

## Stephen P. Grundman, Ph.D.

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Divine Mercy University  
Assistant Professor, Integrative Studies  
Assoc. Vice President, Academic Affairs for  
Special Projects (PT)  
45154 Underwood Lane  
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(703) 436-2514 (direct; text-able)  
sgrundman.ips@divinemercury.edu

### Education

- Ph.D. Philosophy**, 2005. The Catholic University of America, Washington, DC  
(Leave of absence 1996-2001 for family reasons)  
**M.A. Philosophy**, 1995. The Catholic University of America  
**B.A. Liberal Arts**, 1991. Thomas Aquinas College, Santa Paula, CA

### Areas of Specialization

Aquinas, ethics/moral development, and social/political philosophy (i.e., in the comprehensive, classical sense)

### Areas of Competence

Philosophy of the human person, metaphysics, history of ancient philosophy

### Teaching and Related Experiences

**IPS | Institute for the Psychological Sciences at Divine Mercy University** (Sterling, VA). Assistant Professor, Integrative Studies; Associate VP, Academic Affairs—Special Projects (PT). July 2021-present.

- PHT 505 Philosophical and Theological Anthropology I (2 graduate credits)
- PHT 506 Philosophical and Theological Anthropology II (2 cr.)
- PHT 614 Practical Reasoning and Moral Character (3 cr.)
- PHT 635 Theology of Marriage and Family (3 cr.)

**Divine Mercy University** (Sterling, VA). May 2015-June 2021, curriculum and training development, Associate Vice President, Online Program Development, later, Associate Vice President, Digital Learning and Innovation, and Assistant Professor, School of Counseling, Department of Integrative Studies.

**IPS | Institute for the Psychological Sciences** (Arlington, VA). Aug. 2009-May 2015, curriculum and training development, Adjunct Assistant Professor, Department of Integrative Studies. Courses are 3 graduate credits except where noted.

- PHT 507 The Catholic-Christian Vision of the Person (online course)
- PHT 513 The Flourishing Person (online course)
- PHT 633 Major World Philosophies and Religions
- PHT 501 Philosophy Overview (1 credit)

- Substantial involvement in developing current Meta-model (CCMMP) graphics and media, as well as the integration courses in both online programs.
- Led digital course development process and quality assurance for twenty-six online counseling courses (courses are 3 graduate credits unless otherwise noted):
  - COUN 510 Foundation and Ethics of Clinical Mental Health Counseling
  - COUN 520 Theories and Models of Counseling and Personality
  - COUN 530 Human Growth and Development Across the Lifespan
  - COUN 540 Career Development
  - COUN 550 Research and Program Evaluation
  - COUN 560 Social and Cultural Diversity
  - COUN 570 Marriage and Family Systems Theory
  - COUN 580 Counseling Skills and Helping Relationships
  - COUN 600 Developmental Psychopathology – Risk and Resilience
  - COUN 610 Group Counseling and Group Work
  - COUN 620 Assessment and Testing Across the Lifespan
  - COUN 630 Clinical Diagnosis and Treatment Planning
  - COUN 640 Crisis & Trauma-Prevention and Treatment
  - COUN 650 Addictions Counseling
  - COUN 660 Child and Adolescent Counseling
  - COUN 670 Marriage, Couple, and Family Counseling
  - COUN 690 Counseling Practicum/Advanced Clinical Intervention Skills
  - COUN 691 & 692 Counseling Internship 1 & 2
  - COUN 693 Advanced Counseling Internship 3
  - COUN 710 Counseling Supervision and Consultation
  - COUN 720 Human Sexuality
  - COUN 730 Psychopharmacology
  - PHT 513 The Flourishing Person
  - PHT 523 Moral Character and Spiritual Flourishing
  - PHT 533 Flourishing in Relationships
- Led digital course development process and quality assurance for six online spiritual direction courses (non-credit-bearing courses; 1 credit workload equivalency)
  - SDC 100 Ongoing Conversion, Discipleship, and the Tradition of Spiritual Direction
  - SDC 200 Human Development for Spiritual Direction
  - SDC 300 Human Relating Skills for Spiritual Direction
  - SDC 400 Discernment and Spiritual Growth: Theory & Application
  - SDC 500 Advanced Spiritual Direction Skills and Practicum
  - SDC 600 Advanced Prayer and Situations
- Led digital course development process and quality assurance for twelve online psychology and philosophy courses (courses are 3 graduate credits unless otherwise noted):
  - PHT 507 The Catholic-Christian Vision of the Person
  - PHT 508 The Catholic-Christian Vision of Flourishing: Vocations & Virtues
  - PSY 550 Helping People Flourish: A Catholic-Christian Approach to Psychology
  - PSY 555 Relationship and Intervention Skills Theory and Application
  - PSY 560 Human Growth & Development Across the Lifespan

