

Kayla R. White Waters

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EDUCATION

Ph.D. School Psychology, University of Iowa, 2004

Ed.S. School Psychology, University of Iowa, 2002

B.A. Psychology, Truman State University, 1998, *summa cum laude*

B.S. Psychology, Truman State University, 1998, *summa cum laude*

PROFESSIONAL LICENSURE

Licensed Psychologist, Missouri (#2007006355) 2007-present

Licensed Clinical Addiction Counselor, Kansas (#00734) 2020-present

Licensed Psychologist, Kansas (#2140) 2013-2024 (renewable)

CERTIFICATION

Unified Mindfulness: Foundations Instructor Training (Level 1), 2020

Quality Matters: Applying the Rubric, 2010

PROFESSIONAL AWARDS

2027 Governor's Award for Excellence in Teaching

2026 MoWest Impact Award for Teaching Excellence

2026 Faculty Summer Fellowship, Missouri Western State University

2023 College of Liberal Arts Council of Chairpersons' Award, Missouri Western State University

2019 Teaching Innovation Award: Use of Technology, Washburn University

EXPERIENCE

2021-present Associate Professor
Psychology Department, Missouri Western State University

2020-2021 Professor, Chair, Interim Practicum Coordinator
Department of Family and Human Services, Washburn University

2019-2020 Professor, MA Coordinator
Department of Human Services, Washburn University

2014-2019 Associate Professor, MA Coordinator
Department of Human Services, Washburn University

In addition: Spring 2017: Interim Department Chair
Fall 2016: Interim Addiction Counseling Coordinator
Fall 2015-Spring 2016: Interim Department Co-Chair

2008-2014	Assistant Professor, Department of Human Services, Washburn University
2006-2008	School Psychologist, North Kansas City School District
2005-2006	School Psychologist, Delaware Autism Program
2004-2005	Post-Doctoral Fellowship, Pediatric Rehabilitation Psychology-Physical Medicine and Rehabilitation Unit, A.I. duPont Hospital for Children
2003-2004	Doctoral Internship, Neuropsychology and Behavioral Management-Kennedy Krieger Institute/Johns Hopkins School of Medicine
1998-2003	University of Iowa Pre-Doctoral Training: Pediatric Brain Injury Clinic, Biobehavioral Services Clinic, Benton Neuropsychology Laboratory, Neuropsychology Clinic, Iowa Veterans Medical Administration Hospital, ADHD Clinic, Belin-Blank Summer Clinic for Gifted Adolescents, Taft Alternative School, Solon School District, Grantwood Area Educational Agency
Summer 1999	Care Worker, Systems Unlimited Program for Dev. Disabled Youth, Iowa City
Summer 1998	Care Worker, Professional Behavior Management, Inc., Kansas City
Summer 1997	Undergraduate Intern, Center for Special Needs Children, Kansas City

PEER-REVIEWED PUBLICATIONS

Williamson, Z., **Waters, K.**, & Lake, A. (under review). To watch or to read: Student preference for video vs. written feedback. Manuscript submitted to the *Journal of Applied Learning in Higher Education*.

Waters, K. R. (2024). Sometimes more is more: Adding a course manual to your syllabus. *Journal of Applied Learning in Higher Education*, 10, 20-31.

https://www.missouriwestern.edu/appliedlearning/wp-content/uploads/sites/116/2024/10/JALHE_2024_V10.pdf

Waters, K.R. (2024). Taking the easy way in: Leveraging applied learning into scholarly contributions. *Journal of Applied Learning in Higher Education*, 10, 108-115.

https://www.missouriwestern.edu/appliedlearning/wp-content/uploads/sites/116/2024/10/JALHE_2024_V10.pdf

Waters, K. R. (2022). Should have been an email? Meeting redesign for applied educators. *Journal of Applied Learning and Teaching*, 5(1), 1-4. <https://doi.org/10.37074/jalt.2022.5.1.14>

Waters, K. R. (2020). Slacking on: Lean practices in applied education. *Journal of Applied Learning and Teaching*, 3(2), 100-106. <https://doi.org/10.37074/jalt.2020.3.2.19>

Waters, K. R. (2015). Using Kohlberg's model to find common ground with punishment-oriented adults. *Journal of Human Services*, 35(1), 102-106.

