Association
Lutz, T., Gookin, K., Starkey, R.

CONSULTATION AND TRAINING ADDENDUM

Numerous organization consultations from 1994 to the Present– specifics available upon request.

Utilization Review Consultation, Coors Brewing Company, 1988 to 1994.

Utilization Review Consultation, Cleo Wallace Center, 1991 to 1994.

Utilization Review Consultation, Carpenters and Millwrights Trust, 1992 to 2010

Utilization Review Consultation, Sheetmetal Workers Trust, 1993 to Present.

Utilization Review Consultation, Provenant Health Systems, 1993 to 1995.

Utilization Review Consultation, Gates Rubber Company, 1993 to 1996.

North, Bolt & Clawson, Development of Workers' Compensation Case Management Program, 1994; Training conducted for staff at Godiva Chocolate, Reading, Pennsylvania, August, 1994.

Robert A. Mines, Ph.D.

City of Northglenn, Department of Transportation Drug and Alcohol Regulations, November 30, 1994.

Duke Communications, Inc., Marketing Team, Team Building, October 30 and December 2, 1994.

Mountain States Employers Council, Department of Transportation Drug and Alcohol Regulations: Substance Abuse Professionals, October 11, 1994.

Association of Operating Room Nurses, Executive Team, Team Building, two-day retreat, September 26 & 27, 1994.

Association of operating Room Nurses, Facilitated meeting with the Board of Directors and the Executive Team regarding Values and Priorities, June 17, 1994.

Teledyne, Inc., Stress Management Training, for Takecare, June 15, 1994.

Colorado Physicians Health Plan, Annual Evaluation, April 22, 1994.

Metropolitan Pathologists, Coping With Change, April 21, 1994.

Association of Operating Room Nurses, Executive Staff Team Building, February 1, 1994.

Carpenter and Millwrights Executive Staff Team Building, January 28, 1994.

Association of Operating Room Nurses, Nursing Services Team Building, January 19, 1994.

Association of Operating Room Nurses, Meeting Services Team Building, January 3, 12, 20, 1994.

Association of Operating Room Nurses, Membership Service Team Building, December 20, 1993.

Millwrights Union Executive Board, Team Building, December 11, 1993.

Clinical Supervision, University of Colorado, Denver, Counseling Center Staff, 1992, 1993.

Association of Operating Room Nurses, Nursing Practices Team, Team Building, Sept. 22, 1993.

Changes in the Maturing Marriage, St. Anthony's North, Sept. 21, 1993.

Time Management, Leadership Committee, Carpenters and Millwrights Unions, August 13 & September 10, 1993.

Coping With Changes, Huff Services First, Inc., Copper Mountain, CO, August 9, 1993.

Team Building, Partners, Zupkus and Ayd, June 17, August 2, 1993.

Workers' Compensation Psychological Case Management, North, Bolt and Clawson, June 10, 1993.

Team Building, Public Works Department, City of Northglenn, June 4, June 11, June 21, July 19, September 23, October 21, 1993.

Time Management, Carts of Colorado, Commerce City, CO, May 27, 1993.

Coping With Change and Stress Management, Neonatal Nurses Conference, Vail, CO, May 13, 1993.

Team Building, Executive Team, Association of Operating Room Nurses, Vail/Beaver Creek, Co, July 12, 13, 14, September 27, October 18, 1993.

Success and Performance, City of Loveland, April 14, 1993.

Expert Witness-Work Stress Evaluation, Coghill and Goodspeed, Denver, CO, April 5, 1993.

Self-Confidence, Self-Esteem and Body Image for Professional Women, St. Joseph's Hospital Extension Program, Burlington, CO, March 19, 1993.

Annual Program Evaluation, Colorado Physician's Health Program, March 15, 1993.

Team Building Concepts, Stratton Center, Colorado Springs, CO, March 5, 1993.

Treatment of Compulsive Overeating, 18th Annual International Addictions Symposium, Colorado Springs, CO, February 5, 1993.

Team Building, St. Anthony's Psychiatric Unit, January 13, February 17, March 17, April 14, May 10, 1993.

Team Building Concept, Cleo Wallace Center, January 6, 1993.

Smoking Cessation Training, CARTS of Colorado, December 29, 1992.

Feeling Good About Yourself and the Holidays, City of Loveland, December 9, 1992.

Survival Skills and Workaholism, St. Anthony's North, Provenant Health Partners, December 1, 1992.

Managing Difficult People, U.S. West – EOC team, November 18, 1992.

Management Mediation, U.S. West – October 20, 1992.

