

Bonnie M. Benson-Palmgren, Ph.D., M.Ed.

bonniebp@uw.edu | Office: 253-692-4522

Education

Ph.D., Counseling Psychology

April 2012

Western Michigan University, Kalamazoo, Michigan

Dissertation: *Lesbian/queer/same-gender-loving women graduate students in mental health related fields: A grounded theory of attitudes toward transgender individuals.*

Chair: Patrick H. Munley, Ph.D.

M.Ed., Counseling Psychology

May 2001

University of Missouri-Columbia

College Student Counseling and Development Track

B.A., Human Development and Social Relations, Psychology Emphasis

May 1997

Earlham College, Richmond, Indiana

College Honors

Study Abroad: Martinique, French West Indies (French Minor)

Licensure

Psychologist, Washington State Department of Health

June 2019

License #PY 60967538

Psychologist, Health Service Provider (HSP), State of Tennessee

March 2016

License #3365 (Expired)

Psychologist, State of Wisconsin

February 2014

License #3151-57 (Expired)

Clinical Experience

Training Director/Psychologist

April 2019 – Present

Psychological & Wellness Services

University of Washington Tacoma

American Psychological Association-Accredited Site

Administrative Leadership. Doctoral Psychology Internship: Developed new internship program and related policies, procedures, and forms, in accordance with relevant national standards. Achieved initial APA accreditation by authoring self-study and coordinating APA Site Visit. Established relationships with student-serving campus and community resources. Coordinated trainings for practicum and intern Multicultural and Clinical & Professional Topics seminars, including regional and national speakers. Coordinated annual intern selection process, matching all intern positions. Facilitated Training Committee, meeting regularly with agency

staff for training updates and improvements. Communicated with interns' departmental Directors of Clinical Training to provide evaluative feedback and ensure completion of required training. Planned and carried out transition from in-person to online training during COVID-19 pandemic, documenting changes in training procedures. *Advanced Doctoral Practicum:* Established doctoral practicum program, consulting with regional doctoral program faculty and Washington Administrative Code to develop relevant training experiences. Coordinated practicum trainee selection process, designed promotional material, attended practicum training fairs, reviewed applications, and completed virtual interviews. Successfully filled all practicum positions.

Clinical Supervision and Training. Supervised clinical work, case management, and treatment records of doctoral psychology interns and advanced doctoral practicum trainees, reviewing video recordings and providing developmentally appropriate support and constructive feedback. Provided written evaluation of intern and practicum trainee competencies. Developed and delivered trainings for Multicultural and Clinical & Professional Topics seminars. Presented a psychotherapy case and facilitated 4-week quarterly series of intern case conference discussions in rotation with other staff. Delivered orientation training to new trainees annually.

Individual Counseling. Provided individual psychotherapy to up to 9 undergraduate and master's students weekly, within an intentional, problem-focused therapy model (no set session limit), to a campus population that is largely minoritized, including students of color, military affiliated, non-traditional age, LGBTQ, and first generation to college. Maintained documentation using Titanium Schedule. Obtained training in telepsychology to provide remote clinical services.

Same-Day Screening and Crisis Services. Provided Same-Day coverage and back-up support to interns; 3-hour weekly initial assessment and disposition of students establishing care or experiencing urgent concerns. Responded to students presenting in crisis, providing de-escalation and assessing for safety and referral needs. Consulted with Director for campus-wide crisis response.

Psychologist, Diversity Coordinator

November 2015-March 2019

Student Counseling Center

University of Tennessee Knoxville

American Psychological Association-Accredited Site

Administrative Leadership. Improved counseling and outreach to underserved and underrepresented students by establishing staff liaison relationships with relevant campus offices. Coordinated biweekly intern Multicultural Seminar, arranging presentations by campus and local professionals on areas of multicultural specialization. Advised the Director of Clinical Services regarding culturally competent use of language on agency forms and electronic templates. Planned and facilitated diversity-related events and projects through membership in relevant campus committees.

