

KATHLEEN J. BIESCHKE

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Education

- Ph.D. Counseling Psychology (APA-accredited)
Michigan State University
December 1991
- Dissertation topic: A Causal Model of Math/Science Career Aspirations
- Internship University of Utah Counseling Center (APA-accredited)
September 1990 - August 1991
- M.S. Clinical Psychology
Illinois State University
May 1985
- B.S. Psychology
Illinois State University
May 1982

Licensed as a psychologist in Pennsylvania since 1993: PS-006937-L

Post-Doctoral Training

- Fellow Big 10 Academic Alliance (Committee on Institutional Cooperation)
Department Executive Officers Seminar
2014
- Fellow Big 10 Academic Alliance, (Committee on Institutional Cooperation)
Academic Leadership Program
2012-2013

Post-Doctoral Employment History

- August, 2017-present **Vice Provost for Faculty Affairs**, Office of the Provost,
Pennsylvania State University
- June, 2016-July, 2017 **Interim Dean**, Schreyer Honors College, Department of
Educational Psychology, Counseling, and Special
Education, The Pennsylvania State University, University
Park, Pennsylvania

July, 2013-June, 2016	Department Head , Department of Educational Psychology, Counseling, and Special Education, The Pennsylvania State University, University Park, Pennsylvania
August, 2012-June, 2013	Administrative Fellow to the Interim Executive Vice-President and Provost, The Pennsylvania State University, University Park, Pennsylvania
July, 2007-present	Professor of Education (Counseling Psychology, Counselor Education, School Psychology) , Department of Educational Psychology, Counseling, and Rehabilitation and Human Services, Pennsylvania State University, University Park, Pennsylvania
July, 2002 – June, 2007	Associate Professor of Education (Counseling Psychology) , Department of Counselor Education, Counseling Psychology, and Rehabilitation Services, Pennsylvania State University, University Park, Pennsylvania
March, 2003 – Spring, 2008	Faculty Affiliate , Career Services, Pennsylvania State University, University Park, Pennsylvania
August, 2001 – June, 2002	Associate Professor , Department of Psychology, Counseling Psychology program, Iowa State University, Ames, Iowa
July, 1998 - June, 2001	Associate Professor of Education (Counseling Psychology) , Department of Counselor Education, Counseling Psychology, and Rehabilitation Services, Pennsylvania State University, University Park, Pennsylvania.
August, 1991 - June, 1998	Assistant Professor of Counseling Psychology , Department of Counselor Education, Counseling Psychology, and Rehabilitation Services, Pennsylvania State University, University Park, Pennsylvania
April, 1992 – June 2001; August 2011-May 2012	Associate Clinical Staff , Counseling and Psychological Services, Pennsylvania State University, University Park, Pennsylvania
September, 1995 - June, 2001; November 2003-September, 2017	Private Practitioner , State College, Pennsylvania 16801

Administrative Experience

Vice-Provost for Faculty Affairs. (August 1, 2017-present). Responsible for overseeing the many facets of faculty affairs at all University locations and its close to 6500 full-time faculty members. Work closely with deans, campus chancellors, department heads, faculty committees, and University general counsel in fulfilling the position's broad responsibilities. Supervise two assistant vice provosts and three full-time staff members. Serve as a member of the President's Council, Academic Leadership Council, University Park Council of Academic Deans, Provost's Staff and Chair of the Faculty Affairs Advisory Council. Serve as the policy steward for all of Penn State's academic policies, provide guidance on academic human resources, work with deans to respond to all hotline reports pertaining to faculty; work closely with Penn State's University Ombudsperson. Oversee faculty processes including the University's promotion and tenure review process, sabbatical leave requests, visiting scholars, and mandated periodic academic administrative evaluations of deans and other individuals who report to the Provost. Manage executive searches for positions that report directly to the Provost. Serve as a liaison to the University Faculty Senate in several capacities, including representing the Provost on the Committee on Faculty Affairs, serving as a liaison to the Faculty Rights and Responsibilities Committee and assisting the Provost and President in responding to recommendations from the committee, and oversee responses to Faculty Senate reports on behalf of the Office of the President. Oversee Penn State's leadership and faculty development activities. Serve as Penn State's liaison to the BTAA's Academic Leadership Program and Department Executive Officer seminars. Led the development of the first strategic plan for the Office of the Vice Provost for Faculty Affairs and responsible for its implementation. Other responsibilities include overseeing the Penn State Forum, selection of Penn State's Laureate, and until 2021, the Arboretum.

Interim Dean, Schreyer Honors College. (June, 2016-July, 2017). Serve as the academic leader and executive officer of the College, reporting to the Executive Vice President and Provost of the University. Led a college of approximately 1900 students that is a multi-disciplinary, multi-campus center of undergraduate academic excellence. Ensure the implementation of the College's three-part mission to promote academic excellence with integrity, a global perspective, and leadership and civic engagement. Responsible for planning, budgeting, student recruitment and retention, policy implementation, fund-raising, and the quality of teaching and learning experienced by students in the College. Supervised 25 full-time staff. Manage an operating budget of approximately \$1.65 million, in addition to administering over 6 million in scholarships, grants, and awards. Oversee the operation of the Presidential Leadership Academy.

Professor-in-Charge, Child Maltreatment and Advocacy Studies minor, Pennsylvania State University, (2015-2017). Responsible for Faculty Senate approval of the minor and associated courses, guiding roll-out of the minor across the university, and ensuring that students enrolled in minor receive a high quality education.

Department Head, Department of Educational Psychology, Counseling, and Special Education, Pennsylvania State University (2013-2016). Led a faculty of 53 (38 tenure-track, 15 full-time fixed-term) and a staff of 5. Oversee resident instruction including two undergraduate programs (Special Education, Rehabilitation and Human Services) with 300 students; four master's and doctoral programs with 200 students (Special Education, Counselor Education, Educational

Psychology, School Psychology); certificates and a master's program on the World Campus; and the CEDAR Clinic. Ensure compliance with accreditation standards (i.e., APA, CACREP, CAEP). Manage a budget of approximately \$4.5 million, in addition to administering approximately \$7 million in research grant expenditures.

Administrative Fellow, Executive Vice-President and Provost, Pennsylvania State University (2012-2013). Participated in a full-time, year-long mentorship experience. Responsibilities included shadowing a senior level administrator and engaging in additional activities designed to broaden participants' perspectives of and experiences in higher education. Completed special projects as assigned.

Professor-in-Charge, Counseling Psychology APA-accredited Ph.D. program, Pennsylvania State University, (2010-2013; 2005-2007; 1998-2001). Ensured compliance with accreditation standards. Engaged in program and curriculum development, coordinated students evaluation and pre-doctoral internship applications, responded to student concerns, and participated in regular meetings with departmental administration about departmental activities. Coordinated regular program faculty meetings and establish program policy.

Coordinator, CEDAR Clinic, Pennsylvania State University (2003-2011). Responsible for an in-house department clinic staffed by doctoral students in counseling psychology and master's and doctoral students in counselor education. Clients are primarily referred from Penn State's university counseling center; approximately 1200 hours of clinical service are provided each academic year. Supervise two half-time graduate students who are responsible for the day-to-day operation of the program. Responsible for establishing and implementing clinic policies and procedures.

Selected University Service Activities

(2016-present)

COVID

- Member, COVID-19 Safeguards in Workplace Oversight Group (2021-present)
- Member, COVID-19 Safeguards in Workplaces Vaccination Process Sub-working Group (2021-present)
- Member, Coronavirus Management Team (2020-present)
- Member, Coronavirus Crisis Taskforce (2020)
- Chair, Academic Oversight Committee (2020)

University Taskforces

- Chair, Academic Organizational Structure Initiative (2019-present)
- Member, Taskforce on International Security and Compliance (2019-2021)
- Chair, Taskforce on Hiring Foreign Nationals (2019-2020)
- Member, Penn State Physical Security Strategy (2018)

University Strategic Planning

- Member, Organizational Excellence, University Strategic Plan, Executive Committee, University Strategic Plan, Office of the Provost (2020-present)
- Member, Penn State University Strategic Plan Oversight Committee (2017-present)
- Co-Chair, Infrastructure, University Strategic Plan, Executive Committee, Office of the Provost (2017-2020)
- Member, Elevating the Arts and Humanities, University Strategic Plan, Executive Committee, Office of the Provost (2016-2017)
- Chair, Research and Creative Activities in the Arts and Humanities, University Strategic Plan, Sub-committee, Office of the Provost (2016-2017)
- Member, University Strategic Planning Council, Office of the President (2014-2016)

University Faculty Senate

- Faculty Senator, appointed by the President of the University (2017-present)
- Member, Senate Council (2017-present)
- Member, Faculty Affairs (2017-present)
- Co-chair, Senate Special Committee on Addressing Allegations of Faculty Misconduct (2019)
- Member, Special Joint Senate Committee to Re-examine the Consensual Relationships Policy (2018-2020)
- Member, Undergraduate Education Committee, Pennsylvania State University (2016-2017)

Executive Searches

- 2017-2018: Dean of Nursing, Dean of Health and Human Development, Director of the Millennium Scholars Program,
- 2018-2019: Dean of the College of the Liberal Arts, Dean of Education, Dean of Dickinson Law School
- 2019-2020: Vice Provost for Global Programs, Dean of Arts & Architecture, Dean of University Libraries and Scholarly Communications, Dean of Eberly College of Science
- 2020-2021: Dean of the Schreyer Honors College, Vice President and Dean of Undergraduate Education
- 2021-2022: Vice Provost and Dean of Graduate Education, Vice President and Executive Chancellor of the Commonwealth Campuses, Dean of Penn State Law, Dean of the College of Medicine, Executive Director for the University Faculty Senate

Other Service Activities

- Member, Global Academic Leadership Council (2021-present)
- Chair, Faculty Affairs Advisory Council (2020-present)
- Member, University Ethics Committee (2021-present)
- Member, Next Gen Penn State (Presidential Search Discovery Committee) (2021)
- Member, Workday Strategic Decision-Making Group (2019-present)
- Member, Salary and Job Classification Workgroup (2019-2021)
- Member, Search Committee, Executive Director of Applied Research Laboratory (2019)
- Member, Academic Leadership Forum Steering Committee, Office of the Vice-Provost of Faculty Affairs (2014-2017)
- Chair, Search Committee, Director, Counseling and Psychological Services, Office of the Vice-President for Student Affairs, Pennsylvania State University (2016)

Refereed Journal Articles

- Lockard, A.J., Hayes, J.A. Locke, B.D., Bieschke, K.J., Castonguay, L.C. (2019). Helping Those Who Help Themselves: Does Counseling Enhance Retention? *Journal of Counseling & Development*, 97, 128-139.
- Bell, D., Bieschke, K., Zlotlow, S., Paternite, C., Illfelder-Kaye, J., McCutheon, S., Knauss, L., & Wall, J. (2017). New standards of accreditation in health service psychology: Rationale, opportunities, and challenges. *Training and Education in Professional Psychology*, 12, 207-218.
- Wise, E., Bieschke, K., Forrest, L., Cohen-Filipic, J., Hathaway, W., & Douce, L. (2015). Psychology's proactive approach to conscience clause court cases and legislation. *Training and Education in Professional Psychology*, 9, 259--268.
- Hayes, J. A., Owen, J., & Bieschke, K. J. (2015). Therapist differences in symptom change with racial/ethnic minority clients. *Psychotherapy*, 52, 308-314.
- Effrig, J., Maloch, J., McAleavey, A., Locke, B., & Bieschke, K. J. (2014). Change in depressive symptoms among treatment-seeking college students who are sexual minorities. *Journal of College Counseling*.
- Bieschke, K. J. (2014). Training psychologists to work with diverse clients. *Psychology of Sexual Orientation and Gender Diversity*, 1, 102-105.
- Maloch, J.K., Bieschke, K. J., McAleavey, A., & Locke, B. D. (2013). Eating concerns in college women across sexual orientations. *Journal of College Counseling*, 16, 275-288.
- Bieschke, K. J., & Mintz, L. B. (2012). Counseling Psychology Model Training Values Statement Addressing Diversity: History, current use, and future directions. *Training and*

