

July 2008

## VITA

**Name:** Norman L. James, Ph.D.  
Emeritus Professor

**Address:** University of St. Thomas  
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## EDUCATION

Southern Illinois University, Edwardsville Campus, B.A. in Psychology, June 1968.

Southern Illinois University, Carbondale, IL. M.S. in Rehabilitation Counseling Administration, August 1970.

University of Minnesota: Educational Psychology – Department of Psychological Foundations.  
Program Competencies: Statistics, Personality, Counseling Psychology, Social Psychology, Higher Education, (Advisor, Dr. David W. Johnson)  
Degree Granted: Doctor of Philosophy, March 20, 1982.  
Thesis Title: “Social Interdependence, Alienation and Criminal Behavior in Three Criminal Populations.”

Harvard University, Institute for Educational Management, Certificate Award, summer 1993.

Licensed Psychologist: License # 0818 – State Board of Psychology.

## RESPONSIBILITIES AND ACTIVITIES IN HIGHER EDUCATION

### **Sept. 1969 – Sept. 1970**

Activities Consultant: Student Activities Office, Southern Illinois University. Organizing, directing, implementing experiential and content-oriented training programs for student groups and the campus police department who requested assistance for organizational development needs.

Primary emphasis was on leadership programs and working with the leadership committee of Student Government. Supplemental assignment included working with a core of selected professionals from the Student Affairs Division with the intent of developing their skills in-group dynamics. Participating professionals included members of Departments of Psychology and Counseling.

### **Human Relations Trainer**

Private Consulting: Organizing, consulting, implementing experiential content-oriented Human Relations programs for community groups, educational institutions, organizations and prisons. Consultant to Marion, IL, Terminal Island, CA, and Atlanta, GA, Federal Penitentiaries and Terre Haute, IN, Federal Penitentiary therapeutic communities.

### **August 1970 – July 1972**

Community Consultant: Community Development – Southern Illinois University. Training and Consulting Services Unit. Organizing and implementing content and experiential workshops for various community organizations. Academic responsibilities for classes in small group processes and Community Development. Responsibility for teaching Black American Studies class in small group leadership. Major intern supervision for four graduate interns enrolled in the Community Development Institute.

### **July 1, 1971**

Special Assignment: Model Cities Agency – Carbondale, IL, working with Public Service Careers enrollees and consulting with Model Cities Manpower programs.

### **September 1970 – January 1972**

Clinical Counseling Internship: Received special training in use of Transactional Analysis and other concepts as applied to Rehabilitation and Therapeutic Counseling processes in prison settings and with private clients, under clinical supervision and direction of Dr. Martin Groder, Chief Psychiatrist. This was a continuation of a graduate training internship, Rehabilitation Institute-Southern Illinois University.

### **September 1972**

Assistant Professor: Department of Psychology, St. John's University, and Collegeville, MN. Teaching responsibilities for courses in Psychopathology, Black Psychology and Introductory Psychology. Liaison and student supervision with local state reformatory (St. Cloud). Coordination and implementation of staff development projects under direction of the President's Office. Administrative title of Coordinator for Minority Affairs. Responsible for coordinating activities of organized minority groups. Special committee assignments included Academic Affairs, Intercultural Activities, Graduate Program in Community Development.

### **September 1973 – February 1976**

Assistant Professor: Chairman – Department of Psychology, St. John's University. Administrative Responsibilities for department operations, e.g., course offerings, student services, faculty concerns-policies, and representation of the psychology faculty to other relevant groups in the University Community. Teaching responsibilities for courses in Black Psychology, Personality Theory, Psychopathology, Individual Differences and Human Relations courses certified under State Education Department's 521 Law.

Special Assignment: Project Director, Learning Resource Center, supported by Ober Foundation, Butler Foundation, and Hill Family Foundation Grants for curriculum and program development in the areas of teaching and learning productivity. Major liaison and administrative duties with

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Foundation representative. Coordination and direction of grant activities with University community and administration.

**Dual Appointment February 1976 – September 1982**

Associate Professor: Department of Psychology, St. John's University. Teaching responsibilities for courses in Group Dynamics, Individual Differences, Personal Adjustment, Introductory Psychology, Personality Theory and Humanistic Psychology, Statistics and Tests and Measurements. Committee participation includes Equal Employment Opportunity Committee, Committee for the formation of a Human Development Institute of St. John's University.

Administrative Title:

Equal Employment Opportunity Officer – responsible for implementation of Title IX and Title VII institutional survey and monitoring evaluations, reporting to national agencies, processing and certifying institutional complaints. Informational workshops.

