

CONTACT DETAILS

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**PROFESSIONAL QUALIFICATIONS**

2005	PhD	QLD University of Technology
	<u>Thesis title:</u>	<i>“Evaluation of the Impact of the School Environment on Teachers’ Health and Job Commitment: Is the Health Promoting School and Healthier Workplace?”</i>
1997	MAppSci (Social Ecology)	University of Western Sydney, NSW.
	<u>Thesis title:</u>	<i>“Enhancing Success at University: Introducing and Evaluating Innovative Student Development Programs at Charles Sturt University”.</i>
1993	Grad Dip Health Promotion	Curtin University, Perth.
1992	Grad Dip Social Ecology	University of Western Sydney, NSW.
	<u>Thesis title:</u>	<i>“Well Wagga Wagga: Evaluation of a Worksite Health Promotion Program”.</i>
1985	B.Ed (integrated units from MA (SpecEd)	University of New England, Armidale.
1980	DipEd (Graduate)	University of New England, Armidale.
1977	BSc (Psychology) (Hons)	University of NSW, Sydney.

OTHER STUDIES

1978-79 MA (Special Education) Macquarie University (*Withdrew without penalty*)
 2008 Certificate IV in Business (Small Business Management)

PROFESSIONAL MEMBERSHIPS

- Registered Psychologist, Psychology Board of Australia (PSY0001407461)
- Member, International Association of Clinical Neuropsychotherapy (MIACN)
- Charter Member, International Positive Psychology Association (IPPA)
- Member, Institute of Coaching Professional Association (ICPA)
- Member, International Society for Coaching Psychology (ISCP)

PROFESSIONAL INSURANCE

AON Risk Services Australia Ltd. Policy no. 83MUL7162055 (to 30 June 2018)

CURRENT DRIVERS LICENCE

7690, Norfolk Island

CONTINUING PROFESSIONAL DEVELOPMENT (Recent)

- Oppositional, Defiant & Disruptive Behaviours in Kids: Non-Medication Strategies for the Classroom, Clinic & Home. Online PESI, 2017.
- Certified Family Trauma Professional Training. Online PESI, 2017.
- Donald Altman: Advanced Mindfulness Training Course. Online PESI, 2017.
- Bessel van der Kolk: Trauma Therapy Course. Online PESI, 2016.
- Certified Clinical Neuropsychotherapy Practitioner Training - Dr Pieter J Rossouw, Royal Brisbane Hospital, Brisbane, 31 May - 03 June 2016
- Yoga and Positive Psychology - Andy Roberts, Breathe Australia, 18 Feb 2015.
- “Mental Health - Overdiagnosed & Overmedicated”. Seminar conducted by Professor Peter Gotzsche (Nordic Cochrane Centre), Brisbane 18 Feb 2015.
- Harnessing the Power of the Mind: Two-Day Workshop with Dr Daniel Siegel, Brisbane, 20-21 February 2014.
- The Social Brain and the Neuroscience of Relationships with Dr Pieter Rossouw: Two-day Workshop, Brisbane 21 & 22 Nov 2013.
- Depression is Contagious: Two-Day Workshop with Dr Michael Yapco, Brisbane, 8-9 July 2013.
- Brain Science Webinar Series 2013, The National Institute for the Clinical Application of Behavioural Medicine (online learning program).
- The Brain & Anxiety: Utilising Neurobiological Information as Psychotherapeutic Tool. Dr Pieter Rossouw, PhD. 1-2 June, 2012, Brisbane.
- 2nd International Congress on Coaching Psychology, Sydney, 10-12 May 2012
- Enhancing Therapeutic Outcomes with Traumatised Clients: Creating Change, Meaning & Hope. Dr Emma Harley, 28th October 2011.
- New Directions in Trauma Mindfulness. Associate Professor John Briere, 30th - 31st May 2011.
- Supervisor Training & Accreditation Program (STAP) Refresher, Psychologists Registration Board of Queensland, 29 March 2010.
- VIA Intensive: Character Strengths & Virtues in Practice, VIA Institute on Character, 4th & 5th December 2009.
- Brain-Based Therapy: Integrating Science with Theory & Practice. John Arden & Lloyd Linford, 16th & 17th November 2009.
- CBT Focusing on Schemas and Mindfulness, Dr Bob Montgomery, Brisbane 9th May 2007.
- Supervisor Training & Accreditation Program (STAP), Psychologists Registration Board of Queensland, 16-17 June 2006.
- Social Justice, Access and Equity Training Workshop, Migrant Resource Centre, Townsville (23 April 1999)
- Workshop in “Traumatic Stress, Critical Incident Response and Critical Incident Debriefing”, Charles Sturt University, Wagga Wagga (11th March 1997)

