

**SONYA M. WARE, Ph.D., CRC, LSW**

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**Academic Background**

**The Ohio State University, PhD, 2005**

Major: Rehabilitation Services  
Specialization Area: Multicultural Education  
Minor: Research Methods in Human Resource Development

**The Ohio State University, MA, 2000**

Major: Rehabilitation Counseling

**University of Dayton, MS, 1995**

Major: Social Agency Counseling

**The Ohio State University, BS, 1992**

Major: Psychology

**Professional Certification/Licenses**

Certified Rehabilitation Counselor #00052307  
Commission on Rehabilitation Counselor Certification  
Valid through March 31, 2017

Licensed Social Worker #0018774  
State of Ohio  
Valid through November 20, 2017

## **Academic Appointments**

August 2013-Present

**Associate Professor** Department of Rehabilitation Studies, Alabama State University, Montgomery, Alabama. Teach required CORE accredited master level rehabilitation counseling courses; Serve as academic advisor to graduate students; Participate on university, college and department committees, and render professional services at the university and community level.

August 2008-August 2013

**Assistant Professor & Program Director** Department of Rehabilitation Studies, Wilberforce University, Wilberforce, Ohio. Taught required CORE accredited graduate rehabilitation counseling courses; Supervised practicum and internship students; served as academic advisor to graduate students; Participated on university, college and department committees, and render professional services at the university and community level. In addition to teaching, research and service responsibility, served as Director of the Rehabilitation Counseling program; Served as Principal Investigator of a federally-funded Master's Program grant; and assumed a role of professional leadership in the department. Prepared yearly budget, expended funds allocated for overall department functions and activities; Hired staff and faculty; Supervised faculty and staff; Supervised graduate assistants; Facilitated recruitment and retention efforts; Chaired the department advisory board and scholarship committee; Assigned courses, ordered textbooks and ensured proper departmental balance of teaching load. Prepared all written departmental reports for CORE annual review, Grant Annual Progress report, Assessment data, and Departmental Semester Progress Report.

January 2006-June 2007

**Adjunct Professor** Department of Rehabilitation Studies, Wilberforce University, Wilberforce, Ohio. Developed and taught CORE accredited curricula via weekly PowerPoint presentations, graduate level exams, as well as facilitated assessments tools to assist students in receiving a thorough understanding of the vocational issues faced by those with disabilities.

September 2000-June 2001

**Academic Advisor**, Minority Advising Program, The Ohio State University, Columbus, Ohio. Provided advisement and counseling to incoming minority freshmen as they transition into a predominately white university. Coordinated support services and facilitated campus-wide linkages for minority students. Demonstrated an above 90% retention rate of minority students in competitive majors. Instructor for University Survey 100, a course designed for first year students. Advisor and mentor for undergraduate students pursuing degrees in Nursing, Pharmacy, Dental Hygiene, and Allied Medical Professions.

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September 1997-August 2001

**Graduate Teaching Associate**, Physical Activities and Educational Services, The Ohio State University, Columbus, Ohio. Co-taught the introduction of counseling theories and foundations of disabilities to graduate students in counselor education and rehabilitation counseling. Provided clinical supervision to Master level students in Rehabilitation Counseling. Researched and collected rehabilitation materials for presentation and research articles. Designed and prepared PowerPoint presentations for faculty conferences. Revised and customized program literature distributed to thousands of prospective students. Facilitated and recruited minority students interested in the Master and Ph.D. programs. Coordinated and facilitated department conference and annual events.

### **Other Related Work Experience**

September 2003-February 2008

**School-Based Therapist**, Samaritan Behavioral Health & St. Joseph Children's Treatment Center, Dayton, OH

Provided leadership in the development, implementation, and evaluation of counseling programs and prevention/intervention services for students with emotional, behavioral, mental, and cognitive disabilities within a traditional educational setting. Developed behavioral management techniques for at-risk students in conjunction with teachers, staff, parent/guardians, individualized education program (IEP) team, and the community. Addressed the clinical needs and concerns of parents/guardians, students and school personnel in an expeditious manner.