**October 1982 – 1989**

Associate Professor: Department of Psychology, St. John's University. Primary responsibilities for teaching courses, Group Dynamics, Intergroup Relations, Personality Theory, Abnormal Behavior, Psychological Statistics and Psychological Testing and Assessment.

**1987 – 1989**

Adjunct Professor (Part-time): St. Cloud State University, Department of Psychology. Teaching responsibility for graduate ethics course, "Ethics in Psychology."

**Fall 1990**

Chairperson: Department of Psychology, St. John's University. Administrative responsibilities for department operations, e.g., course offerings, student services, faculty concerns-policies, and representation of the Psychology Faculty to other relevant groups in the University community. Teaching responsibilities for courses in Black Psychology, Personality Theory, Psychopathology, Individual Differences, and Human Relations courses certified under State Education Department's 521 Law.

**Fall 1991 – 1994**

Dean, Graduate School of Education, Professional Psychology and Social Work: The University of St. Thomas, a Catholic comprehensive university committed to the liberal arts and community service. Over 1,000 students enrolled in three departments constitution the graduate school (Education, Professional Psychology and Social Work). The School offers a number of master's degrees in these three disciplines, two doctoral degrees (Ed.D. in Educational Leadership and Psy.D. in Counseling Psychology) and considerable non-credit programming.

The Dean provides leadership for the school, which fosters the professional growth of its faculty and staff. Works collaboratively with the chairs of the three departments on the preparation and approval of budgets, the attainment of instructional budgetary goals, the evaluation of faculty (including recommendations concerning rank and tenure), the hiring of new faculty and the long range plan for the school. Takes primary responsibility for the public relations and development activities of the school (in conjunction with central University offices). Chairs the graduate school's curriculum committee.

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**Fall 1994 – Spring 2000**

Professor: Graduate Department of Professional Psychology, University of St. Thomas, and St. Paul, Minnesota. Graduate teaching responsibilities for courses in Advanced Group and Social Processes, Advanced Qualitative Methods, Personality Theory & Development, and Group Dynamics. Graduate advisor for Master's and Doctoral students enrolled in the programs. Coordinator for Continuing Education activities offered by the department.

**Fall 2000**

Sabbatical leave – “Gambling addictions”

**January 2001 – November 2001**

Medical leave

**November 2001 – May 2003**

Teaching responsibilities: CPSY 601, Theories of Personality and Development. CPSY 751, Professional Development Seminar, CPSY 608 – 609, Counseling Psychology Practicum.

**March 2007-Present**

DRI Consulting North Oaks MN

Consultant Psychologist. Responsibilities for interviewing and psychologist assessment for Police applicants, City of Minneapolis.

## **MEMBERSHIP AND OFFICES**

Former Member, Board of Directors, Askelepion Foundation, Inc., Carbondale, IL.

Former Chairperson, Program Committee for Black American Studies Department, Southern Illinois University, 1970-71.

Full Member, Minnesota Psychological Association.

Professional Member, Minnesota Association of Black Psychologists, 1987-Present.

Full Member, American Psychological Association (APA), Division 17 Counseling Psychology.

Teaching-Clinical Member of International Transactional Analysis Association, San Francisco, CA.

Former Chairman, Nominating Committee, and Board of Trustees for International Transactional Analysis Association. San Francisco, CA, 1974-1977.

Former Member, Editorial Board for the ITAA Journal.

President, ITAA. January 1, 1982; term expired January 1, 1984.

Member, State Board of Psychology Governor's appointment, December 1978.

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Vice-Chair, State Board of Psychology, January 1, 1981 to January 1, 1982; January 1, 1994 to present.

Chair, State Board of Psychology, January 1985 to 1987.

Professional Advisory Board, 1989 to July 1991 Minnesota School of Professional Psychology, Minneapolis, MN.

Member, State Board of Psychology, Governor's appointment – June 1992.

American Association of State Psychology Boards (AASPB). PES Blue-Ribbon Panel of Psychologists "Role Delineation" Study EPPP exam for Psychologists, 1980.

Minnesota Delegate at AASPB, August 1980, August 1982, August 1983, October 1992.

Elected: Member-at-Large, AASPB Executive Committee, August 1983 (3-year term).

Member, Governor's Task Force on Sexual Exploitation by Counselors and Therapists, 1985-86; 1986-87.

Member, Board of Directors – African American Family Services, 1994 - 96.

Member, Board of Directors, Hamm Clinic, St. Paul, MN – 1994 to 2000.

Hobby: Member of the United States Judo Association, 3<sup>rd</sup> Degree. Black Belt.

Life Member, KAPPA ALPHA PSI – Social Fraternity.

