

Robyn L. Flores

Curriculum Vitae last updated: June 5, 2024

Robyn.Flores@tamuc.edu

EDUCATION

Ph.D. Counselor Education & Supervision; Advanced Clinical Skills specialization

Dissertation: *Ethical and Affirming Counseling for Women Navigating Neurodivergence and Erotic Marginalization: An Interpretative Phenomenological Analysis*

University of the Cumberland

CACREP-accredited

4.0 GPA

2021-present

M.S. Counseling; Clinical Mental Health

Texas A&M University-Commerce

CACREP-accredited

4.0 GPA

2018-2020

B.A. English

Texas A&M University

1998-2002

LICENSURE

Licensed Marriage and Family Therapist - Supervisor (LMFT-S), Texas #203902

Licensed Professional Counselor - Supervisor (LPC), Colorado #LPC.0018674

Licensed Marriage and Family Therapist - Supervisor (LMFT), Colorado #MFT.0002298

Clinical Professional Counselor - Supervisor (CPC), Nevada #CP5539-R

Licensed Marriage and Family Therapist - Supervisor (LMFT), Missouri #2023010026

Licensed Marriage and Family Therapist (LMFT) - Supervisor, Utah #13430084-3902

CERTIFICATIONS

Nationally Certified Counselor (NCC) through the National Board for Certified Counselors (NBCC)

Approved Clinical Supervisor (ACS), through Center for Credentialing and Education (CCE)

American Association of Marriage and Family Therapy (AAMFT), Supervisor Candidate

Mentored by: Dr. Reo Leslie, Jr., LMFT, LPC, LAC, MAC, RPT-S, ACS, AAMFT Approved Supervisor
and Dr. Paula Boros, Ph.D., LMFT-S, AAMFT Approved Supervisor

Sex Therapist, Sexual Health Alliance (CST)

Sexuality Educator, Sexual Health Alliance (CSE)

Eating Disorder Intuitive Therapy (EDIT®) Level II

Certified Humanistic Sandtray Therapy© C-HST, Humanistic Sand Tray Therapy Institute, Level 1

Mentored by: Dr. Steve Armstrong of the Humanistic Sandtray Institute

PROFESSIONAL SERVICE

AAMFT Ethics Revision Consultant to the Task Force and Legal Team, American Association of Marriage and Family Therapy

- Consultant to ethics revision task force members, AAMFT Executive Board, and legal team
- Editor
- Survey creator and data analyst
- Organization of Task Force meetings
- (2024-2025)

Secretary, TAMFT Education Committee, Texas Association of Marriage and Family Therapists (TAMFT) (2023-2025)

Webinar Team, Education and Training Committee, ACSSW Education and Training Committee, Association for Counseling Sexology and Sexual Wellness (ACSSW) (2023-2025)

- Webinar series development

President, Counseling Academic and Professional Honor Society International: Chi Sigma Iota (CSI), Chi Psi Omega Chapter, University of the Cumberland (2023-2024)

Graduate Assistant, School of Social and Behavioral Sciences, University of the Cumberland (June 2021-August 2023)

- Assist with CACREP self-study for reaccreditation
- Editing documents, dissertation template design, handbooks
- Align CACREP standards in coursework platform and syllabi according to curriculum mapping and subject matter expert (SME) requests
- Review masters-level clinical mental health counseling (CMHC) graduate application essays for admissions process
- Update masters-level student records

Proposal Reviewer, Association for Counselor Education and Supervision (ACES) Annual Conference (2025)

Proposal Reviewer, American Counseling Association (ACA) Annual Conference (2023)

Proposal Reviewer, Association for Counselor Education and Supervision (ACES) Annual Conference (2023)

TEACHING EXPERIENCE

Teaching Assistant for Dr. Gary Patton, Ph.D., Doctoral-level *Neuroanatomy and Behavioral Medicine*, [University of the Cumberland](#)s (Summer 2024).

Teaching Assistant for Dr. Gary Patton, Ph.D., Doctoral-level *Ethical and Legal Issues in Counselor Education and Supervision*, [University of the Cumberland](#)s (Summer 2024).

Guest Lecturer, Masters-level *Pathology*, [Bradley University](#) (Spring 2024).

Affiliate Professor, Masters-level *Consultation and Supervision*, [Seattle University](#) (Spring 2024).

