

# Manivong J. Ratts, Ph.D., L.M.H.C., N.C.C.

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216 Seattle, WA 98122

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## EDUCATION

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Oregon State University, Corvallis, OR CACREP-accredited program	Ph.D., Counseling	2006
Oregon State University, Corvallis, OR CACREP-accredited program	M.S., Counseling	1999
Western Wash. University, Bellingham, WA	B.A., Psychology	1996
Yakima Valley Comm. College, Yakima, WA	A.A., General Education	1993

## CERTIFICATIONS and LICENSURES

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License Mental Health Counselor (LMHC), Washington, #LH60691191  
National Certified Counselor, National Board for Certified Counselors, #55146  
Oregon Initial School Counselor License, #10362987 (2006-2008)  
Washington Educational Staff Associate Certificate School Counseling, #448943A

## APPOINTMENTS

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Associate Professor of Counseling, Tenured Seattle University, CACREP-accredited program, Seattle, WA	09/12 – Present
CACREP Liaison Department of Counseling, Seattle University, Seattle, WA	09/07 - Present
School Counseling Program Director Department of Counseling and School Psychology, Seattle University, Seattle, WA	09/08 – 06/12
Assistant Professor of Counseling, Tenure Track, Department of Counseling & School Psy Seattle University, CACREP-accredited program, Seattle, WA	09/06 – 08/12
Adjunct Professor, Department of Counseling Psychology Lewis and Clark College, Portland, OR	01/05-08/06
Counselor, Tenure-Track, Department of Counseling and Advising Portland Community College, Portland, OR	2004-2006
Counselor, Tenure-Track, Department of Counseling and Advising College of DuPage, Glenn Ellyn, IL	2002-2003
Counselor, Tenured, Center for Multicultural Affairs and Counseling William Rainey Harper College, Palatine, IL	1999-2002
Adjunct Counselor, Department of Counseling and Advising Lane Community College, Eugene, OR	1998-1999
Residential Treatment Provider Catholic Community Services Northwest, Bellingham, WA	1996-1997

SCHOLARSHIP (\*indicates scholarship with students)

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REFEREED PUBLICATIONS

- \***Ratts, M.J.** (in press). Charting the center *and* the margins: Addressing identity, marginalization, and privilege in counseling. *Journal of Mental Health Counseling*. (April 2017 publication date).
- Greenleaf, A., **Ratts, M.J.**, & Song, S. (2016). Rediscovering classism: The humanist version for economic justice. *Journal of Humanistic Psychology*, 56(6), 1-19. doi: 10.1177/0022167816652525.
- \***Ratts, M. J.**, Singh, A. A., Nassar-McMillan, S., Butler, S. K., & McCullough, J. R. (2016). Multicultural and social justice counseling competencies: Guidelines for the counseling profession. *Journal of Multicultural Counseling and Development*, 44(1), 28-48. doi: 10.1002/jmcd.12035.
- \***Ratts, M.J.**, Kaloper, M., McReady, C., Tighe, L., Butler, S.K., Dempsey, K., & McCullough, J. (2013). Safe Space Programs: Creating a Visible Presence of LGBTQ Allies in K-12 Schools. *Journal of LGBT Issues in Counseling*, (7), 387-404. (80% contribution).
- Lewis, J.A., **Ratts, M. J.**, Paladino, D. A., & Toporek, R. L. (2011). Social justice counseling and advocacy: Developing new leadership roles and competencies. *Journal for Social Action in Counseling and Psychology*, (3)1, 5-16.
- Ratts, M. J.** & Wood, C. (2011). The fierce urgency of now: Diffusion of innovation as a mechanism to integrate social justice in counselor education. *Counselor Education and Supervision*, 50(3), 207-223. (65% contribution).
- Ratts, M. J.** (2011). Multiculturalism and social justice: Two sides of the same coin. *Journal of Multicultural Counseling and Development*, 39(1), 24-37.
- Chang, C.Y., Crethar, C., & **Ratts, M.J.** (2010). Social justice: A national imperative for counselor education and supervision. *Counselor Education and Supervision*, 50, 82-87.
- \***Ratts, M. J.**, Anthony, L., & Santos, K. N. T. (2010). The dimensions of social justice model: Transforming traditional group work into a socially just framework. *The Journal for Specialists in Group Work*, 35(2), 160-168. (90% contribution).
- Ratts, M. J.** (2009). Social justice counseling: Toward the development of a “fifth force” among counseling paradigms. *Journal of Humanistic Counseling, Education, and Development*, 48, 160-172.
- Ratts, M. J.** & Hutchins, M. (2009). ACA Advocacy Competencies: Social justice advocacy at the client/student level. *Journal of Counseling and Development*, 87, 269-275. (65% contribution).
- Ratts, M. J.**, DeKruyf, L., & Chen-Hayes, S.F. (2007). The ACA Advocacy Competencies: A social justice advocacy framework for professional school counselors. *Professional School Counseling*, 11(2), 90-97. (60% contribution).

BOOKS

- Ratts, M.J.** & Pedersen, P.B. (2014). *Counseling for multiculturalism and social justice: Integration, theory, and application* (4<sup>th</sup> ed.). Alexandria, VA: American Counseling Association. (85% contribution).
- Ratts, M. J.**, Toporek, R. L., & Lewis, J. A. (Eds.). (2010). *ACA Advocacy Competencies: A social justice framework for counselors*. Alexandria, VA: American Counseling Association. (60% contribution).