CONSULTANCIES

- **Australian Government (Department of Immigration & Multicultural Affairs):** Member of national advisory panel reviewing and updating the Australian Cultural Orientation Program (AUSCO) for humanitarian entrants to Australia (2007 - 08).

EMPLOYMENT RECORD

May 2007 ongoing: *Chrysalis Counselling & Coaching (Self-Employed):*

- Psychologist & Clinical Neuropsychologist (Private Practice) delivering focused psychological therapies (Medicare) for adults, couples and families; designing and delivering group-focused psychological therapies; life coaching and small-group personal effectiveness workshops. Delivering online coaching & counselling Australia-wide since 2016.
- STAP Accredited Supervisor providing supervision of provisional psychologists since 2007 (PsyBA approved) - primary supervisor for 6 provisionally registered psychologists who achieved full registration and partially supervised 5 to full registration. Registered with AHPRA to provide 4+2 and 5+1 supervision pathways.
- Sub-contractor for Medibank Health Solutions (DFA referrals) (2010 - 2016): Provided psychological assessment and focused psychological therapy for Australian Defence Force personnel.
- APS Peer Support Network (Brisbane West) (2010 - 2016): Convened and co-ordinated monthly peer support meetings for psychologists in Brisbane western suburbs.
- APS Interest Group in Coaching Psychology: Committee member 2011 - 2015.

June 2014 ongoing: *Institute for Applied Positive Psychology* - Providing specialised training for professionals in clinical, coaching, educational, corporate and community applications of Positive Psychology and Neuroscience. Delivery methods include intensive retreat-based programs at Norfolk Island and online training modules with coaching/supervision.

September 2016 - March 2017: *Norfolk Island Regional Council, Child Welfare Officer (6 month part-time contract)* - Provided case management for children and young people reported for abuse or neglect under the Norfolk Island Child Welfare Act (2009); developed data management systems for child protection services; developed manual and delivered training in mandatory reporting procedures (e.g. school, police, Anglicare); drafted policy to steer legislative requirements during a period of transition to NSW state legislation.

October 2012 - 15: Established the *Positive Psychology Network* as a service for allied health professionals to meet monthly for professional development in Positive Psychology. I managed all aspects of the monthly events including arranging guest speakers, venues and follow-up distribution of learning materials, and marketing the programs. Delivered a range of group-based training workshops including positive psychology assessments, positive psychotherapy, and specialised applications of positive psychology (e.g. working with families).

January 2008 - 2012: *Department of Psychology, University of Southern Queensland (Springfield Campus), Lecturer (Level B)*

- Designed, wrote and taught PSY3140 (Building Sustainable Communities), PSY4090 Coaching Psychology, PSY4040 Advanced Psychological Theory (Positive Psychology), PSY4065 Positive Psychology.
- Updated & taught PSY2010 (Social Processes), PSY2030 Developmental Psychology, PSY3030 Abnormal Psychology

- Supervision of 5 Honours research projects.

February 2006 - May 2007: *QLD Bush Children's Health Scheme*, Program Manager

- Managed 5 multidisciplinary early intervention child & family health teams in rural/remote communities of Queensland (Bundaberg, Dalby, Warwick, Emerald, Mt Isa). Each team comprised Psychologist, Speech & Language Therapist, and Occupational Therapist. Duties included: employee recruitment, orientation and performance review; ongoing weekly supervision; child & family health case management; team management; development & evaluation of early intervention programs; development of organisational policies, procedural guidelines and staff development programs.

