

VITA

J. Paul Sorrels

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EDUCATION

- 1992 Post-Doctoral Study - Texas Tech University, Lubbock, Texas
Higher Education - areas of study: Strategic Planning, Grants,
Finance/development, Curriculum Development, University Law, Student Affairs,
Adult Education
- 1982 Post-Doctoral Study - Rice University, Houston, Texas
Carnegie-Mellon Fellowship - Advanced Statistics and computers
- 1975-1978 Ph.D. Texas Woman's University, Denton, Texas
Areas of Specialization: Group Dynamics and Organization Behavior
Statistical Analysis and Research Design
Marital and Family Therapy
- 1974-1975 M.A. Texas Woman's University, Denton, Texas
Psychology: General Psychology
Marital and Family Therapy
- 1972-1973 Study: The Southern Baptist Theological Seminary, Louisville, Kentucky
- 1968-1972 B.A. Howard Payne University, Brownwood, Texas
Major: Psychology
Minor: Bible

UNIVERSITY ADMINISTRATIVE EXPERIENCE

2011-present Vice President/Dean, Sul Ross State University, Alpine, Texas and Sul Ross-Rio Grande College – campuses in Castroville, Del Rio, Eagle Pass, and Uvalde, Eagle Pass, Texas

Duties/responsibilities:

- Serve on President's cabinet – participate in discussions and decisions on financial aid, admissions, athletics, housing, and other university policies
- Chief operational and academic officer for the Rio Grande College branch campuses located in Uvalde, Eagle Pass, and Del Rio, and Castroville
- Supervise all admission, records, recruiting, student services, financial aid, business services, and other clerical staff
- Supervise all faculty and academic departments
- Community relations in the 11 county region served
- Liaison for SR-RGC to the main campus in Alpine (280 miles)
- Representative to Texas Higher Education Coordinating board
- Coordinate/supervise graduation and all ceremonies

- Library, institutional technology (computer/network), academic advising, career services
- Articulation and partnership agreements with community colleges
- Budget development and monitoring, academic facilities (remodeling and new projects)
- Fund raising initiatives for scholarships, and dedicated projects
- Curriculum, program review, planning, institutional effectiveness, and accreditations
- Board of Regent's relations

Significant accomplishments:

- Negotiated multiple partnership agreements with Southwest Texas Junior College
- Initiated 5 additional graduate programs
- Initiated new bachelor of nursing degree
- Initiated new Bachelor of Applied Science degree to facilitate further educational opportunities for AAS and vocational/technical students
- Secured 6 new community scholarships
- Initiated Financial Literacy classes for students

2000-2010 Provost/V.P. Academic Affairs, East Texas Baptist University, Marshall, Texas

Duties/responsibilities:

- Serve on the president's cabinet – participate in university wide policy and decisions
- Serve as chief officer in president's absence
- Faculty/staff recruitment, evaluation, and supervision
- Programs: library, institutional technology (computer/network), academic advising, career services, international travel/study
- Articulation and partnership agreements
- Budget development and monitoring, academic facilities (remodeling and new projects)
- Fund raising initiatives for buildings, endowments, programs, scholarships, salaries
- Curriculum, program review, planning, institutional effectiveness, and accreditations (regional and discipline specific)
- Board of trustees and governmental relations

Significant accomplishments:

- Increase doctoral faculty from 62% to 90+%
- Increase in faculty scholarship
- Secured nearly \$2M funding for new forensic sciences program
- Established endowed faculty develop fund
- Completed SACSCOC 10 year reaffirmation with no follow-up, notifications, or other restrictions
- Program review process that integrated institutional effectiveness and budget allocations

1999-2000 V. P. Academic Affairs and Dean of the Faculty, Bluefield College, Bluefield, Virginia

Duties/responsibilities:

- Serve on the president's cabinet – participate in university wide policy and decisions
- Serve as chief officer in president's absence
- Faculty/staff recruitment, evaluation, and supervision
- Coordinate all academic programs on campus and off campus including adult degree programs throughout the state of Virginia
- Curriculum, program evaluation, and institutional effectiveness
- Supervise off campus sites, locations, and branch campuses
- board of trustees relations
- Budget development and monitoring, advising, library
- Fund raising initiatives for facility construction/renovation and scholarships

Significant accomplishments:

- Completed SACSCOC substantive change requirement for over a dozen off campus sites
- Infused significant technology in library resources
- Significantly strengthened off campus degree program for working adults

1993-1998 Dean of Graduate Studies and Special Programs, Hardin-Simmons University, Abilene, Texas

Duties/responsibilities:

- Marketing, recruiting, admissions, accreditation, curriculum, budgeting, teaching effectiveness, financial aid for graduate programs
- Continuing education and international travel/study (alumni & graduate students)
- Coordinate/initiate new graduate programs
- Fund raising initiatives for graduate fellowships and scholarships

Significant accomplishments:

- Initiated 4 new graduate programs
- Doubled enrollment
- Initiated travel study programs
- Negotiated internet and email service for entire university
- Developed effective program review/renewal process
- Initiated first endowed graduate award for outstanding graduate student

1985-1994 Director, Graduate programs in Family Ministry and Family Psychology and director of Family Psychology Center, Hardin-Simmons University, Abilene, Texas

Duties/responsibilities:

- Recruiting, curriculum, budget, supervision, and advising
- Supervise all clinical and counseling services
- Community relations, marketing of services, funding to underwrite the center

Significant accomplishments:

- Initiated a new graduate programs for the first time in 10 years which became the fastest growing program
- Developed community based counseling services facility and program

OTHER MANAGEMENT/ADMINISTRATIVE EXPERIENCE Sorrels, page 4

- 1991-1995 Consultant and Board of Directors - ICSS/Toro National Support Network, Abilene, Texas (division of the Toro Company, a Fortune 500 company)
- Human resources, budget monitoring, product handling and inventory processes
 - Personnel, risk management issues
- 1992-1993 Management Consultant, Abilene Regional Mental Health/Mental Retardation Abilene, Texas
- 1985-1990 Human Resources/Personnel Director C.H. Love & Co., Abilene, Texas (INC 500 computer hardware sales/service and software development company)
- Budget preparation and monitoring, human relations, facilities renovations
- 1982-1983 Director, Mental Health Programs and Clinical Services, Central Plains Regional MH/MR Center, Plainview, Texas
- Administrative and clinical supervision, and marketing of services for 5 counties
 - Community PR and liaison
 - Board of directors relations

TEACHING EXPERIENCE

- 2011 to present Professor (tenured), Psychology, Sul Ross State University – Rio Grande College
- 2010 Professor, Argosy University, Dallas, Texas
- 2000 to 2010 Professor of Psychology, East Texas Baptist University, Marshall, Texas
- 1999 to 2000 Professor of Psychology, Bluefield College, Bluefield, Virginia
- 1983 to 1998 Professor of Psychology and Family Ministry (tenured), Hardin-Simmons University, Abilene, Texas
- 1979 to 1983 Assistant Professor of Psychology, Wayland Baptist University, Plainview, Texas
- 1977 to 1978 Instructor of Psychology, Dallas Baptist College, Dallas, Texas
- 1977 to 1978 Instructor of Psychology, Mountainview College, Dallas, Texas
- 1975 to 1977 Graduate Teaching Assistant, Texas Woman's University, Denton, Texas

CLINICAL/THERAPEUTIC EXPERIENCE

- 2010 Psychologist, private practice – Dallas, Texas
- 1985-1994 Psychologist and Clinical Supervisor - Family Psychology Center
Hardin-Simmons University, Abilene, Texas
- 1983-1985 Psychologist and Clinical Consultant, Ministry of Counseling
First Baptist Church, Abilene, Texas
- 1982-1983 Director of Mental Health Programs and Clinical Services
Central Plains MH/MR Center, Plainview, Texas
- 1977-1978 Staff Therapist - Counseling Center, Dallas Baptist College, Dallas, Texas

FUND RAISING EXPERIENCES

- \$500,000 endowed scholarship fund (SR-RGC)
- Scholarship for teacher education students
- Title V grant funding

- Mexican Consulate scholarships for Hispanic students
- \$200,000 yearly funding (3 year grant) for startup of Criminal Justice program (ETBU)
- Commitment for funding for equipment for Forensic Sciences program (ETBU)
- Major gift for capital campaign to complete an art education facility (Bluefield College)
- Funding for increased graduate assistantships and scholarships (HSU)
- Secured resources for equipment and furnishing for community counseling service (HSU)