- Education in Professional Psychology*, 6, 196-203.
- Locke, B. D., Bieschke, K. J., Castonguay, L.G., & Hayes, J. A. (2012). The Center for Collegiate Mental Health: Studying College Student Mental Health through an Innovative Research Infrastructure That Brings Science and Practice Together. *Harvard Review of Psychiatry*, 20, 233-245.
- Effrig, J.C., & Bieschke, K. J. (2011). Examining victimization and psychological distress in transgender college students. *Journal of College Counseling*, 14, 143-157.
- Bieschke, K. J., & Dendy, A. K. (2010). Using the Ethical Acculturation Model as a framework for attaining competence to work with clients who identify as sexual minorities. *Professional Psychology*, 41, 424-434.
- Bieschke, K. J., & Mintz, L. B. (2009). Rejoinder: Addressing concerns and taking on the third rail. *The Counseling Psychologist*, 37, 772-779.
- Illfelder-Kaye, J., Lese- Fowler, K., Bursley, K., Reyes, E., & Bieschke, K. J. (2009). Implementing the training values statement addressing diversity in university counseling center internships. *The Counseling Psychologist*, 37, 721-743.
- Mintz, L.B. & Bieschke, K.J. (2009). Counseling Psychology Model Training Values Statement Addressing Diversity: Development and introduction to the major contribution. *The Counseling Psychologist*, 37, 634-640.
- Bieschke, K. J. (2008). We've come a long way, baby. *The Counseling Psychologist*, 36, 631-638.
- Blasko, K. A., Winek, J., & Bieschke, K. J. (2007). Prototypical assessment by therapists of domestic violence situations. *Journal of Marital and Family Therapy*, 33, 258-269.
- Bieschke, K. J. (2006). Research self-efficacy beliefs and research outcome expectations: Implications for developing scientifically minded psychologists. *Journal of Career Assessment*, 14, 77-91.
- Bowers, A. M., & Bieschke, K. J. (2005). Psychologists' clinical evaluations and attitudes: An examination of the influence of gender and sexual orientation. *Professional Psychology: Research and Practice*, 36, 97-103.
- Bieschke, K. J., Fouad, N., Collins, F., & Halonen, J. (2004). The scientifically-minded psychologist. *Journal of Clinical Psychology*, 60, 713-724.
- Benishek, L., Bieschke, K.J., Park, J., & Slattery, S. (2004). A multicultural feminist model of mentoring. *Journal of Multicultural Counseling and Development*, 32, 428-442.
- Bieschke, K. J., Gehlert, K.M., Wilson, D., Matthews, C. R., & Wade, J. (2003). Qualitative analysis of multicultural awareness in group. *Journal of Specialists in Group Work*, 28,

325-338.

- Bieschke, K. J. (2002). Charting the waters. *The Counseling Psychologist*, 30, 575-581.
- Pearson, S., & Bieschke, K. J. (2001). Succeeding against the odds: An examination of familial influences on the career development of professional African American women. *Journal of Counseling Psychology*, 48, 301-309.
- Matthews, C. R., & Bieschke, K. J. (2001). Adapting the Ethnocultural Assessment to gay and lesbian clients: The Sexual Orientation Ethnocultural Assessment. *Association for Humanistic Education and Development Journal*, 40, 58-73.
- Bieschke, K. J. (2000). Factor structure of the Research Outcome Expectations Scale. *Journal of Career Assessment*, 8, 303-313.
- Bard, C. C., Bieschke, K. J., Herbert, J. T., & Eberz, A. B. (2000). Predicting research interest among rehabilitation counseling students and faculty. *Rehabilitation Counseling Bulletin*, 44, 48-55.
- Bieschke, K. J., & Herbert, K. J. (2000). The supervision practicum. *Rehabilitation Education*, 14, 155-161.
- Herbert, J. T., & Bieschke, K. J. (2000). A didactic course in clinical supervision. *Rehabilitation Education*, 14, 187-198.
- Kessler, B. L., & Bieschke, K. J. (1999). Retrospective analysis of shame, dissociation, and adult victimization in survivors of sexual abuse. *Journal of Counseling Psychology*, 46, 335-341.
- Bieschke, K. J., Eberz, A. B., Bard, C. C., & Croteau, J. (1998). Applying social cognitive theory to the creation of GLB-affirmative research training environments. *The Counseling Psychologist*, 26, 735-753.
- Croteau, J. M., Bieschke, K. J., Phillips, J. C., Lark, J. S., Fischer, A.R., & Eberz, A. B. (1998). Toward a more inclusive and diverse multigenerational community of LGB affirmative counseling psychologists. *The Counseling Psychologist*, 26, 707-711.
- Croteau, J. M., Bieschke, K. J., Phillips, J. C., & Eberz, A. B. (1998). Moving beyond pioneering: Empirical and theoretical perspectives on LGB affirmative training. *The Counseling Psychologist*, 26, 809-816.
- Bieschke, K. J., Matthews, C. R., & Wade, J. (1998). Evaluation of the process observer method. *Journal of Specialists in Group Work*, 23, 50-65.
- Benishek, L. A., Hayes, C. M., Bieschke, K. J., & Stoffelmayr, B. E. (1998). Exploratory and confirmatory factor analyses of the Brief Symptom Inventory among substance misusers. *Journal of Substance Abuse*, 10, 103-114.

- Bieschke, K. J., Herbert, J. T., & Bard, C. (1998). Using a social cognitive model to explain research productivity among rehabilitation counselor education faculty. *Rehabilitation Education, 12*, 1-16.
- Bishop, R. M., & Bieschke, K. J. (1998). Applying social cognitive theory to interest in research among counseling psychology doctoral students: A path analysis. *Journal of Counseling Psychology, 45*, 182-187.
- Bieschke, K. J., Bishop, R. M., & Garcia, V. (1996). The utility of the Research Self-efficacy Scale. *Journal of Career Assessment, 4*, 59-75.
- Bieschke, K. J., & Matthews, C. R. (1996). Career counselor attitudes and behaviors toward gay, lesbian, and bisexual clients. *Journal of Vocational Behavior, 48*, 243-255.
- Bieschke, K. J., Matthews, C. R., & Wade, J. (1996). Training group counselors: The process observer method. *Journal of Specialists in Group Work, 21*, 181-186.
- Bieschke, K. J., Bowman, G. D., Hopkins, M., Levine, H., & McFadden, K. (1996). Improvement and satisfaction with short-term therapy at a university counseling center. *Journal of College Student Development, 36*, 553-559.
- Croteau, J., & Bieschke, K. J. (1996). Beyond Pioneering: An introduction to the special issue. *Journal of Vocational Behavior, 48*, 119-124.
- Bieschke, K. J., Bishop, R. M., & Herbert, J. T. (1995). Research interest among rehabilitation doctoral students. *Rehabilitation Education, 9*, 51-66.
- Slaney, R. B., Hall, M. E., & Bieschke, K. J. (1993). Relationship between career indecision and stability of Holland types. *Journal of Career Assessment, 1*(1), 235-246.
- Lent, R. W., Lopez, F. G., & Bieschke, K. J. (1993). Predicting mathematics-related academic choice and success: Test of an expanded social cognitive model. *Journal of Vocational Behavior, 42*, 223-236.
- Benishek, L. A., Bieschke, K. J., Stoffelmayr, B. E. & Humphreys, K. A. (1992). Gender differences in depression and anxiety among alcoholics. *Journal of Substance Abuse, 4*, 235-246.
- Lent, R. W., Lopez, F. G., Mikolaitis, N. L., Jones, L. & Bieschke, K. J. (1992). Self-efficacy and outcome expectations in the psychological adjustment of psychiatric patients. *Journal of Mental Health Counseling, 14*, 196-207.
- Lent, R. W., Lopez, F. G. & Bieschke, K. J. (1991). Mathematics self-efficacy: Sources and relation to science-based career choice. *Journal of Counseling Psychology, 38*, 424-430.

Bieschke, K. J. & Graybill, D. F. (1986). Personnel procedures for campus service organizations. *Journal of College Student Personnel*, 27, 370-371.

Books

DeBord, K., Fischer, A., Bieschke, K. J., & Perez, R. (Eds.). (2016). *Handbook of Sexual Orientation and Gender Diversity in Counseling and Psychotherapy*. American Psychological Association, Washington, D.C.

Bieschke, K., Perez, R. & DeBord, K. (Eds.). (2016). *Handbook of counseling and psychotherapy with gay, lesbian, bisexual, and transgender clients* (2nd ed.). American Psychological Association, Washington, D.C.

Perez, R., DeBord, K., & Bieschke, K. (Eds.). (2016). *Handbook of counseling and psychotherapy with gay, lesbian, and bisexual clients*. American Psychological Association, Washington, D.C. (Recipient of APA's Division 44's 2001 Distinguished Book Award).

Contributions to Books

DeBord, K., Fischer, A., Bieschke, K. J., & Perez, R. (2016). Introduction: The pace of change and the challenge to keep up. *Handbook of Sexual Orientation and Gender Diversity in Counseling and Psychotherapy*. American Psychological Association, Washington, D.C.

DeBord, K., Fischer, A., Bieschke, K. J., & Perez, R. (2016). Afterword. *Handbook of Sexual Orientation and Gender Diversity in Counseling and Psychotherapy*. American Psychological Association, Washington, D.C.

Bieschke, K. J., Blasko, K. A., & Woodhouse, S. S. (2014). A comprehensive approach to competently addressing sexual minority issues in clinical supervision. In C. Falender, E. Shafranske, & C. Falicov, (Eds.), *Diversity and multiculturalism in clinical supervision: Foundation and praxis-A guide to supervision practice*. Washington DC: American Psychological Association.

Croteau, J. M., Bieschke, K.J., Fassinger, R. F., & Manning, J. L. (2008). Counseling psychology and sexual orientation: History, selective trends, and future directions. *Handbook of Counseling Psychology* (4th ed.). Wiley: NY, NY.

Bieschke, K. J., Perez, R. M., & DeBord, K. A. (2007). Introduction: The challenge of providing affirmative psychotherapy while honoring diverse contexts. In K. Bieschke, R. Perez, & K. DeBord (Eds.), *Handbook of counseling and psychotherapy with lesbian, gay, bisexual, and transgender clients* (2nd ed., pp. 3-10). American Psychological Association: Washington DC.

Bieschke, K. J., Paul, P.L., & Blasko, K. A. (2007). Review of empirical research focused on the experience of lesbian, gay, and bisexual clients in counseling and psychotherapy. In K.

- Bieschke, R. Perez, & K. DeBord (Eds.), *Handbook of counseling and psychotherapy with lesbian, gay, bisexual, and transgender clients* (2nd ed., pp. 293-316). American Psychological Association: Washington DC.
- Bieschke, K. J. & Toepfer-Hendey, E. (2006). Career counseling with lesbian women. In B. Walsh & M. Heppner (Eds.), *Handbook of career counseling for women* (2nd ed., pp. 351-386). Lawrence Erlbaum Press.
- Bieschke, K. J. (2005). Counseling definition. In J. T. Sears (Ed.), *Youth, Education, and Sexualities: An International Encyclopedia* (pp. 210-214). Westport, CT: Greenwood Publishing Group.
- Bieschke, K. J., & Boita, J. (2005) Career counseling definition. In J. T. Sears (Ed.), *Youth, Education, and Sexualities: An International Encyclopedia* (pp. 131-135). Westport, CT: Greenwood Publishing Group.
- Bieschke, K. J., Croteau, J. M., Lark, J. S., & Vandiver, B. J. (2005). Toward a discourse of sexual orientation equity in the counseling professions. In J. M. Croteau, J. S. Lark, M. Lidderdale, & Y. B. Chung (Eds.), *Deconstructing heterosexism in the counseling professions: Multicultural narrative voices* (pp. 189-210). Thousand Oaks, CA: Sage Publications.
- Bieschke, K. J., McClanahan, M., Tozer, E., Grzegorek, J. L., & Park, J. (2000). Programmatic research on the treatment of lesbian, gay, and bisexual clients: The past, the present, and the course for the future. In R. M. Perez, K. A. DeBord, & K. J. Bieschke, (Eds.), *Handbook of counseling and therapy with lesbian, gay, and bisexual clients* (pp. 309-306). Washington, DC: American Psychological Association.
- Perez, R. M., DeBord, K. A., & Bieschke, K. J. (2000). Introduction: The challenge of knowledge, awareness, and action. In R.M. Perez, K.A. DeBord, & K.J. Bieschke (Eds.), *Handbook of counseling and psychotherapy with lesbian, gay, and bisexual clients* (pp. 3-8). Washington, D.C.: American Psychological Association.
- Bieschke, K. J., Eberz, A., & Wilson, D. (2000). Empirical investigations of gay, lesbian, and bisexual college students: Are they worth the effort? In V. Wall and N. Evans, *Toward acceptance: Sexual orientation and today's college student* (pp. 29-60). American College Personnel Association: Washington, D. C.
- Bieschke, K. J. (1994). The Student Adaptation to College Questionnaire. In D. J. Keyser & R. C. Sweetland (Eds.), *Test Critiques* (pp. 689-693). Pro-Ed: Austin, TX.

