

# JOAN H HAGEMAN, PHD



International Research Scientist • Innovative Educator • Mentor • Professional Speaker • Author



- Multifaceted Expertise in Research (Psychology, Psychophysiology, Neuroscience, Social Sciences, Hypnosis, Biofeedback)
- Extensive Knowledge & Application of Research Methodology
- Excellent Interview Skills (assessment, data collection, narratives)
- Well Rounded Professional Background in complimentary fields (Counseling, Consulting, Religion, Sales and Marketing, Social Work, Performing Arts)
- Passionate and Highly Articulate Educator in Group & Individual Settings with over 15 years in classroom, workshop/seminar, and online formats
- Mentor to adult, student, professional, and nonacademic populations
- Accomplished author whose work has been published both as trade book contributor and various internationally-recognized trade periodicals
- Dynamic Speaker and Scientific Presenter consistently over the last five years in some of the Most Prestigious Psychological Conferences including APA, AAPB, SCEH, and 2008 World Congress in New Delhi, India among others
- Experienced in Cultural Differences in Training, Development, & Assessment
- Excellent Course Designer and Developer of Classroom Training Materials
- Extensive Skill in Consulting with diversity of workplace environments across educational platforms (academic, scientific, trade, general public)
- Considerable Proficiency in computers, software, and database programming
- Extensive Competency in statistical analysis software
- High Adeptness in Team Building, Project Design and Management, Needs Assessment, & Evaluation
- Wide Diversity in Artistic Design and Layout for Online Development of database management, internet-based research, and training materials
- Wide-Ranging Print Design for various industries (performing arts, nonprofit, & for profit organizations)
- Highly Trained in Upscale Sales, Marketing, and Document Publishing

## RESEARCH AND TEACHING INTERESTS

Dr. Hageman is interested in continuing her career in her leadership of research with humans and her ability to be the authoritative source on program management related issues to both create and implement sound scientific research that can benefit humanity and global sustainability needs.

She is also interested in continuing her multicultural research in human consciousness and has developed a body-mind-spirit (BMSP) conceptualization profile that is attentive to cultural implications. She uses hypnosis, biofeedback, empirically based assessments, and neurofeedback perspectives to explore the implications of spiritual practices or other ways of knowing paradigms in terms of

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## RESEARCH AND TEACHING INTERESTS (continued)

their relationship to health and well-being. Her BMSP profile includes the role of creativity and polypsychism ego-based theories in their applicability to a multicultural focus.

The primary focus of Dr. Hageman's research is to promote and educate the global understanding that the outcomes of higher states of consciousness, irrespective of how they are accessed (e.g., guided imagery, hypnosis, meditation, sacred rituals, visualization) may be key to our ability to survive as a species and to effect global cooperative efforts. In her opinion, the outcomes of higher states of consciousness directly influence the inner ecology of the human body, mind, and spirit. These conjointly guide the inward expression of humanity's growth toward the potential evolvment of consciousness and ultimately, the outward behavioral expression that leads to the propensity for good or harm to oneself, community, or the world.

In terms of global and life enhancement education, human consciousness research incorporating human relations perspectives has far-reaching applications in teaching students and adults from the lens of both innovative and traditional paradigms that inform a multicultural, sociological, psychological, neuroscientific, historical, anthropological, and health oriented concentrations in academic study.

## METHODOLOGICAL EXPERTISE

Professional, academic, and research experience include achievements in interviewing, research analysis, project management, assessment, and consulting using quantitative, qualitative, and mixed research designs. As a research consultant, Dr. Hageman has edited dissertations, performed statistical analyses for thesis(s) and other statistical-related projects, and advised other researchers on the business issues of research. She has extensive computer proficiency and is an accomplished programmer and data base management analyst utilizing SAS and SPSS and other software for research statistical analyses. Some methodological expertise used in her research and training includes:

- Multivariate Analysis (MANOVAs, Multiple Regression, Logistic Regression, Discriminant Analysis, Principal Component Analysis)
- Interweave of Phenomenological and Hermeneutic Analyses
- Psychophenomenological (Hypnosis) Analysis
- Content Analysis
- Descriptive Statistics
- Correlational Analysis
- Indigenous Research Methods and Indigenous Ethics
- Participatory Research
- Action Research
- Narrative Research
- Ethics in Psychotherapy and Psychological Research

