

PROFESSIONAL PROFILE

Licensed Professional Counselor Supervisor (LPC-S #7173) & Licensed Alcohol & Drug Counselor-Mental Health Supervisor (LADC/MH-S) in Oklahoma, PhD in Psychology, & an experienced higher education professor of psychology with a strong background in student affairs, administration & counseling. Possessing over 10 years of expertise in guiding students from high school to graduate level, providing comprehensive advising, teaching psychology, sociology, and college success courses, crisis intervention, Title IX compliance, event planning, career counseling, & clinical therapy, both inpatient and outpatient. Currently, I am dedicated to shaping the next generation of counselors as an Assistant Professor of Psychology in the graduate and undergraduate psychology programs at Northwestern Oklahoma State University, where I utilize my extensive knowledge, skills, & real-world experience to foster a supportive & engaging learning environment.

SKILLS & ABILITIES

- Confident in verbal & written communication
- Effective with diverse groups & individuals
- Ability to assess strategy impact post-implementation
- Reliable & efficient follow-through on commitments
- Adaptable & quick learner
- Event planning
- D2L
- Colleague/Self-Service
- POISE
- Exceptional organizational skills
- Proficient in Microsoft Office
- Counseling
- Educational leadership
- Relationship building
- Maintains confidentiality
- TF-CBT (Trauma-Focused Cognitive Behavioral Therapy)
- ASI (Addiction Severity Index)
- Teamwork
- Blackboard
- Canvas

CONTACT

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DR. BAILEY LANCASTER

Professor/Coordinator/Director

WORK EXPERIENCE

Assistant Professor of Psychology

Northwestern Oklahoma State University | Alva, OK | 2023 - Present

- Deliver lectures for undergraduate & graduate psychology courses, including Motivation & Emotion, Applied/Sports Psychology, Personality, Human Growth & Development, Career Education, Capstone, Practicum, Supervised Experience in Counseling, & more.
- Select & adopt textbooks for all courses instructed each semester.
- Develop & implement curricula, syllabi, assessments, & supplemental learning materials.
- Advise & mentor undergraduate & graduate psychology majors, providing academic & career guidance.
- Chair & serve on graduate student committees within Counseling Psychology, General Psychology, & School Counseling programs.
- Serve on departmental & university committees as assigned.
- Support students through regular office hours, email, & mentorship across academic and professional development.

Coordinator of Title IX & Strategic Partnerships

Redlands Community College | El Reno, OK | 2023 - 2023

- Served as liaison between student services & academics to strengthen strategic partnerships.
- Oversaw career tech partnerships & expansions, including recruitment initiatives, open houses, & college/career fairs at area tech centers.
- Established & maintained a partner institution advisory committee to review & recommend cooperative programming with career tech centers.
- Directed external cooperative & continuing education programs, creating new initiatives to meet community needs.
- Acted as point of contact for concurrent enrollment, working directly with area high school administrators to establish & sustain partnerships.
- Oversaw & coordinated campus micro-credentialing & digital badging initiatives.
- Coordinated & developed economic development strategies for campus.
- Organized on-campus & off-campus events to strengthen relationships with new & existing partners.
- Served on the Strategic Planning Committee.
- Prepared & disseminated educational materials (brochures, posters, web-based content) to inform the campus community of Title IX rights & responsibilities.
- Coordinated Title IX training for students on rights & grievance procedures & facilitated in-service training for employees on Title IX compliance.
- Responded promptly to inquiries from students, faculty, staff, & administrators regarding rights & responsibilities related to harassment, discrimination, & Title IX policy.

WORK EXPERIENCE, CONTINUED

Adjunct College Professor (2 & 4 Year Experience)

- Northwestern Oklahoma State University | Alva, OK | 2015 - 2018
- Redlands Community College | El Reno, OK | 2020 - Present
- East Central University | Ada, OK | 2022 - Present
- Western Oklahoma State College | Altus, OK | 2023 - Present
- Mid-America Christian University | OKC, OK | 2023 - Present
- First Year Experience courses (RCC & NWOSU)
- Academic Enhancement courses (NWOSU)
- General Psychology courses (RCC, WOSC, MACU, & NWOSU)
- Child & Adolescent Psychology courses (MACU)
- General Sociology courses (RCC)
- Exercise & Sports Psychology courses (NWOSU)
- Human Services Counseling courses (ECU)
- Graduate Level Counseling Psychology courses (NWOSU)