Non-Refereed Journal Articles

- Bieschke, K. Bell, D., Davis, C., Peterson, R., & Rodolfa, R. (2011). Forests, grazing areas, water supplies, and the internship imbalance problem: Redefining the paradigm to implement effective change. *Training and Education in Professional Psychology*, 5, 123-

125.

Bieschke, K. Bell, D., Davis, C., Hatcher, R., Peterson, R., Rodolfa, R. (2009). Establishing and assessing core competencies in professional psychology: A call to action. *Training and Education in Professional Psychology, 4 (Supplement)*, S1-S4.

Rodolfa, E. R., Bell, D. J., Bieschke, K. J., Davis, C., & Peterson, R. L. (2007). The internship match: Understanding the problem-seeking solutions. *Training and Education in Professional Psychology, 1*, 225-228.

Rodolfa, E. R., Bell, D. J., Bieschke, K. J., Davis, C., & Peterson, R. L. (2007). A comment from the editorial team. *Training and Education in Professional Psychology, 1*, 1-3.

Refereed National Papers and Presentations

National

Wise, E., Forrest, L., Douce, L., Cohen-Filipic, J., Hathaway, W., & Bieschke, K. (2014, August). *Conscience clause dilemmas in training programs—Skill building for faculty and supervisors*. Workshop presented at the annual meeting of the American Psychological Association, Washington, DC.

Bieschke, K. J. (2014, March). *Is it time to retire the Training Values Statement?* Symposium conducted at the National Counseling Psychology Conference, Atlanta, GA.

Bieschke, K. J., & Mintz, L. (2014, March). *Training Values Statements Addressing Diversity: History, current use, and a call to move forward*, Symposium conducted at the National Counseling Psychology Conference, Atlanta, GA.

Bieschke, K. J., & Douce, L. (2014, March). *Education and training challenges that arise from “Conscience Clause” legislation and court rulings on program dismissals.* Symposium conducted at the National Counseling Psychology Conference, Atlanta, GA.

Bieschke, K. J., Maloch, J. K., & Graceffo, J. (2013, August). Practice-research networks: Contributing to evidence-based practice in counseling centers. In Diederich, L. (Chair), *CCMH: The clinical utility of a practice-research network*. Symposium conducted at the annual meeting of the American Psychological Association.

Bieschke, K. J. & Hayes, J. A. (2011, August). *College student mental health: Identification of risk and resiliency factors*. Symposium conducted at the annual meeting of the American Psychological Association, Washington, DC.

Sheridan, J. K. Harris, K. I., Smith-Janik, S., Nelson, D. L., & Bieschke, K. J. (2011, August). Examining eating concerns in sexual minority college students. In Bieschke, K. J. & Hayes, J. A. (Co-chairs). *College student mental health: Identification of risk and resiliency factors*. Symposium conducted at the annual meeting of the American

Psychological Association, Washington, DC.

- Bieschke, K. J., & Mintz, L.B. (2011, August). Training values statement: A guide for when values clash. In Forrest, L., & Behnke, S. (Co-chairs). *Negotiating diversities: Religion and sexual orientation*. Symposium conducted at the annual meeting of the American Psychological Association, Washington, DC.
- Brown, E. M., Bieschke, K. J., Chun-Kennedy, C., & Harris, K. (2011). *African American student perspectives of the advisory working alliance*. Poster session presented at the National Multicultural Summit and Conference, Seattle, WA.
- Dendy, A., & Bieschke, K. J. (2010, August). *Competence with LGB clients: Qualitative data from ECP's and advanced trainees*. Poster session presented at the meeting of 118th Convention of the American Psychological Association, San Diego, CA.
- Bridges, S., & Bieschke, K. J. (2010, August). *Interpreting feedback in the workplace: An examination of stereotype threat and stigmatization with African American professionals*. Poster session presented at the meeting of 118th Convention of the American Psychological Association, San Diego, CA.
- Pepper, S., & Bieschke, K. J. (2010, August). *The development and validation of the Sources of Lesbian Relationship Self-Efficacy Scale*. Poster session presented at the meeting of 118th Convention of the American Psychological Association, San Diego, CA.
- Dendy, A., & Bieschke, K. J. (2010, August). *How do we know when a trainee is competent to work with lesbian, gay, and bisexual clients? Must a trainee be LGB-affirmative to be LGB-competent?* Roundtable presented at the meeting of 118th Convention of the American Psychological Association, San Diego, CA.
- Blasko, K. A., & Bieschke, K. J. (2009, August). *A comparison of intimate partner violence intervention recommendations by psychologists for same-sex and heterosexual couples*. Poster session presented at the meeting of 117th Convention of the American Psychological Association, Toronto, Canada.
- Paul, P. L., & Bieschke, K. J. (2009, August). *Gay identity development as a process of meaning-making development in a sample of religiously/spiritually-identified men*. Poster session presented at the meeting of 117th Convention of the American Psychological Association, Toronto, Canada.
- Blasko, K.A., Wix, R.A., & Bieschke, K.J. (2008, August). *Intimate partner violence scenario development and validation*. Poster session presented at the annual meeting of the American Psychological Association, Boston, Massachusetts.
- Mobley, M. & Bieschke, K. J. (2007, August). *Advancing social justice perspectives in counseling and psychotherapy with lesbian, gay, bisexual, and transgender clients*. Symposium conducted at the annual meeting of the American Psychological Association,

San Francisco, CA.

- Bieschke, K. J., & Blasko, K. A. (2007, August). *Applying the Counseling Psychology Model Training Values Statement Addressing Diversity in supervision*. Roundtable conducted at the annual meeting of the American Psychological Association, San Francisco, CA.
- Bieschke, K. J., & Paul, P. (2007, August). *Addressing intersecting identities when working with issues of sexual orientation*. Roundtable conducted at the annual meeting of the American Psychological Association, San Francisco, CA.
- Paul, P. L., Bieschke, K. J., Blasko, K. A., & Pepper, S. (2007, August). *Constructive Development and training for multicultural awareness*. Poster presented at the annual meeting of the American Psychological Association, San Francisco, CA.
- Boita, J. A., & Bieschke, K. J. (2008, March). *Predicting relationship satisfaction among same-sex female dual earner couples*. Poster session presented at the International Counseling Psychology Conference, Chicago, IL.
- Bieschke, K. J. (2008, March). Discussant. In D. Szymanski (Chair). *Internalized heterosexism: current knowledge and future directions*. Symposium conducted at the International Counseling Psychology Conference, Chicago, IL.
- Bieschke, K. J. (2008, March). Discussant. In E. Adams (Chair). *Voices in the wilderness: Religious, gay-affirming counseling psychologists*. Symposium conducted at the International Counseling Psychology Conference, Chicago, IL.
- Williams, J., & Bieschke, K. (2007, January). *Understanding participants' experiences of intergroup contact in race dialogue groups*. Poster session presented at the National Multicultural Conference and Summit, Seattle, WA.
- Bieschke, K. J., Blasko, K. A., Paul, P. L., & Pepper, S. M. (2006, August). Applying the Multicultural/Feminist Mentoring Model to mentoring lesbian, gay, and bisexual students. In C. R. Matthews (Chair), *Mentoring gay, lesbian, bisexual, and transgender psychologists and trainees*. Symposium conducted at the annual meeting of the American Psychological Association, New Orleans, LA.
- Bieschke, K. J. & Paul, P. L. (2006, August). *Adopting a constructive-developmental approach to counselor training and cultural competence*. Symposium conducted at the annual meeting of the American Psychological Association, New Orleans, LA.
- Paul, P. L., Bieschke, K. J., Blasko, K. A., & Pepper, S. M. (2006, August). Qualitative investigation of constructive development and multicultural awareness in counselor trainees. In K. J. Bieschke & P. L. Paul (Chairs), *Adopting a constructive-developmental approach to counselor training and cultural competence*. Symposium conducted at the annual meeting of the American Psychological Association, New Orleans, LA.

- Bieschke, K. J. (2006, August). Discussant. In J. Mohr (Chair) *Advances in empirical research on same-sex romantic relationships*. Symposium conducted at the annual meeting of the American Psychological Association, New Orleans, LA.
- House, C. & Bieschke, K. J. (2006, August). *Out and about: Predictors of lesbians' outness at work*. Poster presented at the annual meeting of the American Psychological Association, New Orleans, LA.
- Kobyashi, E. & Bieschke, K. J. (2006, August). *Perceived parental expectations among Chinese American college students: The role of perceived discrepancy and culture in psychological distress*. Poster presented at the annual meeting of the American Psychological Association, New Orleans, LA.
- Blasko, K. A., & Bieschke, K. J., (2006, April). *Mentoring and diversity in a multicultural feminist context*. Paper presented at the meeting of the Association of Women in Psychology, Washington, DC.
- Bieschke, K. J. (2005, August). Research self-efficacy beliefs and research outcome expectations: Implications for developing scientifically minded psychologists. In B. Walsh (chair), *Career Assessment and Self-efficacy: The 25th Anniversary*. Symposium conducted at the meeting of the American Psychological Association, Washington, DC.
- Blasko, K. A., & Bieschke, K.J. (2005, August). *Therapist variability in assessment of same-sex common couple violence situations*. Poster presented at the meeting of the American Psychological Association, Washington, DC.
- Bieschke, K. J., Croteau, J. M., Lark, J. S., & Vandiver, B. J. (2004, July). Envisioning a discourse of sexual orientation equity in the counseling professions. In B. Chung (chair), *Heterosexism in the counseling professions: Narrative voices and implications*. Symposium conducted at the meeting of the American Psychological Association, Honolulu, HI.
- Lorah, M. & Bieschke, K. J. (2004, July). *Lesbian step-mothers: Navigating visibility*. Poster presented at the meeting of the American Psychological Association, Honolulu, HI.
- Eberz, A., Jome, L., Hill, M., Davidson, M., & Bieschke, K. (2004, February). *To have or not to have a child: Feminist perspectives on intentional choices for well-being*. Panel discussion presented at the meeting of the Association of Women in Psychology.
- Bieschke, K. J., & Matthews, C. R. (2003, August). *Non-heterosexist organizational climate and affirmative counselor behaviors: Validation of instruments*. Poster presented at the meeting of American Psychological Association, Toronto, Canada. ERIC Document Reproduction Number: ED481672.
- Bieschke, K. J. (2003, August). The scientifically-minded psychologist. In N. Kaslow (chair), *2002 Competencies Conference: Update and future directions*. Symposium conducted at

the meeting of American Psychological Association, Toronto, Canada.

Kobayashi, E., Bieschke, K. J., & Peterson, E. (2003, August). *Evaluating the psychometric properties of the Attitudes towards Lesbians and Gay Scale*. Poster presented at the meeting of American Psychological Association, Toronto, Canada.

Simon-Boyd, G., & Bieschke, K. J. (2003, August). *Predicting eating disorder continuum groups: Hardiness and college adjustment*. Poster presented at the meeting of American Psychological Association, Toronto, Canada. ERIC Document Reproduction Number: ED480488.

Matthews, C. R., & Bieschke, K. J. (2003, August). *Factors influencing psychologists' affirmative attitudes and behaviors with gay, lesbian, and bisexual clients*. Poster presented at the meeting of the American Psychological Association, Toronto, Canada.

Eberz, A., & Bieschke, K. J. (2002, August). *Psychologists' clinical evaluations of lesbian, gay, and bisexual clients*. Poster presented at the meeting of the American Psychological Association, Chicago, IL. ERIC Document Reproduction Number: ED471441.

Bard, C., & Bieschke, K. J. (2002, August). *Investigating rehabilitation doctoral students' research productivity*. Poster presented at the meeting of the American Psychological Association, Chicago, IL.

Park, J., & Bieschke, K. J. (2002, August). *Development of the Heterosexism Scale*. Poster presented at the meeting of the American Psychological Association, Chicago, IL.

Pedersen, E., Bernholtz, L. S., Rottinghaus, P. J., Bieschke, K. J., & Betz, N. (2002, August). *The relationships between career self-efficacy and interests: Gender differences*. Poster presented at the meeting of American Psychological Association, Chicago, IL.

Bieschke, K. J., & Benishek, L. A. (2001, August). *The factor structure of the Research Self-Efficacy Scale*. Poster presented at the meeting of the American Psychological Association, Washington, D. C.

Bershad, C., & Bieschke, K. J. (2001, August). *Gender differences in depression: Risk factors and correlates*. Poster presented at the meeting of the American Psychological Association, Washington, D. C.