- PSY 565 Common Psychological Problems and Their Treatment
- PSY 570 Statistical Analysis for Psychology and the Social Sciences
- PSY 575 Social Psychology, Groups, and Diversity
- PSY 580 Personality, Individual Differences, and Intelligence
- PSY 585 Evidence-based Practice and Program Evaluation
- PSY 590 Leading People and Programs
- PSY 595 Capstone: The Transformational Leader in the Helping Professions

**Christendom College** (Front Royal, VA). Aug. 2006-Dec. 2008, Adjunct Assistant Professor, Department of Philosophy.

- PH 501 Special Issues: The Role of Custom in Aquinas’s Philosophy of Law
- PH 501 Special Issues: Aquinas on Moral Growth and Education

**Institute for Evangelization** (Bethesda, MD). Jun. 1997-Jan. 2001, executive director driving curriculum formation for evangelization and catechesis.

- Designed curriculum for training of catechists guided by the recently published *Catechism of the Catholic Church* (1994) and newly published *General Directory for Catechesis* (1998).
- Developed 10 one-hour training sessions, produced in both audio and video.
- Executed major “Bible Timeline” Salvation History training events to audiences exceeding 100 participants, collaborating with Jeff Cavins, Dr. Tim Gray, Dr. Edward Sri and Curtis Martin; cosponsored with the Archdioceses of Baltimore, Washington, and New York during the years leading up to the Great Jubilee 2000.

**Oblate College**, Oblates of Mary Immaculate (Washington, DC). Sep. 1995-May 1997, Adjunct Instructor, Department of Philosophy and Theology.

- PHIL 501 History of Ancient and Medieval Philosophy
- PHIL 505 Metaphysics

**The Catholic University of America** (Washington, DC). Sep. 1995-May 1997, Teaching Fellow with full course responsibility, School of Philosophy.

- PHIL 305 Metaphysics

**Various seminars and presentations** for businesses, organizations, and churches.

### Professional Organizations

American Philosophical Association  
 American Catholic Philosophical Association  
 Catholic Psychotherapy Association

### Professional Service

IPS | Institute for the Psychological Sciences – Psy.D. program

#### Committee work:

CCMMP-Anahuac Committee, Chair (2022)  
 Faculty Recruitment and Selection Committee (2021-present)  
 Policies and Procedures Committee (2021-present)

SACS Quality Enhancement Plan Leadership Team (2020-present)

Other professional service:

APA Accreditation Self-study, Project Coordinator (2022-present)

QEP 2020 Faculty Development Program, Course Development Coordinator (2020-present)

Sexual Identity Taskforce, Chair (2022-present)

**Publications**

Klewicki, L., Grundman, S. P., McWhorter, M., & Payne, H. (2022). *Faculty development program, Module 4: Acknowledging transcendent values* [Online course].

Canvas. <https://ipsciences.instructure.com/login/canvas>

Klewicki, L., Grundman, S. P., McWhorter, M., & Payne, H. (2022). *Faculty development program, Module 3: Adopting a growth perspective* [Online course].

Canvas. <https://ipsciences.instructure.com/login/canvas>

Klewicki, L., Grundman, S. P., McWhorter, M., & Payne, H. (2021). *Faculty development program, Module 2: Developing an expanded case formulation* [Online course].