BOOK CHAPTERS

- \***Ratts, M.J.**, McCullough, R., & Rubel, D. (2016). Diversity and social justice issues in counseling and psychotherapy. In D. Capuzzi & M. D. Stauffer (Eds.), *Counseling and psychotherapy: Theories and*

- interventions*, (6<sup>th</sup> ed., pp. 35-65). Alexandria, VA: American Counseling Association.
- \***Ratts, M.J.** & Wayman, A. (2014). Multiculturalism and social justice: A mandate for counseling and human service professionals. In V. F. Sangganjanavanich & C. Reynolds (Eds.). *Introduction to professional counseling*, (pp. 139-160). Thousand Oaks, CA: Sage Publications.
- Ratts, M. J.** & McCullough, J. (2013). The highlands ability battery. In Wood, C. & Hays, D. (Eds.), *A counselor's guide to career assessment instruments*. (6<sup>th</sup> ed., pp. 135-140). Broken Arrow: National Career Development Association.
- \***Ratts, M.J.** & Santos, K.A. (2012). Career counseling without borders: Moving beyond traditional career practices of helping. In D. Capuzzi, & M. Stauffer (Eds.). *Career Counseling: Foundations, Perspectives, and Application* (2<sup>nd</sup> ed., pp. 111-125). New York, NY: Routledge.
- Rubel, D., & **Ratts, M.** (2011). Diversity and social justice issues in counseling and psychotherapy. In D. Capuzzi & D. R. Gross (Eds.), *Counseling and psychotherapy: Theories and interventions* (5<sup>th</sup> ed., pp. 29-51). Alexandria, VA: American Counseling Association. (50% contribution).
- \***Ratts, M. J.** & Aleshire, K. (2009). Building allies for gay straight alliance. In C. F. Salazar (Ed.), *Group work experts share their favorite multicultural activities: A guide to diversity-competent choosing, planning, conducting, and processing* (pp. 69-73). Alexandria: Association for Specialists in Group Work.
- Ratts, M. J.** (2009). The highlands ability battery. In Whitfield, E.A., Feller, R.W., and Wood, C. (Eds.), *A counselor's guide to career assessment instruments*. (5<sup>th</sup> ed., pp. 155-162). Broken Arrow: National Career Development Association.
- Rubel, D., & **Ratts, M.** (2007). Diversity and social justice issues in counseling and psychotherapy. In D. Capuzzi & D. R. Gross (Eds.), *Counseling and psychotherapy: Theories and interventions* (4<sup>th</sup> ed., pp. 47-67). Upper Saddle River, NJ: Pearson Education.

#### ASSESSMENT INSTRUMENTS

- Ratts, M.J.** (2014). *Multicultural and advocacy competencies self-assessment survey*.
- Ratts, M.J.** & Ford, A. (2010). *Advocacy competencies self-assessment survey*.

#### NON-REFEREED PUBLICATIONS

- \***Ratts, M.J.**, Singh, A.A., S., Butler, S.K., Nassar-McMillan, McCullough, J.R. (February 2016). Multicultural and social justice counseling competencies: Practical applications in counseling. *Counseling Today*.
- \***Ratts, M.J.**, Singh, A.A., Nassar-McMillan, S., Butler, S.K., McCullough, J.R. (June 2015). *Multicultural and social justice counseling competencies*. Retrieved from <http://www.counseling.org/docs/default-source/competencies/multicultural-and-social-justice-counseling-competencies.pdf?sfvrsn=20>. Endorsed by the Association for Multicultural Counseling and Development on June 29, 2015 and the American Counseling Association on July 20, 2015.
- \***Ratts, M. J.**, Ayers, L., & Bright, M. (October 2009). Sticks and stones. *School Counselor*. 47(1), 20-25.
- Ratts, M. J.** (2008). A pragmatic view of social justice advocacy: Infusing microlevel social justice advocacy strategies into counseling practices. *Counseling and Human Development*, 41(1), 1-8.
- Crethar, H. C., & **Ratts, M. J.** (June 2008). Why social justice is a counseling concern. *Counseling Today*. 50(12), 24-25. (50% contribution).
- Singh, A. A., Hosea, J., Sidelinker, D., Pickering, D., and **Ratts, M.** (February 2008). Counseling transgender youth: Education, advocacy and resilience. *Counseling Today*. 50(8), 17 & 39.
- Ratts, M.J.** (Fall 2008). Career counseling competencies for K-12 school counselors. *School Counselor Insight*. 17.

**Ratts, M.J.** (Winter 2008). Freedom vs. reinforcing domination. *School Counselor Insight*. 6-7.

**Ratts, M., D'Andrea, M., & Arredondo, P.** (July 2004). Social justice counseling: "Fifth force" in field. *Counseling Today*. 47(1), 28-30.

**Ratts, M.** (2004). Another river to cross: Counselors advocating for same-sex marriage. *The Counselor*. Volume XV, 5.

#### ENCYCLOPEDIA ENTRY

**Ratts, M. J.** (2009). Counselors for social justice. In Erford, B., Linde, L., & Hays, D. (Eds.), *American Counseling Association Encyclopedia* (pp. 129-130). Alexandria: American Counseling Association.

#### MULTIMEDIA

Hutchins, M., Singh, A., & **Ratts, M.J.**, (April 2016). *Counselors using the ACA advocacy, multicultural, and LGBTQIA competencies to reduce bullying towards LGBTQIA communities*. Webinar for the Association for Multicultural Counseling and Development (AMCD), Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling (ALGBTIC), and Counselors for Social Justice (CSJ).

\***Ratts, M.J.**, Singh, A.A., Nassar-McMillan, S., Butler, S.K., McCullough, J.R. (September 2015). *Multicultural and social justice counseling competencies*. Webinar for the Association for Multicultural Counseling and Development (AMCD).

\***Ratts, M.J.** (2013). *Five forces in counseling and psychotherapy*. Publisher: Microtraining and Multicultural Development, An Imprint of Alexander Street Press.

\***Ratts, M.J.** (2011). *Four approaches to counseling one client: Medical, intrapsychic, multicultural, and social justice counseling paradigms*. Publisher: Microtraining and Multicultural Development, An Imprint of Alexander Street Press.

#### SCHOLARSHIP IN-REVIEW OR IN-PROGRESS

**Ratts, M.J.** & Butler, S.K. (in contract). Multicultural and social justice counseling competencies: A blueprint for the profession. Publisher: American Counseling Association. First draft due: June 2017.