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## METHODOLOGICAL EXPERTISE (continued)

- Assessing Persons
  - history of reliability and validity; measurement error, reliability, validity, and test administration
  - individual, group, and vocational tests for assessing mental age, intelligence, and verbal versus performance properties of the modern Binet and Wechsler scales
  - structured and projective tests (deductive and empirical strategies)

## EDUCATIONAL/ PROFESSIONAL HONORS/ ASSOCIATION MEMBERSHIPS

### Current

- Member, Program Advisory Board for Digital Arts & Design (Full Sail University, 2008–Present)
- Chair, Ethical Research Review Board (PSYmore Research Institute, Inc., 2006–Present)
- Member, Past Chairs Advisory Committee to Alumni Association Council (2010–Present)
- Editor, APA Division 30 Psychological Hypnosis Bulletin (2009–Present)
- Secretary, APA Division 30 Psychological Hypnosis (2010–Present)
- Manuscript Reviewer, Journal of Applied Psychophysiology and Biofeedback (2009–Present)
- Book Reviewer, Praeger Publishing Company (2009–Present)
- Member, American Psychological Association (2002–Present)
  - Member, Division Society of Consulting Psychology (2008–Present)
  - Member, Division Society of Psychological Hypnosis (2009–Present)
  - Member, Division Humanistic Psychology (2008–Present)
  - Member, Division Psychology of Religion (2008–Present)
  - Member, Division Health Psychology (2008–Present)
- Member, Society for Clinical and Experimental Hypnosis (2003–Present)
- Member, Association for Applied Psychophysiology & Feedback (2003–Present)
- Member, Biofeedback Society of Florida, Inc. (2008–Present)

### Past

- Chair, Alumni Council (Saybrook Graduate School, 2008–2010)
- Member, Alumni Council (Saybrook Graduate School, 2005–2010)
- Editorial Layout & Design, Alumni Association Newsletter (Saybrook Graduate School, 2008–2010)

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## EDUCATIONAL/ PROFESSIONAL HONORS/ ASSOCIATION MEMBERSHIPS (continued)

- Member, Institutional Review Board (Saybrook Graduate School, 1998–2009)
- Coordinator, Regional Student Group (Saybrook Graduate School, 1999–2004)
- Co-Chair, Independent Scholars Student Group (Saybrook Graduate School (1999–2004)
- Member, American Society for Training & Development (1991–1992)
- President, Executive Women of Florida organization (1991–1992)
- Member, Network of Executive Women (1982–1991)
- Member, National Association for Female Executives (1982–1985)
- Lead Orator, (Kentucky Christian College, 1965)
- PSI CHI Scholar (Morehead State University, 1979)
- President, Performing Arts Guild (Ashland, Kentucky, 1978–1979)
- Member, Performing Arts Guild (Ashland, Kentucky, 1971–1979)
- Member, Committee to Create New Art Museum (Ashland, Kentucky, 1978–1979)

## PUBLISHED SCIENTIFIC BOOKS AND ARTICLES SINCE 2005

- Hageman, J. H. (2010). *The Art of Focus Workbook*. PSYmore Research Institute Press (in press).
- Hageman, J. H. (2010). *Dreams: The Way to Me*. PSYmore Research Institute Press (ebook in press).
- Hageman, J. H. (2010). *The Harmonized Self*. PSYmore Research Institute Press (in press).
- Hageman, J. H., Peres, J. F. P., Moreira-Almeida, A., Caixeta, L., Wickramasekera, I. II, & Krippner, S. (2009). *The neurobiology of trance and mediumship in Brazil*. In S. Krippner & H. Friedman (Eds.) *Mysterious minds: The neurobiology of psychics, mediums, and other extraordinary people* (pp. 85–111). Santa Barbara, CA: Greenwood/Praeger.
- Hageman, J. H., Krippner, S., & Wickramasekera, I. II. (2009). Sympathetic Reactivity during Meditation. *Subtle Energies and Energy Medicine Journal*, 19(2), 1-26.
- Hageman, J. H. (2008). *Not all meditation is the same: A brief overview of perspectives, techniques, and outcomes*. In *Measuring the Immeasurable: The scientific case for spirituality* (pp. 373-385). Bolder, CO: Sounds True Press.
- Hageman, J. H. (2007). *Spirituality: A mind-body-spirit cross-cultural perspective on self-healing*. Berlin, Germany: VDM Dr. Müller. (monograph)

