

# Steve Mills

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## EDUCATION

- 1994 – 2000 Doctor of Philosophy in Child Development & Family Studies.  
(Specialization: Marriage & Family Therapy). Purdue University, West Lafayette,  
Indiana.
- 1991 - 1994 Master's and Specialist in Education (M.Ed. & Ed.S.), Agency, Correctional, and  
Developmental Counseling. University of Florida, Gainesville, Florida.
- 1978 - 1982 Bachelor of Arts, English Literature. Baylor University, Waco, Texas.

## WORK EXPERIENCE

### **Administrative Experience:**

- 2008 – present Associate Director, The Center for Leadership and Social Change, Florida State University. My duties include directing the university-wide community engagement initiatives (curricular and non-curricular) supported by the Center, teaching in the Leadership Studies program, and leading other Center initiatives related to diversity, inclusion, and community awareness. The Community Engagement Team that I lead consists of four full-time A & P coordinators, four graduate students, one UPHS employee, and occasional OPS personnel.
- 1999 – 2008 Community Instruction Faculty, Florida State University. I taught and coordinated all field experience in the Dept. of Family & Child Sciences. Duties included developing and implementing a field experience curriculum, teaching the required field service course (FAD 4805), forging and maintaining working relationships with local, state, and national nonprofits, and supervising full-time interns (CHD 4944) placed throughout Florida and the nation.

### **Teaching Experience:**

- 2010 – pres. Colloquium on Human Service (SOW 1054), Florida State University. To date I've taught fifteen semesters of this 12 student, full-year freshman colloquium for incoming recipients of our Center's four year service scholarship. This colloquium focuses on local service options, the scholarship of service, and provides an extensive orientation to our Service Scholar program.
- Spring, 2016 Leadership and the Working Poor (ADE 2162), Florida State University. This service-learning course explored the physical, social and psychological reality of America's working poor, and the national policy efforts on behalf of this dire social issue. Students completed tax training and IRS certification and served as tax preparers for working poor families.

STEVEN D. MILLS

- 2011 – 2013 Leadership in Groups and Communities (LDR 2162), Florida State University. I taught five consecutive semesters of this Leadership Studies course focusing on group dynamics and effective leadership.
- 2008 – 2009 Leadership for Change (ADE 4930), Florida State University. I taught two semesters of this Leadership Studies course focusing on the dynamics of personal and organizational change.
- 1999 – 2010 Family and Child Science Practicum Course (FAD 4805), Florida State University. Senior level, capstone practicum requiring students to serve 60 hours in the community over the course of the semester.
- 2005 – 2007 Foundations of Counseling (FAD 4601), Florida State University. I taught several semesters of this senior-level undergraduate course in the foundational principles of the profession of counseling.
- 2000 - 2004 Marriage & Family Therapy Practicum (FAD6940), Florida State University. I taught the doctoral level MFT practicum course for Florida State University's AAMFT approved program for eight semesters during this period.
- 1997 – 1998 Trainer, state-wide workshops for professionals serving “*It’s My Child Too*” -- Indiana’s program for teenage fathers. Topics: Sexuality and Responsible Decisions; Co-parenting.
- 1995 – 1997 Graduate Instructor in Child Development and Family Studies, Purdue University: Marriage and Family Relationships (CDFS 255; 2 sections of 50 students; Fall 1995, Spring 1996, Fall 1996, Spring 1997, Maymester 1997). I taught five semesters of this undergraduate family-studies course, which reviews literature in several key areas of scholarship on the family and requires students to explore their own history of family relationships.
- 1993 – 1994 Recruiter, Trainer & Instructor, Center for Sexual Assault/Abuse Recovery and Education, University of Florida, Gainesville, FL. Led campus seminars on date and acquaintance rape, recruited and trained undergraduates as peer educators in date and acquaintance rape.
- 1990 – 1991 Public School Teacher, Florida School System.  
Taught history and physical education to students detained in the juvenile justice system. Grades ranged from 7 - 12.

**Clinical Experience:**

- 2002 – 2008 Private Practice, Tallahassee, FL  
In my part-time practice I provided individual, couples, and family therapy, as well as supervision and consultation.