Personal Responsibility and Change, City of Northglenn, October 14, 1992.

Robert A. Mines, Ph.D.

Supervisor Training, Republic Paperboard, October 13, 1992.

Conflict Management, Denver Post, Sept. 17 & Oct 1, 1992.

Coping With Change, Columbia Saving Auditing Dept., Sept. 17, Oct. 8, 1992.

Diets Do Not Work, City of Loveland, September 9, 1992.

Workers Compensation Consultation, Coghill and Goodspeed, August 31, 1992.

Team Building, St. Anthony's Central- Psychiatric Unit, Provenant Health Partners, August 26, Sept.3, Oct. 14, Nov.11, Dec. 16, 1992, Jan. 13, Feb. 17, Mar. 17 & Apr. 14, 1993.

Bereavement Debriefing, St. Joseph Hospital, July 23, 1992.

Supervisor Training, McKee Medical Center, Loveland, CO, July 23 & 30, 1992.

Steward Training, Millwrights Union, July 22, 1992.

Case Management and Peer Counseling, U.S. West, July 21, 1992.

Team Building, Duke Communication, July 8, 20, August 9 & October 8, 1992.

Treatment of Eating Disorders, Provident Treatment Center, Great Falls, Montana, June 19, 1992.

Supervisor Training, U.S. Geological Survey, June 22, 1992.

Supervisor Training, Duke Communications, May 1, 1992.

Case management of the Borderline Personality Disorder, University of Colorado, Denver, Counseling Center, April 24, 1992.

Trauma Debriefing, Republic Paperboard Co., April 22, 1992.

The Sandwich Generation, City of Loveland, April 22, 1992.

How to Supervise, Law Firm, Sheila Winstanley, Administrator, March 25, 1992.

Stress Management: A problem Solving Approach, City of Loveland, March 24, 1992.

When Young Adults Act Like Children, City of Loveland, March 18, 1992.

Brief Psychotherapy, University of Colorado, Denver, Counseling Center, March 13, 1992.

Personality Types and Work, James R. Howell Co., March 10, 1992.

Robert A. Mines, Ph.D.

Colorado Physician's Health Program, Quality Assurance Evaluation, February 28, 1992 through March 30, 1992.

Treatment of Eating Disorders, University of Colorado, Denver, Counseling Center, February 21, 1992.

Group Therapy, Metropolitan State College Counseling Center, February 20, 1992.

Family Systems and Obesity, 17th Annual International Addictions symposium, Colorado Springs, CO, February 4, 1992.

Stress Management, Cleo Wallace Center, December 11, 1991.

Critical Incident Debriefing, City of Loveland, December 19, 1991.

Professional Ethics, University of Colorado, Denver, Counseling Center, December 13, 1991.

Stress Management in the Work Place. Cleo Wallace Center, December 11, 1991.

Critical Incident Trauma Training, Fire Department, City of Loveland, December 4, 1991.

Performance, Stress and Team Building, Engineering Department, City of Fort Collins, November 15, 1991.

Developing and Management a Group Therapy Program, Arapahoe County Community Mental Health Center, November 1, 1991.

Assessment Issues, University of Colorado – Denver Counseling Center, November 1, 1991.

Case Management in a Short Term Treatment Model, University of Colorado, Denver, October 18, 1991.

Team Building, Zupkus and Ayd Law Firm, September 27, 1991.

Innovations in Treating Eating Disorders, Grand Rounds, Centennial Peaks Hospital, September 20, 1991.

Short Term Treatment, University of Colorado – Denver Counseling Center, September 6, 1991.

Inpatient Eating Disorder Treatment, Centennial Peaks Hospital, August 5, 1991.

Inpatient Eating Disorder Treatment, Centennial Peaks Hospital, July 29, 1991.

Trauma Debriefing, McDonalds, Denver, CO, July 26, 1991.

Ethics and Counseling, University of Colorado – Denver Counseling Center, July 26, 1991.

Robert A. Mines, Ph.D.