Waters, G. J., Anderson, K. & **Waters, K. R.** (2014). A randomized trial of mathachievement vs. standard online math homework. *MathAMATYC Educator*, 5(2), 34-38.

Waters, K. R., Altus, D. E., & Wilkinson, N. I. (2013). Promoting student professional identity, challenging our own: Narrative practices in internship seminars. *Journal of Systemic Therapies*, 32(3), 1-13.

Waters, K. R. (2011). The hungry-for-attention metaphor: Integrating narrative and behavioural therapy for families with attention seeking children. *The Australian and New Zealand Journal of Family Therapy*, 32(3), 208-219.

Waters, K. R. (2011). The importance of program evaluation: A case study. *Journal of Human Services*, 31(1), 83-93.

Heckert, T. M., **White, K. R.**, Gulinson, A. M., Schnarre, R. K., Gannon, L. B., & Schneider, S. K. (1999). Differential treatment in academia: Do female faculty report being treated differently by students than male faculty? *Psychological Reports*, 85, 263-268.

BOOK CONTRIBUTIONS

Waters, K. & Frank, Z. (2018). Putting assessment in its place. In *Faculty Development: A Resource Collection for Academic Leaders* (pp. 70-73). Madison, WI: Magna.

- Originally published in (2016, July). *Academic Leader*, 32(7), 2,6.

Crowley, J.A. & **White-Waters, K.** (2010). Psychological assessment in pediatric rehabilitation. In M.A. Alexander & D.J. Matthews (Eds.), *Pediatric Rehabilitation: Principles and Practice*, 4th Edition (pp. 21-52). New York: Demos Medical Publishing.

PROFESSIONAL NEWSLETTER PUBLICATIONS

Waters, K. (2020, April). Bowing out gracefully: Why teaching universities should eliminate publication requirements. *Academic Leader*. <https://www.academic-leader.com/?s=bowing+out+gracefully>

Waters, K. R. (2013, April). Research and program review: Virginia Student Threat Assessment Guidelines, *Joint Center on Violence and Victim Studies Newsletter*.

White Waters, K. R. (2008). Criterion-related validity of Aimsweb probes in the diagnostic process: Preliminary analysis. *MASP News*, 17(2), 23-25.

GOVERNMENT REPORTS

Kansas Citizens Committee (August, 2021). *2021 Annual Report of the Governor's Behavioral Health Service Planning Council: Kansas Citizen's Committee on Alcohol and Other Drug Abuse*

- Written Report submitted to the Governor
- Report presented to relevant members of the state Cabinet
- Report presented to the Governor's Behavioral Health Services Planning Council

Kansas Citizens Committee (October, 2020). *2020 Annual Report of the Governor's Behavioral Health Service Planning Council: Kansas Citizen's Committee on Alcohol and Other Drug Abuse*

- Written Report submitted to the Governor
- Report presented to relevant members of the state Cabinet
- Report presented to the Governor's Behavioral Health Services Planning Council
- Report presented to Kansas Prevention Subcommittee

Kansas Citizens Committee (September, 2019). *Brief Briefing: City on a Hill. (cost avoidance summary)*

- Written report submitted to Governor's Behavioral Health Services Planning Council and Secretary of Kansas Department of Disability and Aging Services

Kansas Citizens Committee (September, 2019). *2019 Annual Report of the Governor's Behavioral Health Service Planning Council: Kansas Citizen's Committee on Alcohol and Other Drug Abuse*

- Written Report submitted to the Governor
- Report presented to relevant members of the state Cabinet
- Report presented to the Governor's Behavioral Health Services Planning Council

Kansas Citizens Committee (April, 2019). *Brief Briefing: Community Crisis Center. (cost avoidance summary)*

- Written report submitted to Governor's Behavioral Health Services Planning Council and Secretary of Kansas Department of Disability and Aging Services

