

CURRICULUM VITAE

Melisa L. Fleming

EDUCATION

Ph.D.: Marriage and Family Therapy

- St. Mary's University (COAMFTE -accredited)
- May 2012
- Dissertation Title: "Help Seeking Attitudes toward Mental Health Issues Among Military Men Who Have Been in Combat"

M. A.: Marriage and Family Therapy

- St. Mary's University (COAMFTE-accredited)
- August 2000
- Distinguished graduate

B. S.: Psychology

- University of Maryland University College- European Division
- May 1997
- Minor: History

LICENSURE

- **Licensed Professional Counselor- Supervisor #19744** (LPC-S): Texas, 2012- Current
- **Licensed Professional Counselor #19744** (LPC-S): Texas, August 2005- CURRENT
- **Licensed Marriage and Family Therapist # 203100** (LMFT): Texas, November 2017- Current

CERTIFICATIONS

- Critical Incident Stress Management (Basic)
- Youth Connections curriculum
- Denial Management Counseling
- Quality Matters- building online courses

TEACHING EXPERIENCE

St. Mary's University (COMFTE)

- **CN 7189** – Special Topics in Play Therapy, Fall 2012
- **CN 8373** – Gender and Ethics through the Life Cycle, Doctoral Teaching Assistant, Spring 2004

Texas A&M University San Antonio (CACREP)

- **EDCG 5341**- Advanced topics: Family Play Therapy, Summer 2014, Spring 2016
- **EDCG 5341**- Advanced topics: Introduction to Play Therapy, Fall 2014, Spring 2015, Fall 2015, Fall 2016, Summer 2020, Spring 2023/2024/2025
- **EDCG 5328**- Group Counseling, Spring 2013, Fall 2013, Spring 2014, Fall 2017, Summer 2019, Fall 2019, Summer 2020, Fall 2020, Spring 2024, Spring 2025
- **EDCG 5317**- Counseling techniques, Fall 2013, Summer 2016, Spring 2021
- **EDCG 5335**- Human Development Across the Lifespan, Summer 2015, Fall 2022, Spring 2023, Fall 2023

- **EDCG 5334-** Theoretical Applications in Counseling, 2016, Summer 2024
- **EDCG 5356-** Field Practicum, Spring 2016, Summer 2017, Fall 2020, Spring 2022, Fall 2024
- **EDCG 5385-** Clinical Mental Health Counseling Internship, Fall 2020, Spring 2024, Spring 2025
- **EDCG 5314-** Theory Foundation in Individual/Couples/Family Counseling, Summer 2019, Summer 2024
- **EDCG 5339-** Legal issues in Counseling, Fall 2019
- **EDCG 5326-** Specific Problems in Guidance & Counseling, Introduction to Play Therapy, Spring 2021, Spring 2024, Spring 2025
- **EDCG 5326-** Specific Problems in Guidance & Counseling, Introduction to Sex Therapy, Summer 2021, Spring 2022, Spring 2023, Fall 2024
- **EDCG 5325** Assessments in Counseling, Summer 2023, Fall 2023, Spring 2024 Summer 2024, Fall 2024, Spring 2025
- **EDCG 5326-** Specific Problems in Guidance and Counseling: Blended Families and Stepparenting, Summer 2024, Summer 2025
- **EDCG 5353** Career Counseling, Summer 2023, Fall 2023

Webster University

- **COUN 5600-** Group Counseling, Spring II 2013, Summer 2014, Spring 2023
- **COUN 5540-** Family Systems Theory, Fall I 2013, Spring II 2015, Summer 2015, Summer 2016, Fall I 2018, Spring II 2022, Spring 2023
- **COUN 5640-** Marriage, Couples, and Family Counseling, Fall II 2013, Fall I 2014, Spring I 2015, Fall I 2015
- **COUN 5700-** Lifestyle and Career Development, Summer 2013, Spring I 2014
- **COUN 5580** Human Sexuality and Sex Therapy, Spring I 2015, Fall II 2015, Fall I 2017, Spring I 2021, Fall II 2021, Spring I 2022, Spring I 2023
- **COUN 5800** Professional Orientations and Ethical Practice, Spring II 2016, Fall II 2018
- **COUN 6100, COUN 6200, COUN 6500** Practicum/internship: Spring I, Spring II, Summer, Fall I, and Fall II 2017; Spring I, Spring II, Summer, Fall I, and Fall II 2018; Spring I & Spring II 2019
- **COUN 5545** Blended Families, Spring II 2021, Spring II 2023