Eberz, A., & Bieschke, K. J. (2001, March). *Psychologists' attitudes and clinical evaluations for lesbian, gay, and bisexual clients*. Paper presented at the National Conference in Counseling Psychology, Houston, TX.

Palmer, L., Bieschke, K., Metzler, A., Jacobs, S., & Taylor, K. (2001, March). *The multiple facets of mentoring across counseling psychology*. (2001, March). Roundtable presented at the National Conference in Counseling Psychology, Houston, TX.

- Dogan, N. M., & Bieschke, K. J. (2000, August). *Navigating disruption: Women students' experiences of sexual harassment*. Poster presented at the meeting of the American Psychological Association, Washington, D. C.
- Grzegorek, J., Slaney, R. B., Bergan, A. T., & Bieschke, K. J. (2000, August) *Unmitigated agency, unmitigated communion, self-esteem, and psychological distress*. Poster presented at the meeting of the American Psychological Association, Washington, D. C.
- Bieschke, K. J., Benishek, L., & Park, J. (2000, March). *Feminist and multicultural approaches to mentoring*. Structured discussion presented at the meeting of the Association for Women in Psychology, Salt Lake City, UT.
- Pearson, S.M., & Bieschke, K.J. (1999, August). *Influence of the family on the career development of African American women*. Poster presented at the meeting of the American Psychological Association, Boston, MA.
- Benishek, L. A., Bieschke, K. J., Park, J., & Slattery, S. (1999, August). Multicultural and feminist approaches to mentoring. In *Roundtable discussion: Mentoring one another*. (L. M. Subich, chair). Presented at the meeting of the American Psychological Association, Boston, MA.
- Grzegorek, J., Bieschke, K. J., McClanahan, M., Tozer, E., & Park, J. (1999, August). Critical examination of empirical research on LGB counseling issues. In K. Bieschke, K. DeBord, & R. Perez (co-chairs), *Research and practice with lesbian, gay, and bisexual clients*. Symposium conducted at the meeting of the American Psychological Association, Boston, MA.
- Bieschke, K. J., DeBord, K., & Perez, R. (co-chairs). (1999, August). *Research and practice with lesbian, gay, and bisexual clients*. Symposium conducted at the meeting of the American Psychological Association, Boston, MA.
- Eberz, A. B., Dogan, N., & Bieschke, K. (1999, March). *Process orientated career group counseling: It can work!* Presented at the meeting of the American College Personnel Association, Atlanta, GA.
- Bieschke, K. J. & Prince, J. (1998, August). Sexual orientation as context. In *Roundtable discussion: Contextual factors in career service delivery*. (L. A. Subich, chair). Presented at the meeting of the American Psychological Association, San Francisco, CA).
- Benishek, L. A., & Bieschke, K. J. (1998, August). Role strain: Balancing, compromising, and prioritizing. In *Roundtable discussion: Tenure-related strains and strategies* (L. A. Benishek & K. J. Bieschke, co-chairs). Presented at the meeting of the American Psychological Association, San Francisco, CA.
- Bieschke, K. J. (1998, August). Exploring the relevance of social cognitive theory to research training. In L. Larson (Chair), *Social cognitive theory's extension to counseling*

- psychology: Three domains.* Symposium conducted at the meeting of the American Psychological Association, San Francisco, CA.
- Bieschke, K.J., Eberz, A., Croteau, J., Bard, C. (1998, March). *Facilitating research on gay, lesbian, and bisexual college students.* Paper presented at the meeting of the American College Personnel Association, St. Louis, MO.
- Matthews, C. R., & Bieschke, K. J. (1997, August). *Ethical guidelines and issues.* Roundtable discussion presented at the meeting of the American Psychological Association, Chicago, IL.
- Kessler, B. L., & Bieschke, K. J. (1997, August). *Retrospective analysis of shame, dissociation, and adult victimization in survivors of sexual abuse.* In K. Lese & B. Kessler (Chairs), Childhood sexual abuse and its sequelae in the college population. Symposium conducted at the meeting of American Psychological Association, Chicago, IL.
- MacNab, C. L., & Bieschke, K. J. (1997, August). *Incest history and adult psychosocial functioning: The role of parental bonding, family environment, and adult attachment.* In K. Lese & B. Kessler (Chairs), Childhood sexual abuse and its sequelae in the college population. Symposium conducted at the meeting of the American Psychological Association, Chicago, IL.
- Ashby, J. S., Bieschke, K. J., & Slaney, R. (1997, August). *Multidimensional perfectionism and career decision-making self-efficacy.* Poster presented at the meeting of the American Psychological Association, Chicago, IL.
- Bieschke, K. J. (1997, June). *Creating an affirming environment for gay, lesbian, and bisexual career clients.* Workshop presented at the First International Conference, Division of Counseling Psychology, The British Psychological Association, Stratford, England.
- Matthews, C. R., & Bieschke, K. J. (1997, April). *Applying the Ethnocultural Assessment to a sexual orientation assessment for gay and lesbian clients.* Presentation at the American Counseling Association 1997 World Conference, Orlando, FL.
- Bieschke, K. J., Gehlert, K., Wade, J., Matthews, C. R., & Wilson, D. (1996, August). *Qualitative analysis of multicultural awareness in groups.* Poster presented at the meeting of the American Psychological Association, Toronto, Canada.
- Wade, J., Bieschke, K. J., Matthews, C. R., & Gehlert, K. (1996, August). *Exploring change over time in multicultural awareness.* Poster presented at the meeting of the American Psychological Association, Toronto, Canada.
- Bieschke, K. J., & Matthews, C. R. (1996, August). *Career counseling innovations with gay, lesbian, and bisexual clients.* Paper presented at the meeting of the American Psychological Association, Toronto, Canada.

- Matthews, C. R., Bieschke, K. J., & Wade, J. (1996, April). *Use of the process observer method in training group counselors*. Presented at the meeting of the World Conference of the American Counseling Association in Pittsburgh, PA.
- Wade, J., Bieschke, K. J., Matthews, C. R., & Gehlert, K. (March, 1996). *Multicultural awareness in group counselor training*. Presented at the meeting of the American College Personnel Association, Baltimore, MD.
- Matthews, C. R., & Bieschke, K. J. (1996). *Counselor attitudes and beliefs about gay and lesbian career clients*. Presented at the meeting of the American College Personnel Association, Baltimore, MD.
- Bieschke K. J., Ashby, J. S., Trad, A. M., Erkis, A. J., Clark, D. W., & Britt, D. E. (August, 1995). *Relationship of trainee-supervisor experience to the supervisor working alliance*. Poster session presented at the meeting of the American Psychological Association, New York.
- Benishek, L. A., Bieschke, K. J., Gilbert, M. (August, 1995). *Obtaining your first professional position: Negotiating another set of hoops*. Roundtable discussion presented at the meeting of the American Psychological Association, New York.
- Benishek, L. A., Hayes, C. M., Bieschke, K. J. (August, 1995). *Confirmatory factor analysis of the Brief Symptom Inventory among a substance-abusing population*. Poster session presented at the meeting of the American Psychological Association, New York.
- Omerod, A. J., Bieschke, K. J., Fassinger, R. E., Morrow, S. L., Campbell, B. W., Hall, C. A., & Cleveland, P. (August, 1995). *Diversity of sexual orientation and women's vocational behavior*. Roundtable discussion presented at the meeting of the American Psychological Association, New York.
- Bieschke, K. J., Grubbs, L., Peterson, K., Agee, L. & Surbeck, B. (March, 1995). *Utilization of counseling services by gay, lesbian, and bisexual students*. Presented at the meeting of the American College Personnel Association, Boston, Massachusetts. Material included in the Resource Clearinghouse for ACPA's Standing Committee on Gay, Lesbian, Bisexual Concerns.
- Bieschke, K. J., & Gilliland, B. (1994, August). *Chair, roundtable discussion: Gay, lesbian, and bisexual issues - In and out of academia*. Presented at the meeting of the American Psychological Association, Los Angeles, CA.
- Bieschke, K. J., & Larson, L. M. (1994, August). *Cognitive revolution in career psychology*. Roundtable discussion presented at the meeting of the American Psychological Association, Los Angeles, CA.

- Levine, H., Bowman, G. D., Hopkins, M., McFadden, K., Bieschke, K. J., & Pricken, P. (1994, March). *Justifying our existence: Counseling center evaluations*. Presented at meeting of the American College Personnel Association, Indianapolis, IN.
- Bieschke, K. J., Bishop, R. M., & Garcia, V. L. (1993, August). *A factor analysis of the Research Self-Efficacy Scale*. Poster session presented at the American Psychological Association, Toronto, Canada. ERIC Document Reproduction No. ED370027.
- Bishop, R. M., Bieschke, K. J., & Garcia, V. L. (1993, August). *Prediction of research self-efficacy and future research involvement*. Poster session presented at the American Psychological Association, Toronto, Canada. ERIC Document Reproduction No. ED370026.
- Bieschke, K. J. (1992, March). *Identification of factors important in the consideration of math/science careers*. Presented at the American College Personnel Association, San Francisco, CA.
- Bieschke, K. J., & Lopez, F. G. (1991, August). *A causal model of college student math/science career aspirations*. Poster session presented at the meeting of the American Psychological Association, San Francisco, California. ERIC Document Reproduction No. ED343058.
- Lent, R. W., Lopez, F. G., Bieschke, K. J., & Socall, D. (1990, August). *Personal and social experiences as predictors of academic self-efficacy beliefs*. Paper presented at the meeting of the American Psychological Association, Boston, Massachusetts.
- Lopez, F. G., Bieschke, K. J., Lent, R. W., & Socall, D. (1990, August). *Predicting math or science choice and success: Test of a social cognitive model*. Paper presented at the meeting of the American Psychological Association, Boston, Massachusetts.
- Benishek, L., Bieschke, K., Humphreys, K., and Stoffelmayr, B. (1989, August). *Gender differences in depression and anxiety among alcoholics*. Poster session presented at the meeting of the American Psychological Association, New Orleans, Louisiana.
- Lent, R.W., Lopez, F.G., Mikolaitis, N.L., Jones, L., & Bieschke, K.J. (1989, August). *Hygiology revisited: Salutory cognitions in the psychological recovery process*. Poster session presented at the meeting of the American Psychological Association, New Orleans, Louisiana.
- Bieschke, K. J., & Diekhoff, L. J. (1988, March). *Women in higher education: Challenging the boundaries*. Presented at the meeting of the American College Personnel Association, Miami, Florida.
- Diekhoff, L. J., & Bieschke, K. J. (1987, March). *College students today: A new generation*. Presented at the meeting of the American College Personnel Association, Chicago,

Illinois.

Regional

House, C., Matthews, C. R., & Bieschke, K. J. (2005, November). *Out and about: Sexual orientation at work*. Pennsylvania Counseling Association, State College, PA.

Blasko, K., & Bieschke, K. (2005, February). *Influence of prototypes on therapists' perceptions of domestic violence*. Graduate Student Research Exhibition, Pennsylvania State University, University Park, PA.

Bieschke, K., Engel, R., Johnson, N., Ogden, D., Quinlisk, C. & Senyshyn, R. (2005, April). *Strategies for facilitating culturally inclusive dialogues for faculty and undergraduates*. CIC-MELD Conference, Pennsylvania State University, University Park, PA.

Bard, C., Eberz, A., Bieschke, K., & Herbert, J. (1997, April). *Social cognitive variables: A comparison of students and faculty*. A poster presented at the Great Lakes Regional Meeting of Counseling Psychology, Western Michigan University, Kalamazoo, MI.

Matthews, C. R. & Bieschke, K. J. (1996). *Applying the Ethnocultural Assessment to a sexual orientation assessment for gay and lesbian clients*. Presented at the Big 10 Counseling Center Conference, State College, PA.

Bieschke, K. J., Barone, S., Giles, G., Kennedy, S., Melick, A., Suddarth, B. (1992, April). *Embracing diversity within trainee groups*. Presented at the Great Lakes Regional Conference for Counseling Psychology, East Lansing, MI.

Bieschke, K. J., Benishek, L. A., & Kim, R. I. (1990, April). *Life functioning characteristics of a substance abusing population*. Poster session presented at the Great Lakes Regional Conference for Counseling Psychology, Akron, Ohio.

Bieschke, K. J., Lent, R. L., Benishek, L. A., Kim, R. I., Gover, M., Socall, D. (1990, April). *Winds of change in research training: The student's perspective*. Presented at the Great Lakes Regional Conference for Counseling Psychology, Akron, Ohio.