Teaching Assistant for Dr. Gary Patton, Ph.D., Doctoral-level *Neuroanatomy and Behavioral Medicine*, [University of the Cumberland](#)s (Spring 2024).

Teaching Assistant for Dr. Gary Patton, Ph.D., Doctoral-level *Ethical and Legal Issues in Counselor Education and Supervision*, [University of the Cumberland](#)s (Spring 2024).

Adjunct Professor, Masters-level *Psychopharmacology*, [Seattle University](#) (Winter 2024).

Guest Lecturer, Masters-level *Marriage and Family Therapy*, [Trinity Christian College](#) (Fall 2023).

Adjunct Professor, Masters-level *Human Sexuality* [Seattle University](#) (Fall 2023).

Guest Lecturer for Dr. Donna Hickman, Masters-level *Crisis*, [University of North Texas](#) (Fall 2023).

Teaching Assistant for Dr. Gary Patton, Ph.D., Doctoral-level *Neuroanatomy and Behavioral Medicine*, [University of the Cumberland](#)s (Fall 2023).

Teaching Assistant for Dr. Gary Patton, Ph.D., Doctoral-level *Ethical and Legal Issues in Counselor Education and Supervision*, [University of the Cumberland](#)s (Fall, 2023).

Teaching Assistant for Dr. Gary Patton, Ph.D., Doctoral-level *Advanced Theories*, [University of the Cumberland](#)s (Summer 2023).

Teaching Assistant for Dr. Gary Patton, Ph.D., Doctoral-level *Neuroanatomy and Behavioral Medicine*, [University of the Cumberland](#)s (Summer 2023).

Teaching Assistant for Dr. Gary Patton, Ph.D., Doctoral-level *Ethical and Legal Issues in Counselor Education and Supervision*, [University of the Cumberland](#)s (Summer 2023).

Guest Lecturer, *Adolescent Sexual Development*. Presented for [Seattle University](#) (asynchronous, online), March 5, 2023.

Guest Lecturer, *Sex positive therapy*. [Gonzaga University](#) – Alberta, Canada, Campus, February 25, 2023 (synchronous, online).

Teaching Assistant with Dr. Gary Patton, Ph.D. and Dr. Cedar Kile, Ph.D., Masters-level *Ethics*, [University of the Cumberland](#)s (Spring term 2023 – coverage for a professor).

Guest Lecturer, *Ethics: Methodologies and professional competence*. [University of the Cumberland](#)s, Williamsburg, Kentucky, February 1, 2023 (synchronous, online).

Teaching Assistant for Dr. Donna Hickman, Masters-level *School Counseling*, [University of Texas – Tyler](#) (Spring 2023, invited).

Guest Lecturer, Masters-level *Adolescent Counseling*, [University of North Texas](#) (Spring 2023).

Guest Lecturer, Masters-level *Addictions Counseling*, [University of North Texas](#) (Spring 2023).

Teaching Assistant for Dr. Gary Patton, Ph.D., Doctoral-level *Ethical and Legal Issues in Counselor Education and Supervision*, [University of the Cumberland](#)s (Spring 2023).

Teaching Assistant for Dr. Gary Patton, Ph.D., Doctoral-level *Ethical and Legal Issues in Counselor Education and Supervision*, [University of the Cumberland](#)s (Fall 2022).

Teaching Assistant for Dr. Laura Schmuldt, Ph.D., Master's-level *Group Counseling*, [University of the Cumberland](#)s (Summer 2021, Fall 2021, Spring 2022, Summer 2022)

- Facilitate small group experiences, gatekeeping.

Guest Lecturer, *Ethics: Methodologies and professional competence*. [University of the Cumberland](#)s, Williamsburg, Kentucky, September 14, 2022 (synchronous, online).

Guest Lecturer, *Relational and sex therapy 101*. [Gonzaga University](#), Spokane, Washington. September 14, 2022 (synchronous, online).

Guest Lecturer, *Relational and sex therapy 101*. [Gonzaga University](#) – Alberta, Canada, Campus, April 23, 2022 (synchronous, online).

Guest Lecturer, *Emotional regulation*. [Sexual Health Alliance](#) Problem Sexual Behavior Certification course (asynchronous, online).

Guest Lecturer, *Relational and sex therapy 101*. [Gonzaga University](#), Spokane, WA, October 7, 2021 (synchronous, online).