- Team Building, Zupkus and Ayd Law Firm, July 18, 1991.
- Inpatient Eating Disorder Treatment, Centennial Peaks Hospital, July 9, 1991.
- Team Building, Ryder and Woulf Law Firm, May 20, 1991.
- Supervisor Training, St. Joseph Hospital, May 20, 1991.
- Inpatient Eating Disorder Treatment, Centennial Peaks Hospital, April 30, 1991.
- Supervisor Training and Troubled Employees, Denver Post, April 23, 1991.
- Team Building, Zupkus and Ayd Law Firm, April 19, 1991.
- Work Stress and Law Enforcement Support Personnel, City of Northglenn, February 26, 1991.
- Supervisor Training, Volunteers of America, February 21, 1991.
- Cognitive Models in Inpatient Treatment, Davis Pavilion – University of Colorado Health Sciences Center, February 7, 1991.
- Treatment of Obesity, 16th Annual International Addictions Symposium Colorado Springs, Colorado, February 7, 1991.
- Stress Management, Ryder & Woulf Law Firm, February 5, 1991.
- Stress Management for Supervisors, James R. Howell Co. EAP, January 14, 1991.
- Stress Management for Word Processing Personnel, Kirkland and Ellis Law Firm, January 8, 1991.
- Coping with the Holidays, Denver Post EAP, December 4, 1990.
- Stress Management for Attorneys, Ryder and Woulf Law Firm EAP, November 19, 1990.
- Supervisor Training: EAP's and Referrals, James R. Howell, Co. EAP, November 8, 1991.
- Employee Orientation, James R. Howell Co. EAP, November 2, 1990.
- Veteran's Administration Medical Officer Management Consultation, Oct. 29 – Nov. 1, 1990.
- Stress Management for Paralegals, Denver Paralegal Association Meeting, September 27, 1990.
- Weight Management, Burlington Northern Railroad, August 22, 1990.
- Employee Orientation, Zupkus and Ayd Law Firm EAP, August 13, 1990

Robert A. Mines, Ph.D.

Coping With Life Event Changes, City of Northglenn EAP, August 1, 1990.

Strategies for Coping with Adolescents, Denver Post EAP, July 17, 1990.

Weight Control for life. Profiles in Success, June 19, 1990.

Holistic Approaches to Alcohol Treatment, University of Denver – Class, Dr. Manzanares, May 8, 1990.

Weight Control for Life. Coping with Compulsive Eating, February 21, April 19, September 5, 1989, September 20 1990.

Research and Evaluation In EAP's, Colorado Employee Assistance Professional Association, February 9, 1990.

Compulsive Eating and Obesity, 15th International Addictions Symposium, Colorado Springs, February 6, 1990.

Supervisor Training: EAP's and Mandatory Referrals, City of Northglenn, January 31, 1990.

Healthy Lifestyles: Exercise and Weight Management, Lutheran Hospital, January 19, 1990.

Managing Organizational Change, The Denver Post, October 25, 1989.

Eating Disordered Employees and Managed Care, Colorado Chapter of the Employee Assistance Society of North America, October 19, 1989.

Drug Free Workplace, DOT, DOD Regulations and EAP's Colorado Employee Assistance Professional Association Meeting, September 8, 1989.

Cognitive Behavioral Techniques in Treating Eating Disorders, Advanced Ph.D. Seminar, University of Denver, July 19 1989.

Managed Mental Health Care, Conference sponsored by the University of Denver, June 24, 1989.

Managed Mental Health Care of the Eating Disordered Employee, Parkside Lodge. June 23, 1989.

Managed Mental Health Care of EAP's, Conference on Managed Care, sponsored by Cottonwood Hill and Martin Segal, Denver, Colorado, June 21, 1989.

Management of Compulsive Eating, United Airlines Medical Staff, Denver, Colorado, June 14, 1989.

Ethics and Conflict of Interest, Colorado Employee Assistance Professional Association, May 12, 1989.

Robert A. Mines, Ph.D.

Weight Control for Life. Social Support and Weight Loss. April 19, May 31, June 6 & 26, August 20, Sept. 14 & 18, October 11, November 15, 1989, February 21, June 7, 1990.

Team Building Workshop, Cuaron & Gomez, Denver, Colorado, March 8, 1989.

Alcohol Awareness Training for Supervisors, Adolph Coors Company, March 7, May 2, October 3, and November 28, 1989.

Obesity and Compulsive Eating, 14th International Annual Addictions Symposium, Colorado Springs, Colorado, February 9, 1989.

Stress Management Training, Computer Task Group in association with Managed Health Network Employee Assistance Program, January 26, 1989.

Substance Abuse and the Troubled Employee Training for Supervisors, Adolph Coors Company, January 18, and February 1, 1989.

Institute for Health Education. Social Support and Weight Loss. January 3, 1989.

Stress Management Workshop, Computer Task Group in association with Managed Health Network/Brownlee, Dolan Stein Associates, Employee assistance Program, Denver, Colorado, November 10, 1988.

Supervisor Team Building, Cuaron & Gomez, Inc., Denver, Colorado, August 31, 1988.