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## PUBLISHED SCIENTIFIC BOOKS AND ARTICLES SINCE 2005 (continued)

- Hageman, J. H. (2007). *The Body-Mind-Spirit Profile of Sun Do Taoism*. In Proceedings of the First International Sundo Taoist Conference on Health, Peace, and Life Through Sundo (pp. 46–117). Seoul, South Korea: International Institute for Sundo-Taoist Cultural Research.
- Hageman, J. H. (2006). Multicultural religious and spiritual rituals: Meaning and praxis. *Behavioral & Brain Sciences*, 29(6), 619-620.
- Hageman, J. H., Krippner, S., & Wickramasekera, I. II. (2006). *Seven advanced meditators in Ramtha's School of Enlightenment*. Paper presented at the "3rd Psi Meeting: Implications and Applications of Psi" Conference, Brazil.
- Hageman, J. H., & Crocker, R. (2006). *Institutional Review Board Policies and Procedures for Research*. Tampa, FL: PSYmore Research Institute, Inc.
- Hageman, J. H. (2005). *Hypnotizability and dissociation in spirituality: Cross-cultural experiences related to health and well-being*. Dissertation Abstracts, 66(5), 2805B. (UMI No. AAT 3175360)

## SCHEDULED PRESENTATIONS FOR 2010–2011

- March 2010 "Negative Affect and Dimensions of Attention Questionnaire (DAQ)," Applied Psychophysiology & Biofeedback (AAPB) Annual Conference paperpresentation, San Diego, California.
- April 2010 "Dimensions of Attention Questionnaire (DAQ): A Potential Pre-Screening Tool to Suggest Initial Use of Biofeedback or Hypnosis for Clients," Biofeedback Foundation of Europe (BFE) Annual Conference paper presentation, Rome, Italy.
- July 2010 "Taoism, Health, and Environment," Annual International Sun Do Daoist Conference invited speaker, Yale University, New Haven Connecticut.
- August 2010 American Psychological Association (APA) Annual Conference presentations, San Diego, California.
- "The Role of Spiritual Practice in the Incidence of Anomalous or Paranormal experiences," symposium paper presentation.
  - "Rational Emotive Behavior Therapy," discussant for REBT symposium "Mysterious Minds," discussant for symposium.
- November 2010 "APA Division 30 Representative," participant in APA Science Leadership Conference on Strengthening Our Science: Enhancing the Status of Psychology as a STEM Discipline, Washington, DC.
- September 2011 "The Neurobiology of Mediumship," 6TH PSI Meeting: PSI Research and Neurosciences invited speaker, Curitiba, Brazil.

## PAST PRESENTATIONS 2002-2009

- Hageman, J. H., & Frederick, C. (2009, October). *Ego state therapy: The need for credible research* paper presented at the meeting of Society for Clinical and Experimental Hypnosis Annual Conference Reno, Nevada

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## PAST PRESENTATIONS 2002-2009 (continued)