## STEVEN D. MILLS

- 1998 – 1999 Doctoral Internship, McFarland Institute: New Orleans, LA  
Therapist/Supervisor at this AAMFT approved internship site. Supervised Masters level interns and practicum students from the University of New Orleans.
- 1997 – 1998 University Supervisor, Child Development & Family Studies Dept., Purdue.  
University staff position – Supervised undergraduate interns in the family services field. Monitored intern progress through weekly contact and regular site visits. Organized and conducted campus meetings with each intern group as part of their training and orientation to professional service. Served as department liaison with community internship settings.
- 1997 Clinician, Lafayette Counseling Center (Behavioral Healthcare), Lafayette, IN. I served as a group, family, and individual therapist in this for-profit community agency. Duties included a regular intensive outpatient group for substance abusers.
- 1996 Clinical Supervisor, Purdue Marriage and Family Therapy Center, West Lafayette, IN. I supervised fellow doctoral students in the Purdue Clinic for one semester. Duties included live supervision, taped supervision, and case consultation.
- 1994 – 1995 Marriage & Family Therapist, Purdue Marriage and Family Therapy Center, West Lafayette, IN. I served as an individual, couple, and family therapist in this university clinic.
- 1993 - 1994 Marriage & Family Therapist, Gainesville Family Institute, Gainesville, FL. I served as an individual, couple, and family therapist in this private practice/training institute.
- 1992 - 1994 Couple, Family, & Crisis Counselor, Alachua County Crisis Center, Gainesville, FL. As a therapist in this county agency my duties included short-term therapy with a variety of clients as well as occasional in-home visits during crisis situations.

### **Other:**

- 1986 - 1990 Reforestation Contractor, Lacy Forestry Services. I managed tree-planting operations for this private company, coordinating and supervising a crew in the execution of large-scale reforestation contracts.

### PROFESSIONAL ORGANIZATIONS

- 2008 – pres. International Leadership Association  
2001 – pres. Licensed Marriage & Family Therapist in the state of Florida (MT1919)  
2002 – pres. State Supervisor for Mental Health Counselors and Marriage & Family Therapists  
1995 – 2009. Clinical Member, American Association for Marriage and Family Therapy.  
2001 – 2009. AAMFT Approved Supervisor

RESEARCH / FUNDED PROJECTS

- 2013 – 2015 Managed Community Engagement Knight Grant for \$250,000. This project funded local initiatives in support of the Garnet and Gold Scholars Program at Florida State University. Funds were used over a two year period for student service training, service stipends, and agency development.
- 2005 –2006 Co - P.I. for Knight Foundation Grant. “Jumpstart Plus” – This project is a collaborative research project with F.A.M.U. aimed at developing a Family Involvement Model for increasing parental involvement in programs serving at-risk children. Total Grant Funds: \$150,000 (\$75,000 to F.S.U. / \$75,000 to F.A.M.U.)
- 2002 – 2006 P. I. for Service Grant. “Jumpstart” – Americorps program which trains and places 40 + college students to serve local at-risk children and the Child Development Centers that serve them. Approx. \$45,000/year for each of the last three years.
- 1998 – 2000 Principal Investigator: “Men and Marital Commitment: Examining Rationales for Staying Married Through Periods of Marital Dissatisfaction.” Project examined why men who are currently satisfied with their marriages chose to stay through an earlier period of marital dissatisfaction and doubt.

SELECTED PUBLICATIONS

- Mills, S. D. (2017). Translation That Transforms: Leadership and the Working Poor. *Family Relations*, 66, (4), 753-765.
- Mills, S.D. (2013). Being empowering. In W. Wagner, D. Ostick, & Associates. *Exploring leadership, facilitation and activity guide: For college students who want to make a difference* (pp. 53 - 58). San Francisco, CA: Jossey-Bass.
- Mills, S.D. (2012). The four furies: Primary tensions between service-learners and host agencies. *Michigan Journal of Community Service Learning*, 19, (1), 33 - 43
- Mills, S.D. (2001). Electronic Journaling: Using the web-based, group journal for service-learning reflection. *Michigan Journal of Community Service Learning*, 8, 63-78.
- Mills, S.D., & Sprenkle, D.H. (1995). Family therapy in the postmodern era. *Family Relations*, 44, 368-376.
- Sprenkle, Bailey, Lyness, Ball, & Mills (1997). Submission Patterns to the Archival Journal of the Profession of MFT. *Journal of Marital and Family Therapy*, 23, 371-380.

SELECTED PRESENTATIONS

**Selected FSU-based presentations open to the greater community:**

Mills, S.D. & Lathan, R. (2018, January). Co-introduced university screening of the film “Marshall” and co-led discussion of the movie afterwards with Dr. Rhea Lathan. Special Event in honor of Florida State University MLK Week.

(2017, January) *An evening with Justin Gest: “The New Minority: White Working Class Politics in an Age of Immigration and Inequality.”* In cooperation with Village Square, I produced and moderated an evening with Dr. Justin Gest from George Mason University. Dr. Gest was the first academic to complete a formal study of Brexit and Trump voters.