March 2005 - April 2006: *School of Public Health, QLD University of Technology*, Postdoctoral Research Fellow

- Designed, implemented and evaluated Phase II of BRiTA Project ("Building Resilience in Transcultural Australians"), a 2-year collaborative project with the QUT Resilient Children & Communities Project, QLD Health and Brisbane City Council. Duties included project design, development and management of the project; program development including evaluation methodology; project evaluation; preparation of funding submissions; conference presentations; and preparation of peer-reviewed publications.

October 2004 (Contract x 6 months): *QLD Multicultural Centre for Mental Health & Wellbeing*, Multicultural Mental Health Educator

- : Development of transcultural mental health education training modules for community educators from culturally diverse communities.
- Preparation of funding submission to Multicultural Affairs QLD to support peer-mentoring initiative with Sudanese youth.

February 2004 - March 2005: *QLD Transcultural Mental Health Centre (QLD Health) & QLD University of Technology (jointly funded position)*, Research Project Manager (0.6FTE)

- Developed and delivered Phase II of BRiTA Project ("Building Resilience in Transcultural Australians") - established project management structure and procedures; ethics submissions; development of program content and structure, evaluation methodology and materials; preparation of funding submissions.

July 2003 - 2006: *QPASTT (QLD Program of Assistance for Survivors of Torture & Trauma)*, Evaluation Co-ordinator

- Developed instruments and evaluation methodology for a 3-year NSP program to build positive mental health & resilience in multicultural adolescents and families (funded through National Suicide Prevention Program); co-ordination of program evaluations; collation and analysis of evaluation data; preparation of reports for funding bodies and management committee.

February 2003 to February 2004 (part-time x 1 year): *QLD Transcultural Mental Health Centre (QLD Health)*, Research Project Manager

- Developed, co-ordinated and evaluated Phase I of the "BRiTA" Program - "Building Resilience in Transcultural Australians", an innovative resilience-building program for young people from culturally diverse backgrounds Significant achievements: Systematic literature review of multicultural child & adolescent mental health promotion programs; Writing program content and evaluation materials & protocols; Training & supervising 9 group facilitators; Collected & analysed quantitative and qualitative evaluation data; Prepared funding submissions to extend the project; Prepared interim and final reports for the project; Presented project outcomes at national & international conferences.

- Developed an 8-module self-directed learning package addressing mental health in CALD youth for nurses employed through QLD School-based Youth Health Nurse Program (3-month casual contract).

2001: *Queensland Institute of Medical Research, Scientific Officer (Part-time)*

- Genetic Epidemiology Project - conducted structured CATI interviews (“computer assisted technology interview”) for international project investigating social and genetic determinants of alcohol dependence.

1996-98: *Charles Sturt University (Riverina), Student Counsellor*

- Provided individual counselling and psycho-educational assessments to internal and distance education students; critical incident debriefing; designed & delivered group-based student development programs; developed and implemented comprehensive systems for evaluating outcomes of the Student Services Unit including intake screening checklist; supervised generalist counsellors (chaplains); designed and implemented data collection systems for assessing lifeskills needs of first year students; data collation and reports; community liaison with various inter-agency networks aimed at addressing issues related to regional health service delivery (e.g. Wagga Wagga Suicide Prevention Task Force).

1992-98: *Self-employed Psychologist*

- Provider of Employee Assistance Programs (EAP) and critical incident debriefing for Cargill Foods, Junee Correctional Centre, Riverina Wool Combing, Laminex Industries, Kurrajong Industries on a consultancy basis.
- Provider of psychological assessments & counselling for adults with disabilities (Kurrajong Industries and Disability Services), young offenders (Department of Community Services) and long-term unemployed clients with disabilities (Commonwealth Employment Services).
- Psychologist/Case Manager with Stanbridge, White and Associates, Rehabilitation Services providing sessional psychological assessments and therapy for clients with work-related injuries (stress, pain management, critical incident debriefing).
- Supervisor, Psychologist Intern Program, Australian College of Applied Psychology - provided 2-year psychologist internship program to 2 psychologists.

