

Erica Rhoads, PhD, LPC, NCC

IWU – National & Global
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EDUCATION

Ph.D. Counselor Education and Supervision (CACREP) May 2024

Liberty University, Lynchburg, VA
Academic Honors: High Distinction
Dissertation: “Adoptive Parents’ Experiences of Distress”
Dissertation Chair: Lisa Sosin

M.A. Clinical Mental Health Counseling (CACREP) August 2020

Liberty University, Lynchburg, VA
Academic Honors: High Distinction
Relevant Coursework: Crisis Counseling, Group Counseling, Multicultural Counseling, Clinical Diagnosis and Treatment Planning

B.A. Psychology January 1997

University of Maryland, University College, College Park, MD
Minor: Sociology
Academic Honors: *Magna Cum Laude*

LICENSES & CERTIFICATIONS

Licensed Professional Counselor (PA) February 2023-Present
Pennsylvania State Board of Social Workers, Marriage and Family Therapists and Professional Counselors PC015358

National Certified Counselor June 2021 - Present
National Board for Certified Counselors

EMDRIA Certified Therapist™ March 2025 - Present
EMDR International Association Certification Number: 405780

Certified Facilitator April 2024 - Present
Prepare/Enrich

Certified Facilitator September 2019 - Present
Saving Your Marriage Before It Starts (SYMBIS) Assessment

TEACHING EXPERIENCE

Assistant Professor of Counseling August 2025 - Present
Indiana Wesleyan University
Marion, IN

Responsible for teaching asynchronous online courses and some in-person intensive sessions in the Masters of Clinical Mental Health Counseling program, averaging 15 students per course. Utilized Brightspace and Microsoft Teams instructional technology for course management and regular communication. Collaborated with faculty subject matter experts for planning course content and lectures within the framework of the syllabus and teaching plan. Facilitated student achievement of the completion of objectives and learning outcomes. Provided regular and timely feedback on student performance, including evaluations and grading of course assignments and other assessments. Assisted CMHC faculty with applicant group interviews to screen incoming students for admissions to counseling programs. Provide guidance and mentoring for students throughout the program. Collaborated with CMHC faculty on program evaluation and implementation of improvements to align with IWU goals and CACREP requirements.

Adjunct Professor

July 2024 - Present

Liberty University, Department of Counseling
Lynchburg, VA

Responsible for teaching asynchronous online courses in the Masters of Clinical Mental Health Counseling program, ranging from 12 to 16 students per course. Utilized Canvas and CORE instructional technology for course management and regular communication. Collaborated with faculty subject matter experts for planning course content and lectures within the framework of the syllabus and teaching plan. Facilitated student achievement of the completion of objectives and learning outcomes. Provided regular and timely feedback on student performance, including evaluations and grading of course assignments and other assessments.

Doctoral Teaching Intern

September 2021 - March 2023

Liberty University, Department of Counseling
Lynchburg, VA

Responsible for assisting with the teaching of synchronous and asynchronous online courses in the Masters of Clinical Mental Health Counseling program, ranging from 10 to 15 students per course. Utilized Canvas instructional technology for course management and regular communication. Collaborated with core faculty for planning course content and lectures within the framework of the syllabus and teaching plan. Facilitated student achievement of the completion of objectives and learning outcomes. Provided regular and timely feedback on student performance, including evaluations and grading of course assignments and other assessments. Advised students on progress and provided mentoring in the counseling career field. Provided group and individual supervision online for students interning at offsite locations.