**Dalton Institute** – I was the presenter or co-presenter for the closing session for the Dalton Institute for the last three years. The Dalton Institute on College Student Values is a national conference for student affairs professionals, educators, campus ministers, graduate and undergraduate students interested in character development, and is held at Florida State University:

Mills, S.D. (2018). *Timeless Tension in Fractured Frames: Reclaiming Other in the Story of Us.* Jon C. Dalton Institute on College Student Values. Tallahassee, FL

Mills, S.D. & Hernandez, M. A. (2017). *Me or Thee, and a Fragile We: The Conundrum of Identity Liberalism.* Jon C. Dalton Institute on College Student Values. Tallahassee, FL

Mills, S.D. & Hernandez, M. A. (2016). *Morals to Movement: Activism Informed by Knowledge and Pain.* Jon C. Dalton Institute on College Student Values. Tallahassee, FL

**Mentoring Institute (2012 -2017)** - I had the pleasure of starting this Institute, which has been led by my team and supported by our Center for the last six years. It is a gathering of over one hundred mentors and mentoring professionals from across FSU and the greater Tallahassee area for a full day of training and networking. Institute themes are intersectional in nature, exploring the impact of social forces on the mentoring relationship. My annual presenting role at this Institute (every year except 2013) is to produce and moderate the final panel/roundtable discussion of the day. Themes included:

(2017) *Values-Based Mentoring: Building Character Around Moral Complexities*

(2016) *Mentoring and Social Change: Identity, Influence, and the Dynamics of Difference*

(2015) *Mentoring and Race: Navigating Identities in Relationships that Matter*

(2014) *Power to Principle: Rethinking Masculinity in the 21<sup>st</sup> Century*

(2013) *Femina Perfecta: Mentoring Women & Girls in the 21<sup>st</sup> Century*

(2012) *Mentoring: Best Practices and Challenges*

STEVEN D. MILLS

**Community Dialogues** - I have been responsible for choosing, producing and facilitating Community Dialogues for the Center for Leadership and Social Change for the 2017-18 academic year. This 90 minute lunch series is open to the Tallahassee Community, and features a charged topic, a guest speaker, and a period of large group dialogue. Programs have included:

(2018, April) *Is This What We Want: Resegregation of Florida Schools*, featuring Dr. Carol Weissert, FSU LeRoy Collins Eminent Scholar and Professor of Political Science.

(2018, March) *The Loaded Gun: Seeking Effective Responses to Mass Murder in Modern America*, featuring Dr. Jim Clark, Dean of the FSU College of Social Work.

(2018, February) *Wrath vs. Opportunity: Building a Better Criminal Justice System*, featuring Dustin Daniels, Chief of Staff to the Tallahassee Office of the Mayor.

(2018, January) *Common Ground on Abortion: Past and Present*, featuring Mary Zeigler, Professor of Law, Florida State University.

(2017, December) *Behind the Magic: Battle Fatigue and the Condition of Black Womanhood*, featuring Dawn Matthews, Associate Director of Advising First, Florida State University.

(2017, September) *Reframing the Mission of HBCU's: Authenticity vs. Duress*, featuring Lukumi Afro-Cuban priest and writer Bill Lowman

Mills, S.D., Osteen, L., & Mendizabal, J. (2017, February – March) *Policing in the U.S.*

I produced and co-moderated this three-session educational series covered the following topics: **Session 1:** The difficulty of modern day policing; **Session 2:** Police training, and the regulations for enforcing the law; **Session 3:** Citizen rights in the police interaction. Each session featured expertise from a [different] police officer, community activist, and relevant academic.

Lathan, R., Bertrand Jones, T., & Mills, S.D. (2015, December). *Participated in screening and panel-discussion of the film "Do the Right Thing"* Special Event sponsored by the Askew Student Life Center.

(2014, April) *Free Speech: A Multimedia Discussion*. I produced this panel and community dialogue featuring Franita Tolson, the Betty T. Ferguson Professor of Voting Rights; Brandon Bowden, assistant vice president for Student Affairs; and Davis Hammet, director of operations at Planting Peace's Equality House. Mark Zeigler moderated.

(2014, October) *Medical Marijuana: A Civic Dialogue*. Co-sponsored by the League of Women Voters, I produced and moderated this panel and community dialogue exploring Florida's Amendment 2 regarding the legalization of marijuana for medical purposes. Panel featured speakers for and against the Amendment.