**Ratts, M.J.** (in review). Social justice counseling in a post-modern world. In M.B. Scholl & J. Hansen (Eds.). *Postmodern perspectives on contemporary counseling issues*.

**Ratts, M. J.** & Greenleaf, A. T. (in review). Counselor-advocate-scholar model: Changing the dominant discourse in counseling. *Journal of Multicultural Counseling and Development* (50% contribution)

**Ratts, M. J.** & Lee, K. L., (in progress). Counselor-advocate-scholar model: A Delphi study. (80% contribution).

\***Ratts, M. J.**, Greenleaf, A. T., Arpin, M.F., Thompson, C., Matsumoto, M., & Olson, P. (in progress). Making the invisible, visible: Contextual factors contributing to LGBTI courtesy stigma.

**Ratts, M.J.** (in progress) Heterosexual volatility. *Journal of Homosexuality*.

#### FUNDED GRANTS

Emerging Scholar Grant, College of Education, Seattle University, \$2,823.30	2014
Pride Foundation Grant, \$2,500. Principal Investigator.	2009
Professional Development Grant, \$1,000. Seattle University. Principal Investigator.	2011
Professional Development Grant, \$1,000. Seattle University. Principal Investigator.	2009
Research Grant \$2,000. Seattle University. Principal Investigator.	2008
Professional Development Grant, \$1,000. Seattle University. Principal Investigator.	2008
Pride Foundation Grant, \$3,500. Principal Investigator.	2007

Teaching, Learning and Technology Grant, \$1,000. Harper College. Principal Investigator. 2001  
 International Studies Grant, \$1,000. Harper College. Principal Investigator. 2000

#### UNFUNDED GRANTS

National Institute of Health LGBTI Grant, \$100,000. Principal Investigator. In review 2015  
*Making the invisible, visible: Contextual factors contributing to LGBTI courtesy stigma.*

Pride Foundation Grant, \$10,000. Principal Investigator. Not funded 2014  
*Pride Centers in schools.*

AACTE Fellowship Grant, \$30,000. Principal investigator. Not funded 2014  
*Teacher-Advocate-Scholar Training model.*

#### REFEREED CONFERENCE PRESENTATIONS

##### National

- Ratts, M.J.** (March 2015). *Counselor-Advocate-Scholar Model: A Delphi study.* American Counseling Association National Conference. Orlando, CA.
- Ratts, M.J.,** Singh, A., Nassar-McMillian, S., Butler, S.K., & McCullough, R. (March 2015). *Revision of the AMCD multicultural counseling competencies: Future directions in counseling practice and research.* American Counseling Association National Conference. Orlando, CA.
- Ratts, M.J.** (March 2012). *Diffusion of innovation.* American Counseling Association National Conference. San Francisco, CA.
- Ratts, M.J.** Lee, K., O'Connell, W., Leibsohn, J., & Graham, M. (October 2011). *Redesigning counselor education: Fulfilling the mandate for social justice advocacy.* Association for Counselor Education and Supervision National Conference. Nashville, TN.
- Ratts, M. J.,** Toporek, R., & Lewis, J. (March 2010). *ACA Advocacy Competencies: Expanding our roles.* American Counseling Association National Convention. Pittsburgh, PA.
- Lewis, J., **Ratts, M.,** Toporek, R., & Paladino, D. (March 2010). *What is social justice counseling and advocacy? Developing new professional leadership roles and competencies.* Multicultural Social Justice Leadership Development Academy. American Counseling Association National Convention Pre-Conference. Pittsburgh, PA.
- Singh, A.A., Arredondo, P., Butler, K., Hays, D., Pickering, D., **Ratts, M.J.,** & Toporek, R. (March 2009). *Speaking up and OUT: Social Justice Leaders on LGBTQI Issues in Counseling.* American Counseling Association National Convention. Charlotte, NC. (ACA Presidential Session).
- Ratts, M.J.** & Dempsey, K. (March 2009). *Advocacy competencies self-assessment survey: A tool for measuring advocacy competence.* American Counseling Association National Convention. Charlotte, NC.
- Ratts, M.** & DeKruyf, L. (March 2009). *Multicultural and advocacy dimensions model: Connecting the multicultural counseling competencies and advocacy competencies.* American Counseling Association National Convention. Charlotte, NC.
- Ratts, M.** (March 2008). *Preparing counselors for social justice: A national study of CACREP-accredited counselor education programs.* American Counseling Association National Convention. Honolulu, HI.
- DeKruyf, L. & **Ratts, M.** (March 2008). *Social justice advocacy and professional school counselors: The ACA advocacy competencies as a framework for action.* American Counseling Association National Convention. Honolulu, HI.

