

Mercedes Erma Ebanks, Ph.D

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CURRENT POSITION

Associate Professor *Howard University, School of Education, Washington, DC*
Counseling Psychology Doctoral Program, APA Approved

Co-Founder *The MECCA Group LLC, Washington, DC*
Mental health Education Consulting Career Assessments- psychological service agency

RESEARCH AGENDA

Parent Coordination and Co-parenting plans, Parenting education and Teacher training on behavior modification with children, Behavior disorder diagnosis and treatment, Applied Behavior Analysis to treat severe behavior disorder in children, Counselor education preparation programs and career opportunities for counselors, Parental influences on child development

EDUCATION

8/99- 5/05 *Howard University, Graduate School of Arts and Sciences; Washington, DC*
Doctor of Philosophy in Counseling Psychology: APA approved
Dissertation title: The Impact of a Caregiver-Training Program on Caregiver's
Generalization Ability and Child's Compliance

8/94-12/95 *Howard University, School of Education; Washington, DC*
Masters of Education in Counseling Psychology

8/90- 5/94 *Georgetown University, College of Arts and Sciences; Washington, DC*
Bachelor of Arts in Psychology; Minor- Spanish

CERTIFICATION

Crisis Prevention Institute- Nonviolent Crisis Intervention- Train the Trainer- July 2018
Parent Coordinator Training- March 2015
Active Parenting, Inc.- July 2011
District of Columbia Licensed School Psychologist, 2006-2011
District of Columbia School Counselor, 2000-2011

ACADEMIC APPOINTMENTS

Howard University- School of Education
8/08- **Program Coordinator of Counseling Services:** School Counseling and Clinical Mental
Health Counseling
8/08-5/14 **Assistant Professor** - Dept of Human Development and Psychoeducational Studies
Program Coordinator - Masters of Education in School Psychology & Counseling Services
Lead Faculty in Clinical Mental Health Counseling and School Counseling
1/07-5/08 **Adjunct Faculty** – School Counseling and Community Counseling M.Ed/M.A program
1/06-5/06 **Instructor Assistant** – Graduate courses
8/01-5/02 **Teaching Assistant-** Undergraduate courses: Human Lifespan Development

- 6/12-07/14 *Chicago School of Professional Psychology, Washington, DC campus*
Adjunct Faculty- Masters of Education in Counseling Psychology program
- 10/06- 5/08 *Bowie State University School of Education, Bowie, MD*
Adjunct Faculty- Graduate courses in the Department of Counseling
- 8/97-12/97 **Facilitator-** Lazy Anonymous Support Group
- 1/04-12/05 *Prince George's Community College, Division of Social Sciences; Largo, MD*
 & 8/01-6/02 **Adjunct Faculty**

PUBLICATION

- Drakeford, Will & Ebanks, Mercedes E. (2013), Differential Treatment of African American Males Referred for Special Education Services"; *African American Learners Journal*
- Drakeford, Will & Ebanks, Mercedes E. (2013). "The Overrepresentation of African Americans in Special Education": ISAAC Biennial Conference Proceedings, 2013
- Toldson, Ivory A. & Ebanks, Mercedes E. "Collateral damage in the classroom: How race and school environment influence teachers' attitudes and behaviors toward their students"; *National Journal of Urban Education and Practice*, Summer 2012
- Ebanks, Mercedes E., Toldson, Ivory A. & Richards, Soyini A. "Project 2011 and the preparation of Black and Latino students for specialized high schools in New York"; *Journal of Negro Education*, Summer 2012
- Ebanks, Mercedes E (2011). [Review of the book *The African American Quest for Institutions of Higher Education Before the Civil War: The Forgotten histories of the Ashmun Institute.*] *The Journal of Negro Education*, 80, 533.
- Ebanks, Mercedes E. & Fisher, Wayne W. "Altering the timing of academic prompts to treat destructive behavior maintained by escape"; *Journal of Applied Behavior Analysis*, Fall 2003

