GARY JON SPRINGER

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EDUCATION

Northcentral University, Prescott Valley, AZ
Ph.D. in Industrial Organizational Psychology
Dissertation "Job Motivation, Satisfaction and Performance Among Bank Employees"

California Southern University, Santa Ana, CA
Ph.D. in Business Administration
Dissertation "Marketing Technology to the Counseling Profession"

St. Edward's University
Master's in Human Services
Area of Concentration: Social & Psychological Services

University of Texas
Master's in Education
Area of Concentration: Curriculum and Instruction
Thesis "Teaching Art History: A New Approach"

AWARDS

Texas Excellence in Teaching Award **1992**

TEACHING EXPERIENCE

Texas State University, San Marcos, TX

Adjunct Instructor – "Introduction to Interdisciplinary Studies" **21-2025**
Adjunct Instructor – "Adult Development and Career planning"

Developed syllabus, met biweekly with students via Zoom.
Assisted students with APA format, coached returning students on academic reassimilation, graded weekly assignments.

Adjunct Instructor – "Interdisciplinary Project" **20**

Developed syllabus and overall course structure, met weekly with students on individual capstone term project, graded project assignments.

Adjunct Instructor – "Human Problems in the Workplace"

Developed syllabus and overall course structure, met weekly with students on individual capstone term project, graded project assignments.

Instructional Facilitator – "Group Counseling – Pre-Practicum"

Taught students how to run a counseling group through experiential practice.

Adjunct Instructor – "Professional Orientation and Ethics"

Developed syllabus and overall course structure, exam development, met with students upon request, graded exams.

Adjunct Instructor – "Management of Organizations"

Developed syllabus and overall course structure, exam development, met with students upon request, graded exams.

Adjunct Instructor – "Group Process"

Developed syllabus and overall course structure, exam development, met with students upon request, graded exams.

Adjunct Instructor – "Introduction to Psychology"

Developed syllabus and overall course structure, exam development, met with students upon request, graded exams.

Adjunct Instructor – "Introduction to Clinical Psychology"

Developed syllabus and overall course structure, exam development, met with students upon request, graded exams.

ONLINE TEACHING EXPERIENCE

Liberty University, Lynchburg, VA

Adjunct Instructor – "Diagnosis & Treatment of Addictive Behaviors" **25**

Created weekly announcements, facilitated weekly discussion board and general class communication, graded written papers.

Adjunct Instructor – "Issues and Trends in Community Counseling"

Created weekly announcements, facilitated weekly discussion board and general class communication, graded written papers.

Adjunct Instructor – "Studies in Interpersonal Communication"

Created weekly announcements, facilitated weekly discussion board and general class communication, graded written papers including final exam.

Adjunct Instructor – "Multicultural Issues in Human Services"

Created weekly announcements, facilitated weekly discussion board and general class communication, graded written papers including final exam.

Adjunct Instructor – "Career Development"

Created weekly announcements, facilitated weekly discussion board and general class communication, graded written papers including final exam.

Adjunct Instructor – "Assessment Techniques"

Created weekly announcements, facilitated weekly discussion board and general class communication, graded written papers including final exam.

Adjunct Instructor – "Group Dynamics"

Created weekly announcements, facilitated weekly discussion board and general class communication, graded written papers including final exam.

Adjunct Instructor – "Introduction to Human Services"

Created weekly announcements, facilitated weekly discussion board and general class communication, graded written papers including final exam.

Adjunct Instructor – "Theories of Counseling"

Created weekly announcements, facilitated weekly discussion board and general class communication, graded written papers including final exam.

ONLINE TEACHING EXPERIENCE

Upper Iowa University, Fayette, IA

Adjunct Instructor – "Methods in Human Services/Research Methods" **22**

Created weekly announcements, facilitated weekly discussion board and general class communication, graded written papers including final exam.

Adjunct Instructor – "Introduction to Human Services"

Created weekly announcements, facilitated weekly discussion board and general class communication, graded written papers including final exam.

Adjunct Instructor – "Psychology of Disaster"

Created weekly announcements, facilitated weekly discussion board and general class communication, graded written papers including final exam.

Adjunct Instructor – "Abnormal Psychology"

Created weekly announcements, facilitated weekly discussion board and general class communication, graded written papers including final exam.

Adjunct Instructor – "Personnel Selection"

Created weekly announcements, facilitated weekly discussion board and general class communication, graded written papers including final exam.

Adjunct Instructor – "Labor Relations and Negotiation"

Created weekly announcements, facilitated weekly discussion board and general class communication, graded written papers including final exam.

Adjunct Instructor – "Skills for the Helping Professions"

Created weekly announcements, facilitated weekly discussion board and general class communication, graded written papers including final exam.

RELATED EXPERIENCE

Springer Counseling – Private Practice.

Conduct intake interviews, assess symptoms, determine diagnosis, formulate treatment plans and make treatment recommendations. Perform individual counseling and psychotherapy with children and adults.

Licensed Professional Counselor # 14609 – State of Texas

National Certified Counselor # 57927

PUBLICATIONS AND PAPERS

Effects of the Experiential Group Experience on Quality of Life, Friendship, and Stress.
Manuscript in Preparation at Texas State University.

Job Motivation, Satisfaction, and Performance Among Bank Employees: A Correlations Study.
Accepted for publication in JGBI, Vol. 5, Issue 1, Spring, 2011.

Marketing Technology to the Counseling Profession.
Dissertation, California Southern University, Santa Ana, California.

Teaching Art History: A New Approach
Master's Thesis: The University of Texas at Austin

LANGUAGES

English – native language
Spanish – basic understanding in reading

MEMBERSHIPS

American Psychological Association.