Deadly Diets and the Pursuit of Thinness, Cherry Creek High School community Conference, March 10, 1988.

Treatment of Obesity and Compulsive Eating Workshop, 13th International Symposium on Addictions, Colorado Springs, CO, February 1988.

Adolescent Eating Disorders, Career Education Center, Denver Public Schools, November 2, 1987.

Adolescent Eating Disorders, Career Education Center, Denver Public Schools, November 10, 1987.

Adolescent Eating Disorders, Douglas County Schools, Teacher Institute, September 25, 1987.

Treatment of Obesity and Compulsive Eating Workshop, 12th International Symposium on Addictions, Colorado Springs, CO, February 1987.

Cognitive-Behavioral Treatment Model for Bulimia Workshop, Second Annual Colorado Eating Disorder Symposium, Denver, CO, October 10, 1986.

Assessment and Treatment of Adult Children of Alcoholics Workshop, Park East Mental Health Center, September 26, 1986.

Adolescent Suicide Workshop, Aurora Public Schools Teacher Institute, August 19, 1986.

Treatment of Obesity and Compulsive Eating Workshop, 11th International Symposium on Addictions, Colorado Springs, CO, February 1986.

Douglas County Schools: Counseling and Classroom Management Techniques for Teachers, April 1984.

University of Denver, School for Professional Psychology Continuing Education: Approaches in the Treatment of Bulimia, May 1983.

Park College: Application of Developmental Models to College Teaching, August 1982.

Graceland College: Application of Development Models to College Teach, October 1981 and February 1982.

Denver Public Schools: Revision of Counseling and Guidance Program, February 1982.

Colorado Academy: Coordinator of Testing, March 1981 to July 1983.

University of Utah: Hunt, Adult Intellectual Stage Development Research, August 1981.

University of Denver: Sakalys, Adult Intellectual Stage Development Research, August 1981.

University of Minnesota: Gladfelter, Adult Intellectual Stage Development Research, July 1981.

University of Utah: Hayes, Adult Intellectual Stage Development Research, August 1980.

University of Minnesota: Brabeck, Adult Intellectual Stage Development Research, August, 1980.

University of Utah: Shoff, Adult Intellectual Stage Development Research, May 1979.

INSERVICES AND COMMUNITY SERVICE TALKS (Numerous, specifics since 1994 available on request)

Labor's Community Agency, *Ethics, Assessment of Dangerousness, and Duty to Warn*. Advanced Peer Counselors Training, October 27, 1994 – 2004 (Annual Presentation).

Western Slope Governors' Lunch, *Violence in the Workplace*, workshop, October 17, 1994.

Colorado Governors' Lunch, *What Companies Should Look for in Selecting an EAP*, March 22, 1994.

Bradford Elementary School, Ms. Cudworth's 3rd grade class, *What Psychologists Do*, December 13, 1993.

East High School, *Eating Disorders* (6 talks). December 13, 1993.

Jung Lee's Tae Kwon Do Academy, *Tae Kwon Do Demonstration*. Coors Asian Cultural Awareness Night, October 21, 1993.

Labors' Community Agency, *Counseling Skills*. Advanced Union Counselor Course, September 30, 1993.

Rocky Mountain Chapter of the American Society for Training and Development, *Impasses in Group Process*. October 13, 1993.

Professional Psychology Program Proseminar, *Treatment of Eating Disorders*. Dr. Phyllis Krenick, July 28, 1993.

Zupkus and Ayd, *Americas with Disabilities Act Round Table*. June 15, 1993.

Teamsters Union, *Steward Training on Impaired Workers*. March 13, 1993.

Jefferson County Schools Student Councils, *Coping With Life*, February 11, 1993.

Colorado EAPA Chapter, *Ethics and Impaired Professionals*. December 11, 1992.

Bradford Elementary School, Jefferson County Schools, 3rd Grade Class, Ms. Biott, *What Psychologists Do?* December 3, 1992.

University of Denver, Counseling Psychology Program Proseminar, *Impact of Managed Care on Counseling Psychology*. November 5, 1992.

Labor's Community Agency Union Counseling Class, *Ethics, Duty to Warn and Lethality Assessment*. October 8, 1992.

Labor's Community Agency Union Counseling Class, *Counseling Skills Training*. October 1, 1992.

Governor's Lunch for Outstanding EAPs, Master of Ceremonies, April 28, 1992.

Labor's Community Agency Union Counselor Graduation Keynote Address. *Peer Counseling and Member Assistance Counseling*, Denver, CO, April 4, 1992.