INTERNATIONAL STUDY

- August 2019 Teacher Training Workshop- Savannah La Mar, Negril, Jamaica
- March 2018 SOE Elementary Education Senior International Internship; Havana, Cuba
- July 2017-2019 Cultural Exploration of Havana, Cuba; organizer
- March 2016 Education Delegation and Cultural Tour of Cuba- organizer; Havana, Cuba
- March 2010 Witness for Peace delegate to Cuba to examine the Health Care System- Havana and Pinar Del Rio, Cuba
- June 2005 Educational and Religious Tour ; Havana, Cuba

PROFESSIONAL AFFILIATIONS

- National Latino Psychological Association
- Maryland Association of Multicultural Counseling and Development
- American Counseling Association
- American School Counseling Association

AWARDS AND HONORS

- Hall of Distinguished Alumni; 1st honorary inductee class of New Brunswick High School Alumni Association, New Brunswick, New Jersey, May 2007
- Howard University Preparing Future Faculty Program, 2001-2002

- Graduate Assistantship School of Education Howard University, 2000-2002, 1995
- Mid-Atlantic Multicultural Alliance intern, 1994-1995

SPONSORED RESEARCH AND PROGRAMS

Awarded

Purdue Women of Color Faculty in STEM Conference
 Travel Grant recipient for the 2013 ADVANCE
 Travel Grant recipient for the 2012

Howard University

Summer Research Fellow Recipient Advance Junior Faculty (2012) \$15,000
 Summer Research Fellow Recipient Junior Faculty (2011) \$10,000
 New Faculty Grant Recipient (2009) \$40,000

PROFESSIONAL EXPERIENCE

- 1/06- **Partner and Chief Financial Officer; *The MECCA Group LLC, Washington, DC***
 Co-founder of a psychological service agency that provides counseling, assessments, consultation, and academic support. MECCA conducts training to parents, teachers, and organizational staff. Responsibilities include financial oversight and administrative decision making. Other duties include administering bilingual services (Spanish) therapy/evaluation, behavior management, and parent and teacher training.
- 8/06-9/08 **Bilingual School Psychologist; *The Columbus Organization- Educational Services, King of Prussia, PA***
 Evaluator on special education assessment team that provides evaluations to DCPS students under the DC Action Plan following the Blackman/Jones 2006 Consent Decree- administered clinical and psychoeducational evaluations
- 11/03-7/07 **Clinical Consultant; *Balance Within ME, Upper Marlboro, Md***
 Conducted teacher workshops and parenting seminars; provided individual and family therapy. Administered psychoeducational, neuropsychological, developmental, and clinical evaluations; conducted functional behavior assessments and developed behavior intervention plans. Participated in MDT/IEP/ISP meetings to determine classification and recommendations for special services. Bilingual services in Spanish. Provided school and home-based services.
- Contracts:
- 2/04-8/07 **Psychology Associate; *Maria Cohn, Ph.D. and Associates, Washington, DC***
- 1/06-8/06 **Bilingual Clinician at Latin American Montessori Bilingual Public Charter School**
Behavioral Clinician at Bridges Preschool/Special Needs Public Charter School
- 11/03-4/06 **Psychology Associate; *Selective Psych Services, SW Washington, DC***
- 8/05-2/06 **Clinical Therapist; *Links, Inc., Greenbelt, MD***
- 9/05-1/06 **Psychology Associate; *Interdynamics, Inc., Lanham, MD***
- 11/03-5/05 **Mental Health Provider; *Affordable Behavior Consultants, Inc., Largo, MD***

CLINICAL TRAINING

- 07/03-10/03 **Clinical Specialist II *Marcus Institute- Behavior Center, Atlanta, GA***
 Coordinated Short Protocol Clinic in the Severe Behavior Disorders Program for children/adolescence that required intensive behavior management to address severe self stimulating problematic behaviors. Conducted parent training, diagnostic evaluation, functional analysis, single case experimental design, generalization in home/school and consultative services.
- 07/02-06/03 **Pre-Doctoral Intern in Pediatric Psychology at the Marcus Institute & Kennedy Krieger Institute**
John Hopkins University School of Medicine Dept. of Behavioral Medicine affiliation with Emory Univ.