Canvas. <https://ipsciences.instructure.com/login/canvas>

Klewicki, L., Grundman, S. P., McWhorter, M., & Payne, H. (2021). *Faculty development program, Module 1: Integrating mental health science, faith, and reason* [Online course].

Canvas. <https://ipsciences.instructure.com/login/canvas>

**Works in Progress**

Grundman, S. (2023, August 3-5). *Understanding the client in front of you: A Catholic-Christian meta-model of the person (part 1)* [Symposium presentation]. Annual Convention of the American Psychological Association. Washington D.C. <https://convention.apa.org/>

“Aquinas’s doctrine of *consuetudo* (custom), and its implications for jurisprudence,” to appear in *The Thomist* (in revision)

“Promoting good morals in a community setting: Aquinas on the effectiveness of promoting voluntary practices vs. mere strict obligations,” 25 pp.

**Invited Lectures and Presentations**

Grundman, S. P. (2023, January 9). Guest lecture: “Developmental; roles of values and of conscience” in PSY 840 Human Sexuality.

Grundman, S. P. (2023, January 23). Guest lecture: “Bias reduction” in PSY 840 Human Sexuality (IPS graduate course).

Grundman, S. P. (2020, October 30). “Understanding the Person in Front of You: Applying a Catholic-Christian Vision of the Person in a Catholic High School” and “Encouraging Growth in Freedom and Joy: Reframing Moral Growth.” Presentations to the theology faculty and campus ministry at St. Paul VI Catholic High School, Chantilly, VA.

Grundman, S. P. (2020, August 13). “The Person in Front of You: Fundamentally Good (CCMMP Intro., Pt. 1).” Presentation at annual faculty orientation to all online faculty at Divine Mercy University, Sterling, VA. Subsequently included as a recording in the orientation courses for online students in both MS in Psychology and MS in Counseling programs.

Grundman, S. P. (2019, July 16). “Lifecycle of a Disciple.” Webinar presentation for Divine Mercy University, Regnum Christi Spiritual Guide Training Program, Divine Mercy University, Sterling, VA.

- Grundman, S. P. and Payne H. (2016, April 8). “A Psychology of Mercy, Part 1: The Flourishing Person: A Catholic-Christian Model,” “A Psychology of Mercy, Part 2,” and “Working with Teams (Open Forum Discussion).” Keynote presentations, with an open forum presentation at Cana Family Institute ‘Live Family’ National Training Event, Minneapolis-St. Paul, MN.
- Grundman, S. P. (2016, February 6). “Mercy: The Force that Awakens Hope (Jubilee of Mercy).” Keynote presentation at Regnum Christi Washington, DC Local Convention, Our Lady of Bethesda Retreat Center, Bethesda, MD.
- Grundman, S. P. (2015, May 18). “Two Competing Views of Human Nature”, “The Truth about Morals and Human Freedom,” and “Keys for Encouraging Moral Growth.” Presentations at Regnum Christi Spiritual Guide Training Program, Our Lady of Bethesda Retreat Center, Bethesda, MD.
- Bottaro, G, Grundman, S. P, Klewicki, L, and Laracy, M. (2015, April 9; April 20). Four presentations on relationships between consecrated individuals of the opposite sex. Given online to Legionaries of Christ and Regnum Christi Consecrated Women, Institute for the Psychological Sciences, Crystal City, VA.
- Grundman, S. P. (2014, May 1). “Why We Don’t Believe in Deep Change,” “The Truth about Morals and Human Freedom,” and “Keys for Encouraging Moral Growth.” Presentations at Regnum Christi Spiritual Guide Training Program, Our Lady of Bethesda Retreat Center, Bethesda, MD.
- Grundman, S. P. (2013, October 22). “The Truth about Freedom, Virtue, and Moral Growth.” Presentation at Regnum Christi Spiritual Guide Training Program, Our Lady of Bethesda Retreat Center, Bethesda, MD.
- Grundman, S. P. (2011, October 1). “More Jesus, Fewer Rules: How Moral Growth Increases Freedom and Joy.” Presentation at Regnum Christi Washington, DC, Local Convention, Our Lady of Bethesda Retreat Center, Bethesda, MD.
- Grundman, S. P. (2011, October 1). “Putting the ‘New’ in New Evangelization.” Presentation at Regnum Christi Washington, DC Local Convention, Our Lady of Bethesda Retreat Center, Bethesda, MD.
- Grundman, S. P. (2010, September 29). “Two Freedoms and Two Moralities.” Presentation at Regnum Christi Spiritual Guide Training Program, Our Lady of Bethesda Retreat Center, Bethesda, MD.
- Grundman, S. P. (2009, August 17). “Empathic Listening Skills.” Presentation at Annual Resident Assistant and Proctor Training, Christendom College, Front Royal, VA.
- Grundman, S. P. (2008, August 19). “Morals, Discipline and Leadership.” Presentation at Annual Resident Assistant and Proctor Training, Christendom College, Front Royal, VA
- Grundman, S. P. (2008, May 29). “Two Freedoms Begot Two Moralities.” Presentation while interviewing for a full-time faculty position, Institute for the Psychological Sciences, Crystal City, VA
- Grundman, S. P. (2007, November 6). “How to Cultivate Good Morals Effectively.” Training presented to Resident Assistants and Proctors, Christendom College, Front Royal, VA