Invited Presentations and Workshops

Bieschke, K. J., & Walker, J. (2021, December). *Critical friends debrief session*. Conducted for the Big 10 Academic Alliance's Department Executive Officer program.

Bieschke, K. J. (moderator), & Jones, N. P. (2021, October). *Leadership reflections with Provosts Nicholas P. Jones*. Conducted for the Big 10 Academic Alliance's Academic Leadership Program.

- Bieschke, K. J., & Jones, N. P. (2021, June). Panel: *Roles and Terms of Employment of Full-Time Instructional Faculty*. Conducted for the Association Public Land Grant Universities.
- Bieschke, K. J., & Walker, J. (2021, April). *Consultation groups on the differential impacts of the pandemic/equity and COVID-19*. Conducted for the Big 10 Academic Alliance's Academic Leadership Program.
- Bieschke, K. (moderator), Jones, N. P., & McPheron, B. (2021, February). *Leadership reflections with Provosts Nicholas P. Jones and Bruce A. McPheron*. Conducted for the Big 10 Academic Alliance's Academic Leadership Program.
- Bieschke, K. J., Forrest, L., Jew, G., Miville, M., & Rosario, C. C. (2019). *When social justice issues collide with education and training concerns*. In R. Fassinger (Chair), Susan L. Morrow Symposium on Social Justice. Symposium conducted at the meeting of the American Psychological Association, Chicago, IL.
- Bieschke, K. J., Conway, F., Santos, A., & Goodman, A. (moderator). (2019, November). *Leadership Perspectives: Lessons Learned*. Panel. Conducted for the Big 10 Academic Alliance's Department Executive Officer Seminar, Chicago, IL.
- Bieschke, K. J. (moderator), Bernard-Donals, M., Jaeger, L., & Linzell, D. (2018, April). *Leadership, planning, and budgeting at the department level*. Panel conducted for the Big 10 Academic Alliance's Academic Leadership Program-Seminar 3, Lincoln, NE.
- Shaw, C. (moderator), Bieschke, K. J. & Young, A., & (2017, April). *Leadership Perspectives: Lessons Learned*. Panel conducted for the Big 10 Academic Alliance's Department Executive Officer Seminar, Chicago, IL.
- Bieschke, K. J., Young, A., & Shaw, C. (2017, April). *Leadership, planning, and budgeting at the department level*. Panel conducted for the Big 10 Academic Alliance's Academic Leadership Program-Seminar 3, University Park, PA.
- Bieschke, K. J., & Gayk, J. (2016, September). *Transition to the Standards of Accreditation for internship programs*. Workshop conducted for the Association of Counseling Center Training Agencies, Bonita Springs, FL.
- Bieschke, K. J., Freeman, K., & McCutcheon, S. (2016, August). *Commission on Accreditation: Update*. Presented at the annual meeting of the American Psychological Association, Denver, CO.
- Bieschke, K. J. (2016, August). *Commission on Accreditation: How to be the chair of a site visit team for the American Psychological Association's Commission on Accreditation*. Presented at the annual meeting of the American Psychological Association, Denver, CO.
- Bieschke, K. J., & Carlson, J. (2016, May). *Doctoral site visitor training for the American*

- Psychological Association's Commission on Accreditation*. Workshop conducted for the American Board of Professional Psychology, Chicago, IL.
- Bieschke, K. J., & Juntunen, C. (2016, February). *Standards of Accreditation and implementing regulations*. Workshop conducted for the Council of Counseling Psychology Training Programs, Asheville, NC.
- Bieschke, K. J., & Schaeffer, J. (2016, January). *Doctoral site visitor training for the American Psychological Association's Commission on Accreditation*. Workshop conducted for the annual meeting of the Council of Counseling Psychology Training Programs, Asheville, NC.
- Bieschke, K., McCutcheon, S., & Freeman, K. (2016, January). *Commission on Accreditation: Update*. Presented at the annual meeting of the National Council of School and Programs in Professional Psychology, Atlanta, GA.
- Bieschke, K. J., & Olympia, D. (2016, January). *Doctoral site visitor training for the American Psychological Association's Commission on Accreditation*. Workshop conducted at the annual meeting of the Council of Directors of School Psychology Programs, Fort Lauderdale, FL.
- Bieschke, K., J., Romero, V., Shields, S., & Radhakrishna, R. (2015, October). *Panel: The nuts and bolts of promotion and tenure*. Workshop conducted as part of the pre-tenure symposium sponsored by the President's Commissions for Equity entitled "Equity and inclusion: Successfully navigating the promotion and tenure process," University Park, PA.
- Bell, D., McCutcheon, S., & Bieschke, K. (2015, August). *Commission on Accreditation: Update*. Presented at the annual meeting of the American Psychological Association, Toronto, Canada.
- Bieschke, K. J., & Smith, D. (2015, August). *Doctoral site visitor training for the American Psychological Association's Commission on Accreditation*. Workshop conducted at the annual meeting of the American Psychological Association, Toronto, Canada.
- Bieschke, K. J., & Rodolfa, E. (2015, February). *How to complete a self-study for the American Psychological Association's Commission on Accreditation*. Workshop conducted for the Council of Counseling Psychology Training Programs, San Diego, CA.
- Bieschke, K. J. (2014, February). *Commission on Accreditation: Update*. Presented at the annual meeting of the Council of Counseling Psychology Training Programs, San Diego, CA.
- Bieschke, K., J., Romero, V., & Shields, S. (2014, October). *Panel: The nuts and bolts of promotion and tenure*. Workshop conducted as part of the pre-tenure symposium sponsored by the President's Commissions for Equity entitled "Equity and inclusion: Successfully navigating the promotion and tenure process," University Park, PA.

- Paternite, C., Bell, D., & Bieschke, K. (2014, August). *Commission on Accreditation: Update*. Presented at the annual meeting of the American Psychological Association, Washington DC.
- Bieschke, K. J., & Bell, D. (2014, August). *Doctoral site visitor training for the American Psychological Association's Commission on Accreditation*. Workshop conducted at the annual meeting of the American Psychological Association, Washington DC.
- Bieschke, K. J., & Gayk, J. (2014, May). *How to complete a self-study for the American Psychological Association's Commission on Accreditation*. Workshop conducted for the American Board of Professional Psychology, Chicago, IL.
- Bieschke, K. J., & Hathaway, W. (2014, March). *How to complete a self-study for the American Psychological Association's Commission on Accreditation*. Workshop conducted for the Council of Counseling Psychology Training Programs, Atlanta, GA.
- Bieschke, K. J., & Stoner, G. (2014, January). *How to complete a self-study for the American Psychological Association's Commission on Accreditation*. Workshop conducted for the Council of Directors of School Psychology Programs, Fort Lauderdale, FL.
- Bieschke, K. J. (2013, August). *2013 Fellows addresses, Society of Counseling Psychology*. Presented at the annual meeting of the American Psychological Association, Honolulu, HI.
- Bieschke, K. J. (2013, August). *Speed mentoring*. Roundtable conducted for the Society of Counseling Psychology's Section on Supervision and Training at the annual meeting of the American Psychological Association, Honolulu, HI.
- Bieschke, K. J. (2012, February). *Tools for effectively influencing administrators*. Workshop conducted for the Council of Counseling Psychology Training Programs, Miami, FL.
- Bieschke, K. J., & Duan, C. (2012, February). *How to complete a self-study for the American Psychological Association's Commission on Accreditation*. Workshop conducted for the Council of Counseling Psychology Training Programs, Miami, FL.
- Bieschke, K. J. (2012, January). *Values conflicts in professional psychology and counseling*. Invited talk, Regent University, Norfolk, VA.
- Bieschke, K. J., & Paternite, C. (2011, August). *How to be a site visitor for the American Psychological Association's Commission on Accreditation*. Workshop conducted at the annual meeting of the American Psychological Association, Washington DC.
- Bieschke, K. J. (2011, November). *Princess boys and pirate girls*. Workshop conducted for the College of Education, Pennsylvania State University, University Park, PA.

- Bieschke, K. J., & Wix, R. (2011, April). *Sexual minority clients: An introduction to professional guidelines, competencies, and evidence-based practices*. Workshop conducted for the Central Pennsylvania Psychological Association, State College, PA.
- Bieschke, K. J., Rankin, S., & Subasic, A. (2010, November). *Expanding our contexts: Creating safe spaces in schools for LGBTQA youth*. Panel discussion for the Education Policy Student Association, University Park, PA.
- Mintz, L., & Bieschke, K. J. (2008, March). *Counseling Psychology Model Training Values Statement Addressing Diversity*. Symposium conducted at the International Counseling Psychology Conference, Chicago, IL.
- Bieschke, K. J. (2008, March). The development of the Counseling Psychology Model Training Values Statement Addressing Diversity. In L. Mintz & K. J. Bieschke (Chairs), *Counseling Psychology Model Training Values Statement Addressing Diversity*. Symposium conducted at the International Counseling Psychology Conference, Chicago, IL.
- Bieschke, K. J. (2007, November). *Group consultation: Out-of-group contact*. Psychology Clinic, Pennsylvania State University, University Park, PA.
- Bieschke, K. J. (2007, 2008, 2009, 2010, 2011). *Obtaining a faculty position*. Professional Development, Counseling and Psychological Service, Pennsylvania State University, University Park, PA.
- Bieschke, K. J. (2006, August). *Fellows address*. Presented at the annual meeting of the American Psychological Association, New Orleans, LA.
- Paul, P., Bieschke, K., Illfelder-Kaye, J., & Dendy, A. (2006, April). Invited panelist, Feminist Therapy, Psychology of Gender (PSY 471), Pennsylvania State University, University Park, PA.
- Bieschke, K. J., Blasko, K. A., Bridges, S., Paul, P., Pepper, S., & Williams, J. (2006, March). *Come out, come out wherever you are*. Invited workshop, Department of Counselor Education, Counseling Psychology, and Rehabilitation Services, Pennsylvania State University, University Park, PA.
- Bieschke, K. J., & L. Mintz. (2006, February). *Best practices in assessment of competencies*. Structured discussion. Mid-winter meeting of the Council of Counseling Psychology Training Programs, Tampa, FL.
- Carter, J., Bieschke, K., Nutt, R., & Vacha-Haase, T. (2005, February). *Embracing the role of "practice" of scientist-practitioner model inside and outside of the curriculum*. Invited presentation. Mid-winter meeting of the Council of Counseling Psychology Training Programs, Palm Springs, CA.

- Bieschke, K. J., & Paul, P. (2005, February). *Speaking frankly in the classroom about sexual orientation and gender identity*. Invited workshop. Schreyer Institute for Teaching Excellence, Pennsylvania State University, University Park, PA.
- Bieschke, K. J. (2004, November). *Empirical evidence for conversion therapy*. Invited talk, Psychology Grand Rounds, Pennsylvania State University, University Park, PA.
- Bieschke, K. J. (2004, May). *The use of career assessments: General thoughts and specific recommendations-A panel presentation*. Invited panel member, Mid-Atlantic Career Counseling Association, University Park, PA.
- Bieschke, K. J. (2004, May). *Closing panel discussion: What have we learned? Where do we go?* Invited panel member, Colloquy X: Making Connections. University Park, PA.
- Bieschke, K. J. (2004, February). *The implications of the dominant discourse for training LGB-affirmative therapists*. Invited talk, University of California-Santa Barbara, Santa Barbara, CA.
- Bieschke, K. J., & Blasko, K. (2003, November). *Ethics and career counseling*. Career Services, Pennsylvania State University, University Park, PA.
- Bieschke, K. J., Matthews, C. R., & Korrell, S. (2003, April). *Providing affirmative counseling to adolescents who identify as gay, lesbian, or bisexual*. 17th Annual Children's Interagency Training Conference, Pennsylvania CASSP Training and Technical Assistance Institute in partnership with the Office of Mental Health and Substance Abuse Services.
- Bischoff, L. G., Hyde, J. S., Bieschke, K. J., Southam, M. A., O'Laughlin, E. M. & Bears, K. (2001, August). *Balancing parenthood and an academic career in psychology*. Panel discussion at the meeting of the American Psychological Association, Washington, D. C.
- Bieschke, K. J. (2001, November). *Affirmative psychotherapy with lesbian, gay, and bisexual clients*. PFLAG, Ames, IA.
- Rice, K., Bieschke, K. J., & Vacha-Haase, T. (2000, January). *New training director's orientation*. Workshop presented at the meeting of the Council of Counseling Psychology Training Programs, Miami, FL.
- Sager, J., & Bieschke, K. J. (1999, March). *Beyond traditional job development (I)*. Co-coordinated a three-day conference for counselors in the State of Pennsylvania's Office of Vocational Rehabilitation. State College, PA.
- Sager, J., & Bieschke, K. J. (1999, November). *Beyond traditional job development (II)*. Co-coordinated a three-day conference for counselors in the State of Pennsylvania's Office of Vocational Rehabilitation. State College, PA.