Clinical Supervision and Training. Supervised clinical work, case management, and treatment records of doctoral level trainees, providing developmentally appropriate support and constructive feedback. Reviewed digital recordings one hour weekly per trainee. Served as primary supervisor (2 hours weekly) and secondary supervisor (1 hour weekly) to interns; site supervisor (1.5 hours weekly) to beginning and advanced practicum trainees. Supervised process group co-facilitators (30 minutes weekly). Provided feedback for practicum trainee formal case review. Met with departmental faculty for trainee updates. Facilitated five-week series of intern case

conference discussions. Developed trainings for intern Multicultural Seminar. Participated annually in intern selection process.

Individual Counseling. Provided individual psychotherapy to undergraduate, graduate, and professional students in 55-65% direct service model. Worked within brief model, up to 12 sessions annually; unlimited sessions for DBT group participants. Coordinated care with psychiatry, case management, Title IX Office, Center for Health Education and Wellness, and other resources. Initially maintained documentation using Titanium Schedule, transitioning to Medcat in Fall 2016.

Group Counseling. Facilitated weekly interpersonal process and support groups with doctoral interns and practicum trainees. Conducted 30-minute screening or 60-minute intake appointments for selection of group members. Groups facilitated included Mixed (undergraduate and graduate student) Interpersonal Process, TRANScend (transgender and nonbinary student support), and LGBTQ Interpersonal Process.

Drop-in Screening/Crisis Services. Conducted initial assessment and disposition for individuals and couples establishing services, 3-4 hours per week. Evaluated individuals experiencing urgent concerns for safety, stabilization, disposition, and referral to hospital as needed.

Supervising Psychologist

August 2017-May 2018

Psychological Clinic, University of Tennessee
Knoxville, TN

Clinical Supervision. Provided individual supervision for two advanced counseling psychology doctoral students (one hour per week each) who provided psychotherapy to two to four clients weekly at department clinic. Maintained progress notes using Titanium Schedule, reviewed digital videos, provided feedback, and completed departmental evaluations.

Psychologist, Transgender Specialist

August 2012-October 2015

Counseling and Consultation Services
University of Wisconsin-Madison
American Psychological Association-Accredited Site

Administrative Leadership. Coordinated CCAPS piloting program, monitoring provider feedback, improving process, and training new employees to interpret CCAPS-62 and CCAPS-34. Translated division-level diversity initiatives into workable goals for integrated physical and mental health center as co-chair of Engagement, Inclusion, and Diversity work group. Collaborated with interdisciplinary team to establish transgender health care model based on providing mental health care, medical care, and cross-campus experiences to transgender identified students who socially/medically transition while in college; established Gender Identity Consultation mental health visits to interview students re: information needed for hormone referral letters; developed and revised program documents, e.g., sample letters of referral, templates, flowcharts, and descriptive material; organized and co-facilitated trans-affirming training for mental health providers; supervised mental health senior staff writing letters of referral for hormones; presented transgender care model at campus Quality Showcase to highlight program's value in improving quality of care for students.

Clinical Supervision and Training. Supervised interpersonal process group counseling and treatment records of doctoral practicum, intern, and post-doctoral group co-facilitators. Supervised the clinical work, case management, and treatment records of masters and doctoral counseling psychology practicum students who provided therapy for 8-16 culturally diverse clients weekly; reviewed digital videos, met 1.5 hours weekly for supervision. Co-facilitated 2-hour biweekly Intern Multicultural Seminar. Utilized Emerging Self Presentations to establish relationships among cohort members and moderated multicultural case discussions to enhance clinical work.

Individual Counseling. Provided brief (1-10 sessions), intermittent (every 2-4 weeks) individual psychotherapy to undergraduate, graduate, and professional students in 65% direct service model. Coordinated treatment in combined medical and mental health services setting with multidisciplinary staff (care managers, counselors, social workers, psychologists, psychiatrists, advanced nurse practitioners, nutritionists, stress management specialists, assessment specialist). Maintained clinical records using Point-and-Click software.

Group Counseling. Facilitated 1.5 hour weekly (13-week) interpersonal process groups. Conducted 30-60 minute screening appointments for selection of 6-8 group members. Facilitated "late-start" (8-week) process groups, providing group opportunities to students accessing services mid- semester.