## **Professional Experience**

- 2/14-Present **Assoc. Vice-President (AVP), Acad. Affairs—Special Projects (PT)** (from 7/21)  
**Assoc. VP, Digital Learning & Innovation** (11/20-6/21)  
**Assoc. VP, Online Program Development** (5 years, 6 months: 5/15-11/20)  
**Director of Product Development** (16 months: 2/14-5/15)  
**Assistant Professor**, School of Counseling, Department of Integrative Studies  
Divine Mercy University, Sterling, VA (formerly Institute for the Psychological  
Sciences (IPS), Arlington, VA)  
Co-led, with inaugural Dean of the School of Counseling, the design of a new online  
MS in Counseling (CMHC specialization), a twenty-two course, 66 credit-hour  
degree built to the new 2016 CACREP standards for nationally accredited  
counseling programs.  
Collaborated in the design of a new online MS in Psychology, a twelve course, 36  
credit-hour degree with strong employability outcomes; moved from design to  
first course launch in only seven months. Conducted competitive market  
analysis and researched desired employability outcomes for new degree.  
Directed the course and course media development process, from design to launch.  
Managed Product Development departmental budget and cash flow.  
Hired and supervised Product Development Manager based on increased course  
development workload.  
Moved course development process in-house from a vendor-driven model, resulting  
in a cost reduction of 20-30% per course built.
- 6/17-8/20 **Consultant, Online Course Development – Certificate in Spiritual Direction**  
Divine Mercy University, Sterling, VA and Regnum Christi USA (Atlanta, GA)  
Spear-headed conversion and re-design of an existing five-week on-site program,  
upgrading to an online Certificate in Spiritual Direction, a six-course certificate  
with two on-site residencies, in partnership with the Regnum Christi Catholic  
movement of spirituality. Added two distinctive human science courses as part  
of this upgrade.
- 8/10-2/14 **Director of Online Education**  
Institute for the Psychological Sciences (IPS), Arlington, VA  
Established the Office of Online Education to target new markets and grow the  
impact and revenues of the school through this new distribution channel and  
through new program development.  
Participated in academic and overall strategic analysis and planning.  
Analyzed the current and potential states of distance learning industry—mindful of  
Higher Education accreditation standards—and developed market penetration  
options and strategies for IPS.  
Managed content development—working collaboratively with graduate faculty and  
presenters from around the country—and began pilot testing concepts within  
twelve months.  
Delivered seven webinars and a six-week academic-level course over the next nine  
months, achieving for all offerings a positive net cash flow and overall  
satisfaction ratings of 4.5+ on a 5-point scale.  
Managed creation of a new website to enable delivery of webinars 24/7, anywhere in  
the world: the IPS Online Education site launched in November 2012 with an  
inventory of twenty webinars, and a reserve of nine additional webinars to  
serve as new monthly releases throughout the academic year.