Texas A&M International University

- **EDCU 5309-** Counseling the Culturally Diverse: Fall I 2022
- **EDCU 5306-** Appraisal Techniques in Child and Adolescent Counseling: Spring 2023
- **EDCU 5310-** Human Growth & Development Across the Lifespan: Spring 2023

SUPERVISION

- **LPC Associates**
- **Field Practicum Supervisor**
- **Practicum instructor**
- **Internship instructor**
- **Individual Techniques instructor**
- **Group techniques instructor**

TRAINING EXPERIENCE

- Telehealth: Legal and Ethical Issues, Simple Practice 1 CE
- Gottman Training Levels 1(12 CE), 2 (20.25 CE) in 2021, 3 in 2022; Currently working on Certification
- Quality Matters: Designing your online course October 20-November 4, 2022
- TCA Conference 2023:
- Human Trafficking: Overview for Texas Healthcare Professionals This course has been approved by the Texas Health and Human Services Commission (HHSC) 1 CE: each year for renewal of LPC and LMFT
- Telehealth for Mental Health Professionals, PESI, 12.5 CE
- Cyber Awareness Challenge- Defense Information Systems Agency 1.5 CE
- Identifying and Safeguarding Personally Identifiable information (PII) 1.0 CE
- Reporting Fraud, Waste, and Abuse
- Creating a Discrimination Free Workplace
- Workplace Ethics
- FERPA
- Safe Practices for Returning to the office during the COVID-19 Pandemic
- Information Security Awareness
- Military Cultural Competence 1.25 CE
- A life Worth Living: Core Concepts in DBT 1.5 CE
- Jurisprudence LMFT and LPC every 2 years 1CE
- Multiculturally competent supervision 3.0 CE

PROFESSIONAL PUBLICATIONS AND RESEARCH

- **Dissertation:** “Help Seeking Attitudes toward Mental Health Issues Among Military Men Who Have Been in Combat” Spring 2012

COMPUTER SKILLS

- Windows XP/7/8
- MS Office Suite
- Multimedia Presentations
- Zoom: Telehealth, Calendar, and Webinars
- TEAMS: Virtual and Groups
- Blackboard- How to create hybrid class, Jan 2015
- Blackboard Ultra
- WebNet + Level 1 Video Certification, Dec 2018

SCHOLARLY PRESENTATIONS

- **Sexual Identity, Abrazos Adoption, September 2024**
- **Resiliency in the Military Setting**, NAMI meeting, February 2018
- **What is PHP and how do I advocate for my family member**, NAMI meeting, February 2018
- **Suicide Intervention in the Moment**, NEISD crisis counseling staff, January 2017
- **Claritycon: Bully... Bully; how to identify and help our youth**, June 17, 2016
- **Crisis Intervention**, all staff training for Connections Individual and Family Services, March 2016