- Tozer, E., O'Brien, J., Perez, R., Sadowsky, G., Worthington, R., & Bieschke, K. J. (2002, August). *The grace and grit of becoming an ally for LGB concerns*. Roundtable discussion at the meeting to the American Psychological Association, Chicago, IL.
- Bieschke, K. J. (1997, February) *An update of ethical issues*. CE credit-bearing workshop presented to the Central Pennsylvania Psychological Association, State College, PA.
- Mobley, M., Trad, A., Cheatham, H., Byars, A., Kim, S., Bieschke, K., Palma, T., & Pearson, S. (1997, March). *Increasing therapeutic success in cross-cultural counseling: Resolving cultural impasses*. Preconvention workshop presented at the meeting of the American College Personnel Association, Chicago, Illinois.
- Mobley, M., Trad, A., Cheatham, H., Bieschke, K. (1997, March). *Bridging the cultural impasse in student affairs*. Preconvention workshop presented at the meeting of the American College Personnel Association, Chicago, Illinois.
- Matthews, C. R., & Bieschke, K. J. (June, 1995). *Utilizing testing and assessment instruments in addictions counseling*. Three-day workshop presented at the spring training institute of the Pennsylvania Department of Health Office of Drug and Alcohol Programs, Lake Harmony, Pennsylvania.
- Bieschke, K. J. & McCracken, J. (November, 1994). *A toolbox for working with groups: Understanding group dynamics*. Presented at the fourth annual conference of the Pennsylvania Association of Senior Citizens, University Park, PA.

Editorial Work

Special Issue

- Mintz, L.B. & Bieschke, K.J. (Eds). (2009). Counseling Psychology Model Training Values Statement Addressing Diversity: Rationale and implementation in training programs. *The Counseling Psychologist*, 37(5).
- Bieschke, K. J. (2009). Supplemental Issue: Establishing and assessing core competencies in professional psychology. *Training and Education in Professional Psychology*, 3.
- Croteau, J. M., & Bieschke, K. J. (Eds.). (1996). The vocational issues of lesbian women and gay men [Special Issue]. *Journal of Vocational Behavior*, 48.

Journals

Associate Editor

Training and Education in Professional Psychology (3/06-12/12)

Editorial Board Member

Psychology of Sexual Orientation and Gender Diversity (7/13-present)

Training and Education in Professional Psychology (1/13-present)

Journal of Counseling Psychology (1/01-12/06)

The Counseling Psychologists (1/01-1/04)
Journal of College Student Development (3/97-3/00)
Career Development Quarterly (7/95-7/99)

Ad hoc Reviewer

Journal of Counseling Psychology (2014, 2016)
Professional Psychology: Research and Practice (2014)
Journal of Teacher Education (2013, 2014)
Psychotherapy Research (2013)
The Counseling Psychologist
American Journal of Distance Education
Health Psychology
Journal of Psychology and Human Sexuality
Journal of Vocational Behavior
Career Development Quarterly
Journal of Psychology in Africa

Book reviewer

American Psychological Association (2016)
 Brooks/Cole-Cengage Learning (2008)
 Wadsworth (2001)
 Prentice-Hall Inc. (1995; 1999)

Grants

Member, Review Panel (2021). National Institutes of Health: Common Fund Transformation Initiative to Foster Diversity and Inclusive Excellence Among Institutions (FIRST), ZRG1 RPHB Y-(51).

Hayes, J., Bieschke, K., Locke, B., & Castonguay, L. Preventing suicide among high risk college students via accurate identification and effective counseling, American Society for the Prevention of Suicide. Submitted November, 2013. Amount: \$78,930. Funded.

Vogel, D.L., Boysen, G. A., & Bieschke, K. J. Implicit bias toward gay and lesbian clients, National Institutes of Mental Health. Submitted February 2007. Amount: \$602,937. Not funded.

Bieschke, K. J. (March, 2005). Constructive development and multicultural awareness, College of Education Research Initiation Grant, Pennsylvania State University. Amount: \$6530.00. Funded.

Bieschke, K. J., & Slaney, R. (September, 2003). Establishing a training culture committed to multicultural competence. Block Grant. Submitted to the Board of Educational Affairs, American Psychological Association. Amount: \$2,000. Partially funded for \$500.

- Bieschke, K. J. (November, 2003). Travel Grant. Submitted to the Schreyer Institute, Pennsylvania State University. Amount: \$500. Funded.
- Bieschke, K. J. (January, 2000). Non-heterosexist organizational climate and affirmative counselor behaviors: Validation of instruments, Submitted to the Wayne F. Pluck Small Grant, American Psychological Foundation. Amount: \$3,200. Not funded.
- Matthews, C. R., & Bieschke, K. J. (October, 1999). Non-heterosexist Organizational Climate and Affirmative Counselor Behaviors: Validation of Instruments. Submitted to the Alumni Research Initiation Grant, College of Education, Pennsylvania State University. Amount requested: \$600. Funded.
- Matthews, C. R., & Bieschke, K. J. (March, 1999). Identifying factors influencing psychologists' affirmative attitudes and behavior with gay, lesbian, and bisexual clients. Submitted to the Wayne F. Placek Research Grant; American Psychological Foundation. Amount requested: \$30,000. Not funded.
- Hunt, B., & Bieschke, K. J. (December, 1996 - Spring, 2000). Long Term Training in Job Placement and Job Development Grant, Submitted to the U.S. Department of Education, Rehabilitation Services Administration. Amount requested: \$287,274. Funded.
- Bieschke, K. J. (October, 1996). Submitted to the Alumni Research Initiation Grant, College of Education, Pennsylvania State University. Amount requested: \$600. Funded.
- Bieschke, K. J. (November, 1995). Winter roundtable on cross-cultural psychology and education. Submitted to Pennsylvania State University's Equal Opportunity Planning Committee. Amount requested \$2700; awarded \$1650. Funded.
- Bieschke, K.J., Hayes, J. A., & Slaney, R. B. (December, 1995). Providing multicultural counseling opportunities. Submitted to Pennsylvania State University's Equal Opportunity Planning Committee, \$35,316. Amount funded: \$8,000; refused because of lack of matching funds.
- Bieschke, K. J. (October, 1992). Submitted to the Alumni Research Initiation Grant, College of Education, Pennsylvania State University. Amount requested: \$600. Funded.
- Bieschke, K. J. (June, 1991). Submitted to the Graduate Student Research Grant, American College Personnel Association. Amount requested: \$1,000. Funded.

Honors and Awards

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| 2021 | Distinguished Career Contributions to Education and Training in Psychology Award, American Psychological Association |
| 2016 | Lifetime Contribution to Education and Training in Counseling Psychology Award, Council of Counseling Psychology Training Programs |
| 2013 | Outstanding Publication in Counseling Psychology Supervision Award, Section on |

- Supervision and Training, Society of Counseling Psychology (Division 17), American Psychological Association
- 2013 Outstanding Service Award: Faculty, Commission on Lesbian, Gay, Bisexual, and Transgender Equity, Pennsylvania State University
- 2010 Distinguished Alumni, Department of Psychology, Illinois State University (October, 2010)
- 2010 *The Counseling Psychologist*, Major Contribution Award (Mintz & Bieschke, 2009, The Counseling Psychology Model Training Values Statement Addressing Diversity, vol. 37)
- 2009 Distinguished Contribution to Education and Training, Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues (Division 44), American Psychological Association
- 2007 Fellow, Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues (Division 44), American Psychology Association
- 2006 Fellow, Society of Counseling Psychology (Division 17), American Psychological Association
- 2001 Distinguished Book Award, Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues (Division 44), American Psychological Association
- 2000 Fritz & Linn Kuder Early Career Scientist Practitioner Award, Division 17, American Psychological Association
- 1999 Faculty Associate Award, Office of Student Affairs, Pennsylvania State University
- 1998 Outstanding Faculty Award, College of Education, Pennsylvania State University
- 1997 Faculty Associate Award, Office of Student Affairs, Pennsylvania State University
- 1991 American Psychological Association, Student Travel Award
- 1989 Phi Kappa Phi Honor Society, Michigan State University
- 1988 Clifford E. Erickson Scholarship, Michigan State University
- 1986 College of Education Fellowship, Michigan State University
- 1985 Janice A. Auguston Memorial Scholarship, Illinois State University
- 1982 Edwin Payne Scholar, Psychology Department, Illinois State University
- 1982 Departmental Honors, Psychology, Illinois State University
- 1981 Red Tassel Mortar Board, Illinois State University

Record of Dissertation Advising

- Scott, J. (2019, June). *Maternal sensitivity to infant distress: Examining potential predictors in a low-income sample*. The Pennsylvania State University.
- Harris, K., (2017, November). *An examination of psychological distress in treatment seeking college students with double minority status*. The Pennsylvania State University.
- Chun-Kennedy, C. (2017, June). *Self-compassion as a mediator of the link between maladaptive perfectionism and depression and eating concerns*. The Pennsylvania State University.
- Van Epps, J. (2015, October). *Self-compassion in psychotherapy: Predicting change in college counseling center clients*. The Pennsylvania State University.
- Maloch, J. (2015, September). *Women's perspectives and experiences in passionate friendships*.

- The Pennsylvania State University. [Recipient of the Division 17 Section for the Advancement of Women (SAW) Student Research Award]
- Kondas, D. (2014, May). *The development of the Lesbian/Gay Spirituality Scale*. The Pennsylvania State University.
- Brown, E. (2013, June). *African American Graduate Student Perspectives of the Advisory Working Alliance in Cross Racial Dyads: An examination of cultural mistrust as a moderating factor*. Pennsylvania State University.
- Wix, R. (2012). *Attachment anxiety as a mediator of heterosexist discrimination, depression, and PTSD in sexual minority women*. Pennsylvania State University.
- Patishnock, M. (2011). *Attachment and perceived social support as influencing factors in the development of internalized heterosexism in gay men*. Pennsylvania State University.
- Marks, M. (2011, June). *Factors that help and hinder scientific training in counseling and clinical psychology students*. Pennsylvania State University.
- Dendy, A. (2010, Ph.D.). *Pre-doctoral interns' and early career professionals journeys towards counseling competence with lesbian, gay, and bisexual clients: A qualitative study*. [Recipient of a \$1,000 Maylon-Smith from Division 44 of the American Psychological Association; recipient of a College of Education Research Initiation Grant]. Pennsylvania State University.
- Pepper, M. (2009, Ph.D.). *The development and psychometric properties of the sources of lesbian relationship self-efficacy scale*. [Recipient of a \$5,000 Heller-Bernard Fellowship from the Center for Lesbian and Gay Studies (CLAGS)]. Pennsylvania State University.
- Markowicz, J. (2009, Ph.D.). *Intergroup contact experience in dialogues on race groups: Does empathy and informational identity style help explain prejudice reduction?* Pennsylvania State University.
- Bridges, S. (2008, Ph.D.). *Interpreting feedback in the workplace: An examination of stereotype threat and stigmatization with African American professionals*. [Received a \$750 Penn State Africana Research Center Student Research Grant]. Pennsylvania State University.
- Paul, Parrish. (2008, Ph.D.). *Gay identity development as a process of meaning-making development*. [Received a \$5,000 Penn State Alumni Dissertation Award]. Pennsylvania State University.
- Blasko, Kelly. (2008, Ph.D.). *Prototypical assessment by therapists of intimate partner violence using a control-based typology*. [Received a \$1,000 APA Foundation Scrivener Grant]. Pennsylvania State University.