1989-92: *Wagga Wagga Base Hospital, Community Health Services*

- Psychologist (Adult Health Team): Clinical psychological services to adults and families including conducting psychological assessments and treatment interventions for wide range of presenting conditions including depression, anxiety, self-harming, suicidality, domestic violence, relationship and interpersonal problems.

1987-89: *Self-employed Psychologist, Bowral NSW*

- Psychologist Department of Youth and Community Services (Campbelltown) and Marriage Guidance Council of NSW (Wollongong): Sessional counselling services for adults and families with relationship problems and serious psychosocial difficulties.

1985-86: *Department of Health, SE Region Mental Health Services*

- Regional Program Evaluation and Development Officer: Employed to manage an innovative program for transitioning long-term hospitalised mental health patients into community-based living facilities. I developed a life-skills based checklist to assess level of functioning of patients under consideration for inclusion in the program; designed data collection systems for evaluating patient discharge and community integration outcomes; supervised & provided professional development for 12 community-based psychiatric nurses; prepared reports on project outcomes for the state health system.

1980-1985: *Self-employed Psychologist and Community Development Project Officer, Armidale NSW*

- Family Therapist and Community Education Programs.
- Childcare Co-ordinator / Crisis Counsellor, Armidale Women's Refuge.
- Research Assistant, New England Foster Care Scheme.
- Supervisor, Vacation Care Program for Disabled Children, Mirambeena Special School.
- Group Leader, Parents Centre Australia.

PUBLICATIONS

Peer Reviewed Publications:

- Stewart, D; Sun, J; Patterson, C; **Lemerle, K**; and Hardie, M. (2004). "*Promoting and building resilience in primary school communities: evidence from a comprehensive 'Health Promoting School' approach.* International Journal of Mental Health Promotion 6(3): 26-33.

Book Chapters:

- **Kate Lemerle** and Donald E. Stewart. Chapter 2: "Thriving Beyond Adversity". Published in Brader, Andy "Songs of Resilience": Cambridge Scholars Publishing, 2011.
- **Kate Lemerle** and Donald Stewart. "*Can Supportive School Environments Build Resilience? Towards a Model for Promoting Students' Resilience*". Submitted for publication in Ungar, Michael (Ed.) Resilience in Action: Working with Youth Across Cultures and Contexts. University of Toronto Press, 2006.
- **Kate Lemerle** and Donald Stewart. "*Health Promoting Schools: Linking Organisational Capital and Resilience.*" Published in Jensen, Bjarne Brunn & Clift, Stephen (Editors), The Health Promoting School: International Advances in Theory, Evaluation and Practice. Danish Education University Press, 2005.

CONFERENCE PAPERS & PRESENTATIONS

- **Lemerle, K.** *Building Resilience in Transcultural Australians: A Socio-ecological Approach to Promoting Mental Wellbeing in Migrant and Refugee Children and Adolescents.* Paper presented at Diversity in Health Conference, Melbourne, 17-19 October 2005.
- **Lemerle, K.** and Stewart, D. "*Building Resilience through Supportive School Environments: The Health Promoting Schools Framework as a Model for Promoting Resilience in Culturally Diverse Students*". Paper presented at "Pathways to Resilience: An International Conference", Halifax, Nova Scotia (Canada): 15-17 June 2005.
- **Lemerle, K.** *Promoting Resilience in Children and Adolescents within a Multicultural Framework: Emerging Issues from the BRiTA Project.* Workshop Presented at State Conference of Youth Affairs Network QLD, Bardon Conference Centre, Brisbane: 22 April 2005.
- **Lemerle, K.** "*Building Resilience Through Supportive School Environments: Towards a Model for Promoting Resilience in Culturally Diverse Students.*" Paper presented at Australian Health Promotion Association Conference, Canberra: 14-16 March 2005.
- **Lemerle, K.** and Prasad-Ildes, R. "*Overcoming acculturation stress: a proposed approach for promoting resilience in culturally diverse children and adolescents*".