- Hageman, J. H. (2009, August). Mediumship and psychophysiological responses across cultural boundaries. In S. Krippner (Chair), *Neurobiology of extraordinary experiences*. Symposium conducted at the meeting of American Psychological Association, Toronto, Canada.
- Hageman, J. H. (2009, April). Dimensions of attention questionnaire (DAQ): A potential pre-screening tool to suggest initial use of biofeedback or hypnosis for clients. Paper presented at the meeting of Applied Psychophysiology & Feedback Albuquerque, New Mexico.
- Hageman, J. H. (2008, October). *The prediction of self-reported hypnotic depth via the PCI-HAP in a cross-cultural, non-clinical setting*. Paper presented at the meeting of Society for Clinical and Experimental Hypnosis King of Prussia, Pennsylvania.
- Hageman, J. H. (2008, August). PCI-HAP: Affect and unsuggested adverse effects in cross-cultural non-clinical research. In I. Wickramasekera II, *The PCI-HAP: An empirical-phenomenological approach to hypnotic assessment*. Symposium conducted at the meeting of American Psychological Association Boston, Massachusetts.
- Hageman, J. H. (2008, June). *The body-mind-spirit (BMS) profile*. Paper presented at meeting of Saybrook Alumni Association Homecoming San Francisco, California.
- Hageman, J. H. (2008, June). *Becoming engaged with the Saybrook Alumni Association*. Paper presented at meeting of Saybrook Alumni Association Homecoming San Francisco, California.
- Hageman, J. H. (2008, May). *Negative effects with the Phenomenology of Consciousness Hypnotic Assessment Procedure in a non-clinical research setting*. Paper presented at the meeting of Applied Psychophysiology & Feedback Daytona, Florida.
- Hageman, J. H. (2008, January). *The inner ecology of body, mind, and spirit: A scientific focus on attentional strategies involved in meditation, visualization, hypnosis, and altered states of consciousness*. Paper presented at meeting of 2008 World Congress of Psychology and Spirituality New Delhi, India
- Hageman, J. H. (2007, May). *Shamanism in the West*. Paper presented at Dongbang University of Graduate School Seoul, South Korea. (invited moderator)
- Hageman, J. H. (2007, May). *Why the West is interested in traditional Korean shamanism*. Paper presented at Shaman Educational Institute Seoul, South Korea. (invited speaker)
- Hageman, J. H. (2007, May). *Why research is important to Sun Do Taoism*. Paper presented at the meeting Annual Sun Do Taoist Celebration and Commemoration Seoul, South Korea. (invited keynote speaker)
- Hageman, J. H. (2007, May). *The body-mind-spirit profile of Sun Do Taoism*. Paper presented at the meeting First International Sun Do Taoist Conference Seoul, South Korea. (invited keynote speaker)

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## PAST PRESENTATIONS 2002-2009 (continued)

- Hageman, J. H. (2007, May). *Spiritualism in the West*. Paper presented at Dongbang University of Graduate School Seoul, South Korea. (invited speaker)
- Hageman, J. H. (2006, August). *Dream interpretation*. Paper presented at meeting of North American Sun Do Taoist Retreat Barnet, Vermont. (invited speaker)
- Hageman, J. H., Krippner, S., & Wickramasekera, I. II. (2006, April). *Seven advanced meditators in Ramtha's School of Enlightenment*. Paper presented at the "3rd Psi Meeting: Implications and Applications of Psi" Conference Curitiba, Brazil.
- Hageman, J. H. (2005, November). *Integrating indigenous research methodology and ethics with traditional research methods*. Moderator at meeting of Yotin One Circle Conference Edmonton, Canada.
- Hageman, J. H., & Hall, T. (2005, November). *Inner ecology and print design*. Paper presented at meeting of Yotin One Circle Conference Edmonton, Canada. (invited plenary speaker)
- Hageman, J. H. (2004, February). *Preliminary findings for implications for health and well-being from the perspective of a body-mind-spirit profile*. Paper presented at meeting of Saybrook Florida Regional Group Meeting Tampa, Florida.
- Hageman, J. H. (2003, November). *Spirituality and health*. Paper presented at Seoul Graduate School of Buddhism Seoul, South Korea. (invited speaker)
- Hageman, J. H. (2002, July). *Serial killers: Patterns and trends. Who are they?* Paper presented at Instituto de Medicina y Tecnologia Avanzada de la Conducta Ciudad Juarez, Mexico

## PROFESSIONAL EXPERIENCE

**Mentor, Private Practice**  
Tampa, Florida  
2009–Present

Mentoring services focus on self-development for students, adults, and professionals in individual or group format from academic and nonacademic environments. A special focus is placed on the "Art of Focus" and "Becoming The Harmonized Self" for personal and career development dependent upon individual or group interests. The body-mind-spirit profile (BMSP) program developed by Dr. Hageman' research is utilized to assess and enhance awareness applicable to whether an individual orients from either a survival sense in living well or from a spiritual sense in ethical values. Workshops, seminars, and online courses may also be included in services.

**Northcentral University**  
Prescott Valley, Arizona  
2010–Present

### Mentor Faculty

Online Faculty to teach research methodology and professional academic and scientific journal writing to doctoral students. Dr. Hageman also serves on dissertation committees as either committee member or chair.

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## PROFESSIONAL EXPERIENCE

(continued)

**PSYmore Research  
Institute, Inc.  
Private Non Profit  
Research Organization**  
Tampa, Florida  
2006–Present

### Chair of Research

Managerial responsibilities include oversight of program strategies including skill building services, coordination of research projects (planning, budgeting, resource allocation, needs assessment prior and following project, funding), and evaluation and assessment of projects with quantitative, qualitative, and mixed methodology analyses.