- **Helping Children and families reduce intensity and occurrence of anger outbursts, Holmgren parenting group, February 2016**
- **Childhood Diagnosis**, Camelot Elementary all staff training, February 2016
- **Self-Care**, Pickett Academy SAISD direct care staff training, February 2016
- **Anti- Bully Presentation**, Assistance League of San Antonio, February 2016
- **Holiday Blues: Navigating the Holidays with Confidence**, Health Collaborative, December 2015
- **Anti-Bullying**, Health Collaborative, August 2015
- **The Importance of Self Care**, for MCOT Meeting for Hays/Blanco Counties, July 2015
- **Coping Skills to implement at home**, for community members and professionals through the Health Collaborative, March 2015
- **NISD Police understanding how to work effectively with children who have mental health diagnosis**, November 3, 2014
- **Reduce stress: Self- Care for professionals**, NEISD Leadership Conference, 08/2014
- **School Social workers in SAISD building understanding to work effectively with children who have mental health diagnosis and supporting families**, August 2014
- **Understanding benefits of Partial Hospitalization for children and adolescents**, Mental Health Task Force, March 2014
- **Introducing Games into Family Play Therapy- AC-TAPT**, December 2013
- **Mask Making in Therapy**, 6th Annual Kaleidoscope of Counseling Conference, Texas State University-San Marcos, March 1, 2013
- **Mask Making in Play Therapy**, AC-TAPT, December 2012

Working through Grief:

- **Helping children express grief**, Tragedy Assistance Program Conference, May 2001
- **Expressing grief through masks- Children**, Tragedy Assistance Program Conference, May 2002
- **Expressing grief through masks- Adults**, Tragedy Assistance Program Conference, May 2002
- **Communities In Schools: The use of Play Therapy in schools**, Professional Association of School Attendance Personnel Conference, May 2000

PROFESSIONAL EMPLOYMENT HISTORY

Assistant Professor Professional Track

Texas A&M University San Antonio September 1, 2023- Current

- Assistant Professor
- Advisor
- Graduate Counseling Admissions Coordinator
- University Library Committee
- Search Committee for Director of TAMUSA Library
- TCA Proposal Committee

Adjunct Professor

Webster University, *One Castle Hills, Suite 613, 1100 NW Loop 410, San Antonio, TX 78213*

Texas A & M- San Antonio, *One University Way, San Antonio, TX 78224*

St. Mary's University, *One Camino Santa Maria, San Antonio, TX 78221*

Private Practice Counselor-LPC-S, LMFT

C Beyond: Counseling, Consulting, and Supervision, PLLC, 8627 Cinnamon Creek Dr. Ste. 601, San Antonio, TX 78240 (January 2021- Current)

Counseling Beyond, 11107 Wurzbach Rd, Suite 104, San Antonio, TX 78230

May 2005- January 2021)

- Supervise LPC-Associates
- Experienced with crisis counseling: develop safety plans, coping skills, reduce trauma.
- Provided services: reintegrate into the work force, mood control (reduce anxiety, depression, anger management, sleep issues), improve communication skills, create positive self-identity, work through grief of many kinds (death/abandonment/neglect/abuse), and build social skills (impulse control, positive peer relations, healthy family relations)
- Diagnosed and responded to a wide range of psychological and behavioral needs focusing on and developing client's personal strengths to enhance positive mental health using an extensive intake which covers confidentiality, family/personal/medial/drug-alcohol history, current issues, extent of issues impairing client, strengths of client, social network, support system.
- Developed working relationship with client(s) to create treatment plans that will generate changes wanted in their lives with the implementation of cognitive-behavioral, solution-focused, and play therapy techniques based on the needs of the client; as well as, offering outside resources to client when needed to enhance necessary changes; I review treatment plan before each session and address specifically each goal- with a formal review of treatment plan with client at least every 3 months or sooner if client is making progress or needs to change it.
- The clientele includes but is not limited to: active duty military, retired/separated military members, couples, families, adolescents and adults, adults going through grief/change of career/lifespan changes.
- Conduct presentations and programs within the community to professionals and families focused on addressing mental health concerns and supportive recovery.

Program Director- Partial Hospitalization Program for Children and Adolescents

Laurel Ridge Treatment Center-Highpoint, 1603 Babcock Suite 148, San Antonio, TX (February 2013- February 2018)

- Manage an outpatient partial day hospitalization program for youth 8-17 with an average daily census of 20-40 patients.
- Oversee the daily management of the facility to ensure that the program meets and exceeds all standards.
- Rebranded the PHP program: to build community awareness of services which included developing a budget, research and implementing all new evidence-based curriculum, developing new therapeutic tracks to better serve the community, and developed promotional materials.
- Developed 2 new evidence-based program lines for PHP program to include: 3-track programming to ensure patient care is individualized to patient needs and IOP for teens with anxiety/depression.
- Lead staff of 8 full/PRN staff; adjusts staffing levels as census adjusts ensuring cost effective patient supervision.