Paper presented at Multicultural Families Conference, University of the Sunshine Coast: 23-24 June 2004.

- Lemerle, K.; Prasad-Ildes, R. and Ramirez, E. *“Building Resilience in Transcultural Adolescents (BRiTA): Development & Preliminary Evaluation Outcomes”*. Paper presented at the Ninth International Health Summer School, QUT School of Public Health, 17-19 November 2003.
- Lemerle, K.; Prasad-Ildes, R. and Ramirez, E. *“Building Resilience in Transcultural Adolescents: Development & Preliminary Outcomes from the BRiTA Project”*. Paper presented at the Diversity in Health National Conference 2003, Sydney Exhibition Centre, Darling Harbour, 27-29 October 2003.
- Lemerle, K. and Stewart, D. *“Healthy Teachers, Healthy Schools: The Health Promoting Schools Approach and Teachers’ Wellbeing”*. Paper presented at 35th Public Health Association of Australia Conference, Brisbane Convention & Exhibition Centre, Brisbane, 28 September - 1 October 2003.
- Lemerle, K.; Stewart, D.E. and Nicholson, J. *“Pathways of Influence: Does the Health Promoting Schools Approach Enhance Teachers’ Health and Job Commitment?”* Paper presented at the European Union of Health Promoting Schools Conference ‘Education & Health in Partnership’, Egmond aan Zee, The Netherlands, 25-27 September 2002.
- Lemerle, K.; Nicholson, J. and Stewart, D.E. *Development and Use of an Audit Instrument to Survey the Extent of Health Promoting Schools Activities in Queensland Primary Schools*. Paper presented at the 6th National Health Promoting Schools Association Conference, 1-4 May 2002: Gold Coast, Queensland.
- Lemerle, K. (1993). *Reducing the impact of shiftwork: a case study*. Paper presented at the 4th. Annual Primary Health Care Conference, University of Sydney, 18-19 November.

FUNDED RESEARCH GRANTS

- Multicultural Affairs QLD: Multicultural Assistance Program Grants 2006: “Partnering for Participation - Development and pilot of a peer-mentoring program for young African refugees”. \$65,000 for the Multicultural Centre for Mental Health & Wellbeing, Brisbane.
- ARC Linkage (Round 2) 2004: **LP0562185** Education to Counter HIV/AIDS in Papua New Guinea: Policies, Perceptions and Practices.
- QUT Strategic Links with Industry Scheme 2003, “Development and Evaluation of a School-based Resilience Promotion Program for Children from Culturally Diverse Backgrounds”, \$35,000 (plus \$50,000 grant from Brisbane City Council and \$20,000 grant from Queensland Health). (Co-investigator and Research Co-ordinator 0.6FTE).
- ARC Linkage Projects Incentive Scheme 2003, “BRiTA for Children: Building Resilience in Transcultural Children”, \$1,976.80.
- Health Promotion Queensland (HPQ 00.01/005), “A Multi-strategy Health Promotion Program to promote Resilience in Primary School Children”: \$900,000. (Co-investigator, member of Project Advisory Group).

TEACHING & TRAINING EXPERIENCE

Psychology Department, University of Southern Queensland (2008 - 2012)

- PSY3140 Building Sustainable Communities* (Community Psychology)
- PSY4090 Coaching Psychology*
- PSY4040 Advanced Psychological Theory* (Positive Psychology)

- PSY4065 Positive Psychology*
- PSY2010 Social Processes of Behaviour
- PSY2030 Developmental Psychology
- PSY3030 Abnormal Psychology

* Prepared each of these as new courses in the undergraduate Psychology (Hons) Program

- Taught modules for PSY1104/PSY2105/PSY3104 Psychological Apprenticeship Skills (Work Integrated Learning Program)

School of Public Health, Queensland University of Technology (2000 - 2005)

- PUB 644: Health Promoting Schools (Tutor & Course Writer) (2002, 2003, 2004, 2005)
- LEB335: Human Development and Learning (Tutor)
- PUB105: Introduction to Family Studies (Tutor)
- PUB251: Contemporary Public Health (Tutor)

School of Public Health, James Cook University (1999)

- HS1403: Introduction to Health Education and Health Promotion (Lecturer and Tutor).
- Refugee Health: Course Co-ordinator in association with Médecins Sans Frontières.