Training in behavioral science to service children with developmental/ neurological disorders/ childhood psychopathology; worked with multidisciplinary team; Rotations: inpatient severe behavior and feeding disorder programs and outpatient specialty clinics (early intervention, behavior management, and developmental disabilities); trained in Applied Behavior Analysis; attended didactic seminars

- 7/01-6/02 **Mental Health Provider** *Affordable Behavior Consultants, Inc., Largo, MD*
Provided individual, group, and family therapy to clients of the Child and Family Service Agency; address emotional and behavioral concerns, social skills, self-esteem, and anger management. Used behavior assessments to design treatment plans, administered and interpreted standardized batteries, and translated interviews to Spanish.
- 1/01-6/02 **Psychologist Assistant** *Selective Psych Services, Washington, DC*
Administered and interpreted psychological testing on mentally retarded adults; responsible for submitted reports and attended for annual Individual Habilitation Plan meetings
- 1/95-5/02 **Consultant** *Center for Multicultural Management & Counseling, Inc., Columbia, MD*
Provided consultation to nationally certified counselor; Participated in panel discussions, assisted with daily office functions; administered and interpreted test batteries.
- 8/98-2/00 *Phillips Programs, School for Contemporary Education, Laurel, MD*
Co-Facilitator of Social Skills Group
Assisted licensed social worker with group counseling sessions; led discussions on emotions, communication, goal setting and coping skills
- 8/95-12/95 **Assistant to School Psychologist/ Behavior Counselors/ School Social Workers**
Conducted individual and group counseling sessions to students in an alternative school setting; administered and interpreted behavior assessment

REVELANT EXPERIENCE

- District of Columbia Public Schools; Washington, DC*
- 6/01- 8/01 **Summer School Day Counselor** Ballou Senior High School
Coordinated registration process and students' schedules; assisted summer school principal with planning activities; coordinated grade transfers with home schools; taught Spanish independent studies course
- 11/00-6/01 **Crisis Coordinator** Crosby S. Noyes Elementary School (PreK-6)
Provided intervention and prevention strategies for Level D special education students; created programs and school wide incentives; Peer Mediation team to implement Peaceable School: Disciplinary Comm.
- 3/00-10/00 **Behavior Specialist** CHOICE Academy at Taft School
Provided therapeutic services to suspended/ expelled middle school students; designed program-wide behavior management system and intervention plans; oversaw crisis intervention; conducted staff training and support services; provided supervision to master level social work interns; co-facilitated groups
- Phillips Programs- School for Contemporary Education; Laurel, MD; Level 4 ED/LD placement (6-12)*
- 8/98-2/00 **Behavior Manager**
Direct service in crisis prevention/intervention to special need students; monitored time-out department; participated in multidisciplinary meetings; data collection and analysis; reviewed IEP goals/objectives; designed behavior contracts; functional behavioral assessment
- 8/96-6/98 **Career Counselor/Job Coach**
Provided vocational skills training and career awareness; administered interest and value inventories; created IEP goals/ objectives; organized Career Day; networked with local businesses for work partnerships; designed food service curriculum and coordinated vocational modules; monitored work performance of special needs students at employment sites
- 8/97-6/98 **Spanish Teacher**
Introduced Spanish language and culture to high school students; developed Spanish I & II curriculum

- 8/95-6/96 **Assistant Teacher** Career Education and Independent Living Skills program for high school students
Tutor Provided home-based tutorial services to expelled students
- 10/98-2/00 & *Residential Care Inc.-Foster Care Agency; Washington, DC*
2/04-6/04 **Behavior Consultant/Mentor** for foster care children
- 6/99-8/99 *Pathways Project, Inc.; Lanham, MD*
Behavior Specialist/Senior Counselor for Summer Enrichment Program for middle school students
- 8/96-7/99 *Beyond Behaviors, Inc; Annadale, VA*
Behavior Counselor for home-based services for children and adolescence with Autism/ODD
Psychiatric Technician on-call in area hospitals' psychiatric wards for children/adolescence/adults
- 12/96-7/97 *Martin Pollack Project, Inc- Foster Care Agency; Washington, DC*
Advocate/Mentor for foster care families