- Oversee and manage up to 4 practicum/intern students each semester, fostering learning, therapeutic skills, and understanding in developing counselors.
- Good interpersonal skills with the ability to relate and develop positive outcomes for concerns and questions families from a variety of socioeconomic and cultural groups express.
- Maintain open communication with all parents/guardians/case workers who have patients in our facility.
- Follow up with perspective patients and their family
- Track and report the daily census for billing and retention purposes
- Create and facilitate regular presentations in the community to increase mental health awareness and understanding of our facility's unique programs to community members and professionals.
- Communicate with Universities to update and create affiliation agreements with Laurel Ridge Treatment Center to place practicum students in the facility.
- Maintain all contact with universities, practicum students, Human Resources, and site supervisors to place practicum students
- Maintain active communication with staff on the satellite facility, at the main campus, and the community. Positive communication sustains the most effective, safe, and productive learning environment for the health and wellbeing of our patients and their families.
- Conduct weekly staffing, to ensure all patients are receiving support and services to meet and maintain wrap around services to include their therapeutic goals, and those of their family
- Offer monthly training to enrich team member's skills to provide patients positive support
- Offer weekly training for all therapists and practicum/intern students to build counseling skills.
- Improved facility appearance creating a child and adolescent friendly environment
- Increased efficiency of staff performance and created a Team bond
- Conduct presentations and programs within the community to professionals and families focused on addressing mental health concerns and supportive recovery.

Clinical Director

A World for Children, 1635 NE Loop 410, Suite 501, San Antonio, TX 78209 (July 2012-January 2013) (210) 267-1714

- Offered crisis intervention and prevention for children in the foster care system and foster homes
- Provided Support and Training to staff, children as needed, and foster families
- Coordinated contracted therapist's case notes to meet CPS service requirements
- Reviewed children's files as they were admitted and regularly to ensure they were being provided all of the services necessary to lead healthy productive daily lives.
- Tracked goals and progress of children and foster parent involvement
- Developed safety/supervision plans as needed for children and foster homes
- Created agency wide trainings for adults and children

Private Contract Counselor-LPC (May 2005 – 2012)

Omni Counseling and Psychological, PLLC, 4242 Woodcock Dr. suite 208, San Antonio, TX 78228

- Experienced with crisis counseling: develop safety plans, coping skills, reduce trauma
- Provided services to: reintegrate into the work force, mood control (reduce anxiety, depression, anger management, sleep issues), improve communication skills, create positive self-identity, work through grief of many kinds (death/abandonment/neglect/abuse), and build social skills (impulse control, positive peer relations, healthy family relations)
- Diagnosed and responded to a wide range of psychological and behavioral needs focusing on and developing client's personal strengths to enhance positive mental health through the use of an extensive intake which covers confidentiality, family/personal/medial/drug-alcohol history, current issues, extent of issues impairing client, strengths of client, social network, support system
- Developed working relationship with client(s) to create treatment plans that will generate changes wanted in their lives with the implementation of cognitive-behavioral, solution-focused, and play therapy techniques based on the needs of the client; as well as, offering outside resources to client when needed to enhance necessary changes; I review treatment plan before each session and address specifically each goal- with a formal review of treatment plan with client at least every 3 months or sooner if client is making progress or needs to change it.
- The clientele include but not limited to: active duty military, retired/separated military members, couples, families, probation: adolescents and adults, adults going through grief/change of career/lifespan changes, and children in foster care who have been severely neglected, abused (physically and sexually), traumatized, and transition to foster and/or adoptive home- working closely with caseworkers, schools, medical staff, and lawyers. Kept in close contact with resources (with signed release) to include; but not limited to, psychiatrists, doctors, lawyers, caseworkers, and insurance companies
- Provided in-home, and school-based counseling for individuals and families who were unable to travel