Coordinator of Title IX, High School & Community Relations

Redlands Community College | El Reno, OK | 2020 - 2023

- Coordinated all concurrent enrollment functions for incoming students.
- Increased concurrent enrollment from 500+ (2020) to 1000+ (2023) through effective relationship building & customer service.
- Advised 1,000+ high school students concurrently enrolled in college courses.
- Assisted with course schedule building for concurrent & first-year students.
- Trained & supervised 3 professional staff members & 12 student employees.
- Directed the ambassador & campus tour program.
- Coordinated all on-campus & off-campus student recruitment events.
- Developed & implemented communication & marketing strategies to improve student retention & engagement.
- Represented the institution at college fairs, job fairs, promotional events, & other recruitment activities.
- Advised & enrolled current freshmen, sophomores, transfer, & non-degree-seeking students.
- Implemented updated & compliant Title IX policies & procedures.
- Prepared & disseminated Title IX/VAWA educational & training materials, including brochures, posters, & web-based content.
- Responded to inquiries from the campus community regarding rights & responsibilities under Title IX.
- Coordinated all student- and employee-focused campus events, including new student orientation.
- Assisted the Executive Director of Student Services with departmental budget management.

Lead Trauma Group Therapist

Northwest Treatment Center | Waynoka, OK | 2019 - 2020

- Managed a caseload of 12-15 patients, completing personal histories, biopsychosocial assessments, & aftercare/discharge plans.
- Planned & facilitated psychoeducational groups on addiction/mental health, recovery strategies, process groups, recovery seminars, & basic life skills.
- Communicated with family members, probation officers, & case managers as appropriate for continuity of care.
- Maintained regulatory documentation on a daily basis.
- Conducted individual & family therapy sessions using evidence-based approaches.
- Developed, implemented, & updated individualized treatment plans.
- Provided comprehensive case management services, connecting clients & families with resources including housing, employment, & legal support.

Licensed Mental Health Therapist

Private Practice | Enid, OK | 2018 - 2019

- Maintained a caseload of 30-35 weekly clients, including referrals from child welfare agencies & walk-ins, providing individual, group, & family counseling.
- Assigned diagnoses using DSM-5 criteria, assessed client & family needs, & ensured access to necessary services.
- Developed & maintained clinical documentation (assessments, treatment plans, progress notes, discharge summaries) in compliance with HIPAA standards.
- Conducted mental health & substance use assessments to monitor treatment plan compliance.
- Coordinated & facilitated psychoeducational classes, including parenting (non-offending), sex offender, & substance abuse groups.
- Collaborated & consulted with child welfare agencies & multidisciplinary treatment teams regarding mental health needs in high-risk cases.

WORK EXPERIENCE, CONTINUED

Director of Student Success & Counseling

Northwestern Oklahoma State University | Alva, OK | 2016 - 2018

- Provided retention & counseling services for 2,200 students across 4 campuses.
- Delivered psychological services & academic advising to support student success.
- Developed marketing strategies to increase enrollment awareness.
- Supervised & trained 8 staff members & 2 student employees.
- Directed Freshman/Transfer Orientation events.
- Established a compliant counseling center with accurate & confidential records.
- Organized & promoted mental health awareness events.
- Collaborated with campus police to ensure student & employee safety.
- Updated Title IX policies & provided training for employees & students.
- Utilized SOS system to proactively contact students with unsatisfactory academic performance.
- Provided crisis intervention for on-campus students.
- Assisted in developing the University's Strategic Plan & a comprehensive retention strategy.
- Facilitated the peer mentor program to strengthen student support services.

Title III Academic Advisor

Northwestern Oklahoma State University | Alva, OK | 2015 - 2016

- Advised 250 underprepared & low-income, at-risk freshmen.
- Implemented & coordinated activities in compliance with Title III regulations.
- Monitored & evaluated academic quality & student satisfaction with advising.
- Supported student success through personal interaction, workshops, & other academic resources.
- Collaborated with the Title III Grant Director on budget planning for a \$1.5M grant focused on freshman success & retention.
- Implemented outreach program to follow up with students with unsatisfactory academic performance.
- Worked effectively with student tutors & peer mentors to support academic achievement.
- Assisted in preparation & delivery of skill-building workshops for students.
- Participated in training activities related to Title III compliance & initiatives.
- Implemented all required elements of the Northwestern Title III grant application.
- Assisted the Director of Recruitment with enrollment events.