PRESENTATIONS

Teacher Training Workshop- Savannah La Mar, Negril, Jamaica August 22-25, 2019
Topic: Parental Relationship and impact on Social emotional development of Children

Maryland Counseling Association Annual Conference- November 2018 Baltimore, MD
Topic: Partners to Parents: Co-Parenting and Social Emotional Development in Children
Co Presenter: Dr. Elizabeth Ricks

Association of Family and Concillation Courts- Annual Conference, Seattle, Washington June 2016
Topic: Forgetting Fathers

Maryland Counseling Association- Annual Conference, Baltimore, MD November 2015
Topic: Forgetting Fathers
Co presenters; Dr. J. Fidel Turner and Dr. Andrae Brown

Maryland Counseling Association- Annual Conference Nov. 8, 2013
Topic: Counselors' Attitudes, Behaviors, and Responses to African American Youth Experiencing Trauma
Panel Drs. Stills, Ebanks, Shorter, and Williams

Institute for the Study of African American Child- Hilton Head, SC, May 5-8, 2013
Topic: The Overrepresentation of African American Males in Special Education
American Educational Research Association- San Francisco, CA, April 26-28, 2013
Topic: Collateral damage in the classroom: How race and school environment influence teachers' attitudes and behaviors toward their students

Maryland Counseling Association Annual Conference, Columbia, MD
Topic: Strategies for Effective Co-Parenting, with Janee Johnson, M.Ed. November 9, 2012

Association of Black Psychologist Annual Conference, Washington, DC- July 30, 2011
Topic: Technological Advances Expand Research to the Global Black Community with Ivory A. Toldson, PhD and Ronda Collins, M.Ed

Trinity University Mental Health Awareness Day, Washington, DC April 7, 2011
Topic: Panelist- Media and Mental Health

Women of Excellence Annual Retreat, Fort Washington, MD March 2009

Topic: Understanding your Teen

National Association of School Psychologist Annual Conf, New Orleans, LA; Feb. 2008

Volunteer for presenter workshop on Positive Behavior Support

National Business Institute- VA Special Education Law; Fair Oaks Marriott, Fairfax, VA; October 2006

Topic: Conducting Functional Behavior Assessments & Developing Behavior Intervention Plans

Upward Bound- Career Day; Howard University, Washington, DC; July 2006

Topic: The Role of Psychologists and Therapists

Allied Health Career Opportunity Program, Washington, DC; July 2005

Howard University Career Day for High School Students

Topics: Importance of Preparation and Writing Skills in Psychology

Association of Behavioral Analysis Annual Conference, San Francisco, CA; May 2003

Poster: Using Escape Extinction to Treat Refusal Behaviors Associated with Tooth brushing

American Association of University and Colleges, Chicago, IL; March 2002

Panelist: Women and Minorities in Science, Engineering and Math,"

Urban League/ Howard University Educational Conference, Washington, DC; December 2000

Assist Dr. Rosaline Boone, Assistant. Dean of School of Education, Howard University

Topic: "Disproportion Number of Black Males in Special Education"

Maryland Association of Nonpublic Special Education Facilities, Baltimore, MD; November 1999

Topic: Reinforcement and Individual Contracts: Evaluating Case Studies

TRAININGS LED

New Jersey Courts- Family Court Division- November 2016

Topic: Parent Education and Father Engagement

Advocates for Justice and Education, Inc, Washington, DC, February 11, 2013

Topic: Promoting Positive Behaviors in Children

Howard University Early Learning Program, Washington, DC,;

Topic: Monthly Parent Support Group January- June 2013

Parent Training Program October- December 2010, October-December 2011

Behavior Management Parent Education Series February- June, 2009

National Collegiate Preparatory Public Charter High School- Washington, DC August 2012

Topic: Professional Development Staff Training –Understanding Student Mental Health-