Presents at psychological conferences, develops psychological assessment tools related to the “human factor,” and writes industriously for journal articles and books on psychological topics.

Conducts and/or facilitates multicultural research in human consciousness from varied perspectives (e.g., anthropology, historical, neuroscience, psychology, parapsychology, psychophysiology, sociology). Provides student support for professors from other colleges that have a contractual agreement with PSYmore.

Developed curriculum for ethical review, established PIRB department (PSYmore ethical review board to meet federal requirements for research with human subjects). In addition, has responsibility to develop online classroom curriculum.

Developed PSYmore’s Publication Press for trade, journal, and scientific publications.

Some recent projects underway are:

- Personal Mythology and You (research project)
- Creativity and Imagery: Is the Experience of Hypnosis the Same as Imagining for Creative Persons? (Research project-grant application under development)
- The Personal Mythology Scale (co-developer)
- General Traits of the Creative Person Scale (developer)

**Yotin Foundation**  
Edmonton, Canada  
2005–2006

### Research Fellow

Initiated an integration of the Indigenous Research Method and Indigenous Ethics with traditional scientific methods using quantifiable empirical methodology that was sensitive to global multicultural indigenous research issues and requirements of funding agencies.

- Co-Developed International Multicultural Conference
- Coordinated Marketing Strategy
- Created Indigenous Research Symposium



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## PROFESSIONAL EXPERIENCE

(continued)

- Designed Conference Materials
- Consultant for Web Redesign and Content
- Invited Plenary Speaker

**Systems & More, Inc.**  
Tampa, FL  
1990–Present

### **President of Consulting Services**

Designed and implemented consulting services for profit and non-profit corporations and organizations in Needs Assessment, Information Technology, Documentation Development, Training, curriculum development and Marketing Analysis across a wide spectrum of industries, and creation and management of database software. Previous Clients include Sara Lee Corporation, Gasparilla Distance Classic, Xerox Corporation, Budget Car Rental, IBM, Outback Steakhouse, Jim Walters Corporation, Baywinds Learning Center, and Hillsborough Community College among others.

## EDUCATION AND TRAINING

### **Doctor of Philosophy in Psychology (2005)**

Saybrook Graduate School and Research Center  
San Francisco, California  
(Concentration: Human Consciousness & Spirituality)

### **Masters of Adult and Continuing Education (1978–1979)**

Morehead State University  
Morehead, Kentucky  
(Concentration: Counseling, Experimental Research Methodology)

### **Bachelor of Arts in Religion and Mission Studies (1965)**

Kentucky Christian College  
Grayson, Kentucky  
(Concentration: Mission Work, Minor in Greek Language, Religion and History)

## OTHER EDUCATION AND TRAINING

- 44.5 C.E. units toward AAPB certification in Biofeedback, 2002
- Training in Administration & Interpretation of PCI-HAP (Phenomenological Hypnotic Scale), 2002
- Introductory Didactic and Experiential Training in Hypnosis, 2001
- Administration & Interpretation of Harvard Group Scale of Hypnotic Susceptibility, 2001
- Training in Administration & Interpretation of Stanford Hypnotic Susceptibility Scale, Form C, 2001
- Completed all coursework for MA in experimental psychology and Education, did not complete thesis of both degrees due to family responsibilities at the time.

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## OTHER EDUCATION AND TRAINING (continued)

- Later incorporated Experimental Psychology and Education Specialist degrees coursework with a special focus on research including physiological psychology, personality theory, abnormal psychology, sociology, counseling theories, and experimental methods among other class work emphasis in addition to other specialized training for achieving the doctoral degree at Saybrook Graduate School and Research Center.