May 2002-August 2003

**Executive Director & Outreach Coordinator**, KIDS200 & Colin Powell Leadership Academy, Dayton, Ohio

Developed flexible organization structures, policies, and procedures. Recruited, selected, assigned and organized staff to assure the greatest potential for accomplishment of the agency's' missions, goals, and objectives. Designed and facilitated educational enrichment programs for Colin Powell Leadership Academy and the surrounding communities. Facilitated the development of appropriate partnerships with businesses, social service agencies and other organizations whose purposes were consistent with the agency's mission and participated in related activities when appropriate. Planned, prepared, justified and managed budget in accordance with agency budgeting procedures. Successfully generated revenue through outside funding sources.

January 1998-December 1998

**Mental Health Therapist (Contract)**, Children's Hospital Guidance Center, Columbus, Ohio

Provided psychotherapy/counseling (individual), development and implementation of treatment plans, and crisis intervention. Services provided for children and adolescents in an outpatient setting. Coordinated community outreach and mental health education activities at therapist's discretion.

September 1995-September 1997

**Family Therapist**, SearchLight C.A.R.E., Inc., Columbus, Ohio

Successfully provided individual/family therapy for abuse, neglect and delinquency issues that led to reunification. Supervised and trained foster parents on appropriate foster parenting and family systems model. Provided crisis intervention to maintain clients in care. Educated clients and advocated for clients rights.

September 1992-September 1995

**Child Welfare Worker II**, Franklin County Children Services, Columbus, Ohio

Managed a caseload of 35 to 40 families with the primary client being unruly/delinquent youth. Developed clinical treatment plans for various populations within the social services arena. Counseled clients, monitored family situation, composed case plans and record of activity reports. Facilitated crisis intervention services.

### **Professional Consultation**

February 2008-August 2008

**Educational Consultant**, The Ware Consulting Group, LLC

Created partnerships with charter schools in an effort to enrich the educational process with innovative counseling and prevention/intervention programs for students with emotional, behavioral, mental, and cognitive disabilities.

September 1999-December 2004

**Contract Trainer**, Institute of Human Services, Columbus, Ohio

Developed and facilitated specialized training curriculum for human service professionals. Promoted and distributed contractual agreements with various county agencies in the State of Ohio. Training topics included: Family Therapy, Working with Adolescents, Team Building, Self-Esteem, Anger Management, Relationships for Teens, and Leadership Development.

## **Chapters in Books**

Henderson, D., **Ware, S.**, & Sabo, C. (2015). Psychosocial Aspects of Disabilities. In Edwards, D & Edwards, Y (EDSW.), *A Case Study Approach to Vocational Rehabilitation* (pp.223-255). Linn Creek, MO: Aspen Professional Services.

## **Research/Scholarly Activities**

**Ware, S.M.** (Spring/Summer 2009). "Wilberforce Faculty: Paying It Forward." Wilberforce University Faculty Journal, Volume 3, Issue 1.

**Ware, S.M.** (2009). *Wilberforce University Rehabilitation Counseling Program Accreditation Self Study*.

## **Workshops/Presentations**

**Ware, S.M.**, (2015). *Lean In: Self-Care Discussion Circles for Graduate Students in Helping Professions*. Presentation at the Magic City Classic STEM Conference. Birmingham, AL.

**Ware, S.M.**, (2015). *Collaborative Chat: Teaching Techniques and Innovative Strategies*. Presentation at the Alabama State University. Montgomery, AL

**Ware, S.M.**, (2015). *Social Work & Counseling: What Is It All About?* Presentation at the Alabama State University, Maternal Child Health Program. Montgomery, AL

**Ware, S.M.**, (2014). *People First: Using Integrity When Portraying Characters with Disabilities*. Presentation at the Alabama State University, Acting 101 Course. Montgomery, AL.

**Ware, S.M.**, (2014). *The Most Pressing Issues Facing African American Men*. Workshop at the Alabama State University. Montgomery, AL. (Postponed)

**Ware, S.M.**, (2014). *Social Work & Counseling: What Is It All About?* Presentation at the Alabama State University, Maternal Child Health Program. Montgomery, AL

## **Refereed International/National/State Conference Contributions**

**Ware, S.M.**, (2015). *Sexuality, Disability, and the Black Woman: A Case Study Approach*. Presentation at the National Association of Multicultural Rehabilitation Concerns. Charlotte, NC.