Community Academy Public Charter School, Parenting Education workshop series- Washington, DC

Topic: Develop a home behavior system- May 2011

Building a home routine- September 2011

Diffusing Tantrums- January 2012

Staff Training at the Fairfax County Juvenile Detention Center, Fairfax, VA-November 2010

Topic: Understanding the Field of Counseling

Parent Training in St. John's Church, Columbia, MD

Topic: Behavior Management October 2008
Discipline Strategies March 2009

Professional Development at the Friendship Public Charter School- Washington, DC; October 2008
Topic: Understanding Learning Disabilities

Staff training for Washington Latin Public Charter School, Washington, DC
Topic: Behavior Management system in the classroom May 2008

Parent training for Shiloh Baptist Church, Washington, DC
Topic Positive Discipline Feb 2008

ITT-Technical Institute: Professional Development Training; Springfield, VA; August 2007
Topics: Understanding Teaching and Learning Styles & Effects of a Student's Self-Esteem

5th Annual Friendship Training Institute- Friendship Public Charter School, Washington, DC; August 2007
Topic: Assessing a Student's Mental Health

Teacher Trainings for Center for Student Support Services Public Charter School Administration
Latin American Montessori Bilingual Public Charter School PreK-1, Washington, DC; August 2006
Bridges Public Charter School for Preschool/Special Needs Children K-1 , Washington, DC; May 2006
Topic: Classroom Behavior Management
Behavior Staff Training; SEED Public Charter School, Washington, DC; October 2005
Topic: Conducting Functional Behavior Assessments & Developing Behavior Intervention Plans

Foster Care Parent Training; Residential Care Inc.-Foster Care Agency; Washington, DC; April 2004
Topic: Behavior Management by using Reinforcers and Consequences

Monthly Parent Groups, Maria Cohn, Ph.D. & Associates, Washington, DC; September 2004-June 2006
Topic: Positive Discipline; Designing In-Home Behavior Intervention Plan

Pathways Project, Inc; Duke Ellington School, Washington, DC; October 1999
Topic: Group Counseling Session for Female Students on Self-Esteem

Social Workers' Workshop Parent Group, School for Contemporary Education, Laurel MD; October 1998
Topic: Home -Based Behavior Management: Creative Ideas on Discipline

INVITED PARTICIPATION

Maryland Black Chamber of Commerce- Boss Lady Event- Health Panelist June 19, 2018

Howard University (WHUR 96.3 FM) Daily Drum Radio segment 7-8pm

December 2017 "How to Manage the Holiday with Children"

August 6th 2012 "Making Sure Your Child Is Safe in Child Care Facilities

February 22nd 2012 "Why Do We Find It So Hard to Talk about Our Feelings

WPFW-FM (89.3 FM) Family & the Law segment 3-4 pm

June 28, 2012, "Helping Fathers Repair Broken Family Bonds"

Morgan State University Radio-World of Education News segment 7-8pm (WEAA 88.9FM)

August 14, 2012 "Next to Normal -Show Discussion on Mental Health in Minority Communities"

Praxis(tm) Professional School Counselor Multi-State Standard Setting Study by ETS: March 29-30, 2012 Princeton, NJ

DC Area Counselor Education Discussion and Luncheon by ASCA; April 18, 2012 Alexandria, VA

STUDENT RESEARCH

- 8/01-5/02 **Graduate Assistant** - Dr. Orlando Taylor, Dean of Graduate School of Arts & Sciences, HU
 Topic: Development of Certificate in Faculty Preparation in College Teaching
 Research on Minorities and Women in Engineering, Math, and Sciences
Research Assistant- Dr. Constance Ellison, Assistant Dean of School of Education, HU
 Topic: Teaching and Learning Styles
- 1/01-5/02 **Research Team Member**- Dr. Shawn Utsey, Prof. Psychoeducational & Human Development, HU
 Topic: Resiliency Amongst African Americans & Pedagogical Trauma of Children
- 8/01-5/02 **Research Assistant** - Dr. Almeeta Stokes; Prof. Curriculum & Administration, HU
 Topic: Classroom Ecology in Urban Schools & Metacognition of Preschool Children
- 3/01-5/01 **Research Assistant** - Dr. Sylvan Alleyne; Prof. Psychoeducational & Human Development, HU
 Topic: Parentology