Guest Lecturer, *Sex therapy for clinicians*. [Texas A&M University](#) – Commerce, Texas, February 2020.

Guest Lecturer, *Narrative therapy for families and couples*. [Texas A&M University](#) – Commerce, Texas, April 2020 (asynchronous, online).

Guest Lecturer, *Narrative therapy for families and couples*. [Texas A&M University](#) – Commerce, Texas, March 2019.

Expressive Arts Teacher for children K-12 with neurodiverse needs. St. Timothy Christian Academy, Plano, TX. 2018-2020

High School English Teacher. Desert Heights Preparatory Academy, Glendale, AZ. 2013-2015.

Eighth Grade History and English Teacher. Trinity Christian Academy, Lake Worth, FL. 2006-2008.

SUPERVISION EXPERIENCE

Supervision-oriented private practice, Prosper Therapy Co., PLLC (2022-current)

- Supervision provided primarily in Texas, Nevada, and Colorado
- Ethics / Documentation Peer-Review Group Supervision

American Association of Marriage and Family Therapy (AAMFT) Fundamentals of Supervision course, 30 hours, Instructed by Dr. Reo Leslie, Jr., LMFT, LPC, LAC, MAC, RPT-S, ACS (2023)

Approved Clinical Supervisor (ACS) through the Center for Credentialing and Education (2022)

American Association for Marriage and Family Therapists (AAMFT), Supervisor Candidate

Mentored by: Dr. Reo Leslie, Jr., LMFT, LPC, LAC, MAC, RPT-S, ACS, AAMFT Approved Supervisor and Dr. Paula Boros, Ph.D., LMFT-S, AAMFT Approved Supervisor

Supervisor for graduate student interns and LPC/LMFT Candidates (Colorado)

Supervisor for CPC/MFT Interns (Nevada)

Supervisor for graduate student interns and LMFT-Associates (Texas)

Doctoral-level Clinical Supervision Theory and Techniques (CES 831), University of the Cumberlands (Fall 2021)

Small group experience supervisor in masters-level group counseling, University of the Cumberlands (Summer 2021, Fall 2021, Spring 2022)

CLINICAL EXPERIENCE

Prosper Therapy Co., PLLC. (private practice), Texas, Colorado, Utah, Nevada, and Missouri. Counseling, Therapy, and Supervision (2022-present)

Respark Therapy & Associates, PLLC. (group practice), Texas, Colorado, Utah, and Missouri. Relational and sex therapy (2020-2023)

Respark Foundation (non-profit for survivors of sexual harm), Texas and Colorado. Relational, individual, sex therapy (2020-2023)

Nexus Recovery Center, Dallas, Texas. Residential substance use treatment facility for women (2020-2021)

Mesquite ISD Family Support Center, Mesquite, Texas. Couples, Families, and Individuals (2019-2020)

Next STEPS, Worldwide, The RED Clinic, Dallas, Texas. Outpatient eating disorder relapse prevention (2018-2019)

COACHING/CONSULTING EXPERIENCE

Respark & Co. (nationwide), Body Image, Parenting, and Relational Coaching (2020-2023)

Texas Peer Recovery Support Specialist (PRS), Recovery Coaching (2018-2020)

The Elisa Project, Dallas, Texas. Eating Disorder awareness and prevention volunteer/coach (2015-2017)

PRESENTATIONS

Flores, R. L. & Santos III, J. (March 22, 2024). *Diverse cognitive styles in relational therapy*. Texas Association for Marriage and Family Therapy (TAMFT, online).

Patton, G., Lyons, M., & Flores, R. L. (November 17, 2023). *Return to Abilene*. Presented at the University of the Cumberland Collaboration Conference (online).

Patton, G., Lyons, M., & Flores, R. L. (November 9, 2023). *Return to Abilene*. Presented at the Kentucky Counseling Association (KCA), Louisville, KY

Flores, R. L., Lee, C. (November 3, 2023). *Demystifying erotic countertransference through supervision*. Association for Creativity in Counseling, Melbourne Beach, FL (invited).

Flores, R. L., Lee, C. (October 10, 2023). *Demystifying erotic countertransference through supervision*. Texas Association for Marriage and Family Therapy (TAMFT, online).