OFFICES, HONORS, AND PROFESSIONAL SERVICE

- 2002-present Reviewer - Texas State Board of Psychologists for complaints against licensees
- 2002-present Editorial advisory board and reviewer – Journal of the Texas Association for Marriage and Family Therapy
- 1992-2010 Editorial board, Journal of Family Ministry
- 1988-1992 Editor, Journal of Family Ministry
- 1990 President’s Award for outstanding contribution to Family Ministry
Texas Baptist Association for Family Ministry
- 1986-88 President, Texas Baptist Association for Family Ministry
- 1985-86 Vice-President, Texas Baptist Family Minister’s Association
- 1987 Grant - Intervention program for parents and children of divorced families.
Abilene Community Foundation
- 1989 Grant - HSU Academic Foundation for Parent-child research study

PROFESSIONAL ORGANIZATIONS AND LICENSE

- Texas Council of Chief Academic Officers
- Texas State Board of Examiners of Psychologists Certified and Licensed - #22060
- Texas State Board of Marriage and Family Therapy - #00857-00852 (Supervisory status)
- American Association for Marriage and Family Therapy (AAMFT) - Clinical Member and Approved Supervisor Designation
- Texas Association for Marriage and Family Therapy (TAMFT)

SEMINARS AND WORKSHOPS

- The Purposes of Higher Education in the 21st Century.” A symposium sponsored by the Texas Higher Education Coordinating Board. February 17, 2014, Austin, Texas.
- Southern Association for Colleges and Schools Annual convention – yearly
- International Association of Baptist Colleges and Universities – yearly through 2010
- Council for Independent Colleges – Chief Academic Officers annual conference
- Approaches to Assessment of Institutional Effectiveness - Michael Yost, Rice University
- Key Management Seminar in management styles/approaches
- Mega Gifts - Gerald Panas
- Building Family Strengths
- Symposium: Interfaces of Social and Clinical Psychology

- Understanding Families: Changing Families - Salvador Minuchin
- Short-term Family Therapy - Robert Lawrence
- Non-parametric Statistics - McSweeney
- Emotional Components of Illness - Simonton and Simonton
- Texas Psychological Association – annual meeting

RESEARCH AND PUBLICATIONS

- Sorrels, J. P. (2007) *Teaching/Supervision Strategies for Acquiring Basic Family Therapy Skills – Perspectives from Supervisors and Graduates*. Journal of the Texas Association for Marriage and Family Therapy. page 30-554. On-line journal:
<http://www.tamft.org/displaycommon.cfm?an=1&subarticlenbr=13>
- Sorrels, J.P. & Hilyer, L. (1991) Uniting Generations: An Intergenerational Ministry Resource Manual. Convention Press, Baptist Sunday School Board, Nashville.
- Sorrels, J.P. (1990) *Working with divorced families*. Journal of Family Ministry. Vol 4(2), p.29-33.
- Sorrels, J.P. (1989) *Beginning a counseling ministry*. Journal of Family Ministry. Vol 3(1), p.3-10.
- Sorrels, J.P. *Comparisons of differences in perceptions of parents and children of the parent-child relationship*. In progress, funded by a grant from the HSU Academic Foundation
- Sorrels, J.P. (1987) *Why a journal of family ministry?*. Journal of Family Ministry. Vol. 1(1), p.3-5.
- Sorrels, J.P. & Kelley, J. (1984) *Conformity by omission*. Personality and Social Psychology Bulletin. June, Vol. 10 (2), p. 302-305.
- Sorrels, J.P. (1984) *Coping with family conflicts*. Parenting Today, Spring, p. 6-8.
- Sorrels, J.P. & Myers, B. (1983) *Comparison of group and family dynamics*. Human Relations May, Vol. 36 (5), p. 477-492.
- Sorrels, J.P. (1978) *Effectiveness and efficiency of family functioning: An experimental comparison of group dynamics and family dynamics*. Doctoral dissertation. Texas Woman's University.
- Sorrels, J.P. (1975) *The relationship between cooperativeness/competitiveness and duration of marriage*. Masters thesis. Texas Woman's University.