STEVEN D. MILLS

(2013, October) *Race and the Law*. I produced this panel and community dialogue exploring the intersection of race and our legal system featuring Law professor Franita Tolson, civil rights attorney Chuck Hobbs, former police officer and current police abuse investigator Diop Kamau, and assistant State Attorney Jack Campbell. Antron Mahoney moderated.

(2012, October) *Same-Sex Marriage: A Panel Discussion*. I produced and moderated this panel and community dialogue exploring same-sex marriage with various local community experts, including gay rights activist Jim VanRiper, distinguished journalist Bill Mattox, and Reverend Nancy Dahlberg.

(2012, September) *An evening with Jonathan Haidt: "The Righteous Mind: Why Good People are Divided by Politics and Religion."* In cooperation with Village Square, I produced and co-moderated an evening with Dr. Jonathan Haidt, from the NYU Stern School of Business. Dr. Haidt is a renowned social psychologist who studies moral psychology and its impact on groups. The evening included an after-lecture activity, co-facilitated with Dr. Cadence Kidwell, which allowed participants to practice dialogue across difference, with further insight offered by Dr. Haidt.

### **Selected presentations for FSU Community:**

**NCBI** - The National Coalition Building Institute is FSU's prejudice-reduction curriculum, and is supported across the University. Select faculty and staff have been trained to lead four and eight hour sessions. I have had the privilege to co-lead the following four hour sessions:

(2018, March) FSU Medical School Staff and Faculty

(2017, August) FSU Resident Assistants

(2017, July) Housing Staff

(2017, May) Open University Session

Osteen, L. & Mills, S.D. (2018, March) *Campus Recreation DiSC!* Staff Development Training for the FSU Department of Campus Recreation.

Mills, S.D. (2018, February) *Leading Groups: The Coactive and the Collective*. Presentation for Ken Baldauf's inaugural Design Thinking course at the new Innovation Hub.

Mills, S.D. (2018, February) *Timeless Tension in Fractured Frames: Reclaiming "Other" in the Story of Us*. Presentation to the Florida State University Service Scholars.

Mills, S.D. (2015 – 2017, December) *Leading Groups: The Coactive and the Collective*. Annual presentation of core training session for Florida State University's Advance Leadership Development Program, which is a training certificate program designed to foster growth and development of administrative and academic leaders at Florida State University.

Mills, S.D. (2017, July) *Librarian neutrality in an age of activism*. Florida State University Research Libraries Staff Retreat.

STEVEN D. MILLS

Osteen, L. & Mills, S.D. (2014 – 2017) *Service, Leadership, and Identity: Meaningful Contributions to Society Through Transformational Leadership*. Annual presentation for the incoming cohort of FSU Presidential Scholars.

Mills, S.D. (2017, April) *The Hero's Journey*. Presentation to the Florida State University Service Ambassadors.

Mills, S.D.; Phillips, J. & Jackson, K. (2017, June) *Impostor Syndrome* Orientation workshop given to Center for Academic Retention and Enhancement.

Mills, S.D. & Osteen, L. (2011-2016) *For What Purpose?: The Journey to Meaning*. Annual presentation on Service-Learning and Citizenship to the FSU Honors Colloquium.

Hernandez, M. A., Mahoney, A. & Mills, S. (2014, July, November). *D&I CORE Session IV: Multicultural competence in theory and translation*. I presented on white student development in this training for Diversity & Inclusion Certificate. July's session was for FSU University Housing and November's was open for University faculty and staff.

Mills, S.D. & White, J. V. (2012, January). *Intentional reflective practice*. Division of Student Affairs Professional Development Half-Day Conference.

**Selected presentations for broader community (local, state, national) audience:**

Mills, S.D. (2016, May) *The Science of Happiness*. Closing session of the United Partners for Human Services Annual Conference. Tallahassee, FL

Mills, S.D. & White, J.V. (2016, November) *Liberating Service-Learning: Making Sense of a Foundational Critique*. Florida Campus Compact State Conference. Tampa, FL

Mills, S.D. (2015, October) *Leading Groups: The Coactive and the Collective*. Clergy and Congregational Leaders Half-Day Retreat, sponsored by Big Bend Hospice. Tallahassee, FL

Mahoney, A., Hernandez, M., Osteen, L. & Mills, S. (2015, May). *Merging Matters*. National Conference on Race and Ethnicity, Washington, D.C.