Kansas Citizens Committee (May, 2018). *2018 Annual Report of the Governor's Behavioral Health Service Planning Council: Kansas Citizen's Committee on Alcohol and Other Drug Abuse*

- Written report submitted to the Governor
- Report presented in person to relevant members of the state Cabinet
- Report presented in person to the Governor's Behavioral Health Services Planning Council

Kansas Citizens Committee (June, 2017). *2017 Annual Report of the Governor's Behavioral Health Service Planning Council: Kansas Citizen's Committee on Alcohol and Other Drug Abuse.*

- Written report submitted to the Governor
- Report presented in person to relevant members of the state Cabinet
- Report presented in person to the Governor's Behavioral Health Services Planning Council

Kansas Citizens Committee (June, 2016). *2016 Annual Report of the Governor's Behavioral Health Service Planning Council: Kansas Citizen's Committee on Alcohol and Other Drug Abuse.*

- Written report submitted to the Governor
- Report presented in person to relevant members of the state Cabinet
- Report presented in person to the Governor's Behavioral Health Services Planning Council

PEER-REVIEWED BOOK REVIEWS

Spiehs, J. & **Waters, K.** (2016). [Review of the book *Trauma and Recovery: The Aftermath of Violence-from Domestic Abuse to Political Terror*, by J. Herman]. *Journal of Human Services*, 36(1), 83-84.

Waters, K. R. (2013). [Review of the book *Stories of Transformative Leadership in the Human Services*, by S. F. Burghardt & W. Tolliver]. *Journal of Human Services*, 33(1), 89-91.

Waters, K. (2012). [Review of the book *Redirect: The Surprising New Science of Psychological Change*, by T. D. Wilson]. *Journal of Human Services*, 32(1), 89-91.

SCHOLARLY PRESENTATIONS

Lake, A., Williamson, Z., & **White Waters, K.** (2026). To watch or to read: Student preferences for professor feedback. *Conference on Applied Learning in Higher Education [Poster]*, St. Joseph, Missouri.

Waters, K. R. (2025, March). Achieving rigor through relevance: Using community advisory boards to assess program outcomes. *Conference on Applied Learning in Higher Education [Poster]*, St. Joseph, Missouri.

Waters, K. R. (2025, March). This is not up for discussion: Judicious perspectives on discussion boards in applied learning. *Conference on Applied Learning in Higher Education [Poster]*, St. Joseph, Missouri.

Waters, K. (2024, Feb). Extending student fieldwork into scholarly conference presentations. *Scholarship of Teaching and Learning Commons Annual Convention [Poster]*. Savannah, Georgia.

Waters, K. (2024, Feb). Incorporating "book clubs" into the higher education curriculum. *Scholarship of Teaching and Learning Commons Annual Convention [Poster]*. Savannah, Georgia.

Waters, K. (2023, June). Don't ask me!: Engagement and ethics in active learning discussions, *The Teaching Professor Annual Conference [Poster]*. New Orleans, LA.

Waters, K. (2023, June). Improving outcomes and reducing hassles with a comprehensive syllabus, *The Teaching Professor Annual Conference [Poster]*. New Orleans, LA.

Waters, K. (2022, April). Making good time: Lean approaches in applied education, *Conference on Applied Learning in Higher Education [Presentation]*. St. Joseph, MO.

Waters, K. (2022, April). "It's in the syllabus": Using a course manual approach to online learning, *Conference on Applied Learning in Higher Education [Poster]*. St. Joseph, MO.

Curriculum and Policy Committee (2018, March). *Results from the School of Applied Studies Faculty Focus Groups Forum [Presentation]*. Washburn University School of Applied Studies Proseminar Series, Topeka, KS.

Waters, K. & Frank, Z. (2016, April). *Putting academic program assessment in its place* [Presentation]. Midwest Organization for Human Services Annual Conference, Fort Wayne, IN. (Also presented at the Washburn University School of Applied Studies Proseminar Series, Topeka, KS.).

Waters, K. R. (2014, March). *Assessment in human services: Why less is more* [Poster]. Washburn University Assessment Poster Session, Topeka, KS.