Flores, R. L. (July 8, 2023). *Boundaries in families*. Presented at the Inaugural Dallas County Youth Mental Health Symposium, Dallas, TX

Flores, R. L. (June 12, 2023). *Neurodiversity and Advocacy in Mental Health*. Presented for local DFW Psychiatrists (online).

Flores, R. L. (November 16, 2022). *Neurodiversity is sexy*. Presented at the Sexual Health Alliance Inner Circle Conference (online).

Lyons, M, Bunch, M. G., Boyd, N., & Flores, R. L. (November 5, 2022). *Intimacy alterations in counselor education and supervision graduate programs*. Presented at the Southern Association for Counselor Education and Supervision (SACES) Conference. Baltimore, MD.

Brewer, J., & Flores, R. L. (November 4, 2022). *Let's talk about sex: Sexuality concerns in counseling*. Presented at the Southern Association for Counselor Education and Supervision (SACES) Conference. Baltimore, MD.

Brewer, J. & Flores, R. L. (April 8, 2022). *Let's talk about sex: Sexuality concerns in counseling*. Presented at the American Counseling Association Conference, Atlanta, GA. (invited).

Flores, R. L. (September 2021). *Sex Positive Therapy*. Presented at the annual University of the Cumberlands Doctoral Residency (online)

Flores, R. L. (August 2021). *Body Image & Sex*. Presented at the inaugural Sexual Health Alliance "WYLD" Conference (online)

Abbassi, A., & Flores, R. L. (November 2019). *Couple sex therapy 101*. Presented at the Texas Counseling Association Conference in Fort Worth, TX

EXPERT/PANEL GUEST

Texas Association for Marriage and Family Therapy (TAMFT) (online, September 22, 2022)
Topic: Supervisor Panel (guest panelist)

Inaugural Dallas County Youth Mental Health Symposium, Dallas, TX (July 8, 2023)
Topic: Open Q&A - Mental Health and Families (guest panelist)

PUBLICATIONS

Bluemline, J., Dossaji, E.; Kile, C.; Flores, R. L. (2024). *Professional risks and pitfalls and a gatekeeper's response*. In A. Dossaji & C. Kile (Eds.) *Ethical considerations in Professional Counseling Programs*. Pearson (in print).

Dean L., & Flores, R. L. (2024). *Journey to the diagnosis: The lived experiences of women of color with ADHD* (draft in progress).

Lyons, M, Bunch, M. G., Boyd, N., & Flores, R. L. (2024). *Intimacy alterations in counselor education and supervision graduate programs* (draft in progress).

Patton, G. L., & Flores, R. L. (2024). *The trajectory of disappointment* (draft in progress).

Vanderloop, S., Jordan, M., Davenport, N., Flores, R. L. (2024) *A counselor education case study: Application of the practitioner's guide to ethical decision-making* (draft under review).

QUOTED

Hopper, D. (2023, May 18). Yes, Bulimia Can Affect Men's Sexual Health. *Giddy*.

Hopper, D. (2023, February 16). Talking to your partner about his ED without blame of guilt. *Giddy*.

Hopper, D. (2022, March 1). Body Image, its ties to ED, and how therapy can help. *Giddy*.

HONORS AND AWARDS

Nominated for Board Secretary position of the Texas Association of Marriage and Family Therapy (TAMFT) (2024)

Nominated for President-Elect of the Association of Counseling Sexology and Sexual Wellness (ACSSW) (2023)

Nominated for Graduate Representative of the Association of Counseling Sexology and Sexual Wellness (ACSSW) (2023)

2nd Place winner of Doctoral-level American Counseling Association (ACA) Ethics Competition (2023). Team: Robyn Flores, Nika Davenport, MJ Jordan, Satia Kavanaugh Vanderloop; faculty advisors: Dr. Michael Jones and Dr. Colleen Grunhaus

University of the Cumberland's CARE Committee acknowledgement from Dr. Gary Patton (2023)

University of the Cumberland's CARE Committee acknowledgement from Dr. Laura Schmuldt (2022)

Counseling Academic and Professional Honor Society International: Chi Sigma Iota (CSI), Chi Psi Omega Chapter Inductee, University of the Cumberland's (2022)

National Society of Leadership and Success (NSLS) Inductee, Texas A&M University - Commerce (2018)