Mills, S.D. & White, J. V. (2014, June). *What are students learning and how do we help?: Four themes for practitioner reflection*. NASPA Civic Learning & Democratic Engagement National Conference. Miami, FL

Mills, S.D. (2014, June). *The Four Furies: Primary Tensions between Service-Learners and Host Agencies*. Alabama Possible's 2014 Higher Education Summer Workshop. Birmingham, AL

Mills, S.D. (2013, November). *What's on Your Mind?: Mining our Musings*. Florida Campus Compact State Conference. Deerfield Beach, FL



STEVEN D. MILLS

Mills, S.D. (2013, July). *Service Learners and Their Sites: Exploring Four Primary Tensions*. NASPA Civic Learning & Democratic Engagement National Conference. Philadelphia.

Mills, S.D. (2012, March). *Service Learners and Their Sites: Exploring Four Primary Tensions*. Gulf South Summit Regional Conference. Hattiesburg, MS

Osteen, L., Mills, S., Slack, C., Cauthen, T.W., & Thompson, S. (2008, November). *Leadership for What? Integrating Leadership and Service for Civic Engagement*, Presentation at International Leadership Association Conference, Los Angeles, CA

Mills, S.D. (2011, September) *The Value of Service*. Keynote at Big Bend Homeless Coalition Award Luncheon. Tallahassee, FL

Mills, S.D. (2011, May) *Student Volunteers, Asset or Liability?* Participant leader of panel workshop for the United Partners for Human Services Annual Conference. Tallahassee, FL

Hagen, K, Mills, S.D., Stitely, H. (2011, March). *Florida State University's Community Partner Initiative*. Gulf South Summit. Roanoke, VA

Mills, S.D. (2010) *The New Science of Happiness* for the Tallahassee Senior Center.

Mills, S.D. (2010) *Blind Spots* for the annual Leadership Tallahassee conference.

Mills, S.D. (2009) *DISC Personality Assessment System* for College Leadership Tallahassee

Mills, S.D. (2009) *Blind Spots* for Big Bend Hospice Volunteers, Tallahassee, FL

Mills, S.D. (2008) *Webinar presentation: Strength-Based Assessment* for The Southeastern Network of Youth and Family Services (continuing education for a national audience of youth care workers).

Mills, S.D. (2008) *Webinar presentation: What Makes Therapy Work?* for The Southeastern Network of Youth and Family Services (continuing education for a national audience of youth care workers).

Mills, S.D. (2008) *Webinar presentation: The New Science of Happiness* for The Southeastern Network of Youth and Family Services (continuing education for a national audience of youth care workers).

Mills, S.D. (2007) *The New Science of Happiness* for the Certified Managers in the City of Tallahassee, Tallahassee FL

Mills, S.D. (2005) *Effective Reflection, with a Focus on Electronic Journaling*. Institute on Service-Learning in Teacher Education State conference sponsored by Florida Campus Compact. Tallahassee, FL

## STEVEN D. MILLS

Mills, S.D. (2000) *Guest Speaker, Tallahassee Foster Grandparents Organization*.  
Provided short seminar on the developmental nature of 3 – 4 year olds and child temperament.

Mills, S.D. (2000) *Guest Speaker, Tallahassee Community College Early Childhood Extended Studies Program*. Provided short seminar on the topic of Middle Childhood.

Mills, S.D. (1999). *Why Our Children Are The Way They Are, Part I*. Short seminar given to Lutheran Atonement School parents and faculty reviewing the recent literature on temperament and the implications for parents and teachers. Metairie, LA

Mills, S.D. (1999). *Why Our Children Are The Way They Are, Part II*. Short seminar given to Lutheran Atonement School parents and faculty highlighting the major influences on children from the social and spiritual realms. Metairie, LA

## AWARDS

(2010) Community Engagement Educator Award, Florida Campus Compact (Annual award given to one educator from Research Universities in Florida with achievements in community-based education).

(2005) Outstanding Teacher Award, Florida State University (University Award for outstanding undergraduate teaching)

(2001) Awarded the Florida State University *Heart Of Gold* award for outstanding service for work with students in service positions in the community

## SERVICE

(2016 – pres.) Member, Title 1 Oversight Committee, Leon County School System

(2014 – pres.) Board member, Capital City Youth Services [Board Chair 2016-pres.]

(2010 – 2013) Board member, Tallahassee Village Square

(2008 – 2010) Board member, School of Arts and Sciences, award-winning K-8 Charter School

(2007 – 2008) member of the Faculty Advisory Council for the College of Human Sciences

(2002 – 2007) Principal Investigator and Program Supervisor for Jumpstart Tallahassee

(2002 – 2007) Chairperson, Florida State University Service-Learning Advisory Board (Provost Appointed)