COURSES TAUGHT

Indiana Wesleyan University:

CNS 524 Ecological Counseling and Prevention

Fall 2025

CNS 507 Research and Evaluation of Methods and Practice

Fall 2025

Liberty University:

COUC 502 Human Growth and Development (Online, 3 credits)	Fall 2024, Spring 2025
COUC 510 Theories of Counseling (Online, 3 credits)	Fall 2024, Spring, Summer 2025
COUC 512 Group Counseling (Online, Virtual Intensive, Assistant Facilitator)	Spring 2023
COUC 698 Counseling Practicum (Online, 3 credits)	Summer 2022
COUC 512 Group Counseling (Online, guest lecturer)	Summer 2022
COUC 505 Counseling Techniques & the Helping Relationship (Online, 3 credits)	Spring 2022
COUC 504 Multicultural Counseling (Teaching Assistant, Online, 3 credits)	Fall 2021

PUBLICATIONS

Peer-Reviewed / Refereed Journal Articles / Dissertation

Rhoads, E. & Brinkley, M. (In press). Dissociative Symptoms and Related Disorders. In McClain, C.M. & King, J.A. (Eds.) *Psychopathology: A professional counseling perspective*. Kendall Hunt Publishing.

Rhoads, Erica, "A Phenomenological Study of Adoptive Parents' Distress" (2024). *Doctoral Dissertations and Projects*. 5399. <https://digitalcommons.liberty.edu/doctoral/5399>

Edwards, N. N., Bohecker, L., Rhoads, E., Norris, E., Brinkley, M., Askren, K., & Dillenbeck, J. (2024). Online Groupwork Andragogy: A Systematic Integrative Review. *The Journal for Specialists in Group Work*, 49(2–3), 139–156. <https://doi.org/10.1080/01933922.2024.2394929>

Rhoads, E. (2022). Orphaned children and the families who adopt them. *Association for Multicultural Counseling Newsletter*, 50(2).

PRESENTATIONS

Conference Presentations

Rhoads, E. (April 2025). *Neuroscience in Supervision Options for Integration*. PACES CSI Pre-Conference Workshop. State College, PA.

Rhoads, E., Barend, A. & Bishop, D. (November 2024). *Healthy Mind Platter: An Interpersonal Neurobiology Application for Balanced Mental Well-Being*. 2025 CAPS International Conference. Denver, CO.

Rhoads, E., Barend, A. & Bishop, D. (November 2024). *Fueling Up from the Healthy Mind Platter: Improving Mental Well-Being*. [Virtual]. ACC Conference.

Rhoads, E. (October 2024). *How did we get here? A Phenomenology of Adoptive Parent Distress*. [In person]. PCA Conference. Harrisburg, PA.

Rhoads, E., Barend, A. & Bishop, D. (September 2024). *Healthy Mind Platter: An Interpersonal Neurobiology Application for Balanced Mental Well-Being*. [In person]. NARACES Conference, Atlantic City, NJ.

Sosin, L., **Rhoads, E.**, Barend, A., Kimonyi, D. & Gray, E. (December 2023) *Embodiment (Somatic Counseling) Practices for a Health Mind and Body* [One Hour Presentation]. Liberty University CEFS 2024-2025 Clinical Training Opportunities for Site Supervisors. https://watch.liberty.edu/media/t/1_lralhu9y

Rhoads, E. & Eddy, D. (November 2023). *Using InnerActive Parts Cards as IFS and EMDR resources* [In person]. ACC Conference, Melbourne, FL.

Barend, A., Sosin, L. & **Rhoads, E.** (November 2023). *Surfing for Wellness: Beachside Embodiment Practices to Promote Authenticity and Passion* [In person]. ACC Conference, Melbourne, FL.

Rhoads, E. (2023, October 12). *Developing Felt-Safety in the Classroom* [In person]. ACES 2023 National Conference, Denver, CO.

Rhoads, E. Sosin, L., Barend, A., Kimonyi, D. & Gray, E. (July 2023). *Embodiment (Somatic Counseling) Practices for a Health Mind and Body* [Virtual]. 6th Annual Philadelphia Trauma Training Conference, Philadelphia, PA.

Rhoads, E. (April 2023). *Developing Felt Safety* [In person]. Engaged Conference: The Brain, Body, and Resilience, Philadelphia PA.