Highest score on Grammar, Spelling, Punctuation (GSP) exam for entrance to English department, Texas A&M University (1999)

PROFESSIONAL ASSOCIATIONS

Therapist Neurodiversity Collective™, member (2023-present)

Texas Association of Marriage and Family Therapy (TAMFT), member (2022-present)

American Trauma Support Specialists (ATSS), member (2022-present)

Southern Association for Counselor Education and Supervision (SACES), member (2022-present)

International Society for the Study of Women's Sexual Health (ISSWSH), member (2022-2023)

Chi Sigma Iota Honor Society (CSI), member (2021-present), President (2023-2024)

American Association of Marriage and Family Therapy (AAMFT), member (2022-present)

Association of Counseling Sexology and Sexual Wellness (ACSSW) (2021-present)

Association for Counselor Educators and Supervision (ACES), member (2021-present)

Texas Counseling Association (TCA), member (2019-2020)

American Counseling Association, member (ACA) (2020-present)

Sexual Health Alliance (SHA), student, alumni (2018-2022)

CLINICAL TRAININGS (*see below for advanced coursework)

American Association of Marriage and Family Therapy (AAMFT) Fundamentals of Supervision

30-hour Training by Dr. Reo Leslie, Jr., LMFT, LPC, LAC, MAC, RPT-S, ACS (2023, online).

Art Smart

1-hour Training with Sherry Todd, Ph.D., provided through CSI at University of the Cumberlands (2023, online).

The Columbia- Suicide Severity Rating Scale training

2-hour Training by Kelly Posner, Ph.D., Director (2023), Columbia University College of Physicians and Surgeons (online)

Counseling on Access to Lethal Means

2-hour Training by Zero Suicide Institute (2023, online).

Problematic Sexual Behavior Certification Course

100+ hour Training with David Ley, Ph.D., and Michael Vigorito through the Sexual Health Alliance (2022, online).

Sex Therapy and Sex Educator Certification Modules

250+ hour Training through the Sexual Health Alliance (2018-2022, online).

Sex, Anxiety, and Reproductive Issues

16-hour Training with Dr. Eli Sheff, Elain Sheff, and Melissa Novak, MCSW (2020) Austin, TX (online)

Seeking Safety Trauma Training

1-hour Training with Debra Castillo, MS, LPC-S (2020) Dallas, TX

Co-Occurring Psychiatric and Substance Abuse Disorders (COPSD)

3.75-hour Training by Tina Hosaka, LPC, LCDC and Natalie Maples, MA, DrPh© through UT Health San Antonio Department of Psychiatry and Behavioral Sciences (2020) (online)

Instinctual Trauma Response (ITR)

10-hour Accelerated Traumatology 101 Course with Dr. Linda Gantt (2020) (online)

Cognitive Processing Therapy

9-hour Cognitive Processing Therapy Training by Medical University of South Carolina National Crime Victims Research and Treatment Center (2020) (online)

Trauma-Focused Cognitive Behavioral Therapy (TF-CBT)

2-hour Training at Nexus Recovery Center (2020)

Dallas, TX

Level 1 Humanistic Sandtray Therapy Training

14-hour Training with Dr. Stephen Armstrong, Ph.D. and Dr. Ryan Foster, Ph.D. (2020)

Dallas, TX

Modern Sexual Issues and Treatment

16-hour Training with Dr. David Ley (2019)

Dallas, TX

Science of Desire and Fantasy

16-hour Training with Dr. Justin Lehmillier (2019)

Albuquerque, NM

Texas Peer Recovery Support Specialist (PRS)

46-hour Texas Health and Human Services Training (2018)

ADVOCACY EFFORTS

Shoes 4 the Soul, University of the Cumberland, discussion with Dr. Gary Patton, Ph.D., LPC, on advocacy and the counseling profession (September 1, 2023)

Purple Ribbon Council, Glendale AZ, fundraising to send children to bereavement camps due to losing one or both caregivers to homicide.