Northern Colorado Personnel Administrators Meeting. *EAP's in the 1990's*, Greeley, CO, November 14, 1991.

Centennial Peaks Hospital. *Signs and Symptoms of Eating Disorders*, Longmont, CO, November 6, 1991.

University of Denver, Counseling Psychology, Advanced Practicum, *Impulse Control Disorders*, July 22, 1991.

Business and Professional Women, District 4-West. *Weight Management*, April 20, 1991.

Colorado Group Insurance Association. *Maximizing Performance*, April 20, 1991.

Colorado Public Municipalities Personnel Administrators. *Workers Compensation: Managed Care*, March 13, 1991.

University of Denver Counseling Center, *Group Process Commentary*. January 15, 1991.

University of Denver, Counseling Center Staff, *Group Therapy Process Training*, January 15, 1991.

Cleo Wallace Center, Medical Staff Meeting, *Managed Care Panel*, Denver, CO January 8, 1991.

Society for Psychologists in Private Practice, *Managed Care and Eating Disorders*, May 11, 1990.

YWCA – ANAD Group – Public Lecture. *Family Issues and Eating Disorders*, June 28, 1989.

YWCA – ANAD Group – Public Lecture. *Stress and Eating Disorders*, October 16, 1989.

Jay Silvestein Law Offices. *Nutrition, Weight Management, and Deadly Diets*, June 20, 1989.

CPC Cottonwood Hill, Denver, Colorado. *The New Role of Employee Assistance Programs*, monthly seminar, January 27, 1989.

EAP Conference: Sponsored by Communities for a Drug Free Colorado and the Governor's Office – Montrose, Colorado. *An Overview of Employee Assistance Programs*, January 24, 1989.

YWCA – Denver, Colorado. *Relationship Patterns: How They Affect Us as Adults*, Eating Disorders Support Groups, October 27, 1988.

CPC Cottonwood Hill, Denver, Colorado. *Treatment of Eating Disorders*, October 18, 1988.

Rangeview High School. *Eating Disorders in Adolescence, Peer Counselor Training*, July 29, 1988.

Douglas County High School. *Signs & Symptoms of Eating Disorders*, Class, April 22, 1988.

Lewisville Middle School – Boulder. *Adolescent Suicide*, Class, March 3, 1988.

Parkside Lodge of Colorado. *Cognitive-Behavioral Treatment of Bulimia*, Staff Training, February 17, 1988.

YWCA – ANAD Group, Denver, CO. *Eating Disorders: Family Communication*, January 26, 1988.

Dr. Kreinik's Group Therapy Seminar, School of Professional Psychology. *Group Psychotherapy of Adult Children of Alcoholics*, January 21, 1988.

Symposium on Triathlons and Biathlons sponsored by Rocky Mountain Hospital. *Psychology of Performance*, July 1987.

Denver Federal Center. *Compulsive Eating and Weight Management*, May 1987.

Occupational Nurses Association. *Conflict Management*, February 1987.

United States Department of the Interior. *Maximizing Work Attitudes and Performance*, September 5, 1986.

Colorado State X-Ray Technicians. *Thinness: The Great American Obsession*, February 15, 1986.

Aurora Hills Middle School. *Adolescent Suicide*, February 14, 1986.

Sheridan Middle School. *Teenage Suicide*. December 16, 1985.

Denver Federal Center PAR Programs, Inc. *Addiction: Affects on the Family*, December 11, 1985.

Columbia Middle School. *Adolescents and Eating Disorders*, December 10, 1985.

AMSA Child and Adolescent Health Task Force. *Adolescent Eating Disorders*, December 7, 1985.

Denver Federal Center PAR Programs, Inc. *Addiction: Affect on the Family*, December 2, 1985.
Laredo Middle School. *Adolescent Suicide*, November 1, 1985.

Heritage High School. *Stress Talk*, October 23, 1985.

Merrill Middle School PTA. *Adolescent-Parent Relationships*, October 16, 1985.

Gateway High School. *Stress Talk*, October 9, 1985.

De Columbine Newcomers Club. *Stress and the Family*, February 1984.

Parker Junior High. *Application of Piaget in Teaching*, March 1982.

Optimist Club. *Stress Management*, May 1982.

University of Denver, Student Services Staff. *Stress Management*, March 1982.

University of Denver Wellness Symposium. *Meditation and Relaxation*, April 1982.

Christian Counseling & Guidance Services. *Application of Developmental Models in Therapy*, September 1981.

Aurora Presbyterian Church Young Couples Club. *Stress and the Family*, June 1981.