- Ratts, M.** (October 2007). *Social justice counselor training: A national study of social justice training efforts in CACREP accredited counselor preparation programs*. Association for Counselor Education and Supervision National Conference. Columbus, OH.
- Ratts, M.** (July 2007). *Career counselors as social justice advocates: Incorporating the ACA advocacy competencies into career counseling*. National Career Development Association Conference. Seattle, WA.
- Sandy Lopez-Baez, Hugh Crethar, **Ratts, M.**, Vivian McCollum, Carmen Salazar (March 2007). *Vanguards for change: A call From ACES to infuse social justice in counselor education curricula*. American Counseling Association National Convention. Detroit, MI.
- Ratts, M.** & DeKruyf, L. (October 2005). *The complexities of diversity: Integrating multiple dimensions of identity models into counselor supervision*. Association for Counselor Education and Supervision National Conference. Pittsburgh, PA.
- Capuzzi, D., Briggs, C., Stauffer, M., **Ratts, M.**, Pehrsson, D., Nakazawa-Hewitt, M., & Tanigoshi, H. (October 2005). *The rewards of mentorship: Keys to success*. Pre-Conference Workshop. Association for Counselor Education and Supervision National Conference. Pittsburgh, PA.
- Ratts, M.** (May 2005). *Social justice counseling: From reaction to social action*. Beyond Talk: Tools and Training for Advocacy and Social Action CSJ and PSY-R Conference. Portland, OR.
- Capuzzi, D., Stauffer, M., **Ratts, M.**, (April 2005). Briggs, C., Pehrsson, D., Nakazawa-Hewitt, M., & Tanigoshi, H. *The rewards of mentorship: Keys to success*. American Counseling Association National Convention. Atlanta, GA.
- Regional
- Ratts, M.J.** (November 2016). *Multicultural and social justice counseling competencies: A call to counselor educators and supervisors*. Western Association for Counselor Education and Supervision (WACES). Vancouver BC, Canada.
- Field, T., Cameron, E., Dempsey, K., Biles, K. & **Ratts, M.J.** (November 2016). *WACES multicultural and social justice training "hot topics" panel*. Western Association for Counselor Education and Supervision (WACES). Vancouver BC, Canada.
- Ratts, M.J.** (November 2012). *Skate to where the puck is going to be and not to where it's been: The potentiality of counselor education (Key Note Address)*. Western Association for Counselor Education and Supervision (WACES). Portland, OR.
- Ratts, M.** & Dempsey, K. (November 2008). *Multicultural and advocacy dimensions model: Connecting the multicultural counseling competencies and advocacy competencies*. Western Association for Counselor Education and Supervision. Palm Springs, CA.
- Ratts, M.**, Crethar, H., & Dermer, S. (November 2006). *Teaching multiculturalism and social justice through a focus on privilege*. Western Association for Counselor Education and Supervision Conference. Las Vegas, NV.
- Ratts, M.** & DeKruyf, L. (November 2006). *Social justice counseling: A study of social justice training efforts in CACREP-accredited counselor preparation programs*. November 2006. Western Association for Counselor Education and Supervision Conference. Las Vegas, NV.
- Stauffer, M., Pehrsson, D., Capuzzi, D., **Ratts, M.**, Briggs, C., & Nakazawa-Hewitt, M. (October 2004). *The rewards of mentorship*. Western Association for Counselor Education and Supervision Conference. Sacramento, CA.
- Ratts, M.**, Briggs, C., & Pepperell, J. (October 2004). *From multiculturalism to social justice: Toward the development of a "fifth force" in counseling paradigms*. Western Association for Counselor Education and Supervision Conference. Sacramento, CA.

**Ratts, M.**, & Nakazawa-Hewitt, (October 2004). *M. Implementing multicultural counseling competencies and advocacy competencies through social justice counseling teams*. Western Association for Counselor Education and Supervision Conference. Sacramento, CA.

James, G., Nakazawa-Hewitt, M., Windish, B., **Ratts, M.**, & Dempsey, K. (November 2003). *Navigating the higher education system: A multicultural perspective*. Western Association for Counselor Education and Supervision Conference. Tucson, AZ.

#### State

Ratts, M.J. (February 2016). Multicultural and social justice counseling competencies: Guidelines for the school counseling profession. *Washington School Counselors Association Conference*. Seattle, WA.

\*Ratts, M.J., Arpin, M.F., & Thompson, C. (February 2015). Developing pride centers in schools: Addressing LGBTI bullying by creating visible spaces for an invisible community. *Washington School Counselors Association Conference*. Seattle, WA.

\*Kenney, V., Robinson, S., & **Ratts, M.J.** (March 2014). Creating safe learning spaces for LGBTQ youth. *Washington School Counselors Association Conference*. Seattle, WA.

\*Shimono, S., Black, S., & **Ratts, M. J.** (February 2010). *The Fierce Urgency of Now: Using Diffusion of Innovation to Speed up the Adoption of the ASCA National Model in Schools*. Washington School Counselor Association Conference. Seattle, WA.

**Ratts, M. J.** & Grumman, D. (February 2009). *Professional Certificate*. Washington School Counselor Association Conference. Seattle, WA.

**Ratts, M. J.** (February 2009). *WA-ACES Roundtable Discussion*. Washington School Counselor Association Conference. Seattle, WA.

\*Hatch, B., McCullough, J., Kearns, & **Ratts, M.** (February 2008). *Supporting LGBTQ youth in K-12 schools*. Washington School Counselor Association Conference. Seattle, WA.

\***Ratts, M.**, Garcia, J., Nordell, K., Schmit, L. (February 2008). *Mask-ularity and school violence: Implications for school counselors*. Washington School Counselor Association Conference. Seattle, WA.

\*Gallison, J., Yamada, D. Hatch, B., McCullough, R., Schelien, B., Santos, K., & **Ratts, M.** (March 2007). *Safe space training: School counselors creating safe and inclusive educational environments for LGBTQ students in K-12 schools*. Washington and Oregon School Counselor Association Conference. Vancouver, WA.

DeKruyf, L. & **Ratts, M.** (March 2007). *A social justice advocacy framework for professional school counselors*. Washington and Oregon School Counselor Association Conference. Vancouver, WA.

**Ratts, M.** & Edwards, C. (October 2006). *Incorporating social justice principals into community and school counselor preparation programs*. Washington Counseling Association Conference. Seattle, WA.

**Ratts, M.** (October 2005). *Implementing ACA's advocacy competencies: Strategies on how to close the achievement gap in K-12 schools and save school counseling positions along the way*. Oregon School Counseling Association Conference. Hood River, OR.

**Ratts, M.** & Nakazawa-Hewitt, M. (November 2004). *The complexities of diversity: Counseling clients with multiple oppressions*. Oregon Counseling Association Conference. Corvallis, OR.

**Ratts, M.** (April 2004). *Sex and violence: Images of women in the media*. Conference on Gender and Culture. Oregon State University, Corvallis, OR.

**Ratts, M.** & Conroy, K. (October 2001). *Homophobia and heterosexism: Is it a gay or heterosexual classroom issue?* Teaching and Learning Excellence Conference. Springfield, IL.