Rhoads, E. (November 2022). *Developing Felt Safety* [In person]. Christian Association for Psychological Studies - East (CAPS-East), Lancaster, PA.

King, J.A. & **Rhoads, E.** (November 2022). *Promoting Autonomy in Supervision: Using the CMT as a Dynamic Supervision Tool for Trainees and Seasoned Counselors*. Christian Association for Psychological Studies - East (CAPS-East), Lancaster, PA.

King, J.A. & **Rhoads, E.** (February 2022). *Promoting Autonomy in Supervision: Using the CMT as a Dynamic Supervision Tool for Trainees and Seasoned Counselors* [Virtual]. NBCC Law and Ethics Conference. Virtual conference based in New Orleans, LA.

Podcast Hosting

Rhoads, E., & Barend, A. (Producers). (2025, May 15). Ep. 48: The Ins and Outs of College Counseling: An Interview with Dr. Jody Vernam [Audio podcast episode]. In *RENAR Voice*. Rho Eta Nu Alpha Rho of Chi Sigma Iota, Liberty University <https://renarvoice.podbean.com/e/leadership-past-present-and-future-an-interview-with-dr-jody-vernam/>

Rhoads, E., & Barend, A. (Producers). (2024, October 10). Ep. 47: Christian Integration in Counselor Education: A Candid Talk with the Editors- Drs. King and Ford [Audio podcast episode]. In *RENAR Voice*. Rho Eta Nu Alpha Rho of Chi Sigma Iota, Liberty University. <https://www.podbean.com/ew/pb-5unnn-17074b7>

- Rhoads, E., & Barend, A. (Producers). (2023, November 16). Ep. 46: Group counseling: Interrelatedness, meaning in pain, and cognitive complexity- Dr. Denise Daniel [Audio podcast episode]. In *RENAR Voice*. Rho Eta Nu Alpha Rho of Chi Sigma Iota, Liberty University. <https://renarvoice.podbean.com/e/episode-45-group-with-drdaniel/>
- Rhoads, E., & Barend, A. (Producers). (2023, September 8). Ep. 44: Calming practicum anxiety: Being a learner amongst learners- Dr. Joy Mwendwa [Audio podcast episode]. In *RENAR Voice*. Rho Eta Nu Alpha Rho of Chi Sigma Iota, Liberty University. <https://www.podbean.com/ew/pb-bvfw-14a4a01>
- Rhoads, E., & Barend, A. (Producers). (2023, May 17). Ep. 44: Servant Leadership- Dr. Mary Deacon [Audio podcast episode]. In *RENAR Voice*. Rho Eta Nu Alpha Rho of Chi Sigma Iota, Liberty University. <https://www.podbean.com/pu/pbblog-smj-996a8f>
- Invited Panelist**
- Barend, A., Rylick, S. T., **Rhoads, E.**, & King, J. (October 24, 2024). Let's talk exams: CPCE, NCE, NCMHCE and Integration. [Virtual Meeting Webinar]. RENAR Connection, *Rho Eta Nu Alpha Rho of Chi Sigma Iota* Honor Society, Liberty University.
- Barend, A., King, J., Bowles, K. L., **Rhoads, E.** (August 22, 2024). Practicum Anxiety Panel [Virtual Meeting Webinar]. RENAR Connection, *Rho Eta Nu Alpha Rho of Chi Sigma Iota* Honor Society, Liberty University.
- Rhoads, E., Barend, A., King, J., Volk, F., & Lilley, S. (June 24). Dissertation Panel [Virtual Meeting]. RENAR Connection, *Rho Eta Nu Alpha Rho of Chi Sigma Iota* Honor Society, Liberty University.
- Barend, A., King, J., **Rhoads, E.**, Leonard, V., Paulson, B., Smith, M. & Hill, L. (November 2023). Practicum Anxiety [Virtual Meeting]. RENAR Connection, *Rho Eta Nu Alpha Rho of Chi Sigma Iota* Honor Society, Liberty University.
- Vernam, J. & **Rhoads, E.** (November 2022). Theoretical Orientation Mentoring [Virtual Meeting]. RENAR Connection, *Rho Eta Nu Alpha Rho of Chi Sigma Iota* Honor Society, Liberty University.
- Rhoads, E., Rosa, J. & Switala, R. (September 2022). You're Graduating: Now What? [Virtual Meeting]. RENAR Connection, *Rho Eta Nu Alpha Rho of Chi Sigma Iota* Honor Society, Liberty University.