Communities in Schools, San Antonio, Texas

CASE MANAGER - 2001 – 2006

- Managed client caseload of over 100 each year in a school setting
- Maintained solid working relationship between the school administration, parents, social networks, and the CIS-SA main office
- Exemplary data collection and entry to maintain precise records of the programs
- In charge of supervising master's level counseling interns from the local universities on how to work with the staff, families, and children. Teaching them how to implement their skills in the school and family setting- offering support and advice as needed
- Learned and lead many low-ROPES activities with children and adults
- Managed and enhanced a truancy intervention program for a high school with high dropout rates
- Supervised in-school mentor program coordinating with local community sponsors
- Responsible for annual budget—developed annual needs and prioritized to ensure maximum effectiveness with limited resources
- Offered individual, crisis, and family counseling for students and families
- Developed group each semester after working closely with faculty to assess the needs

which included: responsibility, goal setting, character development, academic groups, dealing with divorce and grief for children, and alcohol/drug prevention program

- Planned and executed half day, four-week summer program each year that averaged 20 active students daily- managed financial budget, prepared daily social skills activities, organized many field trips and community speakers to reinforce social values
- Implemented a health day with the Santa Rosa mobile unit, that was available to the entire community around the high school

Connections, Lockhart, Texas

STAR (Services to at Risk Youth) COUNSELOR 2000 - 2001

- Developed new client and staff surveys soliciting feedback from clients and agencies-- surveys implemented across program area (at that time-7 counties)
- Recognized for the most direct client hours in my region for three months
- Awarded "Employee of the Month" for November 2000
- Worked with staff from 6 schools in two school districts: increasing client contact and group work
- Implemented new "Youth Skills" group for transitioning middle school students
- Created and ran parenting groups for parents in Caldwell County wanting more skills and those mandated by court when I found there was a need in the county
- Saw clients in my office, home visits, and at the child's school for group, family and individual counseling

SERVICE ACTIVITIES

- **San Antonio Rodeo S.A.L.E** (2012- 2017) - Public affairs committee. Promote recognition and support for the scholarship program for the youth in San Antonio and surrounding areas.
- **Key Spouse** on Lackland AFB (2108- 2019)
- **San Antonio Association for Relational Therapists, formerly SAAMFT (2018- Current)-** Serve on the hostess committee.
- **San Antonio Youth Literacy Tutor** (2004-2005, 2005-2006) – provided literacy tutoring to 2nd grade students to increase their reading grade level so students can read on level by 3rd grade.
- **Austin Half-Marathon** (February 2006) –Teem in Training: proceeds for the Leukemia and Lymphoma Society toward research development.
- **Susan B. Komen Breast Cancer Run** (May 2005) – 5K run; proceeds to benefit breast cancer research and awareness.
- **Community Advisory Board** (1999-2001) – participated in an advisory board consisting of community agencies within Lockhart, TX to create Crisis Protocol
- **Tragedy Assistance Program for Survivors** (1999-2002) – participated in annual national conference of military survivors; led group activities of children and adults
- **Tragedy Assistance Program for Survivors** (1999-2002) – provided therapeutic referral services to military survivors.

PROFESSIONAL ASSOCIATIONS

- Texas Counseling Association
- American Counseling Association (ACA)
- American Association of Marriage and Family Therapists (AAMFT)

- Texas Association of Marriage and Family Therapy
- San Antonio Association for Relational Therapists (formerly San Antonio Association for Marriage and Family Therapists)

AWARDS AND SCHOLARSHIPS

- Counseling and Human Services Dept. Graduate Scholarship Recipient: 2009-2010, 2010-2011
- Connections: Individual and Family Therapy Employee of the Month 2000
- Communities In Schools of San Antonio Employee of the Month, 2005