Drop-in Screening/Crisis Services. Conducted assessment, disposition, and resource linkage for individuals and couples establishing services via drop-in triage, 4 hours weekly or as needed during unfilled clinical time. Conducted assessment of safety, stabilization, disposition, and hospitalization as needed to individuals experiencing urgent concerns. Responded to campus-wide crises such as student deaths, providing critical incident stress education and resource information to impacted student populations.

Post-Internship Clinical Fellow (Specialist in Gender and Sexual Minorities)

September 2010-June 2012

Counseling and Consultation Service

The Ohio State University, Columbus

American Psychological Association-Accredited Site

Administrative Leadership. Created specialty in Gender and Sexual Minorities, focusing group therapy, outreach, community networking, and 50% of individual caseload on the needs of LGBT-identified students. Provided consultation to staff and mentored trainees in culturally appropriate clinical services with transgender students.

Individual Counseling. Provided individual psychotherapy for 20 clients weekly within mixed brief and long-term model (1-20 sessions). Managed caseload of 40-60 graduate and undergraduate students representing various aspects of diversity. Treated wide variety of presenting concerns. Consulted with and provided referrals to psychiatry, nutrition, physical medicine, and relevant campus offices. Maintained clinical records using Titanium Schedule.

Group Counseling. Founded and co-facilitated True Selves: A Gender Spectrum Group, the agency's first weekly 1.5 hour interpersonal process group for 6-8 students who identify along gender spectrum. Co-facilitated Lambda Men, 1.5 hour weekly interpersonal process group for 8 gay, bisexual, and questioning men. Facilitated Lavender Connection, 1.5 hour weekly interpersonal process group for 4-6 lesbian, bisexual, questioning women.

Scheduled Screening/Crisis Services. Conducted two 30-minute initial consultation sessions weekly for individuals and couples. Identified presenting concerns, assessed for severity and complexity, recommended services, and provided referrals. Served on multidisciplinary crisis team, providing support to students and faculty experiencing student deaths, hate crimes, and other campus crises. Assessed and treated clients experiencing urgent concerns. Screened urgent callers for safety, severity, and appropriateness for emergency appointments.

Doctoral Psychology Intern

September 2009-August 2010

Counseling and Consultation Service

The Ohio State University, Columbus

American Psychological Association-Accredited Site

Clinical Supervision. Supervised clinical work and treatment records of an advanced clinical psychology doctoral student from Wright State University who counseled 3-6 culturally diverse clients weekly for a variety of presenting concerns. Reviewed digital videos of supervisee's sessions during 2-hour weekly meetings, and provided constructive feedback concerning session content, process, and deepening of client emotions.

Individual Counseling. Provided individual psychotherapy for 12 clients weekly within mixed brief and long-term model (1-20 sessions). Managed caseload of 25-40 graduate and undergraduate students and their dependents representing an array of sociocultural identities. Treated a wide variety of presenting concerns. Consulted with and provided referrals to psychiatry, nutrition, physical medicine, and relevant campus offices, effectively coordinating client care. Maintained records using internal scheduling system, transitioning to Titanium Schedule mid-year.

Group Counseling. Co-facilitated Memory Circle, 1.5 hour weekly grief and loss support group for 5-8 women. Co-facilitated Lambda Men, 1.5 hour weekly interpersonal process group for 5-6 gay, bisexual, and questioning men.

Scheduled Screening/Crisis Services. Conducted two 30-minute initial consultation sessions weekly for individuals and couples. Identified presenting concerns, assessed for severity and complexity, recommended services, and provided referrals. Screened urgent callers for safety, severity, and appropriateness for emergency appointments.

Formal Assessment. Administered and interpreted intellectual, personality, career, and self-report measures as clinically indicated. Wrote two full battery reports, providing feedback to clients and referring clinicians.