- Cammack, A. (2007, Ph.D.). *An examination of the career situations of predominantly African American Play-it-Smart participants*. [Received a \$500 NCDA Graduate Student Research Grant]. Pennsylvania State University.
- Henry, M. (2007, Ph.D.). *Clinical judgments for clients of varying religious orientations: An experimental study with clinicians-in-training*. Pennsylvania State University.
- Boita, J. (2006, Ph.D.). *Dual earner couples: Predicting relationship satisfaction among women with female partners*. Pennsylvania State University.
- Kobyashi, E. (2005, Ph.D.). *Perceived parental expectations among Chinese American college students: The role of perceived discrepancy and culture in psychological distress*. Pennsylvania State University.
- Kiefner, V. (2005, Ph.D.). *Linking, internalized shame, and bulimic symptomatology: A mediational model for bulimia nervosa*. Pennsylvania State University.
- Cassella-House, C. (2004, Ph.D.). *Out and about: Predicting lesbians' outness in the workplace*. [Received a College of Education Dissertation Grant]. Pennsylvania State University.
- Robertson, S. (2003, Ph.D.). *Make it happen: Enhancing job search skills through internet-based training*. Pennsylvania State University. [Received a \$500 NCDA/ACSCI Research Grant Award in 2001]. Pennsylvania State University.
- Simon-Boyd, G. (2002, Ph.D.). *Predictors of eating disorder continuum groups: Hardiness and adjustment to college*. Pennsylvania State University.
- White, A., (2002, Ph.D.). *Gender role conflict and racial identity as indicators of Black men's help seeking attitudes*. Pennsylvania State University.
- Park, J. (2001, Ph.D.). *Development of the Heterosexism Scale*. Pennsylvania State University.
- Bard, C. (2001, Ph.D.). *Investigating research productivity among rehabilitation doctoral students*. Pennsylvania State University.
- Bershad, C. (2001, Ph.D.). *Gender differences and depression: Potential risk factors and moderating variables*. Pennsylvania State University.
- Eberz, A. (2000, Ph.D.) *A comparison of licensed psychologists' attitudes and clinical evaluations for clients of differing sexual orientations*. Pennsylvania State University.
- Dogan, N. (2000, Ph.D.). *Toward a theory of sexual harassment: Giving voice to women students' experiences*. [Received the 2001 Barbara A. Kirk Award for Outstanding Graduate Student Research and the 1998 Donald E. Super Dissertation Fellowship from APA's Division 17; received a \$1500 NCDA/ACSCI Research Grant Award in 1998]. Pennsylvania State University.

- Pearson, S. (1999, Ph.D.). *Influence of the family on the career development of African American women*. [Received a 1998-1999 Alumni Society Graduate Student Research Initiation Grant; 2002 recipient of the Carolyn Payton Early Career Award, granted by Division 35/Section One of APA (Society of the Psychology of Women; Psychology of Black Women)]. Pennsylvania State University.
- Surbeck, B. (1997, Ph.D.). *Sex differences in achieving styles among university faculty*. [Received a grant from PSU's Commission for Women]. Pennsylvania State University.
- Kessler, B. L. (1996, Ph.D.). *A retrospective analysis of shame, dissociation, and adult victimization in survivors of childhood sexual abuse*. [Received the 1998 Joan Dallum Graduate Student Research Award from the American College Personnel Association]. Pennsylvania State University.
- Barone, S. (1996, Ph.D.). *Assessing the cross-cultural counseling competencies of counseling psychologists: A quantitative and qualitative analysis*. Pennsylvania State University.
- MacNab, C. (1996, Ph.D.). *Childhood abuse history and adult psychosocial functioning: The role of parental bonding, family environment and attachment*. Pennsylvania State University.
- Bishop, R. M. (1995, Ph.D.). *Research interest among counseling psychology doctoral students: A path analysis*. [Received the 1997 Joan Dallum Graduate Student Research Award from the American College Personnel Association]. Pennsylvania State University.
- Moore, R. (1995, Ph.D.). *Expectancies for negative mood regulation and the relationship with response styles to depression*. Pennsylvania State University.
- Trad, A. (1995, Ph.D.). *The development of the working alliance in counselor supervision*. Pennsylvania State University.

Teaching and Supervision

Undergraduate

Developing Critical Thinking for Leadership, Honors 201H, Pennsylvania State University, Spring 2017

Presidential Leadership Capstone Seminar, Honors 401H, Pennsylvania State University, Fall 2016, Spring 2017

Developing Critical Thinking for Leadership, Honors 201H, Pennsylvania State University, Fall 2016

Sexual Identity over the Lifespan (HDFS 250), Pennsylvania State University, Spring 2011,

Spring 2012.

Group Procedures in Guidance and Counseling, Counselor Education 404, Pennsylvania State University, Fall 1991, Fall 1992, Summer and Fall 1993, Summer and Fall 1994, Fall 1995, Fall 1996, Fall 1998.

First Year Seminar (ED100S.5), Pennsylvania State University, Fall, 1999

Understanding Self and Others, ED PSYCH 262-2, University of Utah, Summer 1991.

Exploring Self: Impact of Gender and Sex Roles, ED PSYCH 262, University of Utah, Summer 1991.

Paraprofessional Training Lab, ED PSYCH 396, University of Utah, Winter 1991.

Career and Life Planning, ED PSYCH 261, University of Utah, Fall 1990 and Spring 1991.

Student Leadership Training, EAD 415, Michigan State University, Winter 1987.

Graduate

Individual Counseling Procedures, Counselor Education 506, Pennsylvania State University, Fall 2007, 2009, 2010, 2011, 2013, 2014, 2015.

Group Psychotherapy, Counseling Psychology/Counselor Education 582, Pennsylvania State University, Fall 2005, 2006, 2007, 2008, 2009, 2010, 2011.

Advanced Practicum, Counseling Psychology 597C, Pennsylvania State University, Fall 2009; Spring & Summer 2010.

Multicultural Counseling, Counseling Psychology 554, Pennsylvania State University, Spring 2003, 2004, 2005, 2006, 2007, 2008.

Theories of Counseling, Counseling Psychology 502, Pennsylvania State University, Spring 2003.

Group Counseling, Psychology 626, Iowa State University, Spring 2002.

Individual Counseling Practicum, Psychology 691A, Iowa State University, Spring 2002.

Individual Supervision of Counseling, Counseling Psychology 589 and 595A, Pennsylvania State University, Fall 1994, Spring 1995, Fall 1996, Spring 1997, Fall 1997, Spring 1998, Fall 1999, Fall 2000, Spring, 2001.

Assessment in Counseling, Counseling Psychology 597D, Pennsylvania State University, Spring 1993, Fall 1994-1997

Seminar in Counseling: Legal and Ethical Concerns, Counseling Psychology 592, Pennsylvania State University, Spring 1992, Spring 1994-1998, Spring 2001; Fall 2003, Fall 2004, Fall 2005.

Philosophy of Counseling, Counseling Psychology 593, Pennsylvania State University, Spring 1992; 1993

Counselor Education Practicum, Counselor Education 595A, Pennsylvania State University, Spring 1992

Counseling Psychology Practicum, Counseling Psychology 595A, Pennsylvania State University, Fall 1991, Spring 1992, Fall 1992, Spring 1993, Fall 1993, Spring 1994. Continued to provide individual supervision for students in this practicum from Fall 1995-Fall 1999.

Practicum supervisor, University of Utah, 9/90 - 8/91.

Theories and Principles of Stress Management, HCP 850B, Michigan State University, Fall 1989; Winter, Spring, Summer 1990.

Assistant Practicum Supervisor, Psychology Department, Illinois State University, 9/85-3/86.

Other Research Experience

Member, Executive Team, Center for Collegiate Mental Health, Pennsylvania State University, Spring 2009-2019. Engage in activities in support of CCMH, a collaborative practice-research network comprised of over 140 college counseling centers. Attend weekly meetings, develop training materials, participate in journal and grant preparation, contribute to executive summaries and annual reports, and supervise graduate students.

Supervisor, Intern Research Project, The Center for Counseling and Psychological Services, Pennsylvania State University, Spring 1993 - Summer 1994, Summer 1997. Provided a seminar on research in counseling centers to doctoral interns and/or supervised the conceptualization, implementation, and presentation of an intern research project.

Training and Quality Control Coordinator, Health Care Study Project, Department of Psychiatry, Michigan State University, 6/88 - 7/90. Conducted in-service training for substance abuse assessors. Maintained quality of inter-rater judgments on the Addiction Severity Index. Produced Addiction Severity Index training videos. Responsible for administering public and private Addiction Severity Index training seminars, preparing manuscripts for journal submission and creating training manuals and materials.

Research Associate, Michigan State University, 9/87 - 6/88. Developed systems for conducting a follow-up study of patients recently released from inpatient psychiatric treatment. Administered several surveys to these patients three months after discharge. Assisted in literature review.

Research Assistant, PCB Silo Project, Wayne State University, 6/87 - 2/88. Engaged in field research that involved traveling throughout Michigan's lower peninsula to the homes of families who had been exposed to PBB or PCB toxins. Responsible for contacting subjects and scheduling a four hour block of time to administer a test battery. The test battery included a WISC-R, computer task, maternal interview, Home Observation for the Measurement of the Environment, PPVT-R, and Child Behavior Record.

Counseling

Private Practice Practitioner, State College, PA. Fall 1995-June, 2001; November 2003-September 2017. Maintain a small private practice, performing brief and long-term individual therapy with adults and adolescents. Areas of specialty include gay, lesbian, bisexual, and transgender issues; eating disorders; depression and anxiety; women's issues.

Associate Clinical Staff, Center for Counseling and Psychological Services, Pennsylvania State University, Fall 2011-Spring 2012. Co-led an undergraduate therapy group entitled "Understanding Self and Others."

Volunteer Group Therapist, Student Counseling Service, Iowa State University, Ames, IA, Spring 2002. Co-led a therapy group focused on depression.

Doctoral Intern, Counseling Center, University of Utah, 9/1/90 - 8/31/91. Performed individual, group and couples therapy for students, staff and faculty. Responsible for crisis coverage. Facilitated career, couples communication, test anxiety, assertion, and stress management workshops. Assessed college students for learning disabilities using the WAIS-R, SCL-90R and the Woodcock Johnson-Revised. Responsible for AIDS outreach to college students. Responded to requests from instructors and campus organizations for group interpretations of the Myers-Briggs. Interpreted the MMPI, WAIS-R, Myers-Briggs, and Strong Campbell Interest Inventory test results. Received two hours of individual supervision each week. Attended consults in career, drug and alcohol, psychiatric, couples/family, supervision, research, and learning disabilities assessment. Supervisor: Kathleen Boggs, Ph.D. and Frances Harris, Ph.D.

Advanced Counseling Center Practicum Counselor, Counseling Center, Michigan State University, Winter and Spring Term 1989. Caseload included four ongoing clients with personal-social concerns. Received 5 hours of individual and group supervision each week that included case presentations, case conceptualizations, professional issues, and treatment issues. Supervisors: Linda Forrest, Ph.D. and Robert Lent, Ph.D.

Advanced Practicum Group Co-therapist, Counseling Center, Michigan State University, Spring Term 1990. Co-led a brief therapy group for women with self-esteem issues.

Mental Health Therapist, CARES, St. Lawrence Hospital, Lansing, MI, 6/88 - 8/89. Conducted initial assessments and made appropriate referrals for a varied client population as part of an employee assistance program. Conducted brief counseling (4-12 sessions) with two-three clients per week. Administered and interpreted assessment batteries with children, including the WPPSI, WISC-R, WRAT-R, Incomplete Sentences - Children, Personality Inventory for

Children, Trail Making, Symbol Digit Modalities Test, and the Children's Apperception Test. Wrote assessment reports and diagnosed clients using the DSM III-R. Supervisor: Lesley Jones, Ph.D.

Outpatient Mental Health Practicum Counselor, Psychological Services and Addictions Clinic, St. Lawrence Hospital, Lansing, MI, 9/87 - 6/88. Caseload included four-five ongoing adult, adolescent and/or child clients each week. Administered and interpreted assessment instruments, wrote psychological reports, conducted intakes, developed treatment plans, and diagnosed clients using the DSM-III. Conducted and interpreted assessment batteries with patients on an inpatient unit using the MMPI, Rorschach Inkblot Test, WAIS-R, and the Wechsler Memory Scale-Revised. Received 3.5 hours per week of individual and group supervision that included case presentations, case conceptualizations, professional issues, and treatment considerations. Supervisors: Lesley Jones, Ph.D. and Robert Lent, Ph.D.

Career Pre-practicum Counselor, Counseling Center, Michigan State University, Winter Term 1987. Caseload included four ongoing clients each week with career related concerns. Administered and interpreted vocational assessment instruments and conducted intakes. Received three hours of individual and group supervision each week that included case presentations, conceptualizations, and treatment issues. Supervisors: Michelle Meola, Ph.D. intern and Lee June, Ph.D.

Mental Health Center Practicum Counselor, McLean County Center for Human Services, Bloomington, IL, 8/84 - 5/85. Caseload included four ongoing adult clients each week. Co-led an assertiveness group for male adolescents. Conducted a psychological evaluation for the Department of Children and Family Services. Administered and interpreted assessment instruments. Received two hours per week of individual and group clinical supervision that included case presentations, case conceptualizations, professional issues and treatment plans. Supervisors: Thomas Barr, M. A. and Daniel Graybill, Ph.D.