## TEACHING

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Seattle University, Department of Counseling and School Psychology	2006-Present
<ul style="list-style-type: none"> <li>• COUN 565 Community Counseling Internship I</li> <li>• COUN 508 Law and Ethics</li> <li>• COUN 555-556-557 Counseling Internship I, II, and III</li> <li>• COUN 5270 Tests and Measurement</li> <li>• COUN 511 Counseling Theories</li> <li>• COUN 512 Career and Lifespan Development</li> <li>• COUN 510 Fundamental Counseling Skills</li> <li>• COUN 509 Comprehensive School Counseling</li> <li>• COUN 513 Counseling Diverse Populations</li> <li>• EDUC 520 Social Justice in Professional Practice</li> </ul>	
Oregon State University, Department of Teacher and Counselor Education (Courses I assisted faculty in teaching)	2003-2006
<ul style="list-style-type: none"> <li>• TCE 577 Psychopathology/DSM</li> <li>• TCE 525 Fundamentals of Counseling</li> <li>• TCE 546 Leadership of School Counseling Programs</li> <li>• TCE 598 Consultation</li> <li>• TCE 575 Family Counseling</li> <li>• TCE 514 Practicum in Counseling I &amp; II</li> <li>• TCE 580 Addictions Counseling</li> <li>• TCE 532 Social and Cultural Perspectives in Counseling</li> <li>• TCE 571 Group Counseling Procedures - Group Facilitator</li> <li>• TCE 581 Cross-Cultural Counseling</li> </ul>	
Lewis and Clark College, Counseling Psychology Department	2005-2006
<ul style="list-style-type: none"> <li>• CPSY 550 Clinical Supervision with Diverse Populations</li> </ul>	
Portland Community College, Department of Counseling and Advising	2003-2006
<ul style="list-style-type: none"> <li>• CG 140 Career and Life Planning</li> <li>• CG 100A College Survival and Success</li> </ul>	
College of DuPage, Department of Counseling and Advising	2002-2003
<ul style="list-style-type: none"> <li>• ED 105 Career Development</li> <li>• ED 115 College Survival Skills</li> <li>• SSC 188 Exploring Diversity and Social Justice Issues in the United States</li> </ul>	
William Rainey Harper College, Center for Multicultural Affairs and Counseling	1999-2002
<ul style="list-style-type: none"> <li>• DIV 101 Exploring Diversity in the United States</li> <li>• ORN 101 Orientation to College for Students of Color</li> </ul>	
Oregon State University, Department of Teacher and Counselor Education	1998-1999
<ul style="list-style-type: none"> <li>• ALS 199 Asian/Pacific Islander Student Support Group</li> <li>• ALS 212 Life After College</li> <li>• ALS 103 Method of Studies</li> </ul>	
Cheldelin Middle School	1997-1998
<ul style="list-style-type: none"> <li>• Pre-Algebra (Student Teaching)</li> </ul>	
Western Washington University, Department of Psychology	1995-1996
<ul style="list-style-type: none"> <li>• PSY 219 Psychology of Sex Roles, Group Facilitator</li> </ul>	

## SERVICE

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### EDITORIAL BOARDS

The Journal for Social Action in Counseling and Psychology (National), Editor	Summer 2016
Journal of Counseling and Development (National), Editorial board member	2006-2012
The Journal for Social Action in Counseling and Psychology (National), Editorial board member	2007-2012
Counselor Education and Supervision, Guest editor	2010
Journal of Counseling and Development, Ad Hoc Intern Reviewer (National)	2005-2006
Oregon Professional School Counselor Journal (State), guest student writer	2005-2006

### ELECTED/NOMINATED POSITIONS IN PROFESSIONAL ORGANIZATIONS

#### National

AMCD Multicultural and Social Justice Counseling Competencies Committee, Chair	2015-2016
AMCD Multicultural Counseling Competencies Revisions Committee, Chair	2014-2015
Counselors for Social Justice, Division of the American Counseling Association, President	2011-2012
Counselors for Social Justice, Division of the American Counseling Association, Treasurer	2007-2009
Counselors for Social Justice, Counselor Representative	2005-2006

#### State

Washington School Counselor Association, Post-Secondary Vice President	2007-2009
Washington Counselors for Social Justice, President	2007-2008
Social Justice Columnist (non-elected position)	2004-2005
The Counselor, A Publication of the Oregon Counseling Association	
Graduate Student Representative, Oregon Counseling Association	2004-2005

#### College

Seattle University President's Leadership Council	2016-Present
Seattle University COE ACC Committee	2014-Present
Seattle University, COE Faculty By-laws Committee	2015-2016
Seattle University, Faculty Handbook Committee	2014-2015
Oregon State University, Advisory Board Member	2015-Present
Seattle University, School Counseling Program Director	
Department of Counseling and School Psychology	2008-2012
<ul style="list-style-type: none"> <li>• Led both school and community counseling programs to full <i>initial</i> CACREP-accreditation</li> <li>• Led the School Counseling Program to full NCATE-accreditation</li> <li>• Led the School Counseling Program to full state recertification</li> </ul>	
Seattle University Counselors for Social Justice, Co-founder (non-elected position)	2006-Present
Student President, Chi Sigma Iota, Omega Sigma Upsilon Chapter of OSU	2004-2005

### ACCREDITATION REPORTS

2015	CACREP Response, School Counseling and Community Counseling Programs. Seattle University
2010	CACREP Response, School Counseling and Community Counseling Programs. Seattle University
2010	CACREP Re-Joiner, School Counseling and Community Counseling Programs. Seattle University
2009	CACREP Self-Study, School Counseling and Community Counseling Programs. Seattle University

### CONSULTATIONS AND WORKSHOPS

## National

- Chang, C. Crethar, H., **Ratts, M.**, Bryant, R., Odegard, M., (November 2009). *Association for counselor education and supervision 2<sup>nd</sup> social justice summit*. Association for Counselor Education and Supervision National Conference. San Diego, CA
- Chang, C. Crethar, H., **Ratts, M.**, Hill, N., Kurinsky, D., Lopez-Baez, S., Mears, G., Mejia, X., Torres Rivera, E., & Stone, D. (October 2007). *Association for counselor education and supervision social justice summit*. Association for Counselor Education and Supervision National Conference. Columbus, OH.