- 8/04-8/10 **Director of Development and Advancement Services** (3 years: 9/07-8/10)  
**Director of Development** (3 years: 8/04-9/07)  
 Christendom College, Front Royal, VA  
 Directed departmental strategic analysis, programming and budgeting.  
 Managed house list direct mail fundraising (averaging \$500,000 gross revenues annually) and implemented overall list segmentation practices.  
 Coordinated successful multi-year acquisition mail campaign, yielding over 2,000 new donors and more than \$360,000 in gross revenues in first 18 months.  
 Coordinated internal assessment process for campaign readiness in cooperation with Bentz, Whaley, Flessner (BWF) consultants.  
 Implemented major gift candidate research and tracking strategies.  
 Developed workflow policies and procedures for multiple modules of *Raiser's Edge* fundraising database.
- 1/01-8/04 **Director of Operations** (2 years, 2 months: 6/03-8/04)  
**Assistant Director** (2 years, 5 months: 1/01-6/03)  
 Our Lady of Bethesda Retreat Center | The Center for Family Development | Bethesda, MD  
 Managed finances, operations, and human resource functions.  
 Position allowed me time steadily to finish the requirements of the Ph.D.
- 6/97-1/01 **Founding Executive Director**  
 Institute for Evangelization, Bethesda, MD  
 Championed the vision of evangelization and catechesis being articulated by Pope St. John Paul II, and the need for a new kind of catechist.  
 Set vision, business strategy, annual goals, and budget; directed staff of three.  
 Cultivated donors and solicited gifts by phone and in person, raising \$150,000+ annually.  
 Designed curriculum for training of catechists guided by the recently published *Catechism of the Catholic Church* (1994) and newly published *General Directory for Catechesis* (1998).  
 Traveled nationally, presenting to groups of catechists and evangelizers.  
 Executed major "Bible Timeline" Salvation History training events to audiences of 100+; cosponsored with the Archdioceses of Baltimore, Washington, and New York during the years leading up to the Great Jubilee 2000.  
 Developed multiple training products, both audio and video.

### **Honors, Achievements, and Professional Certifications**

President's Service Award 2018-2019, Divine Mercy University  
 Certified Fund-Raising Executive (CFRE) earned credential (2008-2017)  
 Eagle Scout Award, Boy Scouts of America  
 Vigil Honor Award, Order of the Arrow  
 National Merit Semi-finalist  
 Seymour Award (California Scholarship Federation)

### **Courses Taught at the Graduate Level**

- The Catholic-Christian Vision of the Person (online)
- The Flourishing Person (online)
- Philosophical and Theological Anthropology I & II

- Practical Reasoning and Moral Character
- Major World Philosophies and Religions
- Theology of Marriage and Family
- Philosophy Overview (1 credit)

### **Courses Taught at the Undergraduate Level**

- History of Ancient and Medieval Philosophy
- Metaphysics
- Special Issues: Aquinas on Moral Growth and Education
- Special Issues: The Role of Custom in Aquinas's Philosophy of Law

### **Research Interests**

Classical and Medieval theories of behavior, moral development, custom, and human law, as well as their relevance to contemporary issues in behavioral sciences, education, applied ethics, and political philosophy. Specific projects fall under four heads:

- The role of rational persuasion (and personal freedom) in effective moral and emotional education, especially in modern, pluralistic societies
- The rhetorical art and the effective development and governance of free human agents
- What was Aquinas's understanding of *consuetudo* (custom, usage, practice)? This project involves several papers in progress, especially one on its general nature in Aquinas, and one on its role in his legal and political philosophy.
- What does medieval moral and political philosophy have to contribute to contemporary discussions about the relationship of law and morality, especially the 'enforcement of morals' question?