Ultrarunning events of support

- 24-hour 4-person relay treadmill run at the Jobing.com hockey arena (2012)
- 24-hour solo treadmill run at Mountainside Fitness (2011)
- 50-mile solo Javelina Jundred, Phoenix, AZ (2010, 2011, 2012)
- 50-mile solo - Lisa Smith-Batchen's support efforts to run 50 miles in 50 states
- 100-mile Keys Ultramarathon (2009) Key Largo to Key West, FL

NOTABLE ADVANCED COURSEWORK

Neuroanatomy and Behavioral Medicine for Professional Counseling (CES 837), Dr. Gary Patton, Ph.D., LPC

Summer 2022, Teaching Assistant Fall, 2022, Spring 2023, Summer 2023, Fall 2023, Spring 2024; assisting with certification program as co-facilitator

This course provides an overview of the anatomy of the brain as related to cognitive function, dysfunction, and dysregulation. Students will gain an understanding of mental health diagnosis from an endogenous perspective. While professional counselors do not prescribe medications, and this course will not advocate for any prescriptive privileges for professional counselors, it remains the practice that counselors are often the first to notice and to detect indications of side effects, client concerns, and lack of adherence related to psychotropic medications. Etiology and treatment of anxiety disorders, mood disorders, thought disorders will be addressed. Also, the recognition of medical emergencies

and chronic conditions related to medications will be addressed. Classes of psychotropic medications for each of these disorders will be addressed. *

**Ethical and Legal Issues in Counseling and Supervision (CES 733), Dr. Gary Patton, Ph.D., LPC
Summer 2022, Teaching Assistant Fall 2022, Spring 2023, Summer 2023, Fall 2023, Spring 2024**

This course examines the professional identity of mental health counselors, counselor educators and supervisors. Students will gain an understanding of professional functioning in a variety of settings. Legal, ethical, and best practice issues encountered by professional counselors will be examined. The ethical standards of the profession will be explored as outlined in the American Counseling Association (ACA) code of ethics. *

**Theory & Techniques of Clinical Supervision (CES 831), Dr. LaShauna Dean, Ph.D., LPC, ACS,
NCC, MAC**

Fall 2021

This course will examine clinical supervision theory and techniques currently used in counseling while introducing students to supervision as a specialty. Focusing on developmental issues of both supervisors and clinicians, this course will study methods that can be used to enhance counselor competency, and issues related to supervising utilizing multiple counseling models. *

DOCTORAL SPECIALIZATION: ADVANCED CLINICAL SKILLS

Etiology and Treatment of Trauma (CES 737), Dr. Sherry Todd, PhD, LPC, ATR-BC, CTTS

Fall 2022

This course will provide an overview of trauma counseling, treatment, and interventions. It will cover topics including neuroscience of trauma, trauma and related assessments, psychopharmacology, and treatment for various populations and trauma histories. Additionally, it will address significant research findings related to the Adverse Childhood Experiences Study (ACES) and comorbid diagnoses. *

Human Sexuality in Counseling (COUN 540), Dr. Tricia Mikolon, PhD, CRC, LPC, BC-TMH

Fall 2022

This course will provide information to counseling professionals whose work will bring them into contact with clients experiencing problems and concerns with their sexuality. It is designed to develop 1) students' knowledge related to human sexuality, 2) an understanding of the varied sexuality issues which may be found in professional practice, 3) students' assessment and intervention skills with sexuality issues, and 4) increased awareness of personal perceptions, attitudes and affect related to sexuality issues. Course material will address identifying, assessing, and intervening with human sexuality related counseling issues. *

Play Therapy (COUN 538), Dr. Robyn Simmons, Ed.D., LPC-S, NCC, RPT-S

Fall 2022

Introduction to Play Therapy provides the student with instruction in history, theories, and applications of play therapy consistent with APT requirements for educational instruction in these areas, and as such, will provide 20 Continuing Education (CE) hours towards the mandatory 150 required for RPT certification. *

Mindfulness-Based Cognitive Behavioral Therapy (CES 710), Dr. Adrienne Baggs, PhD, LPC

Summer 2022

The course will focus on the theory and evidence-based practice of Mindfulness-Based Cognitive Behavioral Therapy (MBCBT) by engaging mental health clients in the process of change. The student will learn to help their clients explore and resolve their ambivalence by enhancing intrinsic motivation for change. MBCBT will be explored as a stand-alone intervention, as a method of increasing client adherence to other intervention approaches, or as a general counseling approach underlying all client interactions. Given the wide variety of applications, this class is appropriate for those who are interested in substance abuse and addiction practice or in adapting these methods and theory to guide counseling for other behaviors and populations. *

*from the University of the Cumberlands syllabus for each course.