## **PUBLICATIONS AND PAPERS**

Cultural Differences, "The Black Elders." Proceedings of the Workshop Series on the Black Aging and Aged and The Conference on the Black Aged and Aging. Southern Illinois University's College of Human Resources, Carbondale, IL, 1974. Jean Dorsett-Robinson, Editor.

Human Relations in Law Enforcement: A Learning Module for Conflict Resolution, Norman L. James and Margaret Demberio, Law Enforcement Assistance Administration. Minnesota Governor's Commission on Crime Prevention, St. John's University, 1975.

James, N.L., & Johnson, D.W., "The Relationship Between Attitudes Toward Social Interdependence and Psychological Health Within Three Criminal Populations." Journal of Social Psychology. 1983, pp. 121, 131 – 143.

James, N.L., "Comparing the Ethical Principles with Rules of Conduct." Minnesota Psychologist, Winter, 1984.

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James, N.L., "EPPP Scores of Minnesota Graduates." Minnesota Psychologist. Fall 1986.

James, N.L., "Cultural Frame of Reference and Intergroup Encounters: A – TA Approach." Paper Presented at the Joint International ITAA-EATA Conference, Brussels Belgium, July 22, 26, 1990. Published in the Italian TA Journal, Revista Italiana Director Analisi Transazionale X, Vol. 19, p. 49, December 1990.

James, N.L., & Syman, E.M., "Demographic and EPPP Characteristics of Applicants for Licensure in the State of Minnesota," Minnesota Psychologist, July 1991.

James, N.L., Editor, Minneapolis Papers, Selections from the 31<sup>st</sup> Annual ITAA Conference, Omni press, Madison, Wisconsin, Fall, 1993.

James, N.L. (1994). Cultural Frame of Reference and Intergroup Encounters: A-TA Approach. Transactional Analysis Journal, 24(3), 206-209.

James, N.L. (1996). Cadre de reference cultural et rencontres sntrre groupes. Actuatites En Analyse Transactionnelle, 20(7), 3-7 socioux.

James, N.L., Ayers, J. & Plass.B. (2002). Elderly sex offenders: Age, sex, anger. MNATSA Presentation.

## **ACHIEVEMENTS IN PSYCHOLOGY**

St. John's University – Chairperson, Department of Psychology, September 1973 – February 1976.

St. John's University – Chairperson, Department of Psychology, September 1990 – June 1991.

State Board of Psychology – one-year appointment, Governor Rudy Perpich, November 1978 – November 1979.

State Board of Psychology – three-year appointment, Governor Al Quie, November 1979 - November 1982.

State Board of Psychology – elected Vice-Chair, June 1980 – September 1982.

State Board of Psychology – four-year appointment, Governor Rudy Perpich, July 1, 1983.

State Board of Psychology – elected Chair, January 1, 1985 – 1987.

State Board of Psychology – four-year appointment, Governor Arnie Carlson, June 1992.

Member, Governor's Task Force on Sexual Exploitation by Counselors and Therapists, 1985-86; 1986-87.

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International Transactional Analysis Association (ITAA):

Chairperson, Nominating Committee, 1976-1979.

Member, Editorial Board, 1978-1980.

Vice-President, January 1980 – January 1982.

President, January 1982 – January 1984.

American Association of State Psychology Boards (AASPB) – State of Minnesota Delegate to AASPB Conference, Montreal Canada, August 1980; Washington, D.C., August 1982; Anaheim, CA, August 1983.

Elected: Member-at-Large, Executive Committee, AASPB.

Professional Examination Services (PES) and American Association of State Psychology Boards (AASPB) “Blue Ribbon Validation Panel,” Participant- revised and organized testing domains for entry-level Psychologist – (PES) EPPP National Examination.

Association of State and Provincial Psychology Boards (ASPPB). Appointed to Membership Services Committee. 1992 – 1993.

Association of State and Provincial Psychology Boards (ASPPB). September 1997. Roger C. Smith Award for Outstanding Service to a State Licensing Board.

Minnesota Society for Clinical Hypnosis- Full Member

**Special Honors:**

Commencement Speaker – St. John’s University, June 1973, “What is an Educated Man? Speaker, Senior Dinner – College of St. Benedict, May 1991, “CSB – A Lighthouse of Values.”

Association of State and Provincial Psychology Boards (ASPPB) Fellow – Awarded August 1994.

Association of State and Provincial Psychology Boards (ASPPB). September 1997. Roger C. Smith Award for Outstanding Service to a State Licensing Board.

MN Association of Black Psychologist-Distinguished Elder Award-May 18.2002.

Minnesota Board of Psychology Recognition Award for Distinguished Service-2005

MN Psychological Association, Distinguished Elder April 23, 2008