SELECTED PROFESSIONAL PRESENTATIONS

- Sorrels, J.P. Revitalizing Senior Faculty. International Association for Baptist Colleges and Universities. Annual Meeting, 2008.
- Sorrels, J.P. & Maurer, R.J. The Emperor has no clothes: A critique of Social Constructivism's applicability to supervision of Marital and Family Therapy. Texas Association for Marriage and Family Therapy, 1997.
- Maurer, R.J. & Sorrels, J.P. Process Pathways: A model for therapeutic decision making. Texas Association for Marriage and Family Therapy, 1997.
- Sorrels, J.P. *Children of Divorce*. International Conference on Children and the Church. Southern Baptist Theological Seminary, Louisville, KY. 1993.
- Sorrels, J.P. *Adapting to change in the work environment*. City of Abilene Leadership conference, 1991 and 1992
- Sorrels, J.P. *Intergenerational ministry*. Christian Life Annual Conference. BGCT, 1990.
- Sorrels, J.P. *Uniting generations in ministry*. TBAFM, 1990.

- Sorrels, J.P. *Creative approaches to divorce adjustment for parents and children*. TBAFM, 1988.
- Sorrels, J.P., Moody, D., Francil, V. *Creative approaches to children and parents of divorce*. Texas Association for Marriage and Family Therapy, 1987.
- Sorrels, J.P. & Moody, D. *The wedding ceremony as a strategic intervention in long term marital therapy*. Texas Association for Marriage and Family Therapy, 1988.
- Sorrels, J.P. *Paradoxical therapy*. TBAFM, 1987.
- Sorrels, J.P. *Developing family specific enrichment experiences*. SBAFM, 1987.
- Sorrels, J.P. & Broyles, B. *Individualizing family enrichment experiences*. TBAFM, 1986.
- Sorrels, J.P. *The reciprocal version of the FIRO-B*. SBAFM, 1986.
- Sorrels, J.P. *Family therapy with religiously conservative families*. TCFR, 1984.
- Harvey, J., Sorrels, J.P., Galvin, K., Henderson, J., Kelley, J., Howell, K. *Attributional convergence and divergence in marriage*. Southwestern Psychological Association, 1983.
- Sorrels, J.P. & Kelley, J. *Conformity by omission: An alternative explanation for the bystander effect*. Western Social Science Association, 1983.
- Harvey, J., Sorrels, J.P., Galvin, K., Henderson, J., Kelley, J., & Howell, K. *Communication of accounts in failing relationships*. International Communication Association, 1983.
- Sorrels, J.P., Harvey, J., Galvin, K., Henderson, J., Kelley, J., & Howell, K. *Perception of close relationships as affected by initiation, continuance, or dissolution of personal close relationships (marriage)*. Western Social Science Association, 1983.

CHURCH AND DENOMINATIONAL SERVICE

- Member, First Baptist Church, Uvalde, Texas
- First Baptist Church, Marshall, Texas, chair, By-laws revision committee, Church Trustee, Sunday School teacher, Chair, Church Council.
- Texas Baptist Convention - Program committee Annual meeting, 2003 and 2004, Leadership Training Office of Ethnic Missions, Consultant- Christian Life Commission, Intergenerational Ministry Task Force.
- Presentations - Marriage Enrichment, Parenting, and Family Life for numerous churches
- First Baptist Church, Abilene, Sunday school teacher, deacon, ministry selection committee.

COMMUNITY SERVICE

Del Rio Chamber of Commerce – member.

Eagle Pass Chamber of Commerce – member.

Uvalde Chamber of Commerce – member.

Middle Rio Grande Development Council – board member.

Marshall Chamber of Commerce – Tourism and Business/Industry committees.

Mend-A-Child board member, Abilene, Texas – former board member.

Mental Health Association - former board member.

Kiwanis Club of Abilene - former member.

Junior League of Abilene – former community advisor.

Church and community presentations: stress work place, personal, developing family ministry programs in the local church, marriage, family, mate selection, changes in the work place.

Family based treatment program for adolescent run-aways – Abilene, Texas.

Grant - Teen Parenting Program - Abilene independent school district.

Teen Mother's camp - West Central Texas Girl Scout Council, Abilene, Texas.

Family life education/enrichment program, military families - Dyess Air Force Base, Abilene, Texas.

PERSONAL

Hobbies: Family, cooking, travel, carpentry, fixing things, computers, building and flying radio controlled airplanes, playing the French horn.