**Ware, S.M.,** Whyte-Lewis, A., & Culpepper, C. (2015). *Who Am I?: Exploring the Psyche of Young Black Men*. Presentation at the National Association of Multicultural Rehabilitation Concerns. Charlotte, NC.

**Ware, S.M.,** (2015). *Lean In: Self-Care Discussion Circles for Graduate Students in Helping Professions*. Presentation at the National Council on Rehabilitation Education. Newport Beach, CA.

Stuntzner, S., Hartley, M.T., & **Ware, S.M.** (2014). *A Closer Look at Disability: Enhancing Counselors' Effectiveness in Addressing the Needs of People with Disabilities*. Presentation at the American Counseling Association. Honolulu, HI.

**Ware, S.M.** & Stuntzner, S. (2014). *Disability and Sexuality: A Comprehensive Model To Address the Sexuality Needs of Persons with Disabilities*. Presentation at the American Counseling Association. Honolulu, HI.

**Ware, S.M.** (2013). *Knowledge First! Soft Skills Training for College Students with Disabilities*. Presentation at the National Council on Rehabilitation Education. San Francisco, CA.

**Ware, S.M.** (2011). *Bad Girls: Exploring the Dynamics of Aggression in College Women*. Presentation at the Hawaii International Conference on Social Sciences. Honolulu, HI.

**Ware, S.M.** (2011). *Self-Care for Counseling Professionals*. Presentation at the Hawaii International Conference on Social Sciences. Honolulu, HI.

**Ware, S.M.,** Ewing, T. & Royal, J. (2010). *Approving Addiction Services to African Americans in Montgomery County, Ohio*. Presentation at the National Association of Multicultural Rehabilitation Concerns. Las Vegas, NV.

Strohl, D. & **Ware, S.M.** (2010). *Don't Get Lost in Empathy: Create Your Future with Excellent Self-Care*. Presentation at the National Association of Multicultural Rehabilitation Concerns. Las Vegas, NV.

### **Grant Development and Procurement**

(2009-2015) *HBCU Master's Program Grant*, U.S. Department of Education, Office of Fund for the Improvement of Postsecondary Education, Funded at \$500,000 per year. (Co-Author, Principal Investigator)

(2012) *Membership Drive Grant*, Ohio Rehabilitation Association, Funded at \$100. (Author)

## **Professional/Academic Honors and Awards**

*Excellence in Service to Students Award*, National Society of Leadership and Success, 2011

*Personal Professional Development Award*, Wilberforce University, 2011, 2010, 2009, 2008

*Full Accreditation (Eight Years)*, Council on Rehabilitation Education accreditation, July 2010

*Employee of the Month*, Dayton Public Schools/Longfellow Alternative, 2007

*Conference Scholarship Award*, The Ohio State University, 2001, 1999-1998

*Minority Scholarship Award*, College of Education, The Ohio State University, 1998

*Conference Scholarship Award*, Ohio Rehabilitation Counseling Association, 1998

*Graduate Rehabilitation Traineeship*, The Ohio State University, 1997-2001

## **Teaching Experiences**

*Rehabilitation Internship (Alabama State University, 2016)*

*Rehabilitation Practicum (Alabama State University, 2015)*

*Counseling Skill/Undergraduate (Alabama State University, 2015)*

*Psychosocial Aspects of Disability/Interdisciplinary Course (Alabama State University, 2015, 2014)*

*Multi-Cultural Counseling Issues (Alabama State University, 2016, 2015, 2014)*

*Counseling Theories & Techniques (Alabama State University, 2016, 2014)*

*Group Counseling (Alabama State University, 2015, 2014)*

*Research Methods (Alabama State University, 2015, 2014, 2013)*

*Vocational Assessment & Evaluation (Alabama State University, 2015, 2014, 2013)*

*Assistive Technology in Rehabilitation Counseling (Alabama State University, 2014, 2013)*

*Internship I in Rehabilitation Counseling (Wilberforce University, 2012, 2011, 2010, 2009)*

*Internship II in Rehabilitation Counseling (Wilberforce University, 2012, 2011, 2010, 2009)*