Division of Student Services, Charles Sturt University (1996 - 98)

- WEL107: Community Mental Health (Lecturer and Tutor).
- Designed, delivered and evaluated 10-week Student Development Program as co-curriculum course to promote university adjustment.
- Designed and delivered workshops addressing psychosocial health and adjustment for university students (e.g. Coping with Stress, Memory Enhancement, Self-motivation, Managing Conflict, Rapid Reading Skills, and Time Management).

School of Psychology, University of New England (1984)

- PSY 214/314: Learning and Behaviour Modification (Tutor)
- PSY219/319: Social Psychology (Tutor)

SUPERVISION EXPERIENCE

2016 ongoing: Providing online mentoring / supervision for registered mental health professionals in Australia.

2007 - 2017: Supervision of provisionally registered psychologists completing the 4+2 and 5+1 Pathways (AHPRA, Psychology Board of Australia)

2008 - 2012: Supervision of Psychology Honours and Masters students at USQ Springfield.

2006 - 2007: Case management supervision of 5 multidisciplinary early intervention child & family health teams in regional Queensland (Warwick, Bundaberg, Dalby, Emerald, Mt Isa).

2005: Supervision of student completing placement requirements for Diploma of Community Welfare Work (Moreton TAFE).

1998 - 2000: Clinical supervision of two Psychologists undertaking internship for professional registration (Aust College of Applied Psychology, Sydney).

1996-1998: Clinical supervision of 3 generalist counsellors providing clinical services to university students (Charles Sturt University, Student Counselling Services).

COMMUNITY ACTIVITIES

- Member, Rotary International (2017)
- Member, Norfolk Island Chamber of Commerce (2017)
- Member, Norfolk Island Mental Health Awareness Group (MHAG) (2017)

- Volunteer, St Johns Ambulance, Norfolk Island (2017)
- Member, Greater Springfield Chamber of Commerce (2016)
- Convener, Positive Psychology Network QLD (2012+)
- Co-ordinator, APS Brisbane West Peer Support Network (2010+)
- Committee Member, APS Interest Group in Coaching Psychology (QLD)
- Member, Westside Business Women's Network (2010, 2012)
- Member, Women's Network Australia (2007)
- Member, Kenmore Chamber of Commerce (2007)
- Member, Multicultural Youth Network QLD (2005/06)
- Australian Health Promoting Schools Association (Secretary of National Executive Council, 2001-2002).
- Member of Toastmasters International (Wagga Wagga, Townsville)
- Founding Committee Member, Australian College of Clinical Psychologists, Riverina Branch (1997-98)
- Psychologists Network Group, Wagga Wagga (1995-96)
- Board Member, Wagga Wagga Chamber of Commerce (1993-94)

REFEREES

Clinical:

- Ms Boza Stumfol, Psychologist, Prince Charles Hospital, Brisbane. (07) 3360 4863; EM: bozica_stumfol@hotmail.com (Private email)
- Ms Christina Spark BA(Psych) Dip.Psych. (University of Queensland), Psychologist (Private Practice). MOB: (04) 0978-2379 EM: christina@sparkgroup.net.au

Academic:

- Professor Gerry Tehan, Faculty of Sciences (Psychology), University of Southern Queensland. PH: (07) 3470 4476. EM: gerry.tehan@usq.edu.au

Project Management:

- Professor Donald Stewart, School of Public Health, Griffith University. PH: (07) 373 53218 ext 53218. EM: Donald.Stewart@griffith.edu.au