PROFESSIONAL AFFILIATIONS

- Oklahoma Counseling Association – OCA (2015 – Present)
- American Counseling Association – ACA (2015 – Present)
- Association for Counselor Education & Supervision – ACES (2023 – Present)
- International Association for Resilience & Trauma Counseling – IARTC (2023 – Present)
- EMDR International Association – EMDR (2018 – Present)
- Military & Government Counseling Association – MGCA (2023 – Present)
- Oklahoma School Counselor Association – OSCA (2015 – Present)
- Association of American Colleges & Universities – AACU (2017 – Present)

HONORS & AWARDS

- NextGen Under 30 Recipient (2022)
 - NextGen Under 30 Foundation
- OACC Outstanding Professional Staff Recipient (2021)
 - Oklahoma Association of Community Colleges
- John Barton Distinguished Teaching & Service Award Nominee (2017 & 2023)
 - Northwestern Oklahoma State University
- Campus Kudos Award Nominee (2017)
 - Northwestern Oklahoma State University

LICENSURE & CERTIFICATIONS

- Oklahoma School Certificate (#453227) (2022 - Present)
 - School Counselor (Pre-K - 12)
 - Physical Education (Pre- K - 12)
 - Psychology/Sociology (5 - 12)
- Licensed Professional Counselor Supervisor (LPC-S - #7173) (2019 - Present)
- Licensed Alcohol & Drug Counselor-Mental Health Supervisor (2025 - Present)
- Addiction Severity Index (ASI) (2019 - Present)
- Trauma-Focused Cognitive Behavioral Therapy (TF-CBT) (2019 - Present)
- Quality Matters - Improving Your Online Course (2021 - Present)
- Title IX
 - Coordinator Level One (2020 - 2026)
 - Coordinator Two (2021 - 2026)
 - Regulations Implementation (2020 - 2026)
 - Hearing Officer & Decision Maker (2020 - 2026)
 - Informal Resolution Level One (2022 - 2026)

REFERENCES

Dr. Johnie Fredman

Chair - Professional Programs in Human Services
East Central University
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EDUCATION

Doctor of Philosophy (General Psychology)

National University | San Diego, CA | 2023 - 2025

- Emphasis in General Psychology
- Omega Nu Lambda, Phi Chapter
- High academic standing with 3.67 GPA

Master of Counseling Psychology

Northwestern Oklahoma State University | Alva, OK | 2015 - 2017

- High academic standing with 3.9 GPA
- Succeeded as a student by being named to President or Vice President Honor Roll each semester in attendance
- A member of the Psi Chi Honor Society

Bachelor of Science (Health & Sports Science)

Northwestern Oklahoma State University | Alva, OK | 2012 - 2015

- High academic standing with 3.7 GPA
- Studied Health & Sports Science with a minor in Fitness Management
- Succeeded as a student by being named to President or Vice President Honor Roll each semester in attendance

COMMITTEE/UNIVERSITY AFFILIATIONS

Northwestern Oklahoma State University

- Graduate Committees - MCP, MGP & MEd-School Counseling (2023 - Present)
- Psychology Club Sponsor - Alva Campus (2023 - Present)
- Hiring Committees (2023- Present)
- Academic Affairs Committee (2024 - Present)
- Chair, Retention Task Force (2016 - 2018)
- Chair, Financial Aid Appeals (2016 - 2018)
- Chair, Behavioral Intervention Team (2016 - 2018)
- Threat Assessment Team (2016 - 2018)
- Suspension Appeal (2016 - 2018)
- Persistence & Completion Academy (2016 - 2018)
- Student Services Leadership (2015 - 2018)
- Enrollment Management (2015 - 2018)
- Commencement (2015 - 2018)

Oklahoma State Regents for Higher Education

- Course Equivalency Project Committee - Psychology (2024 - Present)
- Economic Workforce Development Council (2023)
- Oklahoma Concurrent Enrollment Access Working Group (2022 - 2023)
- Chair, Advising Subcommittee for Oklahoma Concurrent Enrollment Access Working Group (2022 - 2023)
- Oklahoma Statewide Transfer Student Success Conference Committee (2022 - 2023)

Redlands Community College

- Strategic Planning Committee (2023)
- Higher Learning Commission (HLC) (2022)
- Behavioral Intervention Team (2022 - 2023)
- Distance Education Learning Technology (DELT) (2022 - 2023)
- Curriculum (2022 - 2023)
- Chair, Events Committee (2021 - 2023)
- Commencement Committee (2020 - 2023)
- Hiring Committees (2020 - 2023)



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