Child and Family Mental Health Practicum Counselor, Psychological Services Clinic, Illinois State University, 8/84 - 5/85. Populations included families, juvenile court referrals, adolescents, and children. Maintained a caseload of four clients per week. Engaged in individual and family counseling. Administered and interpreted assessment instruments, wrote psychological reports and developed treatment plans. Received five hours of individual and group supervision each week that included case presentations, case conceptualizations, and professional issues. Supervisor: Daniel Graybill, Ph.D.

Record of University Service

University (prior to 2016-2017)

University Committee Participation

- Member, Special Committee for Outcomes, Assessment, and Performance Enhancement, The Graduate School, Pennsylvania State University (2015-2016)

- Member, University Strategic Planning Council, Office of the President, Pennsylvania State University (2014-2016)
- Member, Steering Committee, Social Science Research Institute, Pennsylvania State University (2013-2016)
- Chair, Institutional and Community Metrics and Assessment Committee, Council on Engaged Scholarship (2015-2016)
- Member, AD-14 Review Committee for Dean of the College of Education, Pennsylvania State University (2015)
- Chair, Annual Promotion and Tenure Symposium, sponsored by the President's Equity Commissions at Penn State (2015)
- Member, Prior Learning Assessment Taskforce, Pennsylvania State University (2013)
- Member, Central Enrollment Management Group, Pennsylvania State University (2012-13)
- Member, Penn State Forum Committee (2012-13)
- Commission on Lesbian, Gay, Bisexual, and Transgender Equity, Pennsylvania State University (2010-2013)
 - Affiliate member, (2014-2016)
 - Member (2010-2013)
 - Executive Committee (2010-2012)
 - Representative to and member of the Faculty Senate's Committee on Educational Equity and Campus Environment (2010-2012)
 - Steering Committee member, Annual Promotion and Tenure Symposium (2012-2014); chair (2015)
- Member, Graduate Council Subcommittee on New and Revised Programs and Courses, Pennsylvania State University (2009-2010)
- Member, Graduate Council, Graduate School, Pennsylvania State University (Spring 2004-2006)
 - Member of the Academic Standards Committee, Graduate Council (Spring 2004-Spring 2005)
 - Member of the Graduate Student and Faculty Issues Committee, Graduate Council (Spring 2004-Spring 2005)
- Member, First-year Seminar Committee, Pennsylvania State University (Fall, 1999)
- Member, Lesbian, Gay, Bisexual Support Network, Pennsylvania State University (Fall, 1994 -present)

University Search Committee Participation

- Member, Administrative Fellows Selection Committee, Office of the Vice-Provost, Pennsylvania State University (2013-2016)
- Chair, Search Committee, Director, Counseling and Psychological Services, Office of the Vice-President for Student Affairs, Pennsylvania State University (2016)
- Chair, Search Committee, Director of Prior Learning Assessment, Office of Undergraduate Education, Pennsylvania State University (2014)
- Member, Search Committee, Associate Vice President and Associate Dean for Undergraduate Education, Pennsylvania State University (2013)
- Member, Selection Committee, Office of Support Services, Pennsylvania State

- University (Fall, 1995)
- Member, Selection Committee, Associate Director of Career Development and Placement Services, Career Development and Placement Services, Pennsylvania State University (Spring, 1994; Spring, 2004)
- Member, Selection Committee, Counselor for Comprehensive Services Program, Pennsylvania State University (Fall 1992; Fall 1993)

Reviewer

- Judge, Undergraduate Research Exhibition, Pennsylvania State University (2013, 2015)
- Member, Selection Committee, President's Award for Engagement with Students, Pennsylvania State University (2013)
- Reviewer, Center for Online Innovation, Research Initiation Grant committee, Pennsylvania State University (2013)
- Reviewer, EOPC Funding Proposals, Pennsylvania State University (2013)
- Reviewer, Africana Research Center's Annual Research Symposium, Pennsylvania State University (Spring, 2004; Spring, 2005; Spring 2006)
- Judge, Graduate Student Research Exhibition, Pennsylvania State University (Spring 1998)

College

- Member, Dean's Development Council, College of Education, Pennsylvania State University, 2015-2016
- Member, Recruitment and Retention Taskforce, College of Education, Pennsylvania State University, 2014-2015
- Member, Search Committee, Administrative Support Coordinator 5 position, Pennsylvania State University, 2014
- Co-chair, Intellectual Property Focus Group, Pennsylvania State University, 2014
- Member, College of Education, Promotion and Tenure Committee, Pennsylvania State University, 2012
- Faculty Council, College of Education, Pennsylvania State University
 - Member, 2007-2008; 2010
 - Past Chair, Fall 1999-Spring 2000.
 - Chair, Fall 1998-Spring 1999
 - Vice Chair, Fall 1997-Spring 1998
 - Secretary, Fall 1996-Spring 1996
- Member, 2006 College of Education Awards Committee, Pennsylvania State University
- Ad-hoc Committee for the 2005 Career Achievement Award, College of Education, Pennsylvania State University
- Sabbatical Leave Committee, College of Education, Pennsylvania State University (Fall, 1993; Fall, 1994)
- Committee on Research Policy, College of Education, Pennsylvania State University (Fall, 1993 – 1998)

- Media Advisory Board, College of Education, Pennsylvania State University (Spring, 1993 – 1995)

Department

Department Committee Participation

- Chair, Diversity and Climate Enhancement Committee, Pennsylvania State University (2014-2016)
- Member, Promotion and Tenure Committee, Pennsylvania State University (September, 1998-May, 2001; September 2002-April 2003; August 2005-May 2011)
- Chair, Promotion and Tenure Committee, Pennsylvania State University (April, 2003-2005)
- Member, Climate Committee, Pennsylvania State University (April, 2003-September, 2004, 2007-2008)
- Member, Evaluation Sub-committee, Iowa State University (Spring, 2002)
- Member, Human Relations Committee, Iowa State University (Fall 2001-Spring 2002)
- Chair, Curriculum Committee, Pennsylvania State University (Fall 1999; Fall 2000-Spring 2001)

Departmental Search Committee Participation

- Member, Search Committee, Administrative Assistant 3, 2015
- Member, Search Committee, Administrative Support Coordinator 3 position, 2014, 2016
- Member, Search Committee, Administrative Support Coordinator 4 position, 2014
- Chair, Open rank position, co-funded with the Network for Child Protection and Well-being, Pennsylvania State University (2013-2014)
- Chair, Assistant/Associate Professor of Counseling Psychology, Pennsylvania State University (2004-2005)
- Member, Assistant/Associate Professor of Counselor Education, Pennsylvania State University (2002-2003)
- Member, Assistant Professor of Counseling Psychology, Iowa State University (2001-2002)
- Member, Assistant/Associate Professor of Rehabilitation Education, Pennsylvania State University (Fall, 2000)
- Member, Assistant Professor of Rehabilitation Education, Pennsylvania State University (Fall, 1999)
- Member, Assistant Professor of Counselor Education, Search Committee, Pennsylvania State University (Spring, 1998)
- Member, Department Chair of Counselor Education, Counseling Psychology, and Rehabilitation Services, Pennsylvania State University (Spring, 1997)

- Member, Instructor for the Chemical Dependency Program, Pennsylvania State University (Spring, 1995)
- Member, Assistant Professor of Counseling Psychology, Search Committee, Pennsylvania State University (Spring, 1995)
- Member, Assistant Professor of Counseling Psychology, Search Committee, Pennsylvania State University (Spring, 1993)
- Member, Assistant Professor of Counseling Psychology, Search Committee, Pennsylvania State University (Spring 1992)

Counseling Psychology Program

- Program Coordinator/Professor-in-Charge, Pennsylvania State University (January, 1998-April, 2001; June, 2005-2007, 2010-2013)
- Chair, APA Program Accreditation Committee, Counseling Psychology Program, Pennsylvania State University (1999; 2005; 2012)
- Chair, 25th Counseling Psychology Reunion (2008)
- Practicum coordinator, Pennsylvania State University, (1992 – 1998; 2009-2010)
- Chair, Admissions Committee, Pennsylvania State University, (1994-1996; 2004; 2008, 2010)
- Member, Counseling Psychology Curriculum Revision Committee, Pennsylvania State University, Fall 1992 - Spring 1993; Spring 1998
- Chair, Counseling Psychology Evaluation Committee, Chair, Pennsylvania State University, Fall 1992 -1998

Public

- Member, Lesbian, Gay, Bisexual, Transgender & Questioning Task Force, State of Pennsylvania's Office of Mental Health and Substance Abuse (2008-2011)

Professional Affiliations and Service

American Psychological Association

Commission on Accreditation

- Chair (2016)
- Co-chair, Quality Assurance (2014-2015)
- Member, Executive Committee (2012-2016)
- Chair, Training Committee (2012-2013), Member (2012-2016)
- Member, Doctoral Policy Committee (2011-2012, 2016)
- Member, Internship Policy Committee (2013-2015)
- Member, Writing team, Guidelines and Principles Revision (2013)
- Commissioner, representative for the Council of Counseling Psychology Training Programs (2011-2016)

- Committee on Accreditation, Site Visitor (1999-2010)

Service to the Society of Counseling Psychology

- Chair, Search committee for the Editor of *The Counseling Psychologist* (2018)
- Fellowship Committee, member (2010-2013); chair (2011-2012)
- International Counseling Psychology Conference
 - Chair, Working Groups Sub-Committee (2007-2008)
 - Steering Committee (2006-2008)
- Vice-President, Education and Training (2004-2007); liaison to APA's Board of Educational Affairs; member of the following special task groups: Development of Counseling Psychology Post-doctoral Guidelines, Changes in Counseling Psychology Doctoral Programs; Strategic Planning Initiatives
- Chair, workgroup focused on the development of the *Counseling Psychology Model Training Values Statement Addressing Diversity*
- Member, Awards Committee; APA Award Sub-Committee (2002-2004)
- Co-chair, Hospitality Committee, National Conference (2000)
- Member, Program Committee (1995-1998; 2000-2003)
- Member, Membership Committee (1998-2001)
- Member, Advisory Board for the Vice President of Scientific Affairs (2000-2003)
- Member, Advisory Board for the Vice President of Diversity and Public Interest (1996-1999); contributed to the development of APA's Multicultural Guidelines for Education and Training (2002-2003)
- Member, Hospitality Committee for the 1994 Convention in Los Angeles, CA

Section involvement in the Society of Counseling Psychology

- Member, Section on Women (1991-present); participated in the development of APA's Guidelines for Psychological Practice with Girls and Women (2003); chair, Awards Committee (1997-2000); member of the planning committee and co-coordinator of the mentoring subgroup for the conference "Advancing Together: Centralizing Feminism and Multiculturalism in Counseling Psychology" (1998)
- Member, Society of Vocational Psychology (1991-present); Bylaws committee, Vocational SIG (1995)
- Member, Section for Lesbian, Gay, and Bisexual Awareness (1993-present); Bylaws committee (1994-95)

Service to the Society of the Psychological Study of Lesbian, Gay, and Bisexual Issues

- Chair, Journal proposal sub-committee, American Psychological Association, Division 44, Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues (2012)
- Member, selection committee, Founding journal editor for Division 44 (2012)
- Reviewer for the Maylon-Smith Doctoral Student Dissertation Grant Award (2006)

Other Service

- Member, Board of Education Affairs Virtual Working Group on Restrictions Influencing Diversity Training in Graduate Education (2012-2016)
- Member, Joint Board of Education Affairs/Broad of Professional Affairs Working Groups on Competencies to Serve a Diverse Public Group (2013-2016)
- Reviewer, grant applications for the Wayne Placek Award (2005)
- Invited participant and Work Group Leader for the Scientific Foundations and Research Competencies Work Group, APPIC Competencies Conference: Future Directions in Education and Credentialing in Professional Psychology (November, 2002).

Council of Counseling Psychology Training Programs

- Outstanding Professional Award Committee (2004)
- Member, Executive Board, (2000-2003)
- Secretary, (2001-2003)
- Program Chair, 2003 Mid-Winter Conference (2002-2003)
- APPIC Liaison (2001-2003)
- Student Award Committee (2001-2002)

American College Personnel Association

- Commission VII: member of the Directorate Body (1993-1996), convention presentation proposal reviewer (1994, 1995, 1998, 1999), chair/member of the research award committee (1993-1996)
- Professional Development Core Council, member (1998-2000)
- General program convention proposal reviewer (1995, 1998)
- Co-Chair of Pre-conference Institutes for the 1996 national convention in Baltimore, MD