Anderson, K., Waters G., & **Waters, K.** (2014, March). A randomized trial of math achievement vs. standard online math homework [Presentation]. Mathematical Association of America, Missouri Section Meeting, St. Louis, MO.

Waters, K. R. (2014, April). *Two white knights and a baggie full of steamed green beans* [Presentation]. Washburn University Brown Bag International Lectures, Topeka, KS.

Waters, G., Anderson, K, & **Waters, K.** (2013, October). *Using game addiction with WeBWork to increase student success in Calculus* [Presentation]. Kansas City Regional Mathematics Technology EXPO, Kansas City, MO.

Waters, K. R., Altus, D. E., & Wilkinson, N.I. (2013, June). *A postmodern approach to professional identity development of undergraduate students in the helping professions* [Presentation]. Society for Teaching and Learning in Higher Education Annual Convention, Sydney, Canada. (Also presented at the Washburn University School of Applied Studies Proseminar Series, Topeka, KS).

Waters, K. R., Waters, G., & Anderson, K. (2013, June). *Sustaining environmental resources, professor energy, and student perseverance through gamified online math homework* [Presentation]. Society for Teaching and Learning in Higher Education Annual Convention, Sydney, Canada.

Waters, K. R. (2012, February). *The stress-response system and "shut-down" behavior* [Presentation]. National Association of School Psychologists Annual Convention, Philadelphia, PA.

Waters, K. R. (2011, March). *Making lemonade when your research goes sour* [Presentation]. Washburn University School of Applied Studies Proseminar Series, Topeka, KS.

Waters, K.R. (2011, February). *Training parents to do reading interventions during the summer* [Presentation]. National Association of School Psychologists Annual Convention, San Diego, CA. (Also presented at the Washburn University School of Applied Studies Proseminar Series, Topeka, KS).

Waters, K. R. (2010, March). *Change in our communities: More sleep please!* [Presentation]. Midwest Organization for Human Services Annual Conference, Madison, WI.

Waters, K. R., & McGranahan, M. (2010, March). *Online youth mentoring as a service learning project* [Poster]. Midwest Organization of Human Services Annual Conference, Milwaukee, WI.

White Waters, K. (2007, March). *Utility of AIMSweb MAZE as a screening tool in a middle school setting* [Poster]. Missouri Association of School Psychologists Annual Convention, Columbia, MO.

White Waters, K. (2007, March). *Criterion related validity of AIMSweb probes: Preliminary analysis* [Poster]. Missouri Association of School Psychologists Annual Convention, Columbia, MO.

White Waters, K. R., Roberts, M. A., Ehly, S., Lindgren, S., Gerken, K., Ansley, T., Mahone, E. M. (2005, February). *Evaluation of the ecological validity of tests of executive functioning in children: The issue of domain-matched content skills* [Poster]. International Neuropsychological Society Conference, Washington, DC.

White, K.R., & Roberts, M. A. (2002, February). *The pediatric inventory of neurobehavioral symptoms (PINS): Assessing executive functioning in the school after traumatic brain injury* [Poster]. National Association of School Psychologists Annual Convention, New Orleans, LA.

White, K. R., Cocco, K., & Lindner, E. (2000, March). *Attitudes of school professionals toward student substance use* [Poster]. National Association of School Psychologists Annual Convention, New Orleans, LA.

White K. R. & Merrell, K. W. (2000, October). *Relationship between the internalizing symptoms scale for adolescents and the self-concealment scale* [Poster]. Kansas Conference for Clinical Child Psychology (American Psychological Association, Division 53), Lawrence, KS.

White, K. R. (1999, October). *Respecting Diversity: Sexual Orientation* [Workshop]. Iowa Area Education Agency #10 In-Service Training Session, Iowa City, IA.

Gannon, L. B., **White, K. R.,** Kraus, M. E., Hatala, M. N. (1997, April). *Intra- vs. cross-modal priming and einstellung effects in relation to anagram-solving* [Poster]. Midwestern Psychological Association Annual Conference, St. Joseph, MO.