## State

- Ratts, M.J.** (December 2014). *Making data work: Using data to evaluate interventions for counselors*. Hamilton International School. Seattle, WA.
- Ratts, M.J.** (February 2014). *Child Abuse Pre-conference Workshop*. Washington School Counselor Association Conference. Seattle, WA.
- Ratts, M.J.** (February 2011). *Child Abuse Pre-conference Workshop*. Washington School Counselor Association Conference. Seattle, WA.
- Ratts, M.J.** (February 2010). *Child Abuse Pre-conference Workshop*. Washington School Counselor Association Conference. Seattle, WA.

## Local

- Ratts, M.J.** (March 2015). *Safe Space Training*. Everett Community College, Everett, WA
- Ratts, M.J.** (March 2015). *Cultural Competency Training*. Edmonds Community College, Edmonds, WA
- Ratts, M.** (October 2012). *Courageous Conversations on LGBTI Issues*. Open Window School. Bellevue, WA
- Ratts, M.** (March 2011). *Courageous Conversations About Race with Families*. Bertschi School. Seattle, WA
- Ratts, M.** (December 2010). *Train-the-Trainers Safe Space Training*. Seattle Community Colleges. Seattle, WA
- Ratts, M.** (September 2010). *Seattle University Counseling and Psychological Services Safe Space Training*. Seattle, WA.
- Ratts, M.** (September 2010). *Bertschi School Safe Space Training*. Seattle, WA.
- Ratts, M.** (November 2009). *Highline Community College Safe Space Training – Train the Trainers*. Des Moines, WA
- Ratts, M.** (March 2009). *Seattle University Law School Safe Space Training*. Seattle, WA.
- Ratts, M.** (January 2009). *Kent School District Safe Space Training for K-12 School Counselors*. Kent, WA.
- Ratts, M.** (January 2009). *Everett School District Safe Space Training for K-8 School Counselors*. Everett, WA.
- Ratts, M.**, Fetting, T., Ayers, L., Alnajjar, J., & Bale, F. (October 2008). *Undergraduate safe space training. National Coming Out Week. Seattle University*. Seattle, WA.
- Ratts, M.**, Schmitt, L., Gesch, T., & Tyson, B. (September 2008). *Safe space training for Seattle University residence hall assistants*. Seattle University. Seattle, WA
- Ratts, M.**, Hatch, B., Garcia, J., Kearns, C., & Nordell, K. (November 2007). *Graduate safe space training*. Seattle University. Seattle, WA.

- Ratts, M.,** McCullough, J., McNary, R., & Chen, C.W. (November 2007). *Undergraduate safe space training*. Seattle University. Seattle, WA.
- Ratts, M.,** Hatch, B., & Schmitt, L., (September 2007). *Safe space training for Seattle University residence hall assistants*. Seattle University. Seattle, WA.
- Ratts, M.** (August 2007). *Affirming diversity through culturally competent schools*. Renton School District Diversity Training. Renton, WA.
- Edwards, C. & **Ratts, M.** (October 2006). *Incorporating social justice into school counselor supervision*. Washington Counselors for Social Justice and Washington Association for Multicultural and Development Conference. Seattle Pacific University. Seattle, WA.
- Van-Si, C. & **Ratts, M.** (August 1998). *Exploring college for Laotian youths*. 1<sup>st</sup> Annual Lao Youth Conference. Portland, OR
- Shigeoka, S., Nishihara, J., & **Ratts, M.** (August 1998). *Asian American outreach*. Asian American Outreach Conference. Portland, OR
- College
- Ratts, M.** (May 2007). *Train the Trainers Safe Space Training*. Two-day LGBTQ consultation and train-the-trainers workshop. Rhodes State College. Lima, OH.
- Ratts, M.,** McCullough, J., & Ramsey, D. (February 2007). *Train-the-trainers safe space training*. Grays Harbor College. Seattle, WA.
- Ratts, M.** & Ho, K. (April 2004). *Another river to cross: The intersection of race and sexual orientation*. Teaching and Learning Center Workshop. Portland Community College. Portland, OR.
- Ratts, M.,** (November 2004). *Navigating through the community college hiring process*. Presentation for community college counseling cohort. Oregon State University, Corvallis, OR.
- Ratts, M.,** Montes, N., & Fletcher, J. (May 2003). *The complexities of diversity: Public safety training*. College of DuPage, Glen Ellyn, IL.
- Ratts, M.** & Fletcher, J. (April 2003). *What's sex got to do with it? Examining homophobia and heterosexism in America*. Food For Thought Workshop. College of DuPage, Glen Ellyn, IL.
- Ratts, M.,** & Montes, N. (February 2003). *Safe zone training*. College of DuPage, Glen Ellyn, IL
- Ratts, M.** & Montes, N. (November 2002). *Sex and violence in the media: Images of women in the media*. Food for Thought Workshop. College of DuPage, Glen Ellyn, IL.
- Ratts, M.** & Stobbe-Roth, M. (November 2001). *LGBT issues in the workplace*. All Employee Day Training. William Rainey Harper College, Palatine, IL.
- Ratts, M.,** Hanahan, K., & Conroy, K. (November 2001). *Diversity in the 21<sup>st</sup> century*. Excel Leadership Program. William Rainey Harper College, Palatine, IL
- Ratts, M.** & Brickley, M. (June 2001). *Does diversity still matter?: Achieving an inclusive work environment*. Board of Trustees Meeting. William Rainey Harper College, Palatine, IL
- Conroy, K. & **Ratts, M.** (March 2001). *The power of words: Living in a rape culture*. Wellness Week Workshop. William Rainey Harper College, Palatine, IL
- Ratts, M.** & Kacmarcik, T. (March 2001). *Homophobia and heterosexism: Is it a heterosexual or gay issue?* Wellness Week Workshop. William Rainey Harper College, Palatine, IL