Professional Service

National

Association of Counseling Center Training Agencies (ACCTA)

Member, Training Resources Committee, 2025-2026

Facilitator, ACCTA Conversation Hour: Executive Order Impacts, 2025-2026

American Psychological Association, Division 17 (Society of Counseling Psychology)

Secretary, Section for LGBT Issues, 2016-2020 (2 terms)
Reviewer, Symposium and Poster Submissions for Annual Convention, 2018, 2019
Reviewer, Student Poster Submissions, Section for LGBT Issues, 2017, 2018, 2020
Reviewer, Proposals for the 2019 National Multicultural Conference and Summit, 2018

Regional

Secretary, Knoxville Area Psychological Association (KAPA), 2018-2019

University of Washington Tacoma

Member, Search Committee for Health Promotion Specialist/Health Educator, 2025
Member, Outstanding Student Ceremony for Awards and Recognition (OSCARs)
Selection Committee, 2020, 2021, 2022
Member, Staff Reads Social Justice Book Group. Academic Ableism (Domage), 2019; The Diversity Bargain (Wariku), 2020; The Struggles of Identity, Education, and Agency in the Lives of Undocumented Students: The Burden of Hyperdocumentation (Dra. Aurora Chang), 2021

University of Tennessee Knoxville

Member, Chancellor's Commission for LGBT People (CCLGBT), 2016-2019
Member, Multicultural Student Life Diversity Committee, 2016-2019
Co-Chair, CCLGBT Transgender and Non-Binary Identities Committee, 2017-2019

Student Counseling Center

Member, Clinical Services Advisory Team, 2016-2019
Member, Psychology Internship Candidate Selection, 2016-2019
Member, Search Committee for Staff Psychologist (3 positions), 2018
Member, DBT Consultation Group, 2017-2018
Chair, Diversity Committee, 2016-2017
Member, Search Committee for Assistant Director/Director of Clinical Services, 2016
Member, Search Committee for Case Manager, 2016

University of Wisconsin-Madison

Member, Vice Chancellor's Engagement, Inclusion, and Diversity Council, 2013-2015

University Health Services

Co-Chair, Engagement, Inclusion, and Diversity Ad-hoc Advisory Work Group, 2014-2015
Member, Trans* Health Care Work Group, 2012-2015
Member, Quality Management and Improvement Committee, 2013-2015
Member, Wellness Committee, 2012-2013

Counseling and Consultation Services

Health Ambassador, LGBT Campus Center, 2012-2015
Advisor, Queer Emerging Leaders Program of the LGBT Campus Center, 2014-2015
Chair, CCAPS Pilot Project, 2013-2014
Member, Psychology Internship Candidate Selection, 2013-2014
Member, Search Committee for Post-doctoral Residents, 2013-2014

Chair, CCAPS (Counseling Center Assessment of Psychological Symptoms) Work Group, 2013

The Ohio State University

Counseling and Consultation Service

Member, Research Committee, 2010-2011

Member, Utilization Review Committee, 2010

Member, Clinical Services Committee, 2009-2010

Member, Psychology Intern Selection Committee, 2009-2010

Western Michigan University

Member, Search Committee for Ombuds, 2003

Chair, Office of LGBT Student Services Advisory Board, 2002-2005

Member, Suicide Prevention Program Advisory Board, 2005-2007

Member, Center for Counseling and Psychological Services Case Disposition Team, 2002-2003

Professional Consultation and Trainings Provided

Working with Trans and Gender Diverse Students

Counseling Center, University of Washington Bothell

October 2025

Health Services, Boise State University

November 2024

Virtual (Zoom)

Facilitated a choose-your-own-adventure didactic seminar focused on gender identity terminology, transgender identity development models, history of the DSM and gender dysphoria diagnosis, controversies and updates to WPATH Standards of Care, letters of referral for gender confirming hormones, informed consent model, effects of estrogen and testosterone regimens, gender identity microaggressions, barriers to care for trans individuals, and creating trans affirming therapy spaces.

Gender Diversity: Managing Privilege and Microaggressions

Department of Human Services, California State University, Fullerton

November 2020, April 2021

Virtual (Zoom)

Lectured for Assistant Professor Dr. Adrian Rodriguez's undergraduate classes, defining terms relevant to gender diversity, identifying how to avoid gender identity microaggressions, engaging students in discussion about their own gendered upbringings, raising awareness of cisgender privilege, and citing literature on responding to microaggressions.