RESEARCH EXPERIENCE

Doctoral Dissertation Research

August 2022 – May 2024

Liberty University, Department of Counselor Education and Supervision
Lynchburg, VA

Compiled data from previous research studies and composed comparative reports. Documented proposed conceptual and theoretical framework, designed research methods, and incorporated reflexivity to ensure trustworthiness. Used qualitative methods to research with IRB approval. Analyzed and documented results.

Subject Matter Expert

April 2025

Served as a Subject Matter Expert for the development and validation of the *Divine Relational Self-Compassion Scale (DRSCS)*, a measure designed to assess self-compassion in religious populations (2025).

GRANTS, AWARDS, & SCHOLARSHIPS

NARACES Emerging Leader

June 2024

Rho Eta Nu Alpha Rho* chapter of *Chi Sigma Iota

April 2022

International, professional counseling academic honor society induction
Liberty University

UNIVERSITY & PROFESSIONAL SERVICE

Treasurer

July 2025 – Present

Pennsylvania Counseling Association

Treasurer

September 2022 – July 2024

Rho Eta Nu Alpha Rho Chapter of *Chi Sigma Iota*
Liberty University

Peer Reviewer

September 2023

King, J.A. & Ford, K.M. (Eds.) (2024). *Christian integration in counselor education*. Kendall Hunt Publishing. Peer Reviewer for the following chapters: Chapter 1: Christian integration in the counseling profession, Chapter 8 - Christian integration in career counseling, and Chapter 32 - The role of the Holy Spirit in counseling.

PROFESSIONAL AFFILIATIONS & MEMBERSHIPS

American Counseling Association	2021 - Present
Association for Counselor Education and Supervision	2021 - Present
Association for Creativity in Counseling	2021 - Present
North Atlantic Region Association for Counselor Education and Supervision	2022 - Present
Pennsylvania Counseling Association	2024 - Present
American Association of Christian Counselors	2019 - Present
Christian Association for Psychological Studies	2018 - Present

CLINICAL COUNSELING EXPERIENCE

Clinical Mental Health Counselor

June 2025 - Present

Rhythms of Grace Christian Counseling LLC

Mt Pleasant Mills, PA

Maintain a private practice focused on individuals with trauma and parents with adopted or foster children. Schedule intakes and assess, develop, and review treatment plans for an average of 15 clients from children to adults. Provide adult, adolescent, child, marriage, and family counseling by implementing treatment plans using various therapeutic modalities including CBT, EMDR, IFS, and play therapy, among others as needed. Continuously document, manage billing and insurance, and keep accurate records of confidential client information according to HIPAA laws and ethical standards. Build rapport by creating felt-safety while maintaining professional boundaries.

Clinical Mental Health Counselor

June 2022 – June 2025

Emerge Counseling Ministries
Mechanicsburg, PA

Assess, develop, and review treatment plans monthly for an average of 30 clients ranging in age from 6 to 65 years of age. Provide adult, adolescent, child, marriage, and family counseling by implementing treatment plans using various therapeutic modalities including CBT, EMDR, IFS, and play therapy, among others as needed. Continuously document and keep accurate records of confidential client information according to HIPAA laws and ethical standards. Build rapport by creating felt-safety while maintaining professional boundaries. Participate in regular training, consultations, and staff meetings, collaborating with other staff as needed regarding client care.