Heckert, T. M., **White, K. R.**, Gulinson, A. M. , Schnarre, R. K., Gannon, L. B., & Schneider, S. K. (1997, April). *Differential treatment in academia: Are female faculty treated differently by students than male faculty?* [Poster]. Midwestern Psychological Association Annual Conference, St. Joseph, MO. (Poster also presented at the Missouri Academy of Science, the Truman State University Psychology Research Conference, and the Truman State University Undergraduate Research Symposium).

Shaffer, F., Bergman, S., & **White K.** (1997, March). *Indicators of diaphragmatic breathing effort.* [Poster]. Association for Applied Psychophysiology and Biofeedback Annual Meeting, San Diego, CA. (Poster also presented at the Truman State University Undergraduate Research Symposium, and the Truman State University Psychology Research Conference.)

INVITED PANELS AND PRESENTATIONS

Keynote Speaker (2024). Post-Traumatic Growth in Post-Pandemic Times, Clay County Public Health Department Staff Training Day, Liberty, MO.

Speaker (2023). *Growing through Adversity*, Clay County Public Health Department Staff Training Day, Liberty, MO.

Panel Chair (2011, April). *Serving families of servicemen and servicewomen: A discussion panel.* Midwest Organization for Human Services Annual Convention, Topeka, KS.

Panelist (2011) *Mental Health Issues in Students*, Washburn University Faculty Development Workshop, Topeka, KS.

Panelist (2009) *Poster Presentations*, Washburn University Faculty Development Workshop, Topeka, KS.

Keynote Speaker (2003). *Ecological Validity of Tests of Executive Functioning*, Truman State University Psychology Research Conference, Kirksville, MO.

INVITED STAFF TRAININGS, NORTH KANSAS CITY SCHOOL DISTRICT

Functional Behavior Assessment
Response to Intervention
Curriculum Based Measurement
Standard Intervention Protocol

EDITORIAL/REVIEW EXPERIENCE

Reviewer, Scholarly/Creative WTE Grants, Washburn University 2011-2015

Reviewer, National Organization for Human Services Annual Convention, 2012

Reviewer, Midwest Organization for Human Services Annual Convention, 2011/12/13/14

Book Reviewer for Wadsworth/Cengage Learning (2011): Steinberg, L., Bornstein, M., Vandell, D., & Rook, K. *Lifespan development: Infancy through adulthood.* Belmont.

Editorial Associate, Clinician's Research Digest, 2000-2002

UNIVERSITY TEACHING EXPERIENCE

Courses Taught (2008 to present)

Undergraduate:

Introduction to Psychology-online
Psychology of Communication-on-campus
Psychology of Communication-online
Principles of ABA Therapy-online
Introduction to Counseling Psychology-online
Psychology Research Teams-on-campus
Practicum in Psychology-online
Practicum in Psychology-online

Senior Seminar in Psychology-*on-campus*
Orientation to Human Services-*online*
Human Development-*on-campus*
Human Development-*online*
Family Issues-*on-campus*
Family Issues-*online*
Internship in Human Services-*on-campus*
Internship in Human Services-*online*
Introduction to Youth Services-*on-campus*
Introduction to Youth Services-*online*
Theories of Intervention in Human Services-*on-campus*
Research and Evaluation-*online*
Youth and Violence-*online*
Disability and Resilience in Youth-*on-campus*
Strategies for Lifespan Resilience-*online*

Graduate:

Integrative Human Services-*online*
Professional Ethics and Practice-*online*
Clinical Supervision-*online*
Supervision and Leadership-*online*

Additional Graduate Crosslists:

Research and Evaluation-*online*
Family Issues-*on-campus*
Family Issues-*online*

Learning Management Systems Skills

Canvas
WebCT
Angel
Desire2Learn

HONORS

Phi Beta Delta Honor Society for International Scholars, inducted 2014
Phi Kappa Phi Honor Society, inducted 2013
Tau Upsilon Alpha National Honor Society, inducted 2011
Doctoral Comprehensive Exam Honors, University of Iowa, 2003
Special Graduate Research Assistantship, University of Iowa, 1998-2003
Summa Cum Laude, Truman State University, 1998
Psychology Department Student of the Year, Truman State University, 1998
Psi Chi Honors Society, inducted 1996