- Ratts, M.** & Conroy, K. (October 2000). *Bafa, bafa: Exploring cross-cultural communication*. Distinguished Scholars Program. Harper College, Palatine, IL
- Howe, A., Bassler, J., Solano, F., & **Ratts, M.** (October 1999). *Diversity in college*. 3<sup>rd</sup> Annual Minority Student Leadership Conference. Harper College, Oregon, IL
- Roth-Stobbe, M., Antonides, D., Brickley, M., & **Ratts, M.** (2002) *About face youth theatre: Gay violence in the schools*. Harper College, Palatine, IL
- Ratts, M.**, Friend, W., Conroy, K., & Solano, F. (2001). *Multicultural student retreat: Unity through diversity*. William Rainey Harper College, In Lake Geneva, WI
- Brickley, M., **Ratts, M.**, & Pergricht, S. (2001). *Transgender awareness sessions I & II*. William Rainey Harper College. Palatine, IL
- Ratts, M.**, & Bassler, J. *Asian/Pacific Islander (A/PI) heritage month*. Coordinate weekly events for A/PI Heritage Month. William Rainey Harper College. Palatine, IL

#### INVITED LECTURES

##### Classroom Presentations

- Ratts, M.** (October 2011). *Safe Space Training*. Masters in Teaching program classroom presentation. Seattle University. Seattle, WA
- Ratts, M.** (August 2011). *Diversity issues in the classroom*. Masters in Teaching program classroom presentation. Seattle University. Seattle, WA
- Ratts, M.** (Spring 2011). *Evaluating comprehensive school counseling programs*, Principal Administration Program classroom presentation. Seattle University. Seattle, WA
- Ratts, M.** (Winter 2011). *Infusing multiculturalism and social justice into counseling theories*, Counseling Program classroom presentation. Seattle University. Seattle, WA
- Ratts, M.** (October 2009). *Safe Space Training*. Masters in Teaching program classroom presentation. Seattle University. Seattle, WA
- Ratts, M.** (August 2009). *Diversity issues in the classroom*. Masters in Teaching program classroom presentation. Seattle University. Seattle, WA
- Ratts, M.** (October 2008). *Safe Space Training*. Masters in Teaching program classroom presentation. Seattle University. Seattle, WA
- Ratts, M.** (August 2008). *Diversity issues in the classroom*. Masters in Teaching program classroom presentation. Seattle University. Seattle, WA
- Ratts, M.** (October 2007). *Diversity issues in the classroom*. Masters in Teaching program classroom presentation. Seattle University. Seattle, WA
- Ratts, M.** ACA (August 2006). *ACA advocacy competencies in K-12 schools*. Counseling program classroom presentation. Seattle University. Seattle, WA.
- Ratts, M.** (July 2004). *Interpreting the strong interest inventory*. Classroom presentation. Oregon State University. Corvallis, OR.
- Ratts, M.** (May 2002). *Diversity and career exploration: How does diversity influence career choices?* Classroom presentation. William Rainey Harper College. Palatine, IL.

Pergricht, S. & **Ratts, M.**, (April 2001). *Sexual assault prevention in the classroom*. Classroom presentation. William Rainey Harper College. Palatine, IL

## COMMITTEES

### National

Counselors for Social Justice, Membership Committee Chair	2010-2011
Association for Counselor Education and Supervision (ACES) Social Justice Committee	2006-2008
Counselors for Social Justice Position Statement Taskforce	2007-2008
Transgender Task Force, ALGBTIC, A Division of the American Counseling Association	2007-2008
ACES Presentation Proposal Review Committee	2006

### State

School Counselor Standard V Review Committee, Professional Education Standards Board	2010-Present
Navigation 101 and Washington Comprehensive School Counseling Program	2007

### College

Professional Education Advisory Board, Counseling, Seattle University	2006-Present
Unit Assessment Committee, College of Education, Seattle University	2009-Present
New Faculty Institute Committee, Seattle University	2011
Counselor Education Search Committee, Seattle University	2010
Scholarship Committee, Seattle University, College of Education	2010
Scholarship Committee, Seattle University, College of Education	2009
Scholarship Committee, Seattle University, College of Education	2008
Counselor Education Search Committee, Seattle University	2008
Scholarship Committee, Seattle University, College of Education	2007
Counselor Education Search Committee, Seattle University	2007
Director of Career Services Search Committee, Seattle University	2007
LGTQ Advisory Taskforce, Seattle University, Office of Multicultural Affairs	2007
Social Justice Committee, Seattle University, College of Education	2006
Scholarship Committee, Seattle University, College of Education	2006
Ph.D. Counselor Education Interview Committee, Member, Oregon State University	2005
MS Counselor Education Interview Committee, Member, Oregon State University	2005
MS Counselor Education Interview Committee, Oregon State University	2004
Ph.D. Counselor Education Interview Committee, Oregon State University	2004
LGBT Advocacy Team, Developed & Chair, Oregon State University	2003-2004
Oregon Counseling Association Conference Planning Committee, Member	2003-2004
Professional Development Committee, College of DuPage	2002-2003
Food For Thought Committee, College of DuPage	2002-2003
LGBT Advocacy Team, College of DuPage	2002-2003
Institutional Diversity Committee, William Rainey Harper College	2000-2002
LGBT Advocacy Team, William Rainey Harper College	1999-2002
Campus Neighborhood Programming Committee, William Rainey Harper College	2001-2002
Diversity Hiring Committee, William Rainey Harper College	2001-2002
Early Childhood Education Search Committee, William Rainey Harper College	2001-2002
Sexual Assault Prevention Team, Liaison, William Rainey Harper College	1999-2002