Mobile Therapist

August 2020 - February 2023

Laurel Creek Counseling
Lewisburg, PA

Provide mobile therapy for children, adolescents, and families in their homes or the community following a prescribed treatment plan. Serve three to eight children weekly with two to four hours per week each of personalized therapy. Therapeutic care includes play therapy, CBT, client-centered therapy, and Parent-Child Relational Therapy (RCPT). Continuously document confidential client information according to HIPAA laws and ethical standards. Build rapport by creating felt-safety while maintaining professional boundaries. Participate in regular training, consultations, and staff meetings, collaborating with other staff as needed regarding client care.

Counselor

January 2020 – April 2025

Richfield Life Ministries Church
Richfield, PA

Provide pre-marital, individual, and couples counseling for adults. Administer the SYMBIS assessment with pre-marital couples and discuss results, implications, and future directions. Assess all client's needs, and utilize EMDR for clients with trauma histories, IFS, CBT, and client-centered counseling as needed. Continuously document confidential client information according to HIPPA laws and ethical standards. Build rapport by creating felt-safety while

maintaining professional boundaries. Participate in regular training, consultations, and staff meetings, collaborating with other staff as needed regarding client care.

Mental Health Counselor

August 2019 - August 2020

Diversified Treatment Alternatives Center
Lewisburg, PA

During practicum and internship, provided individual and group therapy for adolescent males in a residential facility following a prescribed treatment plan. Between 15 and 20 males were in residence and received play therapy, CBT, client-centered therapy, and group trauma therapy. Continuously documented confidential client information according to HIPAA laws and ethical standards. Built rapport by creating felt-safety while maintaining professional boundaries. Participated in regular training, consultations, and weekly staff meetings, collaborating with other staff as needed regarding client care.

ADDITIONAL EXPERIENCE

Crisis Counselor

September 1995 - November 1998

Colorado Springs Crisis Pregnancy Resource Center
Colorado Springs, CO

Interviewed clients on intake, assessed needs, and advised of available resources. Provided a safe environment, listened to and reflected on their concerns, and referred to medical or professional counseling as needed. Documented client encounters and maintained confidentiality.

Business Manager

May 2007 - September 2013

Techlynx, Inc.
Bangor, PA

Managed accounting and billing for a small database administration service. Provided documentation to customers for services rendered and worked with CPA to ensure financial accountability.

PROFESSIONAL & COMMUNITY SERVICE

Podcast Host and Producer

May 2023 - Present

RENAR Voice - Rho Eta Nu Alpha Rho chapter of *Chi Sigma Iota*
Liberty University

Conference Proposal Reviewer

October 2024-Present

Mental Health Summit (Spring 2025) School of Behavioral Sciences, School of Health Sciences, School of Nursing, and the Liberty University College of Osteopathic Medicine (LUCOM)

Conference Proposal Reviewer

July 2023-Present

Association for Creativity in Counseling

Conference Committee Member Association for Creativity in Counseling	July 2023-Present
Treasurer <i>Rho Eta Nu Alpha Rho</i> chapter of <i>Chi Sigma Iota</i> Liberty University	September 2022-July 2024
Doctoral Mentor Counselor Education and Supervision Doctoral Program Liberty University	August 2023 – May 2024
Volunteer ACES Conference Denver, CO	October 2023
Volunteer Room Monitor Liberty University Counselor Development Symposium Virtual Conference	October 2023
Exhibit Hall Volunteer AACC International Conference Nashville, TN	September 2023
Volunteer Room Monitor Association for Creativity in Counseling Conference Virtual Conference	December 2021
Help Center Volunteer AACC International Conference Orlando, FL	September 2021
Board Member Slate Belt Youth Soccer Association Bangor, PA	July 2010 - November 2014
US Northeast Regional Representative New Horizons for Children (NHFC) Orphan Hosting Program Acworth, GA	April 2010 - July 2013

References will be furnished upon request