## OTHER MANAGERIAL EXPERIENCE

- As Chair of Saybrook Alumni Council (up to 13 members) Coordinates with Director of Saybrook Alumni Affairs for services to 933+ alumni members
  - Development of Workshop/Seminars Program
  - Teach Workshops
  - Oversee Newsletter Development, Content, and Management of Team
  - Idea Generation for New Alumni Programs
- Managed up to 13 Students at the University of South Florida, Tampa FL Bulk Mail Campaigns and 2 Receptionists
- President of Executive Women of Florida with Managerial Responsibilities for 8 Member Board and 200 Membership
- Social Worker for Child Welfare Services in Williamson, WVA and Huntington, WVA
- President of Performing Arts Guild in Ashland, KY
  - Managerial Responsibilities over 13 Member Board and 100+ Membership
  - Liaison for Theater Related Union and Performing Arts Center Negotiations
  - Assisted in Play Selection in Drama, Musicals, Children's Theater
  - Oversee of Play Directors, Performers, Stage Design, and Budgeting
  - Oversee Professional Services and Refreshment Stands for Performing Arts Center
  - Print Design for Playbills, Brochures, and Tickets
  - Created and Organized Costume Department for Original Period Costumes
  - Designed Displays for Theater Lobby
- Other Experience Related to Performing Arts
  - Acted in Television Commercials for Datsun and General Telephone
  - Radio and Television Appearances to Promote Performing Arts Theater
  - Played Lead and Supportive Roles in Various Plays

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## OTHER MANAGERIAL EXPERIENCE (continued)

- Thespian Membership and Participated in Regional Competition
- Assisted in Development of New Art Gallery
- Online and Print Design Experience
  - Online and Print Design of APA Division 30 Psychological Hypnosis Bulletin
  - Online and Print Design of Saybrook Alumni Newsletter
  - Print Design and Content of Computer Related Training Published Materials for Hillsborough Community College and Baywinds Learning Center in Tampa, Florida
  - Developed and Coordinated Print Design and Content of Church Related Training Materials for All Ages including Newsletter

## TEACHING AND INSTRUCTIONAL EXPERTISE

- Online Mentor Faculty at Northcentral University teaches research methodology courses with graduate and doctoral students and serves on dissertation committee
  - Course Research Topic, Problem, Purpose and Questions
  - Course Research Methods and Designs
  - Course Quantitative Methods
  - Course Qualitative Methods
  - Course Mixed Methods
  - Writing
- Under PSYmore Research Institute, Inc Provide Support for students or educators utilizing PSYmore skill building services or support for graduate level students whose professors with contractual agreement with PSYmore
  - Ethical Review, Methodology, Research Design, Data Analysis, Literature Review, and Discussion
  - Development and Teaching of Online Training Classes (under development)
  - Materials for Online Environment (under development)
- Developed Training Objectives and Taught Classes for Peer Learning for masters and doctoral level students at Saybrook Graduate School and Research Center (now Saybrook University) in San Francisco, California
  - Taught Overview of STATVIEW statistical software
  - Taught Class on How to Successfully Develop An Ethical Review Application for Research
  - Taught Class on How to Select and Use the Correct Research Methodology

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## TEACHING AND INSTRUCTIONAL EXPERTISE (continued)

- Facilitated Class on How to Utilize a Publicist or Agent for Books and Journal Article Writing
- Student Support to Analyze or Edit Masters and Doctoral Level Students Thesis
  - Edited Dissertation: "An Investigation of Sundo Taoism's Personal Growth Model As A Spiritual Transformational Process"
  - Analyzed Survey Data: "Ethnicity Examined with Canonical Discriminant Analysis"
  - Analyzed Dissertation Pilot Study: "Feminist Spirituality: Long-Term Divinatory Practices"
  - Analyzed Student Masters Thesis: "Professional Models Assessed On The DES and Boundary Questionnaire Using EFA Principal Component Extraction Method"
  - Analyzed Faculty Survey Data: "The Y2K Phenomenon: An Explanatory Model Using Logistic Regression Analysis to Examine A Post Reflection on the Impact of Y2K on The Workplace"
- Developed Training Materials on Variety of Topics and Taught Courses for Hillsborough Community College in Tampa, Florida for Adult Continuing Education
  - Data Base Development
  - Spreadsheet Software
  - Word Processing Software
- Developed Training Materials on Variety of Topics and Taught Courses for Baywinds Learning Center in Tampa, Florida for adult continuing education
  - Consulting Techniques
  - Creative Visualization
  - Negotiation Development
  - Working With Difficult People
- Developed Training Materials For Various Software and Taught Classes for national computer training company to adults for continuing education
  - Data Base Development
  - Spreadsheet Software
  - Word Processing Software
  - Graphics Software
- Substitute Teacher in grades K1-K12 in Ashland, Kentucky
- Developed organization and teaching objectives (church volunteer work)