*Practicum in Rehabilitation Counseling (Wilberforce University, 2010, 2008)*

*Medical Aspects (Wilberforce University, 2009, 2007, 2006)*

*Assessment & Evaluation in Rehabilitation (Wilberforce University, 2009, 2008)*

*Foundation of Rehabilitation (Wilberforce University, 2009, 2007)*

*Practicum in Rehabilitation Counseling (Wilberforce University, 2008)*

*Research Methods & Statistics (Wilberforce University, 2008)*

*Career Development and World of Work (Wilberforce University, 2006)*

*Group Counseling (Wilberforce University, 2006)*

### **Professional Communities & Activities**

#### **University-wide committee membership/leadership**

Alternate Member, Institutional Review Board, Alabama State University, 2015-Present

Chair, College of Health Sciences Research Committee, Alabama State University, 2015-Present

Member, Career Services Committee, Alabama State University, 2014-Present

Member, College of Health Sciences Research Committee, Alabama State University, 2013-Present

Member, Blackboard Committee, Wilberforce University, 2011

Member, Commencement Committee, Wilberforce University, 2011, 2010, 2009

Panelist, Sisterhood Tea, Wilberforce University, 2011



Faculty Mentor, Academic Ace, Wilberforce University, 2010-2012

Panelist, Women's Brunch, Wilberforce University, 2010

Group Facilitator, Camp Healthy Wayz, Wilberforce University, 2010

Judge, United Negro College Fund Pageant, Wilberforce University, 2009

Participant, Women and Leadership, Woodrow Wilson Fellows, Wilberforce University, 2009

Member, Academic Affairs Administration Team, Wilberforce University, 2008-2013

Member, Faculty Journal Advisory Board, Wilberforce University, 2008-2010

Member, Student Learning and Effective Teaching Self-Study Committee, Wilberforce University, 2008-2010

Member, Student Leadership Council, The Ohio State University, 1997-2001

President, Milton Wilson Rehabilitation Student Association, The Ohio State University, 1998-2001

Participant, Minority Service Leaders Program, The Ohio State University, 1999

### **Department committee membership/leadership**

Chairperson, Graduate Admissions Committee, Alabama State University, 2014

Member, Promotion Review Committee, Alabama State University, 2014

Chairperson, Graduate Program Advisory Board, Wilberforce University, 2008-2013

Co-Chair, Graduate Rehabilitation Counseling Scholarship Committee, Wilberforce University, 2008-2013

Chairperson, Graduate Admissions Committee, Wilberforce University, 2008-2013

### **International, National, State and Local Service**

Faculty Mentor, Aspire Program, Alabama State University, 2015-Present

Volunteer, Office of Diversity & International Affairs, Alabama State University, 2015

Volunteer, 50th Anniversary Celebration, Montgomery, Alabama, 2015

Volunteer, Dance Company Community Performance, Alabama State University, 2014

Member-at-Large, Finance and Economic Committee, National Association of Multicultural Rehabilitation Concerns, 2014-Present

Registration Co-Chair, Conference Committee, National Association of Multicultural Rehabilitation Concerns, 2012-2013

Trained Site Visitor, Council on Rehabilitation Education, 2011-Present

President-Elect , Executive Board Member, Dayton Area Chapter Ohio Rehabilitation Association, 2013

Membership Chair, Executive Board Member, Dayton Area Chapter Ohio Rehabilitation Association, 2012

Mentor Volunteer, Goodwill Easter Seals Miami Valley, 2010-2013

Co-Founder, Women Emerging Together, 2007-2013

Volunteer, Colin Powell Leadership Academy, 2002

Volunteer, Special Wish Foundation, 2001-2008

Mentor/Tutor, Columbus Africentric School, 1998-1999

Volunteer, Directions for Youths, 1996-1997

Group Facilitator, The Gibson House, 1995-1997

### **Professional Affiliations**

American Association of University Professors

American Counseling Association

Dayton Area Chapter Ohio Rehabilitation Association

National Association of Multicultural Rehabilitation Concerns

National Council on Rehabilitation Education

National Rehabilitation Association

Ohio Rehabilitation Association