## INTERNSHIPS and VOLUNTEER WORK

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Mental Health Therapist Volunteer Seattle Counseling Service, Seattle, WA	2010-2013
School Counselor Volunteer Jefferson High School, Portland, OR	2005

School Counselor Volunteer Cheldelin Middle School, Corvallis, OR	2003
School Counselor Intern Lebanon High School, Lebanon, OR	1998-1999

## HONORS, AWARDS, and ACHIEVEMENTS

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AMCD Certificate of Recognition	2016
WSCA Service Award (State)	2009
WACES Multiculturalism and Social Justice Advocacy Award (Regional)	2008
LGBTQ Ally Award, Seattle University (Institutional)	2008
AMCD Professional Development Award (National)	2008
WACES Emerging Leader Award for Multicultural Education, Global Diversity/Social Justice (Regional)	2006
Counselors for Social Justice O'Hana Award, American Counseling Association (National)	2006
Graduate Teaching Assistantship, Counselor Education, Oregon State University (Institutional)	2003-05
Human Rights Award, Oregon Counseling Association (State)	2004
Culture Student Award, College of Education, Oregon State University (Institutional)	2004
Graduate Teaching Assistantship, E.O.P. Department, Oregon State University (Institutional)	1998-99
Oregon Laurels Graduate Scholarship, Oregon State University (Institutional)	1998

## PROFESSIONAL DEVELOPMENT

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Gender Odyssey Conference, Seattle, WA	2016
Clinical Supervision Training, Edmonds, WA	2016
Assessment and Management of the Suicidal Patient, Online Training	2016
Western Association for Counselor Education and Supervision, Portland, OR	2012
Washington School Counselor Association Conference, Seattle, WA	2012
American Counseling Association National Convention, San Francisco, CA	2012
Association for Counselor Education and Supervision Conference, Nashville, TN	2011
ACA Leadership Institute, Washington DC	2011
Washington School Counselor Association Conference, Vancouver, WA	2011
American Counseling Association National Convention, Pittsburgh, PA	2010
Association for Counselor Education and Supervision Conference, San Diego, CA	2009
Washington School Counselor Association Conference, Seattle, WA	2010
American Counseling Association National Convention, Charlotte, NC	2009
Washington School Counselor Association Conference Seattle, WA	2009
Western Association for Counselor Educators & Supervision Conference, Palm Springs, CA	2008
Washington School Counselor Association Conference Seattle, WA	2008
American Counseling Association National Convention, Honolulu, HI	2008
Washington Community and Technical College Counseling Association Conference	2007
Center for Excellence in Teaching and Learning	2007
<i>Using mid-term evaluations to improve your teaching.</i> Seattle, WA	
Association for Counselor Education and Supervision National Conference, Columbus, OH	2007
National Career Development Association Conference, Seattle, WA	2007
CACREP Self-Study Workshop, Alexandria, VA	2007
American Counseling Association National Convention, Detroit, MI	2007
Washington and Oregon School Counselor Association Conference, Vancouver, WA	2007
Western Association for Counselor Educators & Supervision Conference, Las Vegas, NV	2006
Washington Counseling Association Conference, Seattle, WA	2006
Washington Counselors for Social Justice and Washington Association for Multicultural Counseling and Development Conference, Seattle, WA	2006
Association for Counselor Education and Supervision National Conference, Pittsburgh, PA	2005
Oregon School Counseling Association Conference, Hood River, OR	2005
American Counseling Association National Convention, Atlanta, GA	2005
Oregon Counseling Association Conference, Corvallis, OR	2004

Western Association for Counselor Education and Supervision Conference, Sacramento, CA	2004
Gender and Culture Conference, Oregon State University, Corvallis, OR	2004
American Counseling Association National Convention, Kansas City, MO	2004
Western Association for Counselor Educators & Supervision Conference, Tucson, AZ	2003
National Conference on Race and Ethnicity, San Francisco, CA	2003
North Central Association for Counselor Education and Supervision Conference, Oakbrook, IL	2001
National Conference on Race and Ethnicity, Seattle, WA	2001
The Summer Institute for Intercultural Communications, Portland, OR	2000
The National Multicultural Institute, Washington DC	2000
Learning Communities Conference, Lake Geneva, WI	2000
The Summer Institute for Intercultural Communications, Portland, OR	1999
Oregon Careers Conference #8, Eugene, OR	1999
The Future of Work Conference, Portland, OR	1998
Oregon Careers Conference #7, Portland, OR	1998

## PROFESSIONAL AFFILIATIONS

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American Psychological Association (APA), Member

### DIVISIONS OF APA

Division 17, Society of Counseling Psychologist

American Counseling Association (ACA), Member

### DIVISIONS OF ACA

Association for Multicultural Counseling and Development

Association for Gay, Lesbian, Bisexual, and Transgender Issues in Counseling

Counselors for Social Justice, Past member

Association for Counselor Education and Supervision, Past member

American School Counselors Association (ASCA), Past Member

Western Association for Counselor Education and Supervision (WACES), Member

Washington Counseling Association (WCA), Past Member

### DIVISIONS OF WCA

Washington Counselors for Social Justice (WCSJ), Past Member

Washington Association for Multicultural Counseling and Development (WAMCD), Past Member

Washington School Counseling Association (WSCA), Past Member

Washington Association for Counselor Education and Supervision, (WACES), Past Member

Oregon Counseling Association (ORCA), Past Member

### DIVISIONS OF ORCA

Oregon Career Development Association, (OCDA), Past Member

Oregon Association for Counselor Education and Supervision, (OACES), Past Member

Oregon Association of Multicultural Counseling and Development, (OAMCD), Past Member

Oregon School Counseling Association (OSCA), Past Member

Chi Sigma Iota, Omega Sigma Upsilon Chapter, Oregon State University, Past Member