Affirming Health Care for Trans and Nonbinary Students

January 2018

Campus Health, Tulane University

New Orleans, LA

Co-facilitated a day-long didactic seminar and interactive discussion with staff and providers from counseling services, physical health, and health promotion offices on the topic of providing affirming health care for trans and nonbinary students.

Website Consultant

August-September 2016

Habif Health and Wellness Center, Washington University
St. Louis, MO

Provided online feedback and consultation regarding LGBT-related website content for medical and mental health services.

Trans* Privileging Training for Mental Health Providers

September 2015

Counseling & Wellness Center
University of Alabama-Birmingham

Provided two-day Gender Identity Consultation training as a member of the University of Wisconsin-Madison trans health care team. Presented mental health module, training mental health providers to effectively work with transgender students within a collaborative, multi-disciplinary social transition model. Instructed providers re: writing letters of referral for gender affirming hormones.

Increasing Capacity to Serve Trans* Students in Mental Health

January 2015

Student Health Center
University of Wisconsin-LaCrosse

Consulted with counseling services, medical services, and LGBT resource center staff as a member of the University of Wisconsin-Madison trans health care team to identify areas for improvement for serving trans students. Presented mental health module, introducing providers to a collaborative, multi-disciplinary social transition model. Instructed providers re: Gender Identity Consultation visits and writing letters of referral for hormones.

University of Wisconsin-System Trans* Health Roundtable

July 2014

University of Wisconsin-Madison

Designed and hosted drive-in roundtable, inviting 35 mental health, medical, and student life staff from University of Wisconsin-System campuses to discuss challenges and successes re: implementing transgender health care. Presented model for providing trans affirming counseling, letters of referral, prescription of hormones, and related campus support.

Trans* Inclusive Spaces and Practices

January 2014

Personal Counseling Services, Edgewood College
Madison, WI

Facilitated interactive workshop for Student Affairs staff at small private liberal arts Dominican Catholic college, addressing trans terminology, campus trends, gender-related self-reflection, gender identity and sexual orientation microaggressions, and recommended next steps for improving the campus climate.

Awards

Team Spirit Award, University of Washington Tacoma.

August 2025

Nominated by Vice Chancellor for Student Affairs to recognize the Psychological & Wellness Services team for resilience, innovation, collaboration, and care.

Honorary Pride Ambassador , University of Tennessee Knoxville. For strong partnership with the Pride Center and its mission.	May 2017
Honorary Rainbow Degree , University of Wisconsin-Madison. For working on behalf of queer students' needs outside the LGBT Campus Center's programming.	May 2015
Nominee, P.B. Poorman Award , University of Wisconsin-System. Peer-nominated for excellence in advocacy or service on behalf of LGBTQ Communities.	May 2015
LGBT Dissertation Scholarship , American Psychological Association of Graduate Students. For outstanding promise as a researcher addressing unique concerns facing LGBT individuals (\$1,500).	June 2009
Robert and Diane Betz Award for Doctoral Studies in Counseling Psychology , Western Michigan University. For reflecting the character of the award's founders (partial tuition).	April 2009
Nominee, Outstanding Counseling Psychology Doctoral Student of the Year , Western Michigan University. Faculty-nominated for outstanding doctoral studies in field.	April 2007
Award for Service , Office of LGBT Student Services, Western Michigan University. For three years of dedication and service to the office and the community it serves.	October 2006

Publication

Bischof, G. H., & **Benson, B. M.** (2004). Childhood enuresis: A biopsychosocial systems approach. *Journal of Family Psychotherapy*, 15 (3), 1-17.

National and Regional Conference Presentations

Benson-Palmgren, B. M., & Meer, D. A. (2021). *Who decides? Considering bias in the "professionalism" competency*. Workshop presented at the annual meeting of the Association for Counseling Center Training Agencies (ACCTA). Virtual.

Benson-Palmgren, B. M. (October 2018). *Cis folks have gender too: Doing our own work on gender identity, binary social norms, and cis privilege*. Workshop presented at OUTstanding: A Seminar Exploring Gender & Sexual Diversity. Knoxville, TN.