DISSERTATION and THESIS Committee member:

Candidate	Document Status	Program	Title	Final Defense
Howard University				
Tanya Lofton	Thesis	Community Counseling	When Playing House Becomes a Reality: An Investigation of the Effect of Parentification on Self-Concept	April 18, 2011
Cassandra McNair	Thesis	Community Counseling	Examining Media Influences on the Decisions of Sexual Risky Behaviors of College Students who attend a Historically Black College or University	April 19, 2011
Cheree Simms	Proposal	Community Counseling	Let's have a Drink: Examining the Alcohol Intake and Binge Drinking Levels of African American College Students.	
Nzinga Lawrence	Proposal	Community Counseling	Multicultural counseling competency among minority master's level mental health students	
Laura Straughn	Dissertation	Counseling Psychology	Socio-cultural Factors That Predict Marital Satisfaction Among Black Couples	August 18, 2012
Viara Quinnes	Dissertation	Counseling Psychology	The Relationship of Sociocultural Factors and Psychological Adjustment of International Students of African Descent Attending Historically Black Colleges and	May 2, 2013

			Universities	
Katara Watkins	Dissertation	Counseling Psychology	Impact of Physical Abuse and Neglect on the Levels of Depression of Male and Female Black Detainees	April 3, 2014
Rashida Twiggs Clegg	Dissertation	Counseling Psychology	The Transference of Father-Daughter Attachment to Adult Daughter-Partner Attachment among African American Women: A Father Presence Perspective	October 11, 2012
Ruqayyah Airen	Dissertation	School Psychology	School Psychologists' School-Base Medication Management: An Examination of the Interrelationships of Their Perceived Professional Efficacy and Competence, and Their Knowledge, Training, and Practical Experiences	July 17, 2013
Ebonirose Wade	Dissertation	Education Administration and Policy	Redefining campus leadership in the 21 st century: chronicling the experiences of successful African American women in the presidential seat	April 2017
Norah Almultari	Dissertation	School Psychology	Examining the State of School psychology in Saudi Arabi	December 2015
Antonio Cooper	Dissertation	School Psychology	An Examination of the Successful Psycho-social Factors of African-American Males in Higher Education	October 7, 2013
Courtney Hives	Dissertation	Counseling Psychology	THE FORK IN THE ROAD: EVALUATING THE SPLIT IN THE AFRICAN AMERICAN FEMALE DEVELOPMENTAL TRAJECTORY	May 2017
Sheila Jefferson	Dissertation	Education Leadership and Policy Studies	Title 1 Principals' Perceptions of Parent Involvement in a Large Urban School District with Black and Latino Students	May 2017
RufusTony Spann	Dissertation	School Psychology	The Effect of Spiritual Resilience on Adult Black Gay Males Against High Risk Sexual Behaviors	October 2016
Norah Abdulrahman	Disseration	School Psychology	Extending the Use of Behavior Analytic Strategies to Address	December 2016

Almotrefi			Behavioral Concerns Exhibited by Kindergarteners in Saudi Arabia	
Dwayne Bryant	Dissertation	School Psychology	“SIRI TAUGHT ME” THE IMPACT OF THE SOCIAL MEDIA AND DIGITAL TECHNOLOGY ON STUDENT ENGAGEMENT AND ACADEMIC OUTCOMES	May 2019
Toria Simpson	Dissertation	School Psychology	Impact of iPad Applications on Emergent Reading Skills	May 2018
George Washington University				
Sun Yung Hwang	Dissertation	Psychology	Parental Self-Efficacy and Father Involvement among Low-Income Fathers	January 2018
Bowie State University				
David Shaibu	Dissertation	Education	The Use of Social Stories to Improve Social Behaviors for Adolescents with Autism	April 2016