Benson-Palmgren, B. M., Byers, R., & Charek-Briggs, K. (May 2016) *Holistic trans health care in a university setting: An interdisciplinary collaborative model at the University of Wisconsin-Madison*. Pre-

conference workshop (6 hours) presented at the annual meeting of the American College Health Association. San Francisco, CA.

Benson, B. M., Byers, R., & Charek-Briggs, K. (2015, May). *Holistic Trans* health care in a university setting: An interdisciplinary collaborative model at the University of Wisconsin-Madison*. Pre-conference workshop (3 hours) presented at the annual meeting of the American College Health Association. Orlando, FL.

Benson, B. M., Hwang, B. J., Bennett, R., Gibbs, T., & Finch, D. (2011, February). *The role of religiosity and spirituality in responding to survivors of suicide*. Workshop presented at the annual meeting of the Big 10 Counseling Centers Conference. Minneapolis, MN.

Hwang, B. J., & **Benson**, B. M. (2010, February). *Coping with prejudice and discrimination*. Workshop presented at the annual meeting of the Big 10 Counseling Centers Conference. East Lansing, MI.

Benson, B. M. (2008, June). *Affirmative counseling and psychotherapy with transgender clients*. Paper presented at the annual meeting of the Great Lakes Regional Counseling Psychology Conference. Grand Rapids, MI.

National and Regional Conference Posters

Benson-Palmgren, B.M. (2018, April). *Beyond "How does that make you feel?": LGBT activism from the therapy chair*. Poster session presented at the LGBTQ Health Equity in Appalachia Symposium. Knoxville, TN.

Benson, B. M., Byers, R., & Javier, G. (2015, April). *Collaborating to serve trans* students*. Poster presented at the University of Wisconsin Quality Showcase. Madison, WI.

Gibbs, T., **Benson**, B. M., Hwang, B. J., & Finch, D. (2011, February). *Nurturing vitality through wellness: Individual and organizational approaches*. Poster session presented at the annual meeting of the Big 10 Counseling Centers Conference. Minneapolis, MN.

Benson, B. M. & Ball, M. J. (2003, April). *Career-related factors of attending women's colleges*. Poster session presented at the annual meeting of the Great Lakes Regional Counseling Psychology Conference. Kalamazoo, MI.

Benson, B. M. (2002, April). *Sexual orientation diversity education: Toward LGB ally development on campus*. Poster session presented at the annual meeting of the Great Lakes Regional Counseling Psychology Conference. East Lansing, MI

Counseling Center Training Seminars

University of Washington Tacoma

Cis Folks Have Gender Too: Doing our Own Work as Therapists on Gender Identity, Binary Social Norms, and Cis Privilege

Conceptualizing Across Theoretical Orientations
“Disclosure” Discussion: The Effect of Hollywood’s Representation of Trans People
Emerging Self Presentation
Igniting a Passion for Change: The Role of Psychologists as Social Justice Advocates
Introduction to Multicultural Orientation
Introduction to the Integrative Developmental Model for Supervision
Revisiting the Integrative Developmental Model for Supervision
Social Identities & Intersectionality
Suicide Prevention for LGBT Youth
Who Decides? Considering Bias in the Professionalism Competency
Working with Transgender and Gender Diverse Students

University of Tennessee-Knoxville

Introduction to Multicultural Orientation
Introduction to Sexual Minority Identity Development
Reducing Cultural Bias
Repairing Therapy Relationships after Cultural Ruptures
Trans Affirmative Counseling Practice
Working with Trans and Nonbinary Students

University of Wisconsin-Madison

Case Conceptualization Panel Speaker
Trans* Privileging Training Series (8 CEUs offered):
 Care framework
 Letter of referral for hormone therapy
 Effects of cross-gender[sic.] hormones
 Continuing care for the trans* client and reflections on further education
Toward Culturally Competent Counseling with LGBTQ Clients

The Ohio State University

Multicultural Training Series: Counseling Transgender Clients
Multicultural Training Series: Safe Zone/Working with LGBT Clients
Working with Transgender Clients